RESPONSIBLE TRANSITION FOR A GREENER FUTURE

Transisi yang Bertanggung Jawab untuk Masa Depan yang Lebih Hijau



2023

Laporan Keberlanjutan
Sustainability Report

PT Indo Tambangraya Megah Tbk

OUR WAY IN ENERGY

Pernyataan dan Batasan Tanggung Jawab
Disclaimer and Limitation of Liability

Laporan Keberlanjutan PT Indo Tambangraya Megah Tbk (selanjutnya disebut "ITM" atau "Perusahaan") memuat pernyataan operasional, keuangan, proyeksi dan rencana, penerapan strategi dan kebijakan, serta tujuan ITM yang digolongkan sebagai pandangan masa depan. Pernyataan yang tertuang memiliki prospek risiko, ketidakpastian, serta dapat mengakibatkan perkembangan aktual secara material berbeda dari yang dilaporkan. Pernyataan-pernyataan prospektif tersebut dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan prediksi kondisi yang akan datang di lingkungan bisnis. ITM tidak menjamin bahwa dokumen-dokumen yang telah dipastikan keabsahannya akan membawa hasil-hasil tertentu sesuai harapan.

Pengungkapan kinerja lingkungan dan sosial pada Laporan Keberlanjutan ITM tahun 2023 untuk aspek energi, emisi, limbah, air serta K3 telah mendapatkan penjaminan dari pihak ketiga independen.

Sustainability Report of PT Indo Tambangraya Megah Tbk (hereinafter referred to as "ITM" or the "Company") contains statements on operations, finance, projections and plans, implementation of strategies and policies, as well as ITM's objectives that may be considered forward-looking. The statements have prospects of risk, uncertainty, and may materially differ from actual developments. These prospective statements are made based on various assumptions regarding current conditions and predictions of future conditions in the business environment. ITM does not guarantee that verified documents will bring the expected results.

Disclosure of environmental and social performance in 2023 ITM Sustainability Report related to energy, emissions, waste, water, and Occupational Health and Safety (OHS) topics, have received assurance from an independent third party.

Daftar Isi
Table of Contents

4 Kinerja Keberlanjutan
Our Sustainability Performance

5 Pencapaian Keberlanjutan Kami
Our Sustainability Achievements

6 Jejak Langkah
Milestone

7 Strategi Keberlanjutan
Sustainability Strategy

9 Sambutan Direktur Utama
Message from President Director

01 **Tentang ITM dan Laporan Keberlanjutan**
About ITM and Sustainability Report

14 Sekilas ITM
ITM at a glance

22 Keandalan Operasi Tambang ITM
ITM Mine Operational Excellence

24 Sekilas Laporan Keberlanjutan
Sustainability Report in Brief

37 Pelibatan Pemangku Kepentingan
Stakeholder Engagement

02 **Bergerak Maju Mengelola Dampak Lingkungan**
Moving Forward Managing Environmental Impacts

40 Sistem Manajemen Lingkungan
Environmental Management System

41 Pengelolaan Energi dan Reduksi Emisi Gas Rumah Kaca
Energy Management and Greenhouse Gas Emission Reduction

51 Keanekaragaman Hayati dan Rehabilitasi Pascatambang
Biodiversity and Post-Mining Rehabilitation

59 Pengelolaan Limbah
Waste Management

64 Pengelolaan Air dan Efluen
Water and Effluent Management

03 **Komitmen Kami terhadap Kesejahteraan Manusia**
Our Commitment to Humanity's Wellbeing

72 Kesehatan dan Keselamatan Kerja (K3)
Occupational Health and Safety (OHS)

81 Harmoni Bersama Pekerja dan Masyarakat
Harmony with the Employee and Community

04 **Tata Kelola yang Bertanggung Jawab dan Transparan**
Responsible and Transparent Governance

104 Struktur Tata Kelola
Governance Structure

107 Pengelolaan Risiko Keberlanjutan
Sustainability Risk Management

117 Etika Bisnis
Business Ethics

121 Teknologi (Digitalisasi) dan Inovasi
Technology (Digitalization) and Innovation

124 Kinerja Ekonomi
Economic Performance

05 **Lampiran**
Appendix

141 Referensi POJK 51/2017 (SEOJK 16/2021) dan Indeks Isi Standar GRI
Reference of POJK 51/2017 (SEOJK 16/2021) and GRI Standards Content Index

164 Pernyataan Penjaminan Independen
Independent Assurance Statement

166 Lembar Umpan Balik
Feedback Form

Kinerja Keberlanjutan
Our Sustainability Performance

Aspek Pengelolaan Lingkungan
Environmental Management Aspect

Intensitas Penggunaan Energi
Energy Use Intensity GJ/Ton

2023
0.70 ↑ 17.5%

2022 : 0.59 2021 : 0.53

Intensitas Emisi GRK
GHG Emission Intensity Ton CO2eq/Ton

2023
0.11 ↑ 22%

2022 : 0.09 2021 : 0.09

Intensitas Penggunaan Air
Water Use Intensity ML/Ton

2023
0.00022 ↑ 22.2%

2022 : 0.00018 2021 : 0.00022

Pengelolaan Limbah secara 3R
3R Waste Management

2023
38% ↑ 15.2%

2022 : 33% 2021 : 22%

Restorasi Pesisir
Coastal Restoration Terumbu Karang yang Ditanam / Planted Coral Reef

2023
800 ↑ 25%

2022 : 640 2021 : 200

Penanaman Pohon di Area Terganggu
Tree Planting in Disturbed Areas Pohon / Tree

2023
546,485 ↑ 10%

2022 : 496,652 2021 : 818,618

Luas Lahan Revegetasi
Revegetation Land Area ha

2023
420 ↓ 38%

2022 : 674 2021 : 812

Aspek Sosial
Social Aspect

Rasio Tenaga Kerja Lokal
Local Manpower Ratio (Kalimantan)

2023
62% ↓ 7.5%

2022 : 67% 2021 : 73%

Jam Pelatihan Setiap Pekerja
Hours of Training per Employee

2023 Jam/Pekerja / Hours/Employee
53 ↑ 279%

2022 : 14 2021 : 23

Jumlah Kecelakaan Kerja ITM dan Kontraktor
Number of ITM and Contractor Work Accidents

2023 **3**

2022 : 3 2021 : 4

Jumlah Desa Dampingan
Total Fostered Villages Desa / Village

2023
53 ↑ 17.5%

2022 : 47 2021 : 43

Penyerapan Dana PPM
PPM Budget Utilization Rp Miliar / Rp Billion

2023
20.8 ↓ 11.1%

2022 : 21.2 2021 : 42.8*

Jumlah Kegiatan PPM
Number of PPM Activities Programs

2023
126 ↓ 44%

2022 : 227 2021 : 200

Penyerapan Dana PPM tahun 2021 termasuk kontribusi penanganan COVID-19
Absorption of PPM Funds in 2021 including contributions to COVID-19 handling

Aspek Ekonomi
Economic Aspect

Produksi Batubara
Coal Production
Juta Ton
Million Tons

2023
16.9 1.8%
2022 : 16.6 2021 : 18.2

Cadangan Batubara
Coal Reserves
Juta Ton
Million Tons

2023
281.2 5,7%
2022 : 298.1 2021 : 293.0

Pendapatan Bersih
Net Revenues
Juta USD
USD Million

2023
2,374 34.71%
2022 : 3,636 2021 : 2,076

Laba Bersih
Net Profit
Juta USD
USD Million

2023
500 58.3%
2022 : 1,199.3 2021 : 475.4

Pelibatan Pihak Lokal (Mitra Kerja)
Local Engagement (Business Partner)

2023
308 21%
2022 : 225 2021 : 225

Jumlah Pembangkit Listrik Tenaga Surya (PLTS)
Total of Solar Power Plant

2023 **2**
2022 : 2 2021 : 1

Aspek Tata Kelola
Governance Aspect

Denda Pelanggaran Hukum dan Kasus Dugaan Korupsi
Fines for Violation of Laws and Corruption Allegation Cases

2023
Nihil ZERO
2022 : Nihil | Zero 2022 : Nihil | Zero

Pencapaian Keberlanjutan
Our Sustainability Achievements

Tanggal Date	Pencapaian Achievement
20 Januari 2023 January 20, 2023	Tersertifikasi ISO 27001:2015 Manajemen Sistem Keamanan Informasi ISO 27001:2015 Information Security Management System Certified
6 November 2023 November 6, 2023	Gold Rank Asia Sustainability Reporting Rating 2023
10 Desember 2023 December 10, 2023	PRISMA HAM kategori Hijau dari Kemenkumham Green category of PRISMA HAM from the Ministry of Law and Human Rights

ESG rating

SUSTAINALYTICS
34.5 per 27 Februari 2024
as of February 27, 2024

Corporate Sustainability Assessment (CSA)
45 per 23 Desember 2023
as of December 23, 2023

Informasi lebih lanjut terkait dengan penghargaan lainnya yang diterima ITM tersedia dalam Laporan Tahunan 2023 halaman 16 dan dapat diakses melalui https://itmg.co.id/investor/company-information/annual-report.

Further information about other awards received by ITM is available in Annual Report 2023 page 16 and can be accessed via https://itmg.co.id/investor/company-information/annual-report.

Jejak Langkah
Our Milestone

2021

1. IBP sedang menyiapkan diri untuk memasuki bisnis listrik tenaga surya atap dengan mulai melangkah untuk mendirikan perusahaan modal ventura yang saat ini sedang dalam proses.
2. Pembangunan Solar Hybrid Plant di Melak, dengan kapasitas 2 MW.
3. Inisiasi program "Cermat Hemat" untuk mendukung energi manajemen dan inisiatif dekarbonisasi

1. IBP has been preparing to enter the rooftop solar business by setting up a venture capital company which is currently underway.
2. Development of Solar Hybrid Plant in Melak, with a capacity of 2 MW.
3. Initiation of the "Cermat Hemat" program to support energy management and decarbonization initiatives.

2022

1. ITM memulai pembangunan fasilitas Persemaian Mentawir di kawasan Ibu Kota Negara (IKN) berkapasitas 15-20 juta bibit tanaman endemik multi kultur per tahun. *Kick-off* aktivitas ini dilaksanakan pada 18 Mei 2022 dipimpin oleh Menteri Lingkungan Hidup dan Kehutanan RI.
2. PT Bharinto Ekatama (BEK) merealisasi pengembangan operasinya di Kalimantan Tengah.
3. PT Nusa Persada Resources (NPR) yang berlokasi di Kalimantan Tengah, melakukan program Konservasi Keanekaragaman Hayati di wilayah pra-tambang bekerja sama dengan Badan Riset dan Inovasi Nasional (BRIN)
4. Penyelesaian tahap akhir program pascatambang PT Kitadin lokasi Tandung Mayang dan telah dievaluasi oleh Pemerintah dengan nilai sangat memuaskan.
5. PT Cahaya Power Indonesia (CPI), anak usaha ITM melalui IBP telah menyelesaikan instalasi panel surya atap pada dua lokasi di Jakarta dengan kapasitas 54 kWP
6. Mendirikan PT IBP Hydro Power (IHP), anak usaha ITM yang bergerak di bidang pembangkit listrik tenaga air

1. ITM started the construction of the Mentawir Nursery facility in the New National Capital City (IKN) area with a capacity of 15-20 million multi-culture endemic plant seedlings per year. The program kick-off was held on May 18, 2022, led by the Minister of Environment and Forestry of the Republic of Indonesia.
2. PT Bharinto Ekatama (BEK) realized the development of its operations in the Central Kalimantan region.
3. PT Nusa Persada Resources (NPR), located in Central Kalimantan, has conducted a Biodiversity Conservation program in the pre-mining area in collaboration with the National Research and Innovation Agency (BRIN).
4. Completion of the final stage of PT Kitadin's post-mining program at the Tandung Mayang site and has been evaluated by the Government with a very satisfactory score.
5. PT Cahaya Power Indonesia (CPI), subsidiary of ITM through IBP has finished the solar rooftop installation at two locations in Jakarta with capacity 54 kWP.
6. Establishment of PT IBP Hydro Power (IHP), a subsidiary of ITM engaged in hydroelectric power generation.

2023

1. ITM, melalui IBP, melakukan akuisisi atas 65% saham Suryanesia, Perusahaan Penyedia Layanan Tenaga Surya *(Solar-as-a-Service Company),* dengan tujuan utama meningkatkan kapasitas usaha atap tenaga suryanya melalui kemitraan usaha.
2. Pengoperasian pembangkit listrik tenaga surya *(solar photo voltaic)* di Bunyut, Kalimantan Timur. Pembangkit listrik baru ini memiliki kapasitas 2,2MWp.

1. ITM, through IBP, acquired 65% of Suryanesia shares, a Solar-as-a-Service Company, with the main objective of expanding the capacity of the solar rooftop business through a business partnership.
2. Commence operation of a new hybrid solar photo voltaic (PV) plant in Bunyut, East Kalimantan. The new plant has capacity of 2.2MWp.

Strategi Keberlanjutan [2-23] [2-24]
Sustainability Strategy

ITM berkomitmen untuk memberikan nilai jangka panjang bagi seluruh pemangku kepentingan dan mendukung tercapainya Tujuan Pembangunan Berkelanjutan (TPB). Komitmen ini didukung oleh penerapan prinsip-prinsip keberlanjutan serta pengelolaan aspek lingkungan, sosial, tata kelola (LST), dan ekonomi. Pelaksanaan inisiatif keberlanjutan dan pengelolaan LST mengacu pada visi, misi serta rencana strategis perusahaan. Hal tersebut menjadi landasan dalam setiap aktivitas operasional perusahaan. Sementara itu, untuk mendukung tercapainya target TPB, ITM berkontribusi dengan menjalankan Tanggung Jawab Sosial Perusahaan (CSR) melalui empat pilar strategis, yaitu:

ITM is committed to delivering long-term value for all stakeholders and supporting the achievement of the Sustainable Development Goals (SDGs). This commitment is supported by the implementation of sustainability principles and the management of environmental, social, governance (ESG), and economic aspects. Implementation of initiatives sustainability initiatives and ESG practices refer to the company's vision, mission as well as the company's strategic plan. This serves as the foundation in every operational activity of the company. Meanwhile, to support the achievement of SDGs, ITM contributes to implementing Corporate Social Responsibility (CSR) through four strategic pillars, namely:

LESTARI BERSAMA ITM
ITM for Environment

ITM terus meningkatkan peran aktifnya dalam menjaga dan meningkatkan kualitas lingkungan hidup. Keanekaragaman hayati, manajemen air, dan pengelolaan sampah merupakan aspek utama yang akan terus dikembangkan bersama para pemangku kepentingan.

ITM continues to increase its active role in maintaining and improving the quality of the environment. Biodiversity, water, and waste management are the main aspects that will continue to be developed with stakeholders.

BELAJAR BERSAMA ITM
ITM for Education

ITM menyadari pendidikan merupakan faktor utama dalam meningkatkan kualitas hidup. ITM telah dan akan terus berkontribusi dalam pendidikan formal dan non-formal, dalam bentuk peningkatan skill dan juga literasi para pemangku kepentingan.

ITM is aware of education being the main factor in improving the quality of life. ITM has and will continue to contribute to formal and non-formal education, by improving the skills and literacy of stakeholders.









BERDAYA BERSAMA ITM
ITM for Empowerment

ITM terus berupaya melakukan pemberdayaan kepada para pemangku kepentingan, terutama dalam peningkatan kualitas modal insani, termasuk bidang ekonomi dan kewirausahaan, kesehatan, infrastruktur serta sosial budaya.

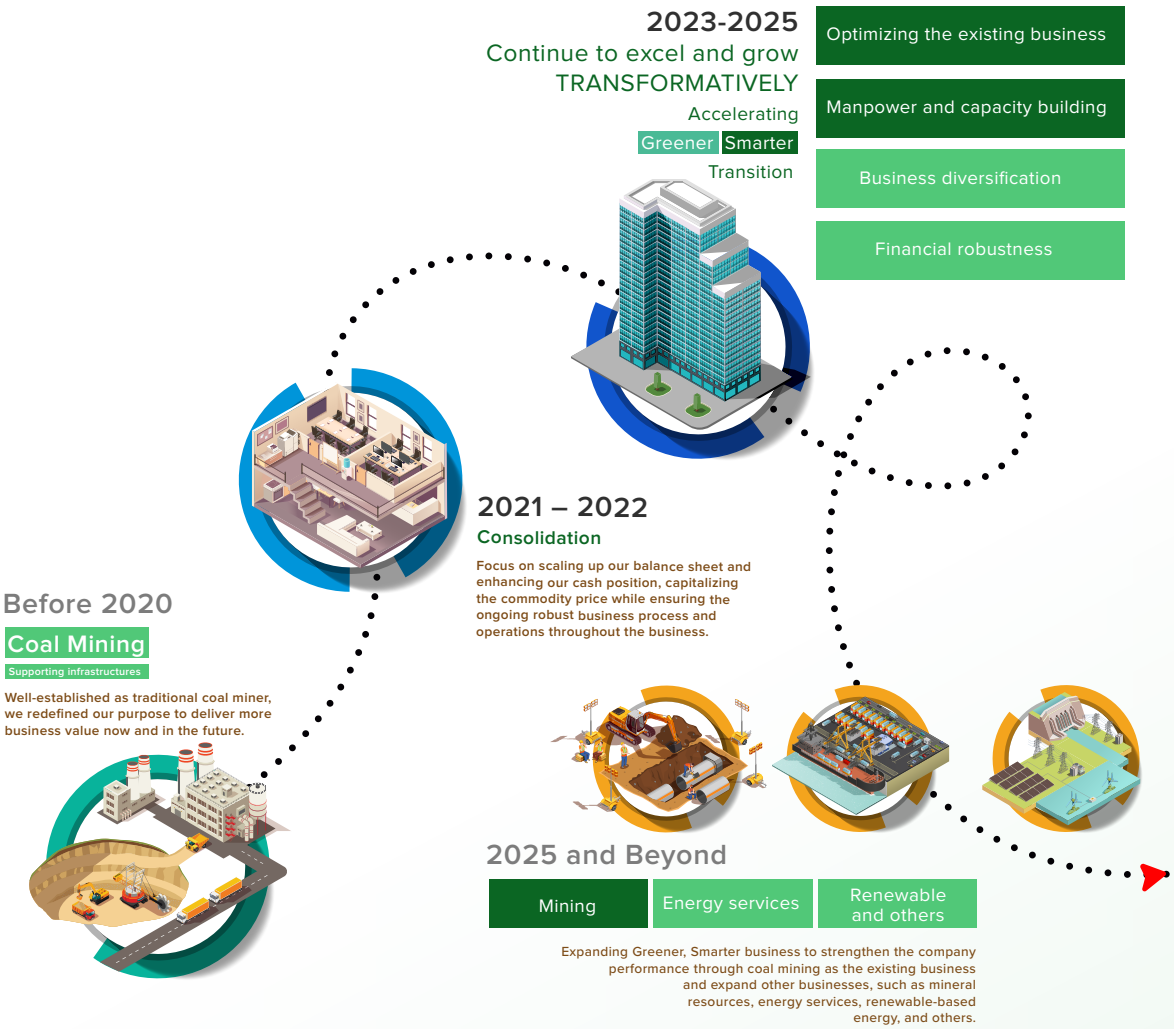
ITM continues to strive to empower stakeholders, especially in increasing the quality of human resources, including in the fields of economy and entrepreneurship, health, infrastructure, and socioculture.

PATUH BERSAMA ITM
ITM for Compliance

ITM berkomitmen untuk senantiasa menaati dan memenuhi peraturan dan aktif mengajak para pemangku kepentingan untuk berjalan seiring. Peraturan yang dimaksud bukan hanya peraturan yang diterbitkan pemerintah, tetapi juga penghargaan terhadap norma, adat istiadat serta hukum tidak tertulis yang berlaku.

ITM is committed to always abide by and complying with regulations and actively invites stakeholders to go hand in hand. The regulations are not only those issued by the government, but also the existing norms, customs, and unwritten laws.

ITM Transformation Journey: Embracing Future, Realizing Our Vision



Informasi mengenai Strategi Keberlanjutan kami juga dapat dilihat pada website perusahaan di alamat https://itmg.co.id/sustainability/approach.

Information on our Sustainability Strategy can also be found on the company's website at https://itmg.co.id/sustainability/approach.

Informasi mengenai kebijakan kami juga dapat dilihat pada website perusahaan di alamat https://itmg.co.id/governance/policy-and-documentation/code-of-conduct.

Information about our policies can also be found on the company's website at https://itmg.co.id/governance/policy-and-documentation/code-of-conduct.

Kebijakan Keberlanjutan
Sustainability Policy

Sambutan Direktur Utama [2-22]
Message from President Director



Mulianto
Direktur Utama
President Director

Para Pemangku Kepentingan yang Terhormat,
Dear Valued Stakeholders,

Aspirasi untuk terus berkembang dan tumbuh secara transformatif menjadi fokus kami selama tahun 2023. Kami memperkuat kesiapan internal untuk menangkap peluang dalam rangka menjaga keseimbangan pencapaian bisnis saat ini maupun bisnis baru yang telah direncanakan. Dengan bergandengan tangan bersama seluruh pemangku kepentingan, ITM berharap dapat terus memberikan nilai tambah pada setiap langkah.

The aspiration to continue to excel and growing transformatively has been our focus for 2023. We strengthened our internal readiness to capture opportunities to maintain the balance of current business achievements and planned new businesses. By joining hands with all stakeholders, ITM hopes to continue adding value every step of the way.

Strategi untuk menjadi perusahaan 'Lebih Hijau dan Lebih Cerdas' dan Kebijakan untuk Merespons Tantangan

Mengupayakan keberlanjutan selalu diiringi dengan tantangan yang perlu direspons secara bijaksana. ITM terus membekali diri dan meningkatkan kapasitas dalam menerapkan nilai keberlanjutan di setiap kegiatan operasional.

Sepanjang periode pelaporan, ITM menghadapi beberapa tantangan, seperti harga batubara global dan harga jual rata-rata yang cenderung menurun, demikian juga dengan ketidakpastian ekonomi yang masih dibayangi krisis geopolitik. Perusahaan dengan tanggap merespons tantangan ini melalui strategi pengelolaan biaya yang lebih ketat dan meningkatkan efisiensi.

Di sisi lain, isu perubahan iklim menjadi tantangan bersama. Negara-negara dunia pada COP28 yang dilaksanakan di Dubai, November 2023 lalu, menyatakan komitmen untuk mempercepat transisi menuju energi hijau dan meningkatkan kapasitas energi terbarukan. Kami pun mencermati bahwa dukungan terhadap sumber daya baru dan terbarukan akan terus tumbuh seiring dengan kemajuan teknologi. Untuk itu, menjadi perusahaan yang *greener and smarter* adalah respons kami atas peluang yang ada.

ITM melakukan transformasi bisnis secara bertahap untuk mengembangkan usaha dan memberikan manfaat yang lebih besar. Kami menyiapkan diri dengan menangkap peluang bisnis energi baru dan terbarukan, seperti panel surya, dan menguatkan adopsi digitalisasi yang disertai dengan peningkatan kapasitas karyawan. Di tahun 2023, Perusahaan telah memasuki tahun ke-5 digitalisasi dengan total kumulatif lebih dari 500 karyawan terlibat dalam proses digitalisasi.

Pencapaian Kinerja Keberlanjutan

Di tengah normalisasi harga batubara setelah kenaikan tajam di tahun sebelumnya, ITM berhasil memastikan efisiensi dan optimalisasi operasional sehingga dapat berkontribusi pada peningkatan profit. Produksi tercatat di angka 16,9 juta ton yang berarti mencapai target yang ditetapkan. Sementara itu, Perusahaan membukukan pendapatan bersih dan laba bersih di angka USD2.374 juta dan USD500 juta.

Untuk meningkatkan nilai perusahaan, melalui anak usaha PT ITM Bhinneka Power (IBP), kami secara signifikan meningkatkan kapasitas output energi hijau ITM lebih dari tiga kali lipat menjadi sebesar 24,8 Megawatt di tahun 2023. Melalui IBP juga, Perusahaan menyelesaikan dan mengoperasikan pembangkit tenaga surya sebesar 2MWp di Bunyut, Melak, yang menandakan kepemilikan kedua kami sehingga saat ini total kapasitas pembangkit tenaga surya mencapai 5MWp. Sementara dari sisi produksi batubara, Perusahaan melanjutkan pengelolaan tambang yang aktif beroperasi untuk mencapai keunggulan operasional dan mempersiapkan tambang baru, yaitu PT Graha Panca Karsa (GPK) yang direncanakan beroperasi pada awal tahun 2024.

Strategy to be 'Greener and Smarter Company' and Policies in Response to Challenges

In pursuing sustainability, we always encounter challenges that need to be responded to wisely. ITM continues to equip itself and improve its capacity in implementing sustainability values in every operational activity.

Throughout the reporting period, ITM faced several challenges, such as declining global coal prices and average selling prices, as well as economic uncertainty that was still overshadowed by the geopolitical crisis, while operational costs continued to increase. The company responded to these challenges through tighter cost management strategies and increased efficiency.

On the other hand, the issue of climate change has become a global challenge. At COP28 held in Dubai last November 2023, world countries committed to accelerate the transition to energy and increase the renewable energy capacity. We also observed that support for new and renewable resources continued to grow along with technological advances. Therefore, becoming a greener and smarter company is our response to the current opportunities.

ITM is transforming its business gradually to expand its operations and deliver greater benefits. We are preparing ourselves by capturing new and renewable energy business opportunities, such as solar panels, as well as strengthening the adoption of digitalization and building employee capacity. In 2023, the Company marked the 5th year of digitalization with a total of more than 500 employees involved in the process.

Sustainability Performance Achievements

Amidst the normalization of coal prices after a significant increase in the previous year, ITM managed to ensure operational efficiency and optimization which contributed to increase in profits. Production was recorded at 16.9 million tons demonstrating the target was met. Meanwhile, the Company recorded net revenue and net profit at USD2,374 million and USD500 million, respectively.

To enhance enterprise value, through its subsidiary PT ITM Bhinneka Power (IBP), we significantly increased the ITM's green energy output capacity by more than tripled to 24.8 Megawatts by 2023. Through IBP, the Company also completed and commissioned a 2MWp solar power plant in Bunyut, Melak, marking our second own power plant, bringing the total solar capacity to 5MWp. In terms of coal production, the Company continued to manage its active mines to achieve operational excellence and prepare for a new mine, PT Graha Panca Karsa (GPK) which is planned to be in operation by early 2024.

Pada tahun 2023 ini, kami semakin matang mempersiapkan aktivitas gasifikasi batubara bawah tanah dengan melakukan Nota Kesepahaman bersama Balai Besar Pengujian Mineral dan Batubara (Kementerian Energi dan Sumber Daya Mineral) dalam proses persiapan awal *Underground Coal Gasification* (UCG).

Pada aspek lingkungan, ITM terus berupaya mengurangi emisi karbon dengan mengakselerasi penggunaan teknologi lebih ramah lingkungan dan digitalisasi untuk meningkatkan efisiensi energi. Pengembangan aplikasi sistem informasi *geotagging* berbasis *web* dan *mobile* untuk *monitoring* rehabilitasi daerah aliran sungai (DAS) juga terus dikembangkan. Proyek ini berpotensi menyerap karbon sebesar 1,5 ton CO_2/ha.

Sementara, pada pengelolaan keanekaragaman hayati, kami terus melanjutkan kegiatan konservasi di sekitar area tambang, termasuk melakukan penghijauan dan pemulihan habitat. ITM juga melakukan rehabilitasi DAS, dan telah mengembalikan 3.645 ha, sehingga kumulatif lahan rehabilitasi DAS yang dikembalikan mencapai 23.701 ha. Melalui anak usaha PT Bharinto Ekatama (BEK), ITM memaksimalkan upaya rehabilitasi DAS di kawasan Bukit Menoreh dengan memberikan pelatihan budidaya tanaman *agroforestry.* Kami juga menyelesaikan pembangunan fasilitas inti Persemaian Mentawir, seperti bangunan produksi dan bangunan tanaman induk, serta fasilitas pendukung seperti laboratorium dan stasiun pengiriman bibit. ITM mempersembahkan Persemaian Mentawir ini sebagai bentuk kecintaan kami pada negeri.

Dalam kinerja aspek sosial khususnya terkait sumber daya manusia (SDM), ITM mengimplementasikan sistem penilaian kerja karyawan yang berlandaskan meritokrasi secara menyeluruh. Secara adil, Perusahaan memberikan penghargaan sesuai prestasi. Adapun dalam *key performance indicator* (KPI) yang dimiliki masing-masing individu juga telah melekat penilaian khusus terkait kinerja ESG. Pengembangan kapasitas juga terus dijalankan guna meningkatkan keterampilan yang relevan untuk menjawab dinamika perubahan lingkungan bisnis yang dinamis.

Adapun untuk masyarakat, kami meneruskan komitmen untuk memberikan manfaat yang direalisasikan melalui berbagai program Pengembangan dan Pemberdayaan Masyarakat (PPM) unggulan. Hingga akhir periode pelaporan, ITM merealisasikan dana sebesar Rp20,8 miliar atau mencapai 92,6% dari anggaran.

Untuk mewujudkan kinerja keberlanjutan yang menyeluruh, kami juga memperkuat tata kelola dengan membuat dan mengimplementasikan Kebijakan Keberlanjutan dan Kebijakan Hak Asasi Manusia (HAM), memperbarui Kebijakan Lingkungan, dan Kebijakan Kesehatan dan Keselamatan Kerja (K3). ITM juga melakukan penilaian risiko Bisnis yang berhubungan dengan aspek HAM, dengan menggunakan metode *assessment* berdasarkan aplikasi PRISMA yang dibuat oleh Kementerian Hukum dan Hak Asasi Manusia (KemenkumHAM). Hasil penilaiannya menempatkan ITM pada kategori hijau, artinya ITM telah memetakan risiko Bisnis dan HAM dengan baik. KemenkumHAM telah memberikan penghargaan atas pencapaian ITM ini.

In 2023, we thoroughly prepared for underground coal gasification activities by conducting an MoU with Coal and Mineral Testing Center (Ministry of Energy and Mineral Resources) in the initial preparation process for Underground Coal Gasification (UCG).

On the environmental aspect, ITM continues to reduce carbon emissions by accelerating the use of more environmentally friendly technology and digitalization to improve energy efficiency. We continue the development of web-based and mobile geotagging information system applications for monitoring watershed rehabilitation. The project has the potential for carbon sequestration of 1.5 tons of CO_2/ha.

Meanwhile, we continue biodiversity management, through our conservation activities around the mine area, including reforestation and habitat restoration. ITM has been conducting watershed rehabilitation, and has restored 3,645 ha, bringing the cumulative total to 23,701 ha. Through its subsidiary PT Bharinto Ekatama (BEK), ITM maximized watershed rehabilitation efforts in the Menoreh Hill area by providing training in agroforestry plant cultivation. We also completed the construction of Mentawir Nursery's main facilities, such as production house and mother plant, as well as supporting facilities such as laboratory and seedling delivery station. ITM presents this Mentawir Nursery as a token of our love for the country.

In the social aspect performance, especially related to human resources (HR), ITM implements a comprehensive employee appraisal system based on meritocracy. Accordingly, the Company rewards employees based on their achievements. The key performance indicator (KPI) of each individual has also been attached to a special assessment of ESG performance. Capacity building is also continuously carried out to improve relevant skills to respond to the dynamic changes in the business environment.

As for the community, we maintain our commitment to provide benefits through various flagship Community Empowerment and Development (CED) programs. By the end of the reporting period, ITM realized funds of Rp20.8 billion or reached 92.6% of the budget.

To deliver a holistic sustainability performance, we also strengthened our governance by establishing and implementing Sustainability Policy and Human Rights Policy, updating our Environmental Policy, and Occupational Health and Safety (OHS) Policy. ITM also assessed Business risks related to human rights aspects, using a self-assessment method based on the PRISMA application created by the Ministry of Law and Human Rights. The assessment results placed ITM in the green category, which indicates that ITM has mapped its Business and Human Rights risks properly. The Ministry of Law and Human Rights has awarded ITM for this achievement.

Peluang dan Prospek Usaha

Pada lanskap global, dinamika isu perubahan iklim terus menyita perhatian semua pihak, diiringi dengan desakan akan perlunya pendekatan holistik guna mempercepat tindakan untuk mengatasinya. Aksi bersama untuk mencapai target nol bersih melalui efisiensi energi dan peningkatan kapasitas energi terbarukan, seperti yang digaris bawahi pada COP28, merupakan situasi eksternal yang kami cermati sebagai peluang untuk tumbuh berkelanjutan.

Dengan segala peluang dan tantangan yang ada, ITM optimis dapat terus berkontribusi pada sektor energi di Indonesia dan dunia. Kami akan melanjutkan berbagai inisiatif yang sejalan dengan komitmen menjadi perusahaan yang baik dan bertanggung jawab; lebih hijau dan lebih cerdas. Untuk mempertahankan keandalan operasional, kami mengelola risiko dari dampak perubahan iklim, serta memperkuat pilar bisnis di bidang jasa energi dan energi terbarukan sehingga dapat memperluas diversifikasi yang telah berjalan. Langkah kami juga diperkuat dengan memanfaatkan peluang digitalisasi pada seluruh rantai bisnis untuk efisiensi dan optimalisasi kinerja.

Apresiasi

Kami memberikan apresiasi dan mengucapkan terima kasih atas kerja sama, dukungan, dan kepercayaan dari seluruh pemangku kepentingan. Melalui upaya bersama untuk mencapai masa depan yang berkelanjutan, ITM akan berusaha untuk menjadi sebuah perusahaan yang lebih bertanggung jawab (*responsible corporate citizen*). Kami berharap dapat terus berkontribusi dengan semangat transformasi yang berintikan inovasi, teknologi, inklusi, dan keberlanjutan.

Business Opportunities and Prospects

On the global landscape, the dynamic of climate change issues continues to draw the attention of all parties, along with the call for a holistic approach to accelerate action to address it. Joint action to achieve net-zero targets through energy efficiency and renewable energy capacity building, as highlighted at COP28, is an external situation that we see as an opportunity for sustainable growth.

With all the opportunities and challenge, ITM is optimistic to continue its contributions to the energy sector in Indonesia and the world. We will continue our initiatives in line with our commitment to be good and responsible company; greener and smarter. To maintain operational reliability, we are managing risks from climate change impacts and strengthening our business pillars in energy services and renewable energy to expand our existing diversification. Our steps are also strengthened by leveraging digitalization opportunities across the business chain for efficiency and performance optimization.

Appreciation

We appreciate and thank all stakeholders for their cooperation, support and trust. Through joint efforts to achieve a sustainable future, ITM will continue to be a more responsible corporate citizen. We hope to keep contributing with the spirit of transformation that is the heart of innovation, technology, inclusion, and sustainability.

Jakarta, Maret | March 2024
Atas Nama Direksi | On Behalf of the Board of Directors



Mulianto
Direktur Utama | President Director



01

Tentang ITM dan Laporan Keberlanjutan

About ITM and the Sustainability Report

ITM akan terus meningkatkan praktik keberlanjutan yang berdasarkan aspek - aspek Lingkungan, Sosial dan Tata Kelola (LST) untuk terus dapat menjadi bagian dari solusi energi hijau di masa yang akan datang.

ITM will keep improving its sustainability practices based on Environmental, Social and Governance (ESG) aspects to continue to be part of the green energy solution in the future.

Sekilas ITM [2-1]
ITM at a Glance



Di tahun 2023, ITM mengatasi tantangan di tengah dinamika momentum pasar sektor energi hingga mampu mencatat kinerja optimal. Dalam menjalankan aktivitas usahanya, ITM mengutamakan keselamatan sumber daya manusia dan terus meningkatkan kepedulian terhadap lingkungan.
In 2023, ITM overcame challenges amidst the dynamic of energy sector market momentum to record optimal performance. In carrying out its business activities, ITM prioritizes the safety of human resources and continues to raise environmental awareness.

Nama Perusahaan | Company Name
PT Indo Tambangraya Megah Tbk

Tahun Berdiri | Establishment
1987

Bidang Usaha | Line of Business
Pertambangan batubara dan penjualan batubara melalui anak usaha
Coal mining and sales through subsidiaries

Kantor Pusat | Head Office
Pondok Indah Office Tower 3, Lantai 3
Jl. Sultan Iskandar Muda Kav. V-TA, Pondok Pinang,
Jakarta, Indonesia 12310
Pondok Indah Office Tower 3, 3rd Floor
Jl. Sultan Iskandar Muda Kav. V-TA, Pondok Pinang,
Jakarta, Indonesia 12310

Bentuk Legal | Legal Form
Perusahaan Terbuka
Publicly Listed Company

Landasan Hukum | Legal Basis
Akta Pendirian No. 13 tanggal 2 September 1987 oleh Notaris Benny Kristianto S.H., dengan persetujuan No. C2-640.HT.01.01.TH'89 oleh Kementerian Kehakiman Republik Indonesia pada 20 Januari 1989.
Deed of Establishment No. 13 dated 2 September 1987 by Notary Benny Kristianto S.H., with approval No. C2-640.HT.01.01.TH'89 by Ministry of Justice of Republic of Indonesia dated 20 January 1989.

Tahun Pencatatan Saham | Listing Year
2007, pada Bursa Efek Indonesia
2007, at Indonesia Stock Exchange

Kode Saham | Ticker Code
ITMG

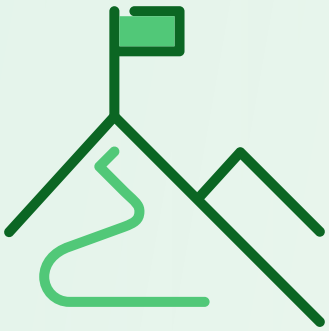


VISI
vision

Menjadi perusahaan Indonesia di bidang energi yang berintikan inovasi, teknologi, inklusi, dan keberlanjutan.

To become an Indonesian energy company at the heart of innovation, technology, inclusion, and sustainability.

MISI
Mission



- **Menjadi bagian dari pengembangan energi bangsa.**
- **Menciptakan nilai berkelanjutan bagi pemangku kepentingan melalui pengembangan portofolio usaha yang sejalan dengan kebutuhan energi masa depan.**
- **Mengembangkan nilai-nilai Perusahaan dan kemampuan organisasi guna mendorong transformasi usaha dan penciptaan keunggulan kompetitif.**
- **Menjadi Perusahaan terpercaya dan terkemuka yang menerapkan cara-cara berkelanjutan dalam mengelola aspek Lingkungan, Sosial, dan Tata Kelola.**

- To become part of the nation's energy development.
- To create sustainable value for all stakeholders by developing synergy in the business portfolio aligned with future energy needs.
- To foster corporate values and organizational capabilities to drive business transformation and competitive advantages creation.
- To be a trusted and leading company that practices sustainable ways in managing Environmental, Social, and Governance aspects.

Nilai-Nilai Inti Perusahaan
Corporate Core Values

BanpuHeart

Banpu Heart merupakan serangkaian nilai yang mendasari implementasi tata kelola, kebijakan dan transformasi bisnis ITM ke depan. Nilai-nilai yang terkandung dalam Banpu Heart adalah dasar dari budaya keberlanjutan Perusahaan.

Banpu Heart is a set of values that underlies ITM's implementation of governance, policies, and business transformation going forward. The Banpu Heart's values are the foundation of the Company's sustainability culture.

Passionate

Berjuang Demi Masa Depan
Striving for the Future

- **Mengejar Kesuksesan**
  Pursue for Success
- **Peduli dan Berbagi**
  Express Care and Share
- **Gesit dan Siap Berubah**
  Be Agile and Change
- **Mampu Berbuat Lebih**
  Can Do More

Innovative

Ide-ide Baru, Solusi-solusi Baru
New Ideas, New Solutions

- **Mendahului Tren**
  Transcend the Trend
- **Belajar Cepat, Bertindak**
  Learn Fast and Do First
- **Menciptakan Ide dan Mewujudkannya**
  Ideate and Get Real

Committed

Sukses (Keberhasilan) adalah Satu-satunya Pilihan
Success is the Only Option

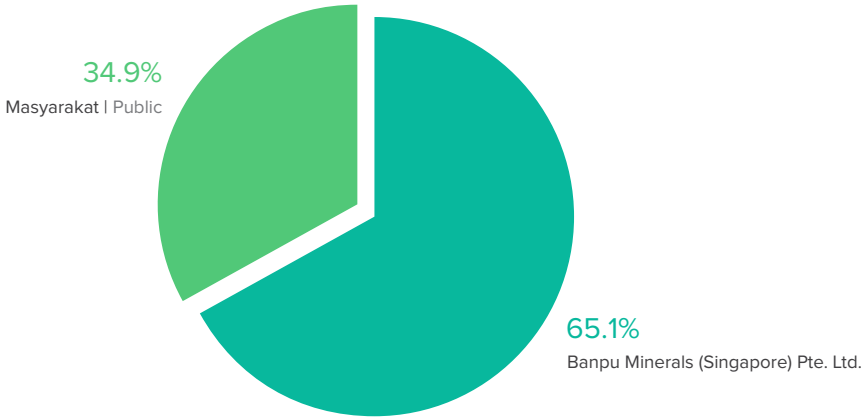
- **Teguh Memegang Integritas dan Etika**
  Adhere to Integrity and Ethics
- **Berpartisipasi dalam Pembangunan Berkelanjutan**
  Engage to Sustainability Development
- **Bersinergi dan Membina Jejaring**
  Synergize and Network

Skala Usaha [2-6]
Business Scale

Uraian Description	Satuan Unit	2023	2022	2021
Jumlah Pekerja Total Employees	Orang People	2,265	2,426	2,440
Jumlah Penjualan Batubara Total Sales of Coal	Juta Ton Million Tons	20.9	18.9	20.1
Jumlah Lingkup Operasi Total Scope of Operations				
Konsesi Pertambangan Mining Concession	Area Area	9	9	9
Fasilitas Pelabuhan Port Facility		4	4	4
Cadangan Batubara* Coal Reserved*	Juta Ton Million Tons	281.2	298.1	293.0
Produksi Batubara Coal Production				
Produksi Tambang Run of Mine	Juta Ton Million Tons	16.9	16.6	18.2
Produksi Siap Dipasarkan Finish Coal		17.2	16.7	18.6
Neraca Balance Sheet				
Jumlah Aset Total Assets	Ribu USD Thousand USD	2,187,847	2,640,177	1,666,239
Jumlah Kewajiban Total Liabilities		399,307	689,897	464,680
Jumlah Ekuitas Total Equity		1,788,540	1,950,280	1,201,559

Keterangan | Note:
* Estimasi Cadangan Berdasarkan Standar Pelaporan Batubara Internasional (JORC Code)
Estimated Reserves based on International Coal Reporting Standards (JORC Code).

Persentase Kepemilikan Saham [2-1]
Shareholder Percentage



Tidak ada perubahan kepemilikan saham
There is no change in share ownership

Wilayah Kerja dan Entitas Anak [2-1, 2-2]

ITM berpusat di Jakarta dan memiliki cabang di Balikpapan. Kegiatan penambangan batubara terletak di Kalimantan, Indonesia dan tidak beroperasi di negara lain. Kegiatan penambangan dan distribusi batubara dikelola dengan terintegrasi oleh anak perusahaan ITM. Perusahaan memiliki delapan Wilayah Izin Usaha Pertambangan (WIUP) dengan total luas 85.729 hektar. Untuk informasi lebih lanjut tentang anak perusahaan, Anda dapat mengunjungi situs web www.itmg.co.id dan merujuk ke Laporan Tahunan ITM (https://itmg.co.id/investor/company-information/annual-report) untuk tahun 2023.

Working Areas and Subsidiaries [2-1, 2-2]

ITM's head office is in Jakarta with a branch in Balikpapan. Its coal mining operations are located in Kalimantan, Indonesia, and no working areas in other countries. ITM subsidiaries manage coal mining and distribution activities in an integrated manner. The Company has eight Mining Business Permit Areas (WIUP) with a total area of 85,729 hectares. More information about the subsidiaries can be viewed on the website www.itmg.co.id and ITM's Annual Report 2023 (https://itmg.co.id/investor/company-information/annual-report).

Lokasi Penambangan ITM
ITM Mining Sites

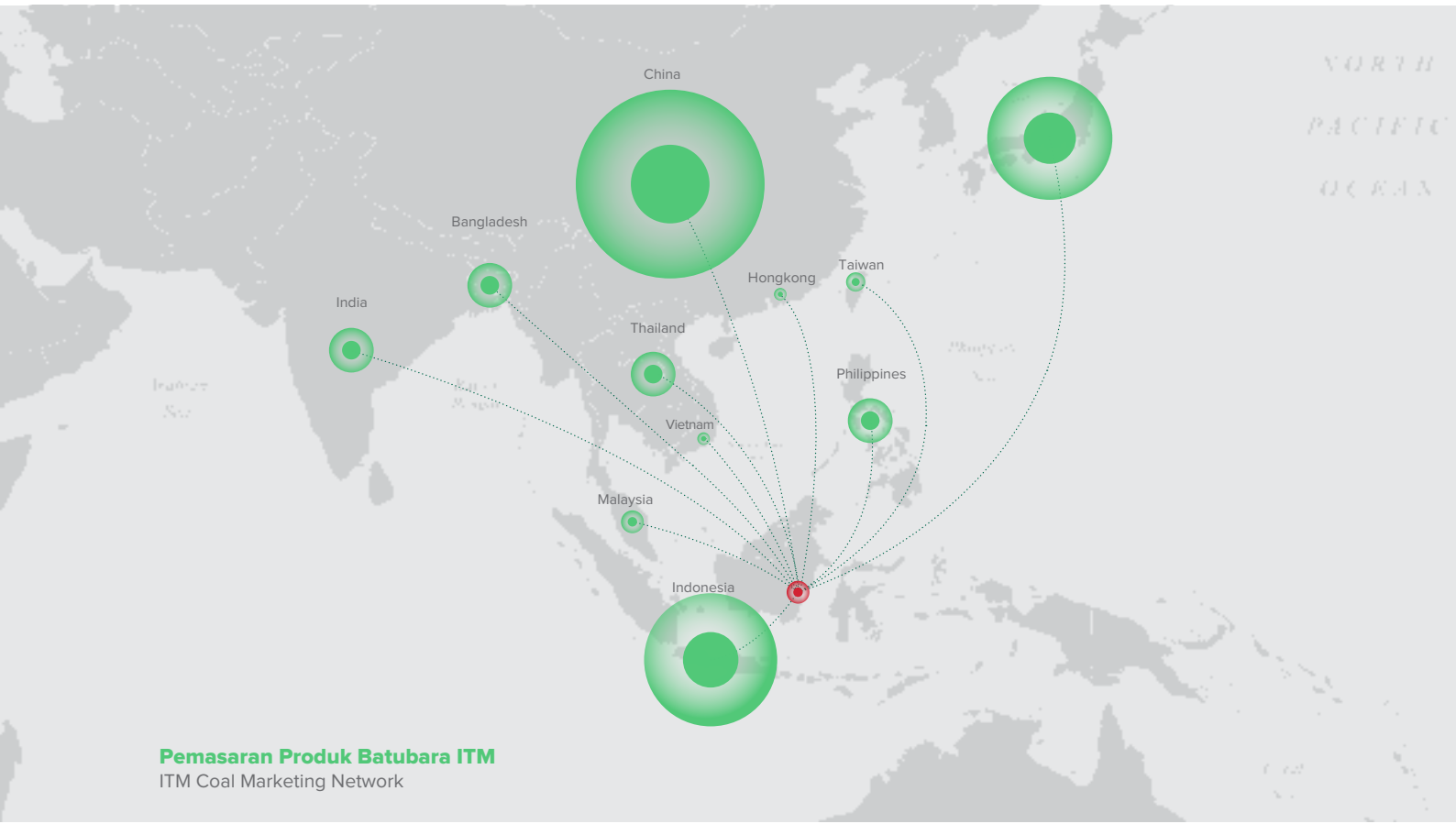


Pangsa Pasar [2-6]

Dengan pemasaran batubara dalam negeri dan ekspor ke 12 negara, pada tahun 2023 total volume penjualan batubara mencapai 20,9 ton, 97,2% dari volume target penjualan tahun 2023 yakni 21,5-22,2 ton. Dari total volume ekspor batu bara nasional, 3,9% atau 15,8 ton telah diekspor. Pendapatan bersih ITM mencapai USD2.374 juta dan laba bersih yang turun sebesar 58,3% dari tahun sebelumnya menjadi USD500 juta dengan batubara sulfur 0,1%-2,0% bernilai kalori 4.300-6.300 cal/g (arb) yang diproduksi.

Market Share [2-6]

With coal sales to the domestic market and exports to 12 countries, the total coal sales volume in 2023 reached 20.9 tons, 97.2% of the 2023 sales target volume of 21.5-22.2 tons. Of the total national coal export volume, 3.1% or 15.8 tons have been exported. ITM's net revenue reached USD2,374 and net profit decreased by 58.3% from the previous year to USD500 million with 0.1%-2.0% sulfur coal with calorific value of 4,300-6,300 cal/g (arb) produced.



Pemasaran Produk Batubara ITM
ITM Coal Marketing Network

Laporan ini tidak mengungkapkan informasi persyaratan serta insiden ketidakpatuhan terkait pelabelan dan informasi produk mengingat kekhususan produk batubara ITM. Meski demikian, ITM senantiasa memastikan bahwa pelanggan kami mendapat penyampaian informasi terkait produk dengan jelas. [417-1, 417-2, 417-3]

This report does not disclose information on requirements and incidents of non-compliance related to product labeling and information given the specificity of ITM's coal products. Nevertheless, ITM always ensures that our customers are provided with clear product-related information. [417-1, 417-2, 417-3]

Rantai Pasokan Terpadu [2-6]

Performa ITM diperkuat oleh anak Perusahaan di bawahnya dalam mengelola rantai pasokan untuk memenuhi permintaan serta mengirim produk sesuai dengan jadwal yang telah ditetapkan. TRUST sebagai kontraktor internal ITM telah menjadi bagian dari rantai pasokan pada klaster Melak sejak tahun 2021.

Integrated Supply Chain [2-6]

ITM's performance is strengthened by its subsidiaries in managing the supply chain to meet demand and deliver products according to set schedules. TRUST as ITM's internal contractor has been part of the supply chain in the Melak cluster since 2021.

Rantai Pasokan Penghasil Energi Terintegrasi
Integrated Energy Producer Supply Chain

Pertambangan Mining	Layanan Energi Energy Services	Energi Terbarukan dan Lainnya Renewable Energy & Others
Anak Usaha Subsidiaries		
• PT Indominco Mandiri • PT Trubaindo Coal Mining • PT Bharinto Ekatama • PT Kitadin • PT Jorong Barutama Greston • PT Graha Panca Karsa • PT Nusa Persada Resources • PT Tepian Indah Sukses	• PT Tambang Raya Usaha Tama • PT Energi Batubara Perkasa • PT ITM Indonesia • PT Gas Emas • PT ITM Batubara Utama • PT Nusantara Timur Unggul	• PT ITM Bhinneka Power • PT ITM Energi Utama • PT IBP Hydro Power • PT Cahaya Power Indonesia • PT Centra Multi Suryanesia Aset

Keterangan: PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT Tepian Indah Sukses (TIS), PT Nusa Persada Resources (NPR), dan PT Graha Panca Karsa (GPK) belum beroperasi dan berproduksi. PT Tambang Raya Usaha Tama (TRUST) beroperasi di dalam WIUP anak perusahaan lainnya.
Notes: PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT Tepian Indah Sukses (TIS), PT Nusa Persada Resources (NPR), and PT Graha Panca Karsa (GPK) are not yet operating and producing. PT Tambang Raya Usaha Tama (TRUST) operates within WIUP of another subsidiary.

Pada tahun 2023 terdapat 753 pemasok dan kontraktor yang bermitra dengan ITM. Dari seluruhnya, sebanyak 99% adalah proporsi pengeluaran untuk pemasok dan kontraktor lokal. Proporsi ini mencerminkan komitmen Perusahaan dalam mendukung penyerapan pendapatan asli daerah, seiring dengan ketentuan yang terdapat dalam Peraturan Kementerian Energi dan Sumber Daya Mineral (ESDM) No.28 Tahun 2009. Pengelolaan rantai pasok ITM juga termasuk dalam hal memastikan implementasi praktik keberlanjutan oleh para mitra dan melibatkan mereka dalam program pengembangan masyarakat [204-1][CSS-12.8.6]

During 2023, there is 753 vendor and contractor that become ITM business partner. The spending for local (Kalimantan and National) vendor and contractor reach 99%. This proportion demonstrates the Company's commitment to support the absorption of local revenue, in line with the Ministry of Energy and Mineral Resources (MEMR) Regulation No.28 Year 2009. ITM's supply chain management also ensures the implementation of sustainability practices by partners and engaging them in community development programs. [204-1] [CSS-12.8.6]

Kategori Category	Jumlah Vendor dan Kontraktor Number of Vendors and Contractors	Nilai Pengadaan Barang dan Jasa Value of Procurement of Goods and Services (USD)	Persentase Nilai Pengadaan (%) Procurement Value Percentage (%)
Kalimantan	308	45,570,000	31%
Nasional National	440	101,430,000	68%
Internasional International	5	1,000,000	1%
Jumlah Total	753	148,000,000	100%

Untuk memastikan kualitas proses produksi dan hasil, ITM mengimplementasikan spesifikasi yang tercantum dalam standar sertifikasi. Seluruh anak usaha bidang pertambangan yang beroperasi telah memperoleh sertifikasi ISO 14001: 2015 (*Environment Management System*) dan ISO 9001:2015 (*Quality Management System*). Sementara itu 75% anak usaha bidang pertambangan yang telah beroperasi telah bersertifikasi ISO45001:2018 (*OHS Management System*). Selain itu, Perusahaan aktif terlibat dengan pemangku kepentingan melalui keanggotaan asosiasi dan berpartisipasi dalam inisiatif eksternal.

To ensure the quality of production processes and output, ITM implements the specifications according to the certification standards. All of the operating mining subsidiaries of ITM have been ISO 14001: 2015 (Environment Management System) and ISO 9001:2015 (Quality Management System) certified. Meanwhile, 75% of the operating mining subsidiaries have been ISO45001:2018 (OHS Management System) certified. In addition, the Company actively engaged with stakeholders through association memberships and participation in external initiatives.

Sertifikasi
Certifications

Sertifikasi Certificate	Anak Perusahaan Subsidiaries
ISO 9001:2015 Sistem Manajemen Mutu Quality Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
	PT Jorong Barutama Greston (JBG)
ISO 14001:2015 Sistem Manajemen Lingkungan Environmental Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
	PT Jorong Barutama Greston (JBG)
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja Occupational Health and Safety Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
ISO/IEC 27001:2013 Sistem Manajemen Keamanan Informasi Information Security Management System	PT Indo Tambangraya Megah (ITM) Tbk

Keanggotaan Asosiasi dan Inisiatif Eksternal [2-28]
Association Membership and External Initiatives

Indonesian Institute of Accountant (IAI)
Anggota
Member

Indonesian Chamber of Commerce and Industry (KADIN)
Anggota
Member

Indonesian Public Listed Companies Association
Anggota
Member

Indonesian Corporate Secretary Association
Anggota
Member

Indonesian Mining Association
Anggota
Member

Kutai National Park Partner
Anggota
Member

Forum for Rehabilitation on Mined Land
Anggota
Member

Corporate Forum for Community Development
Anggota
Member

Indonesian Corporate Counsel Association
Anggota
Member

Indonesian Coal Mining Association
Anggota
Member

Keandalan Operasi Tambang ITM
ITM Mine Operational Excellence

Penerapan Manajemen Mutu

Melalui integrasi data operasi dan *performance dashboard*, ITM dapat mengidentifikasi jumlah produk yang ditarik kembali. Selama tahun 2023, tidak ada produk yang ditarik kembali karena adanya kontrak jangka panjang, serta penerapan standardisasi yang maksimal (100%) dalam hal keamanan dan mutu setiap produk. ITM mempertahankan kontrak dengan pelanggan eksisting dan menambah delapan produk dan atau pelanggan baru. [301-3]

Quality Management Implementation

Through the integration of operation data and performance dashboard, ITM can identify the number of recalled products. During 2023, there were no product recalls due to long-term contracts and maximum standardization (100%) in terms of safety and quality of each product. ITM maintained contracts with existing customers and added eight new products and/or customers.[301-3]

Kerangka Kerja Manajemen Mutu Produksi Batubara
Coal Production Quality Management Framework

Menjaga konsistensi mutu produk sesuai kontrak.	Fleksibel dalam jadwal kirim.	Menyediakan layanan purna-jual secara total.	Menerima saran peningkatan mutu dari pelanggan.	Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai pedoman layanan.
Maintain product quality consistency according to contracts.	Flexible in delivery schedule.	Provide total after-sales service.	Accept quality improvement suggestions from the customers.	Attentive and responding to customer complaints in accordance with the service guidelines.
ITM adaptif terhadap dinamika pasar yang menuntut produk ramah lingkungan, dan disesuaikan dengan teknologi yang digunakan pelanggan.	ITM dapat melakukan penjadwalan ulang pengiriman sesuai permintaan pelanggan	ITM memberikan pendampingan kepada pelanggan dan memberikan edukasi kepada pelanggan.	ITM memiliki fasilitas dan teknologi untuk mendapatkan kualitas batubara guna memenuhi spesifikasi kebutuhan pelanggan.	ITM merespons cepat setiap keluhan yang disampaikan pelanggan.
ITM is adaptive to market dynamics that require environmentally friendly products and adjusted to the technology used by customers.	ITM can rescheduled shipment by customers request.	ITM provides assistance and education to customers.	ITM owns the facilities and technology to produce high quality coal to meet customer's required specifications.	ITM responds promptly to any complaints filed by customers.

Transformasi Digital dalam Pertambangan

ITM terus mengembangkan dan meningkatkan penggunaan teknologi baru, sumber daya manusia, dan penyesuaian organisasional terhadap metode kerja baru sesuai dengan tujuan digitalisasi jangka panjang untuk periode 2018–2023. Transformasi digital membantu adopsi aspek lingkungan, sosial, dan tata kelola (LST) dan inisiatif untuk menggunakan teknologi energi secara bermanfaat dalam bisnis batubara yang menguntungkan dan efektif, serta perkembangan ITM ke arah menjadi penyedia solusi energi di masa depan.

Digital Transformation in Mining

ITM continuously developed and enhanced new technology application, human resources , and organizational adaptation to new ways of working in line with the 2018-2023 long-term plan of digitalization. Digital transformation helped the adoption of environment, social and governance (ESG) aspects and initiatives to apply beneficial energy technology in a profitable and effective coal business, as well as ITM's transformation into an energy solution company in the future.

Inisiatif Kami menuju Digitalisasi Pertambangan

Our Initiatives toward Digitalization of Mining



Sistem Pajak Terpadu
Integrated Tax System

Memberikan visualisasi data kinerja pajak yang komprehensif dan untuk mengidentifikasi tren yang dapat memengaruhi pengambilan keputusan yang tepat
Provide a comprehensive snapshot data visualization of tax performance and to identify trend that can influence appropriate decision making.



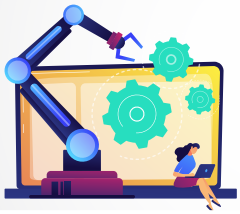
Visibilitas Data Carbon Offset LST
Visibility of ESG Carbon Offset Data

Ketersediaan data yang lengkap terkait dekarbonisasi dari proses operasi setiap unit bisnis di ITM dapat membantu menyajikan gambaran yang lengkap dan jelas tentang kinerja ITM di bidang lingkungan, yang kemudian dapat ditindaklanjuti dengan kebutuhan dan potensi bisnis baru.
The availability of complete data related to decarbonization from operational processes of each business unit at ITM can help present a complete and clear picture of ITM's environmental performance, which can be further followed up with new business needs and potential.



Peningkatan Solusi Digital Pasca Tambang
Post-Mining Digital Solutions Scale-up

Menggunakan informasi geospasial sebagai masukan untuk penerapan alat dan solusi yang tepat untuk mengelola proses reklamasi tambang dan mengatasi dampak lingkungan yang ditimbulkannya
Using geospatial information as input for the application of appropriate tools and solutions to manage the mine reclamation process and overcome the environmental impacts it causes.



Otomasi Operasi
Operation Automation

ITM memanfaatkan pengalaman keberhasilan menerapkan integrasi Teknologi Informasi dan Teknologi Operasi, yang membawa data real-time dari tambang ke dalam sistem perangkat lunak di mana semua data terintegrasi ke dalam pasar tambang.
ITM leveraged the experience to successfully deploy the integration of Information Technology and Operations Technology, bringing real-time data from the mines into software systems where all data is integrated into mine market.



Integrasi Data Operasi & Performance Dashboard
Integration of Operations Data & Performance Dashboard

Integrasi Data Operasi dan Dasbor Kinerja sebagai alat yang efektif untuk mempermudah analisis data dan memberikan insight yang kuat ke dalam proses bisnis
The Operations Data Integration and Dashboard Performance serve as an effective tool for streamlining data analysis and providing powerful insights into business processes.



Platform Data Pengelolaan Kehutanan & Lingkungan
Forestry & Environment Management Data Platform

ITM mengembangkan Platform Data Pengelolaan Kehutanan & Lingkungan di TCM dan BEK yang memberikan visibilitas data untuk memantau dan mengevaluasi kemajuan dan keberhasilan PNBP PKH, untuk pemantauan operasional yang efektif dan efisien
ITM developed the Forestry & Environment Management Data Platform in TCM and BEK that provide data visibility to monitor and evaluate progress and accomplishment of PNBP PKH, for effective and efficient operational monitoring.

Meningkatkan Kapabilitas Digital Sumber Daya Manusia

Sumber daya manusia yang kompeten menjadi salah satu bekal penting bagi proses transformasi digital ITM. Oleh karena itu, Direktorat *Digital Center of Excellence* (DcoE) melalui *Digital Capability Center* (DCC) berperan penting dalam membekali karyawan guna menyiapkan implementasi digitalisasi di seluruh perusahaan. Sepanjang tahun 2023, telah terselenggara 32 program dengan total 1.348 peserta.

Enhancing Digital Capability of Human Resources

Competent human resources are key to ITM's digital transformation process. Therefore, the Digital Center of Excellence (DcoE), through the Digital Capability Center (DCC), plays an important role in preparing the employees for the implementation of digitalization enterprise-wide. In 2023, the center held 32 programs for a total of 1,348 participants.

Sekilas Laporan Keberlanjutan
About the Sustainability Report

Acuan Penyusunan Laporan Keberlanjutan:
1. Peraturan Otoritas Jasa Keuangan (POJK) No.51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik;
2. Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/POJK.04/2021 bagian Pedoman Teknis Penyusunan Laporan Keberlanjutan bagi Emiten dan Perusahaan Publik;
3. Standar Global Reporting Initiative (GRI) 2021, dengan kesesuaian*: in accordance with* the GRI Standards;
4. Standar Global Reporting Initiative (GRI) 12: Sektor Batubara, dengan kesesuaian berdasarkan topik material;
5. Adopsi awal Standar Keberlanjutan International Financial Reporting Standards (IFRS).

Laporan Keberlanjutan mencakup semua data aspek lingkungan, sosial, tata kelola, dan ekonomi sepanjang tahun mulai dari 1 Januari hingga 31 Desember 2023, sesuai dengan data yang dilaporkan dalam laporan keuangan periode 2023. Pengungkapan laporan keuangan telah diverifikasi oleh pihak ketiga, yaitu Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan (anggota PricewaterhouseCoopers). Laporan Keberlanjutan ini merupakan kesinambungan dari Laporan Keberlanjutan tahun 2022 yang dirilis pada bulan Maret 2023. Tidak ada perubahan signifikan pada operasional perusahaan. Akan tetapi, terdapat beberapa penyajian kembali data dalam laporan ini, yaitu penyesuaian dalam perhitungan penggunaan air pada tahun 2022. Hal ini dikarenakan debit air tidak hanya berasal dari pengambilan air, tetapi juga berasal dari daerah tangkapan air dalam proses penambangan. Selain itu, terdapat penyajian ulang data remunerasi berdasarkan gender karena ada perubahan metode perhitungan. [2-3][2-4][2-6]

Informasi terkait energi, emisi GRK, emisi ODS, limbah, air, dan kesehatan dan keselamatan kerja telah diverifikasi oleh Lloyd's Register Quality Assurance (LRQA). Proses penjaminan dilaksanakan oleh pihak ketiga independen, dan ITM memastikan tidak adanya benturan kepentingan dalam proses yang dilaksanakan maupun pemilihannya. Penetapan pihak ketiga sebagai *assuror* telah disetujui oleh Dewan Direksi.

Informasi keuangan pada aspek ekonomi bersumber dari laporan keuangan konsolidasi seluruh Anak Perusahaan, dengan demikian tidak ada perubahan antara entitas yang dilaporkan dalam laporan keberlanjutan ini dengan laporan keuangan perusahaan di periode yang sama. Informasi-informasi di dalam laporan juga mempertimbangkan masukan dari seluruh pemegang saham mayoritas maupun minoritas. [2-2][2-5]

Sustainability Reporting References:
1. Financial Services Authority Regulation (POJK) No.51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies;
2. Financial Services Authority Circular Letter (SEOJK) Number 16/POJK.04/2021 section Technical Guidelines for Preparing Sustainability Report for Issuers and Public Companies;
3. 2021 Global Reporting Initiative (GRI) Standards, with option: in accordance with the GRI Standards;
4. Global Reporting Initiative (GRI) 12 Standard: Coal Sector, in accordance with material topics.
5. Early adoption of International Financial Reporting Standards (IFRS) Sustainability Standards.

The Sustainability Report covers all data on environmental, social, governance and economic aspects throughout the year from January 1 to December 31, 2023, in accordance with the data reported in the 2023 financial statements. The financial statement disclosures have been verified by a third party, Public Accounting Firm Tanudiredja, Wibisana, Rintis & Rekan (a member of PricewaterhouseCoopers). This sustainability report is a continuation of the 2022 Sustainability Report published in March 2023. There are no significant changes to the company's business activities. However, there is some restatement of data in this report, which is adjustment in the calculation of water use in 2022. This is because the discharge of water does not only originate from water withdrawal, but also originated from the catchment area in the mining process. In addition, there is a restatement of remuneration data based on gender due to a change in calculation method. [2-3][2-4][2-6]

Information related to energy, GHG emissions, ODS emissions, waste, water, and occupational health and safety has been verified by Lloyd's Register Quality Assurance (LRQA). The assurance process is carried out by an independent third party, and ITM ensures that there is no conflict of interest in the process undertaken or its selection. The appointment of the third party assuror has been approved by the Board of Directors.

The financial information on economic aspects is sourced from the consolidated financial statements of all subsidiaries, therefore, no change among the entities is reported in this sustainability report and the company's financial statements for the same period. The information in the report also takes into account the input from all shareholders both with majority and minority interest. [2-2][2-5]

Tanggapan Umpan Balik Laporan Tahun Sebelumnya

Kami berterima kasih kepada pemangku kepentingan yang telah merespons dan mengirimkan masukan atas Laporan Keberlanjutan tahun 2022. Secara garis besar, input yang diberikan oleh pemangku kepentingan adalah terkait kesiapan perusahaan untuk diversifikasi bisnis dan transisi menuju energi baru terbarukan. Kami merespons masukkan dengan mengungkapkan informasi yang lebih elaboratif dalam Laporan Keberlanjutan tahun 2023. Sejalan dengan masukan tersebut, kami juga memperhatikan umpan balik dari asuror atas laporan tahun sebelumnya. ITM terbuka atas segala kritik dan masukan untuk perbaikan ke depannya.

Response to Feedback on Previous Year's Report

We thank our stakeholders for responding and sending feedback on the 2022 Sustainability Report. The feedback from stakeholders was generally about the company's readiness for business diversification and transition to new renewable energy. We are responding to the feedback by disclosing more elaborative information in the 2023 Sustainability Report. We also took into account the feedback from the assurors on the previous year's report. ITM welcomes any criticism and input for future improvement.

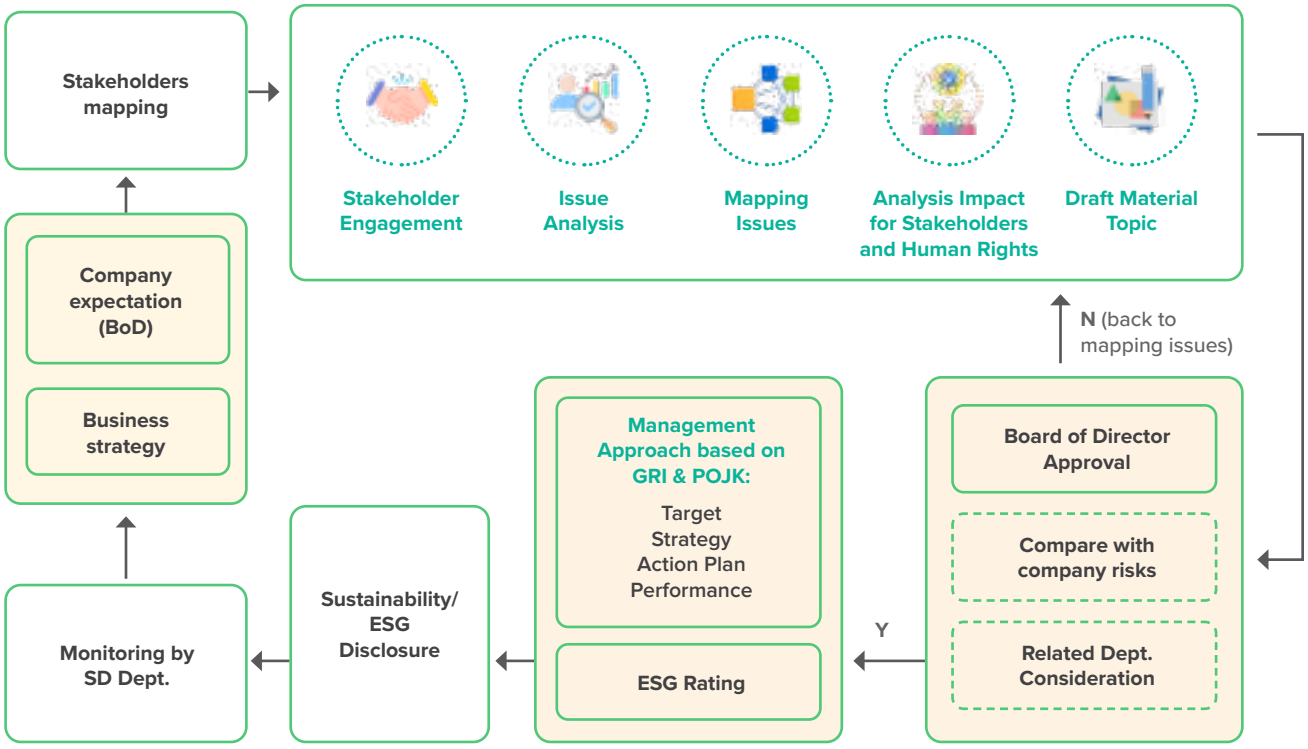
Penentuan Isi Laporan dan Topik Material

Alur Penentuan Topik Material

Defining Report Contents and Material Topics

Workflow of Determining Material Topics

Proses Penentuan Topik Material
Material Topic Determination Process



Pelibatan Pemangku Kepentingan dan Pemetaan Topik Material [3-1]

ITM melibatkan 143 orang pemangku kepentingan, antara lain investor, pelanggan, karyawan, pemerintah, vendor/kontraktor, media, masyarakat, LSM, serta pihak akademisi, yang sudah diseleksi sesuai tingkat signifikansi terhadap operasi bisnis. *Materiality Testing* mencakup survei dan FGD baik secara luring maupun daring yang dilakukan pada bulan Mei - Juli tahun 2023. Kegiatan yang dilakukan memunculkan 2 topik material baru, yaitu Teknologi (Digitalisasi) dan Inovasi sehingga total topik material pada laporan tahun ini berjumlah 15. Seluruh topik telah disetujui oleh Manajemen Senior dan menjadi prioritas untuk dikelola dan dilaporkan di Laporan Keberlanjutan tahun 2023. [2-14]

Stakeholder Engagement and Material Topic Mapping [3-1]

ITM engaged 143 stakeholders, including investors, customers, employees, government, vendors/contractors, media, communities, NGOs, and academia, who have been selected according to the level of significance to business operations. Materiality Testings, including offline and online surveys, and FGDs were conducted in May - July of 2023. These activities concluded with 2 new material topics, Technology (Digitalization) and Innovation, bringing the total number of material topics in this year's report to 15. All topics have been approved by the Senior Management and are prioritized to be managed and reported in the 2023 Sustainability Report. [2-14]

Perubahan Topik Material [3-2]
Material Topic Changes

Topik Material 2022 Material Topic 2022	**Topik Material 2023** Material Topic 2023	**Kemungkinan Topik Material Sektor Batubara (GRI)** Coal Sector Likely Material (GRI)	**Isu Utama** Key Issue
Kesehatan dan Keselamatan Kerja (K3) Occupational Safety and Health (OHS	Emisi Emissions	12.2. Adaptasi, ketahanan, dan transisi iklim Climate adaptation, resilience and transition 12.4. Emisi Udara Air Emissions	*Zero emission*
Masyarakat Lokal Local Communities	Energi Energy	12.1. Emisi GRK GHG emissions	• Efisiensi penggunaan energi • Energi terbarukan • Mempersiapkan transisi bisnis menjadi perusahaan energi • Energy efficiency • Renewable energy • Preparing for business transition into an energy company
Keanekaragaman Hayati Biodiversity	Masyarakat Lokal Local Communities	12.9. Komunitas lokal Local communities 12.10. Hak atas tanah dan sumber daya Land and resources rights 12.11. Hak masyarakat adat Right of indigenous people	• Pelibatan masyarakat dalam LCA • Pelibatan masyarakat lokal dalam vendor • Investasi sosial • Perencanaan dan evaluasi program CD • Community engagement in LCA • Local community involvement in vendors • Social investment • CD program planning and evaluation
Pascatambang Post-mining	Keanekaragaman Hayati Biodiversity	12.5. Keanekaragaman hayati Biodiversity	Pelestarian keanekaragaman hayati Biodiversity preservation
Air dan Efluen Water and Effluent	Pascatambang Post-mining	12.3. Penutupan dan rehabilitasi Closure and rehabilitation	• Pengelolaan void dan rencana transisi pascatambang yang sesuai dengan regulasi • Reklamasi dan rehabilitasi DAS • Void management and post-mining transition plans that comply with regulations • Watershed reclamation and rehabilitation
Energi Energy	Ketenagakerjaan Employment	12.15. Praktik Ketenagakerjaan Employment practices	• Kesetaraan gender • Peningkatan kompetensi karyawan • Individual Development Plan and Career Management Perjanjian Kerja Bersama (PKB) dan Peraturan Perusahaan (PP) • Gender equality • Employee competency improvement • Individual Development Plan and Career Management • Collective Labor Agreement (CLA) and Company Regulation (CR)

Topik Material 2022 Material Topic 2022	**Topik Material 2023** Material Topic 2023	**Kemungkinan Topik Material Sektor Batubara (GRI)** Coal Sector Likely Material (GRI)	**Isu Utama** Key Issue
Emisi Emissions	Kesehatan dan Keselamatan Kerja Occupational Safety and Health	12.14. Kesehatan dan keselamatan kerja Occupational Health and Safety	• Kepatuhan terhadap K3 • Nihil kecelakaan fatal • Pelibatan kontraktor dalam pelatihan K3 • OHS compliance • Zero fatal accidents • Contractor involvement in OHS training
Kinerja Ekonomi Economic Performance	Hak Asasi Manusia Human Rights	12.12. Konflik dan keamanan Conflict and security 12.16. Pekerja anak Child labor 12.17. Kerja paksa dan perbudakan modern Forced labor and modern slavery 12.18. Kebebasan berserikat dan perundingan kolektif Freedom association and collective bargaining 12.19. Nondiskriminasi dan peluang setara Non-discrimination and equal opportunity	Implementasi nilai-nilai HAM pada operasional dan pencegahan pelanggaran HAM Implementation of human rights values in operations and prevention of human rights violations
Ketenagakerjaan Employment	Air dan Efluen Water and Effluent	12.7. Air dan efluen Water and effluents	• Efisiensi penggunaan air dan pengelolaan efluen • Pengelolaan air asam tambang • Water use efficiency and effluent management • Acid mine drainage management
Manajemen Rantai Pasok Supply Chain Management	Limbah Waste	12.6.Limbah Waste	Pengelolaan limbah B3 yang efektif Effective hazardous waste management
Limbah Waste	Manajemen Rantai Pasok Supply Chain Management	12.13. Keandalan aset dan manajemen krisis Asset integrity and critical incident management	Pengelolaan sistem manajemen rantai pasok yang sesuai dengan kriteria lingkungan dan sosial Supply chain management system that comply with environmental and social criteria
Hak Asasi Manusia Human Rights	Etika Bisnis Business Ethics	12.20. Antikorupsi Anti – corruption 12.21. Pembayaran kepada Pemerintah Payments to government 12.22. Kebijakan publik Public policy	• Implementasi *Good Corporate Governance* (GCG) • Antikorupsi • Implementation of Good Corporate Governance (GCG) • Anticorruption
Etika Bisnis Business Ethics	Kinerja Ekonomi Economic Performance	12.8. Dampak ekonomi Economic impacts	• Kewajiban pembayaran PNBP dan royalti • Kondisi keuangan perusahaan • Kualitas dan pengiriman batubara • Non-tax State Revenue (PNBP) and royalty payment obligations • Company financial condition • Coal quality and delivery
-	Teknologi (Digitalisasi) Technology (Digitalization)	-	Transformasi digital Digital transformation
-	Inovasi Innovation	-	• Inovasi digital dan ramah lingkungan • Transformasi bisnis • Digital innovation and environmentally friendly • Business transformation

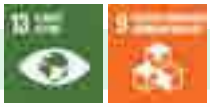
Dukungan terhadap Pembangunan Berkelanjutan

ITM memetakan 15 topik material terpilih dengan dukungannya pada delapan prioritas SDGs sesuai dengan bisnis Perusahaan.

Support for Sustainable Development

ITM mapped 15 selected material topics along with their support to the eight priority SDGs in line with the Company's business.

Topik Material Emisi | Material Topic Emission



Strategi
- Menetapkan Strategi dan Peta Jalan Perubahan Iklim dan Dekarbonisasi tahun 2021-2025
- Menciptakan inisiatif-inisiatif Pengurangan GHG melalui pendekatan Energy Efficiency seperti optimalisasi penggunaan bahan bakar (*fuel consumption*), perbaikan cycle time unit alat berat, pengurangan gradien jalan tambang dan pengurangan jarak pembuangan batuan penutup
- Menciptakan inisiatif-inisiatif Diversifikasi Energi di area operasional diantaranya penggunaan Listrik berasal dari Pembangkit Listrik Tenaga Surya (PLTS), penggunaan Biofuel B35 dan biomassa untuk PLTU (*co-firing power plant*)
- Melakukan Offsetting melalui inisiatif NBS (Nature Based Solution) dengan mengakuisisi wilayah konsesi yang telah tutup tambang dan diserahterimakan serta wilayah hutan yang perlu dilakukan Upaya rehabilitasi atau perbaikan

Capaian 2023
- Rancangan Strategi dan Peta Jalan Perubahan Iklim telah dihasilkan dan target berupa pengurangan intensitas emisi GRK turun sebesar 5% pada 2025 dari tahun dasar 2019
- Optimalisasi penggunaan bahan bakar (efisiensi bahan bakar) dan pengurangan jarak pembuangan batuan penutup
- Operasional PLTS di TCM dan IMM, penggunaan Biofuel B35 di seluruh mine site dan penggunaan biomassa di PLTU *(co-firing)*
- Persetujuan Proposal pra-kajian kelayakan *Feasibility Study* (FS) awal dari inisiatif NBS

Target Selanjutnya
- Internalisasi Strategi dan Peta Jalan Perubahan Iklim dalam bentuk implementasi inisiatif terukur di area operasi
- Penyusunan inisiatif Reduksi GRK melalui workshop dan meninjau penerapannya melalui Kelompok Kerja Perubahan Iklim dan Dekarbonisasi
- Pembangunan PLTS baru di site BEK dengan kapasitas 1,4 MWp and 2,5 MWh BESS di Desa Binuang, Kecamatan Bentian, Kabupaten Kutai Barat, Kalimantan Timur
- Kajian untuk elektrifikasi Hauling Truck di PT TRUST dan kendaraan penumpang di IMM
- Penyelesaian Kajian Awal dan FS di area bekas Kitadin Tandung Mayang yang telah diserahterimakan ke KLHK untuk menghitung potensi serapan karbon sebelum mengajukan akuisisi kembali sebagai area serapan karbon

Strategy
- Establishing a Climate Change and Decarbonization Strategy and Roadmap for 2021-2025
- Creating GHG Reduction initiatives through Energy Efficiency approach such as optimization of fuel consumption, improvement of cycle time of heavy equipment units, reduction of hauling road gradient and shortening the distance for overburden disposal.
- Creating Energy Diversification initiatives in operational areas including the use of Electricity from Solar Power Plants (PLTS), the use of Biofuel B35 and biomass for co-firing power plants.
- Offsetting through Nature Based Solution (NBS) initiatives by acquiring concession areas that have been closed and handed over as well as forest areas that require rehabilitation or repair efforts.

Achievement 2023
- Finalization of draft Climate Change Strategy and Roadmap with targets of GHG emission intensity decreased by 5% in 2025 from baseline year 2019.
- Optimization of fuel use (fuel efficiency) and shortening the distance for overburden disposal
- Operation of solar power plants at TCM and IMM, use of Biofuel B35 at all mine sites and biomass use in PLTU (cofiring)
- approved Proposal for an initial pre-Feasibility Study (FS) of the NBS initiative

Next Target
- Internalization of Climate Change Strategy and Roadmap through implementation of measurable initiatives in operational areas.
- Development of GHG Reduction initiatives through workshops and reviewing their implementation through the Climate Change and Decarbonization Working Group
- Installation of new solar power plants at the BEK site with a capacity of 1.4 MWp and 2.5 MWh BESS in Binuang Village, Bentian District, West Kutai Regency, East Kalimantan
- Electrification study for Hauling Trucks at PT TRUST and passenger vehicles at IMM
- Completion of Initial Study and FS in the former Kitadin Tandung Mayang area that has been handed over to Ministry of Environment and Forestry in order to calculate carbon sequestration potential before proposing reacquisition as a carbon sequestration area.

Topik Material Energi | Material Topic Energy



Strategi
- Menyusun konsep strategi dan peta jalan Pengelolaan Energi
- Meningkatkan bauran energi terbarukan di area operasional tambang, seperti penambahan persentase campuran biomassa sebagai *co-firing* PLTU di IMM dan membangun PLTS di site BEK

Capaian 2023
- Konsep strategi dan peta jalan Pengelolaan Energi
- Operasional PLTS di IMM PV-HYBRID 3MWp dan TCM 2,2 MWp
- Penambahan persentase biomassa sebagai *co-firing* PLTU di IMM sebesar 4% dari sebelumnya 3%

Target Selanjutnya
- Finalisasi strategi dan peta jalan Pengelolaan Energi
- Pembangunan PLTS di site BEK dengan kapasitas 1,4 MWp and 2,5 MWh BESS
- Melakukan Audit Energi dan memetakan area-area untuk dilakukan energi efisiensi
- Peningkatan persentase biomassa sebagai *co-firing* PLTU di IMM sebesar 5%

Strategy
- Developing the draft of Energy Management strategy and roadmap
- Increasing the renewable energy in mining operations, such as additional biomass mix percentage for co-firing power plant at IMM and build solar power plant at BEK site.

Achievement 2023
- Drafting Energy Management Strategy and its Roadmap
- Operation of solar power plants at IMM PV-HYBRID 3MWp and TCM 2.2 MWp
- Increased biomass percentage to 4% from 3% for co-firing power plant

Next Target
- Finalization of Energy Management Strategy and Roadmap
- Construction of PLTS at BEK site with a capacity of 1.4 MWp and 2.5 MWh BESS
- Carry out Energy Audits and map areas for energy efficiency
- Increase the percentage of biomass for co firing PLTU at IMM by 5%

Topik Material Masyarakat Lokal | Material Topic local Community



Strategi
- Mendukung pencapaian SDGs Nasional
- Menjaga reputasi perusahaan melalui penerapan GMP.
- Mempersiapkan *soft landing closure*

Capaian 2023
- Tercapainya Indeks Kepuasaan Masyarakat (IKM) 82,9%
- Tercapainya Social Return on Investment (SROI) 1 : 3,0
- Nihil demonstrasi yang menghentikan aktivitas operasional
- Peningkatan maturity program-program PPM jangka panjang
- Bantuan fasilitas pendidikan dan pelatihan untuk tenaga pengajar yang dilakukan di 5 wilayah site
- Realisasi program reguler PPM melalui pilar kesehatan dan kemandirian ekonomi di 5 wilayah site.

Target Selanjutnya
- Berkontribusi melalui program PPM pada SDGs Nasional untuk tujuan nomor 13 dan 17.
- Nihil major complaint dari masyarakat yang dapat menghentikan kegiatan operasional perusahaan.
- Realisasi 100% program PPM pada tahun berjalan untuk menjaga social license to operate.
- Tercapainya Indeks Kepuasan Masyarakat (IKM) 85%
- Dilakukannya SROI untuk 10 program PPM.
- Dilakukannya evaluasi Maturity pada 10 program mine closure dan 4 program reguler dalam rangka persiapan *soft landing closure.*

Strategy
- Supporting the achievement of National SDGs
- Maintain the company's reputation through GMP implementation.
- Preparing for soft landing closure

Achievement 2023
- Achievement of Community Satisfaction Index (IKM) 82.9%
- Achievement of Social Return on Investment (SROI) 1: 3.0
- Zero demonstrations that halted operations
- Increased maturity of long-term PPM programs
- Assistance in education and training facilities for teaching staff conducted in 5 site areas
- Realization of regular PPM programs through the pillars of health and economic independence in 5 site areas.

Next Target
- Contributing through PPM programs to the National SDGs for goals number 13 and 17.
- Zero major complaints from the community that can stop the company's operations.
- Realization of 100% PPM program in the current year to maintain social license to operate.
- Achievement of 85% Community Satisfaction Index (IKM).
- Conduct SROI for 10 PPM programs.
- Maturity evaluation of 10 mine closure programs and 4 regular programs in preparation for soft landing closure.

Topik Material Keanekaragaman Hayati | Material Topic Biodiversity



Strategi
- Pemilihan dan penetapan arboretum pada area reklamasi
- Inventarisasi flora dan fauna di kawasan konservasi Hutan Galam
- Penambahan 200 blok transplantasi terumbu karang sejak tahun 2020 dan penanaman 10.000 bibit mangrove
- Melaksanakan studi ekologi di kawasan konsesi, bekerja sama dengan Kebun Raya Purwodadi, BRIN, Universitas Lambung Mangkurat dan Universitas Mulawarman
- Adanya perbaikan ekosistem di kawasan operasi Perusahaan, pemulihan ekosistem terumbu karang, dan pemulihan area DAS lebih dari 7.000 ha
- Penyusunan draft Strategi Pengelolaan Biodiversity ITM

Capaian 2023
- Ditetapkannya 2 arboretum di konsesi PT IMM, yaitu Arboretum Kanahuang dan Arboretum 30 Gemilang.
- Dilakukan kegiatan pemantauan flora dan fauna di area konservasi Hutan Galam di PT JBG.
- Penambahan 50 meja transplantasi terumbu karang dengan total 800 bibit.
- Diselesaikannya kegiatan studi diversitas tumbuhan dan ekologi hutan alami di Kawasan konsesi PT TCM bekerjasama dengan Pusat Riset Konservasi Tumbuhan, Kebun Raya dan Kehutanan BRIN.
- Diselesaikannya tahap pertama studi diversitas tumbuhan buah lokal Kalimantan berpotensi sebagai strategi pelestarian berkelanjutan di kawasan hutan konsesi PT BEK dan sekitarnya, bekerjasama dengan Pusat Riset Biosistematika dan Evolusi BRIN.
- Disusunnya konsep Strategi dan Peta Jalan Pengelolaan Keanekaragaman Hayati ITM.

Target Selanjutnya
- Tahap kedua studi diversitas tumbuhan buah lokal Kalimantan berpotensi di kawasan hutan konsesi PT BEK dan sekitarnya, bekerjasama dengan BRIN.
- Studi ekologi di kawasan hutan alami konsesi perusahaan sebelum dilakukannya kegiatan operasi produksi untuk mendapatkan data dasar keanekaragaman hayati.
- Finalisasi Strategi dan Peta Jalan Pengelolaan Keanekaragaman Hayati ITM.
- Pemantauan flora dan fauna pada area reklamasi.

Strategy
- Selection and designation of an arboretum in the reclamation area
- Inventorizing flora and fauna in the Galam Forest conservation area
- Addition of 200 coral reef transplant blocks since 2020 and planting 10,000 mangrove seedlings
- Carrying out ecological studies in the concession area, in collaboration with Purwodadi Botanical Gardens, BRIN, Lambung Mangkurat University and Mulawarman University
- Improvement of the ecosystem in the Company's operating area, restoration of the coral reef ecosystem, and restoration of more than 7,000 ha watershed area
- Drafting of ITM Biodiversity Management Strategy

Achievement 2023
- Established 2 arboretums in PT IMM concession, Kanahuang Arboretum and 30 Gemilang Arboretum.
- Flora and fauna monitoring activities have been conducted in the Galam Forest conservation area at PT JBG.
- Added 50 coral reef transplantation tables with a total of 800 seedlings.
- Completed the study of plant diversity and natural forest ecology in the PT TCM concession area in collaboration with the BRIN Research Center for Plant Conservation, Botanical Gardens and Forestry.
- Completed the first phase of the Kalimantan local fruit plant diversity study with potential as a sustainable conservation strategy in the PT BEK concession area and surrounding areas, in collaboration with the BRIN Biosystematics and Evolution Research Center.
- Drafted ITM Biodiversity Management Strategy and Roadmap.

Next Target
- The second phase of the potential Kalimantan local fruit plant diversity study in the PT BEK concession forest area and surrounding areas, in collaboration with BRIN.
- Ecological studies in natural forest areas of the company's concessions prior to production operations to obtain baseline data on biodiversity.
- Finalization of ITM Biodiversity Management Strategy and Roadmap.
- Monitoring of flora and fauna in reclamation areas.

Topik Material Pascatambang | Material Topic Post-mining



Strategi
- Kegiatan pengelolaan reklamasi, void, dan pascatambang disesuaikan dengan dokumen yang telah disetujui oleh Pemerintah, seperti dokumen kajian kelayakan, Amdal, Rencana Reklamasi dan dokumen Rencana Pascatambang.
- Telah disetujuinya perubahan rencana pascatambang PT Kitadin – Embalut oleh Kementerian Energi Sumber Daya Mineral (ESDM).

Capaian 2023
- Telah dilakukan kegiatan reklamasi (102%), revegetasi (89%), dan penutupan void (101%) sepanjang tahun 2023 berdasarkan dokumen yang telah disetujui oleh pemerintah (RKAB).
- Kegiatan pascatambang PT Kitadin - Embalut sepanjang tahun 2023 telah mencapai 65,5% berdasarkan dokumen rencana pascatambang.

Target Selanjutnya
- Peningkatan implementasi kegiatan pengelolaan reklamasi dan revegetasi.
- Penyelesaian seluruh kewajiban rencana pascatambang sesuai dengan dokumen Rencana Pasca Tambang di PT Kitadin - Embalut.
- Implementasi rencana teknis manajemen void untuk site PT Trubaindo Coal Mining.
- Rencana peningkatan kualitas air tambang pada area PT Jorong Barutama Greston.

Strategy
- Reclamation, void and post-mining management activities are adjusted to documents that have been approved by the Government, such as Feasibility Study (FS) documents, Environmental Analysis Impact (EIA/Amdal) Reclamation Plan and Post-mining Plan documents.
- The Ministry of Energy and Mineral Resources (MEMR) has approved changes to the post-mining plan of PT Kitadin – Embalut.

Achievement 2023
- Reclamation activities (102%), revegetation (89%), and void closure (101%) have been carried out throughout 2023 based on documents approved by the government (RKAB).
- Post-mining activities of PT Kitadin - Embalut throughout 2023 has achieved 65.5% of post-mining plan documents.

Next Target
- Accelerate implementation of reclamation and revegetation management activities.
- Completion of all post-mining plan obligations in accordance with the Post-Mining Plan Document at PT Kitadin - Embalut.
- Implementation of a technical void management plan for the PT site Trubaindo Coal Mining.
- Improve mine water quality in PT Jorong Barutama Greston.



Strategi
- Pelibatan pekerja perempuan di industri tambang sebesar 12% dari total pekerja ITM pada tahun 2023
- Optimalisasi penggunaan asesmen kompetensi berbasis 3 pilar kompetensi: inti, kepemimpinan dan fungsional dalam perencanaan program pengembangan pekerja untuk memenuhi kebutuhan bisnis, di masa kini dan di masa akan datang
- Adanya serikat pekerja di ITM dan 6 anak usaha, serta pembaruan PKB secara berkala yang melindungi seluruh pekerja.
- Mematuhi peraturan ketenagakerjaan yang berlaku terkait benefit dan remunerasi, salah satunya berupa upah pekerja yang lebih tinggi dari upah minimum masing-masing wilayah kerja.
- Pembuatan program pengembangan yang terstruktur dan sistematis dalam suatu alokasi dana khusus yang dikelola oleh Divisi Sumber Daya Manusia, dalam rangka mendukung Perusahaan mempertahankan keunggulan dan terus bertumbuh.

Capaian 2023
- Adanya hubungan yang harmonis dengan 8 serikat pekerja/buruh di ITM dan anak-anak usahanya serta tidak ada gangguan terhadap operasional Perusahaan yang disebabkan isu ketenagakerjaan (zero conflict).
- Tersedianya Peraturan Perusahaan (PP) di ITM dan 5 anak usahanya, dan Perjanjian Kerja Bersama (PKB) di 5 anak usahanya sesuai peraturan ketenagakerjaan yang berlaku.
- Berdasarkan kompetensi asesmen yang dilaksanakan di akhir tahun 2022, sebanyak 293 (39,3%) karyawan dievaluasi mempunyai kesenjangan kompetensi, dengan 183 (62,5%) karyawan mengikuti program pengembangan. Jumlah ini menunjukan peningkatan kualitas pekerja dibandingkan tahun sebelumnya, di mana berdasarkan asesmen kompetensi 2021, 69,1% pekerja mempunyai kesenjangan kompetensi, dengan hanya 51,5% karyawan yang mengikuti program pengembangan.
- Skor keterlibatan karyawan dalam aspek karir dan pengembangan meningkat sebesar 2 poin menjadi 74 dari tahun sebelumnya (2022), di mana khusus untuk dimensi dukungan Perusahaan atas proses pembelajaran dan pengembangan pun meningkat sebesar 5 poin menjadi 72 dari tahun 2022.

Target Selanjutnya
- Terpeliharanya hubungan yang harmonis dengan 8 serikat pekerja/ buruh di ITM dan 5 anak usahanya dan tidak ada gangguan terhadap operasional perusahaan yang disebabkan isu ketenagakerjaan.
- Tersedianya Peraturan Perusahaan (PP) atau Perjanjian Kerja Bersama (PKB) di ITM dan anak-anak usahanya dan diperbaharui secara berkala sesuai peraturan ketenagakerjaan yang berlaku.
- Mengacu pada hasil asesmen kompetensi yang dilakukan pada tahun 2023, ada 288 (34,5%) karyawan yang mempunyai kesenjangan kompetensi. Pada tahun 2024, Perusahaan menargetkan setidaknya 188 (65.0%) yang mempunyai kesenjangan kompetensi tersebut dalam ikut serta dalam program pengembangan terkait kesenjangan tersebut.
- Khusus untuk dimensi dukungan Perusahaan atas pelatihan dan pengembangan dalam skor keterlibatan karyawan di 2024, skornya dapat meningkat kembali sebanyak 3 poin menjadi 75, sebagai salah satu pijakan untuk mencapai target 80 poin di 2025.

Strategy
- Involvement of female employees in the mining industry by 12% of the total ITM employees in 2023
- Optimization on using competency assessment based on 3 competencies pillar: core, leadership and functional in employee development program planning to meet business needs, both for existing and future business
- The existence of a labor union at ITM and 6 subsidiaries, as well as regularly updates CLA that protect all employees.
- Complying with applicable regulations on employment, particularly on benefits and remuneration, including employees' higher wage than the minimum wage in each work area.
- Building structured and systematic development program within specific allocated personnel development budget managed by Human Resources Division, to support Company for continue to excel and grow transformative.

Achievement 2023
- Harmonious relationship with 8 labor unions in ITM and its subsidiaries as well as no disruption to the Company's operations due to labor issues (zero conflict).
- Availability of Company Regulations (CR) in ITM and its 5 subsidiaries, and Collective Labor Agreements (CLAs) in its 5 subsidiaries in accordance with applicable labor regulations.
- Based on competency assessment conducted at the end of 2022, 293 (39.3%) employees evaluated have competency gap, with 183 (62.5%) employees participating in the development program. This figure shown employee quality improvement compared to previous year, where based on 2021 competency assessment 69.1% have competency gap (or, decrease by 30.2% in 2023) with only 51.5% of them participating in development program (or, increase by 11.0%).
- Refer to employee engagement score in career and development aspect, shown an increased of 2 points to 74 from the previous year (2022), where specifically in dimension of company support on learning and development also increase by 5 points to 72 from the previous year.

Next Target
- Maintain harmonious relationship with 8 labor unions in ITM and its 5 subsidiaries without any disruption to the company's operations due to labor issues.
- Availability of Company Regulations (CR) or Collective Labor Agreement (CLA) in ITM and its subsidiaries with regular updates in accordance with prevailing labor regulations.
- Refer to competency assessment result on 2023, there are 288 (34.5%) employees evaluated that have competency gap. In 2024, Company are targeting at least 188 (65.0%) those who have gaps could participate in related development programs.
- Specifically for company support on learning and development in employee engagement score in 2024, increase again by 3 points into 75 as milestone to achieve 80 points at 2025.

Topik Material Kesehatan dan Keselamatan Kerja (K3) | Material Topic Occupational Safety and Health (OHS)



Strategi
- Menerapkan pilar Budaya Keselamatan yang tertuang di dalam peta jalan
- Merancang dan menerapkan program Wellness
- Memperkuat kemampuan dan kesiapan ERT ITM
- Memperkuat kembali Business Continuity Management (BCM)

Capaian 2023
- Pencapaian nihil kecelakaan tambang berakibat mati
- Implementasi Wellness Program di kantor ITM Jakarta dan site
- Penguatan ERT ITM Jakarta dan setiap lokasi
- Penyelesaian Standar Manajemen Keberlanjutan Usaha dan pelaksanaan simulasi krisis bersama ITM Jakarta

Target Selanjutnya
- Pencapaian nihil kecelakaan berakibat mati dan kecelakaan berakibat hari kerja hilang (LTI) di setiap site
- Penguatan Wellness Program sebagai bagian dari program kesehatan kerja
- Pelatihan tim tanggap darurat dan simulasi keadaan darurat dan krisis terintegrasi antara Melak dan ITM
- Penyelesaian integrasi antara kerangka Budaya Keselamatan dan persyaratan tingkat keselamatan ESDM
- Pelaksanaan penilaian budaya keselamatan

Strategy
- Implementing the Safety Culture pillar as stated in the Roadmap
- Designing and implementing Wellness program
- Strengthening ITM's ERT capability and readiness
- Reinforcing Business Continuity Management (BCM)

Achievement 2023
- Achieved Zero Mining Fatality Incident
- Implementation of Wellness Program in ITM Jakarta office and sites
- Strengthened ERT ITM Jakarta and every site
- Completion of Business Continuity Management (BCM) system and implementation of crisis simulation with ITM Jakarta

Next Target
- Zero Fatality and lost time injury (LTI) achievement at each site
- Strengthen Wellness Program as part of occupational health program
- Emergency response team (ERT) training and emergency & crisis simulation integrated between Melak and ITM
- Completion of integration between Safety Culture framework and ESDM safety level requirements
- Implementation of Safety Culture Assessment

Topik Material Hak Asasi Manusia | Material Topic Human rights



Strategi
- Penyadartahuan mengenai bisnis dan HAM untuk karyawan ITM
- Pemetaan program dan inisiatif terkait bisnis dan HAM
- Penilaian mandiri risiko bisnis dan HAM

Capaian 2023
- Menerbitkan kebijakan hak asasi manusia
- Mendapatkan PRISMA HAM kategori Hijau dari Kemenkumham

Target Selanjutnya
- Mempertahankan kategori Hijau untuk penilaian PRISMA HAM
- Melakukan Human Rights Assessment untuk Jakarta dan Site
- Membentuk satuan tugas kekerasan seksual di lingkungan kantor

Strategy
- Raising awareness of business and human rights for ITM employees
- Mapping programs and initiatives related to business and human rights
- Self-assessment of business and human rights risks

Achievement 2023
- Issued human rights policy
- Received a Green category of PRISMA HAM from the Ministry of Law and Human Rights

Next Target
- Maintain Green category of Business Risk and Human Rights Assessment (PRISMA)
- Conduct Human Rights Assessment for Jakarta and Site
- Establish a sexual violence prevention and handling task force in the office environment

Topik Material Air dan Efluen | Material Topic Water and Effluent



Strategi
- Mematuhi peraturan lingkungan terkait pengelolaan air limbah dan mengelola air limbah agar memenuhi baku mutu
- Dukungan air bersih untuk peningkatan kesehatan masyarakat
- Memanfaatkan kembali air untuk kegiatan pendukung operasional
- Bekerja sama dengan pemerintah, lembaga non-pemerintah dan masyarakat dalam menyediakan akses air bersih melalui penguatan kelembagaan Badan Usaha Milik Desa (Bumdes)
- Penyusunan strategi dan peta jalan Pengelolaan Air

Capaian 2023
- Terpenuhi 100% kepatuhan dari pengelolaan air limbah
- Sumbangan air bersih kepada kesehatan masyarakat sekitar tambang, seperti di site JBG
- Pengelolaan air sisa penggunaan untuk kebutuhan operasional tambang seperti penyiraman jalan tambang
- Konsep strategi dan peta jalan pengelolaan air

Target Selanjutnya
- Finalisasi strategi dan peta jalan Pengelolaan Air
- Kegiatan Konservasi di lokasi sumber air untuk menjaga keberlanjutan sumber air
- Peningkatan penerapan inisiatif pemanfaatan ulang air bekas

Strategy
- Complying with environmental regulations related to effluent management and managing effluent to meet quality standards
- Clean water assistance to improve community health
- Reusing water for supporting activities
- Collaborating with the government, non-governmental organizations and the community in providing access to clean water through institutional strengthening of Village-Owned Enterprises (Bumdes)
- Drafting the Water Management strategy and roadmap

Achievement 2023
- 100% compliance from wastewater management
- Contribution of clean water to the health of communities around the mine, such as at the JBG site
- Management of residual water used for mine operational needs such as watering mine roads
- Water management strategy and Roadmap Draft

Next Target
- Finalization of Water Management strategy and roadmap
- Conservation activities at water source areas to maintain their water source sustainability
- Improvement in the implementation of used water reuse initiatives

Topik Material Limbah | Material Topic Waste



Strategi
- Penyusunan strategi Pengelolaan Limbah B3
- Penerapan inisiatif pemanfaatan Limbah B3 seperti oli bekas sebagai bahan campuran peledak (ANFO)
- Pemanfaatan limbah organik menjadi kompos

Capaian 2023
- Konsep Strategi Pengelolaan Limbah B3
- Penerapan pemanfaatan limbah B3 Oli Bekas sebagai bagian campuran peledak di site BEK dan IMM
- Peningkatan pemanfaatan limbah organik menjadi kompos

Target Selanjutnya
- Pelaksanaan Workshop Pengelolaan Sampah untuk penyusunan Strategi Pengelolaan Sampah
- Penyelesaian Strategi Pengelolaan Limbah B3
- Penerapan inisiatif-inisiatif pemanfaatan ulang sampah berdasarkan hasil workshop
- Peningkatan inisiatif pengomposan

Strategy
- Developing a Hazardous Waste Management strategy
- Implementing initiatives to utilize hazardous waste such as used oil as an explosive mixture (ANFO)
- Utilizing organic waste into compost

Achievement 2023
- Hazardous Waste Management strategy Draft
- Implementation of hazardous waste utilization of used oil as part of explosive mixture at BEK and IMM sites
- Increased utilization of organic waste into compost

Next Target
- Implementation of Waste Management Workshop to develop Waste Management Strategy
- Completion of Hazardous Waste Management Strategy
- Implementation of waste reutilization initiatives based on workshop results
- Improvement of composting initiatives

Topik Material Manajemen Rantai Pasok | Material Topic Supply Chain Management



Strategi
- Melakukan identifikasi pemasok kritis
- Evaluasi kontraktor melalui mekanisme Contractor Management System – Health Safety and Environment (CMS – HSE)
- Memprioritaskan pemasok dan kontraktor lokal dan nasional untuk pengadaan barang dan jasa.
- Memastikan kesempatan yang adil dan perlakuan setara bagi pemasok
- Mengaplikasikan standar terkini untuk percepatan penyediaan barang dan jasa terkait operasional

Capaian 2023
Meningkatnya pengadaan dari pengecoran lokal untuk komponen mekanik

Target Selanjutnya
Menjaga keamanan dan ketersediaan suku cadang dan komponen

Strategy
- Identifying critical suppliers
- Evaluating contractors through the Contractor Management System - Health Safety and Environment (CMS - HSE) mechanism.
- Prioritizing local and national suppliers and contractors for procurement of goods and services.
- Ensuring fair opportunity and equal treatment for suppliers.
- Applying the latest standards to accelerate the procurement of goods and services related to operations

Achievement 2023
Increased procurement from local foundries for mechanical parts

Next Target
Maintain security and availability of parts and components

Topik Material Etika Bisnis | Material Topic Business Ethics



Strategi
- Meningkatkan mekanisme pengaduan keluhan yang telah dimiliki perusahaan
- Meningkatkan kesadartahuan terkait dengan tata kelola dan etika bisnis bagi karyawan serta pemangku kepentingan
- Memastikan pengelolaan keamanan siber dan informasi sesuai dengan ISO 27001

Capaian 2023
- Tidak terdapat pelaporan atas pelanggaran Kebijakan Tata Kelola dan Aturan Perilaku yang disampaikan melalui Sistem Pelaporan Pelanggaran Independen ITM.
- Internalisasi Tata Kelola Perusahaan yang Baik dalam bentuk kampanye melalui email blast kepada seluruh karyawan dan sosialisasi Tata Kelola pada site ITM di Bontang bulan September 2023 dan pada Executive Sharing di Jakarta tanggal 20 Juli 2023 dan 27 November 2023.

Target Selanjutnya
- Melanjutkan aktivitas internalisasi Tata Kelola Perusahaan yang Baik.
- Melakukan pembaharuan atas perangkat pelaporan bagi pemangku kepentingan (CG Tools) menjadi lebih mudah guna/user-friendly.

Strategy
- Enhancing the company's existing grievance mechanism
- Raising awareness related to governance and business ethics for employees and stakeholders
- Ensuring the cyber and information security management in accordance with ISO 27001

Achievement 2023
- No reports of violations of Governance Policies and Code of Conduct were submitted through ITM's Independent Whistleblowing System.
- Internalization of Good Corporate Governance, including campaigns through email blasts to all employees and dissemination of Governance at the ITM site in Bontang in September 2023 and at Executive Sharing in Jakarta on July 20, 2023 and November 27, 2023.

Next Target
- To continuously internalize Good Corporate Governance activities.
- To update the reporting tools for stakeholders (CG Tools) to be more user-friendly.

Topik Material Kinerja Ekonomi | Material Topic Economic Performance



Strategi
- Mengelola kinerja keuangan dan arus kas (bisnis baru dan yang sudah ada) untuk optimalisasi pendapatan keuangan
- Mengelola perbankan, ketersediaan dana, dan struktur permodalan untuk mendukung pertumbuhan anorganik dan organik
- Meningkatkan kemampuan SDM dan penggunaan teknologi
- Meningkatkan porsi pendapatan non batubara (mineral strategis dan energi terbarukan) untuk kinerja ekonomi yang berkelanjutan

Capaian 2023
- Produksi batubara mencapai target
- Volume penjualan batubara melalui entitas anak EBP (coal trading) meningkat sebesar 99,3% pada tahun 2023
- Committed capacity bisnis energi terbarukan meningkat sebesar 339,7% (dari 7,3 MW menjadi 24,8 MW)
- Akuisisi PT Suryanesia, perusahaan energi terbarukan dalam bidang Pembangkit Listrik Tenaga Surya atap

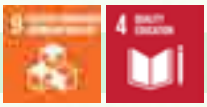
Target Selanjutnya
- Meningkatkan porsi pendapatan non batubara (mineral strategis dan energi terbarukan) untuk kinerja ekonomi yang berkelanjutan
- Mengamankan 100% ketersediaan sumber pendanaan (internal dan eksternal) untuk mendukung pertumbuhan anorganik dan organik
- Meningkatkan produksi dan penjualan batubara

Strategy
- Manage the financial performance and cash flow (new and existing businesses) for financial income optimization
- Manage banking, fund availability, and capital structure to support inorganic and organic growth
- Improve human resource capability and technology utilization
- Increase the portion of non-coal revenue (strategic minerals and renewable energy) for sustainable economic performance

Achievement 2023
- Coal production reached the target
- Coal sales volume through EBP subsidiaries (coal trading) increased by 99.3% in 2023
- Committed capacity of renewable energy business increased by 339.7% (from 7.3 MW to 24.8 MW)
- Acquisition of PT Suryanesia, a renewable energy company in the field of rooftop Solar Power Plant

Next Target
- Increase the share of non-coal revenue (strategic minerals and renewable energy) for sustainable economic performance.
- Secure 100% availability of funding sources (internal and external) to support inorganic and organic growth
- Increase coal production and sales

Topik Material Teknologi (Digitalisasi) | Material Topic Technology (Digitalization)



Strategi
- Menjadi pendorong utama transformasi bisnis digital ITM melalui 6 program inisiatif.
- Membawa nilai bisnis inti yang terintegrasi ke dalam digital dengan mengaktifkan inisiatif strategi dan operasi inovasi digital yang memiliki estimasi nilai bisnis.
- Memastikan ketersediaan infrastruktur jaringan dan sistem.
- Mengaktifkan platform data yang ramping dan terintegrasi.
- Memungkinkan pemanfaatan teknologi yang berkelanjutan
- Mengaktifkan sistem kerja hibrida
- Mencapai keunggulan operasional IT

Capaian 2023
- Implementasi pelacakan dampak nilai untuk keberlanjutan (divalidasi dengan tim FMC)
- Optimalisasi rantai pasokan terpadu
- Mendukung praktik ESG dengan memulai pembuatan Platform Data ESG
- MERCY menggantikan aplikasi C-Class di seluruh site untuk pemantauan kualitas batubara
- Membentuk Tim Transformasi Digital di site (Melak, TRUST)
- Scrum-Agile, Program Pembelajaran Analisis Tingkat Lanjut dan Kompetisi Analisis Data Mini
- Menyederhanakan Program Pembelajaran DCC menjadi Pembelajaran Inovasi ITM
- Program Kesadaran Kekayaan Intelektual
- Integrasi aplikasi & data (dengan aplikasi khusus dan sistem lama yang sudah ada)
- Memulai program Big Data
- Peningkatan IT Dual Speed & infrastruktur

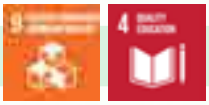
Target Selanjutnya
- Meningkatnya *maturity* keamanan siber
- Aplikasi ITM lebih terintegrasi
- Membentuk manajemen data
- IT Operation mengadopsi kerangka kerja ISO 20000

Strategy
- Becoming the key driver of ITM's digital business transformation through 6 initiative programs.
- Bringing digitally integrated core business value by enabling digital innovation strategy and operations initiatives that have estimated business value.
- Enabling availability of network and system infrastructure.
- Enabling a lean and integrated data platform.
- Enabling sustainable technology utilization
- Enabling hybrid work systems
- Achieving IT operational excellence

Achievement 2023
- Implementation of value impact tracking for sustainability (validated with FMC team)
- Integrated supply chain optimization
- Support ESG practices by initiating ESG Data Platform
- Replacing C-Class application with MERCY across sites for coal quality monitoring
- Established Digital Transformation Teams at sites (Melak, TRUST)
- Scrum-Agile, Advanced Analytics Learning Program and Mini Data Analytics Competition
- Streamlined DCC Learning Program to ITM Innovation Learning
- Intellectual Property Awareness Program
- Application & data integration (with custom applications and existing legacy systems)
- Big Data program implementation
- Dual Speed IT & infrastructure upgrade

Next Target
- Increasing cybersecurity maturity
- ITM applications to be more integrated
- Establishing data management
- IT Operation Establishing ISO 20000 framework

Topik Material Inovasi | Material Topic Innovation



Strategi
- Mewujudkan manfaat nilai untuk meningkatkan daya saing operasi
- Mempercepat inovasi yang didorong oleh nilai dan meningkatkan seluruh rantai nilai

Capaian 2023

Manajemen Inovasi: Implementasi dan Adopsi
- Menyelenggarakan acara I3 (Inisiatif Inovasi ITM)
- Mengelola dan memfasilitasi inisiatif-inisiatif terkait, baik inisiatif yang strategis dan operasional
- Terselenggara event 2023 ITMNovation Convention keempatbelas di Balikpapan pada tanggal 6 Desember 2023, diikuti oleh 14 tim proyek terbaik dari masing-masing anak Perusahaan.

Pengembangan Pembelajaran Inovasi
- Terselenggaranya kegiatan pelatihan dan workshop "Cara Kerja Tangkas" Batch 2 (Melak) pada tanggal 8-10 Agustus, yang difasilitasi oleh Corporate Innovation Asia (CIAS)
- Terselenggaranya kegiatan pelatihan dan workshop "Juri Inovasi" pada 25-26 Oktober, yang difasilitasi oleh Corporate Innovation Asia (CIAS)

Indeks Inovasi
- IdeaBlast / proyek perbaikan secara perorangan (439 proyek terdaftar)
- INFINITY / proyek perbaikan secara tim (61 proyek terdaftar)
- Employee Continuous Improvement Involvement Index (ECII) (21,32%)
- Total Scrum Master di ITM Group mencapai 39 orang dari target 48 orang (81%)
- Terdapat 23 karyawan terlibat dalam inisiatif proyek dari total 30 karyawan yang telah dilatih (63%)

Target Selanjutnya
- Inovasi menjadi bagian yang tidak terpisahkan Sistem Manajemen ITM/tiap site
- Rencana strategis dan penerapan inovasi ITM 2024 melalui sesi workshop/hackathon
- Peluncuran Site Innovation Strategic Deployment dan implementasinya
- Memelihara budaya inovasi melalui kolaborasi dengan Departemen HR untuk meningkatkan sistem pendukung inovasi
- Integrasi pada proses digital dan inovasi
- Memperluas program pembelajaran inovasi
- Mekanisme SPEX/Adopsi/Peningkatan Skala

Strategy
- Realizing value benefits to enhance operating competitiveness
- Accelerating value-driven innovation and improving the entire value chain

Achievement 2023

Innovation Management: Implementation and Adoption
- Organizing I3 (ITM Innovation Initiative) events
- Managing and facilitating related initiatives both strategic and operational initiatives
- Organizing 14th ITMNovation Convention 2023 in Balikpapan on December, 6 2023. 14 best project team from each subsidiary participated in this event.

Innovation Learning Development
- Organizing the training and workshop "How to Work Agile" Batch 2 (Melak) on August 8-10, facilitated by Corporate Innovation Asia (CIAS)
- Organizing the training and workshop "Innovation Jury" activity on October 25-26, facilitated by Corporate Innovation Asia (CIAS).

Innovation Index
- IdeaBlast / individual project improvement (439 submission)
- INFINITY / project team improvement (61 submission)
- Employee Continuous Improvement Involvement Index (ECII) (21.32%)
- Total Scrum Masters in ITM Group reached 39 out of a target of 48 (81%).
- 23 out of 30 employees trained were involved in project initiatives (63%)

Next Target
- Innovation becomes an integral part of ITM Management System/ each site
- ITM 2024 innovation strategic plan and implementation through workshop/hackathon sessions
- Launch of Site Innovation Strategic Deployment and its implementation
- Fostering a culture of innovation through collaboration with HR Department to improve innovation support systems
- Integration of digital and innovation processes
- To expand innovation learning program
- SPEX/Adoption/Scaling-up mechanism

Informasi lain terkait Laporan dapat menghubungi: [2-3]

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Pelibatan Pemangku Kepentingan [2-29]
Stakeholder Engagement

Merujuk pada standar AA1000 SES, ITM melakukan pendekatan dan menggali isu penting dari pemangku kepentingan utama perusahaan. Keterlibatan dari berbagai pemangku kepentingan membantu ITM menjalankan bisnis dengan penuh tanggung jawab dan menentukan keberlanjutan di masa yang akan datang.

Referring to the AA1000 SES standard, ITM approaches and explores significant issues from the company's main stakeholders. The engagement of various stakeholders helps ITM run responsible business and determine sustainability in the future.

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Stakeholder Group	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respons** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Pemegang Saham atau Investor Shareholders or Investors	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Representation	• Analyst Meeting • Rapat Umum Pemegang Saham (RUPS) • Paparan Publik • Analyst Meeting • General Meeting of Shareholders (GMS) • Public Expose	• RUPS diadakan minimal setahun sekali • Public Expose diadakan setahun sekali • Analyst Meeting diadakan 4 kali dalam setahun • GMS is held at least once a year • Public Expose is held once a year • Analyst Meeting is held 4 times a year	Keamanan dan tingkat pengembalian investasi Security and rate of return on investment
Pelanggan Customers	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Representation	Manajemen Keluhan Pelanggan Customer Complaint Management	Minimal setahun sekali At least once a year	Konsistensi kualitas produk Pengiriman tepat waktu
Pekerja Employees	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Serikat Pekerja • Forum Komunikasi Manajemen & Pekerja • Labor union • Management & Employee Communication Forum	Triwulan Quarterly	Perlakuan adil dan setara dalam karier dan remunerasi Tempat kerja yang aman dan sehat Fair and equal treatment in career and remuneration Safe and healthy workplace
Pemerintah Government	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Rapat-rapat • Kunjungan site • Sosialisasi peraturan baru • Meetings • Site visits • Dissemination of new regulations	Minimal dua kali setahun At least twice a year	• Hubungan yang konstruktif dengan regulator • Kepatuhan pada peraturan dan perundangan • Constructive relationship with regulators • Compliance with rules and regulations
Mitra Usaha (vendor, pemasok, agen) Business Partners (vendors, suppliers, agents)	• Pengaruh • Proksimitas • Ketergantungan • Influence • Proximity • Dependency	• Pertemuan Reguler • Sosialisasi Kebijakan • Corporate Governance Day • Regular Meetings • Policy Dissemination • Corporate Governance Day	Minimal setahun sekali At least once a year	• Proses pengadaan yang wajar dan transparan • Pembayaran tepat waktu • Fair and transparent procurement process • Timely payment
Media Media	Pengaruh Influence	• Siaran pers • Pertemuan Media • Jumpa pers • Kunjungan Media • Press release • Media Gatherings • Press conference • Media Visit	Bulanan, triwulan dan tahunan Monthly, quarterly and yearly	• Akurasi pelaporan • Penyampaian informasi tepat waktu • Accuracy of reporting • Timely delivery of information

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Stakeholder Group	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respons** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Masyarakat dan Komunitas Society and Community	• Pengaruh • Proksimitas • Influence • Proximity	• Forum Konsultatif Masyarakat • Program pengembangan dan pemberdayaan masyarakat • Community Consultative Forum • Community development and empowerment programs	Minimal setahun sekali At least once a year	• Kontribusi pada aspek ekonomi, sosial dan lingkungan untuk mempercepat kemandirian • Ketersediaan lapangan kerja • Contribution to economic, social and environmental aspects to accelerate independence • Availability of job opportunities
LSM NGO	• Pengaruh • Proksimitas • Influence • Proximity	Pertemuan reguler Regular meetings	Minimal setahun sekali At least once a year	• Kinerja keberlanjutan dan kepatuhan pada aspek tata kelola, lingkungan dan sosial. • Sustainability performance and compliance with governance, environmental and social aspects.
Akademisi Academics	Pengaruh Influence	Pertemuan reguler Regular meetings	Minimal setahun sekali At least once a year	• Kerja sama pada studi dan pengembangan terkait keberlanjutan • Collaboration on studies and development related to sustainability





02

Bergerak Maju Mengelola Dampak Lingkungan

Moving Forward Managing Environmental Impacts

Sepanjang tahun 2023, ITM terus berupaya untuk berkontribusi pada lingkungan dengan mengembangkan inovasi ramah lingkungan yang dapat mengurangi emisi karbon.

Throughout 2023, ITM continued to make environmental contribution by developing environmentally friendly innovations that can reduce carbon emissions.

Sistem Manajemen Lingkungan
Environmental Management System

ITM memastikan adanya pengelolaan lingkungan yang unggul melalui penerapan Sistem Manajemen Kesehatan dan Keselamatan Kerja & Lingkungan (SMK3L) yang mengadopsi ISO 45001, ISO 14001, Sistem Manajemen K3 (SMK3), dan Sistem Manajemen Keselamatan Pertambangan (SMKP). SMK3L dikelola oleh Departemen Health, Safety, Environment, dan Community Engagement and Development (HSEC) dan didukung oleh Departemen Pembangunan Berkelanjutan (SD), yang bertanggung jawab kepada Direktur Keberlanjutan dan Manajemen Risiko.

ITM ensures excellence in environmental management through the implementation of Occupational Health, Safety and Environmental Management System (HSEMS) by adopting ISO 45001, ISO 14001, OHS Management System, as well as Mining Safety Management System (MSMS). The HSEMS is managed by the Health, Safety, Environment, and Community Engagement and Development (HSEC) Department and supported by the Sustainable Development (SD) Department, which reports to management.

Departemen HSEC dan SD berperan dalam menjaga lingkungan kerja nyaman, aman, dan terkendali; memastikan bahwa target kinerja lingkungan, sosial, dan tata kelola (LST) dapat dicapai; dan melakukan evaluasi untuk memastikan perbaikan berkelanjutan. Adapun komitmen pengelolaan lingkungan ITM senantiasa ditegaskan dalam visi misi, Kebijakan Lingkungan, Kebijakan Manajemen Energi dan Karbon, Rencana Kerja Anggaran Belanja (RKAB), dan Indikator Kinerja Utama. Proses komunikasi kepada pemangku kepentingan terus dilakukan disamping pelaksanaan pelatihan secara periodik untuk meningkatkan penyadartahuan karyawan. [2-25]

The HSEC and SD departments play a role in maintaining a comfortable, safe, and controlled working environment; ensuring that environmental, social, and governance (ESG) performance targets are achieved; and conducting evaluations to ensure continuous improvement. ITM's environmental management commitment continuously emphasized on its vision and mission, Environmental Policy, Energy and Carbon Management Policy, Budget Work Plan (RKAB), and Key Performance Indicator (KPI). The process of communication to stakeholders is ongoing in addition to periodic training to increase employee awareness. [2-25]

Perusahaan tidak menerima pengaduan lingkungan yang signifikan sepanjang tahun 2023. Kami juga tidak menerima denda maupun sanksi hukum lain atas ketidakpatuhan terhadap peraturan dan perundang-undangan terkait pengelolaan lingkungan. Hingga akhir periode pelaporan, total biaya lingkungan yang dikeluarkan mencapai USD73,2 juta yang mencakup biaya pengelolaan lubang bekas tambang (*void*).

The Company did not receive any significant environmental complaints during 2023. We also did not receive any fines or other legal sanctions for non-compliance with laws and regulations related to environmental management. As of the end of the reporting period, total environmental costs incurred amounted to USD73.2 million which includes the cost of void management.

Sistem Manajemen Lingkungan dalam SMK3L [3-3]
Environmental Management System in HSEMS

Misi Mission	Target	Strategi Strategy
• Mencegah, meminimalkan, dan mengelola dampak terhadap lingkungan. • Mengupayakan pelestarian sumber daya alam melalui pengelolaan yang berkelanjutan.	• Pemenuhan standar baku mutu kualitas air limbah. • Pemenuhan standar baku mutu emisi udara. • 100% limbah B3 terkelola sesuai peraturan. • Pengelolaan dan pemanfaatan sumber daya secara efisien. • Konservasi dan perlindungan lingkungan. • Konservasi keanekaragaman hayati. • Intensitas emisi GRK turun sebesar 5% pada 2025 dari tahun dasar 2019. • Intensitas konsumsi air sebesar 0,176 m^3 /ton FC.	• Penguatan dan peningkatan kapasitas SDM. • Pemantauan kualitas lingkungan secara berkesinambungan. • Peningkatan kualitas dan validitas data lingkungan. • Pemantauan dan evaluasi kinerja pengelolaan lingkungan. • Pelaksanaan pengelolaan lingkungan melalui pendekatan keberlanjutan. • Pemantauan pelaksanaan pengelolaan melalui audit internal seperti Quality Assurance Review (QAR), Data Assurance serta eksternal seperti surveillance audit.
• Prevent, minimize and manage impacts on the environment. • Strive for the preservation of natural resources through sustainable management.	• Compliance with quality standards of effluent. • Compliance with quality standards of air emissions 100% of hazardous waste is managed according to regulations. • Management and efficient use of resources. • Conservation and preservation of the environment. • Conservation on biodiversity. • GHG emission intensity decreased by 5% in 2025 from baseline year 2019. • Water consumption intensity of 0.176 m^3/tons FC.	• HR capacity strengthening and enhancement. • Continuous monitoring of environmental quality. • Increasing quality and validity of environmental data. • Performance monitoring and evaluation of environmental management. • Implementation of environmental management through a sustainability approach. • Monitoring the implementation of management through internal audits such as Quality Assurance • Review (QAR), Data Assurance, and externally such as surveillance audits.

Pengelolaan Energi dan Reduksi Emisi Gas Rumah Kaca

Energy Management and Greenhouse Gas Emission Reduction

Highlight 2023 | 2023 highlights

Penggunaan Energi | Energy Consumption

11,992,220 GJ

Intensitas Energi | Energy Intensity

0.70 GJ/Ton

Intensitas Emisi | Emission Intensity

Cakupan 1 dan 2 | Scope 1 and 2

0.11 Ton CO2eq/Ton

Pendekatan Manajemen [3-3][CSS-12.1.1, CSS-12.2.1, CSS-12.4.1] | Management Approach

Topik Material: Energi dan Emisi

Kebijakan:

- Penggunaan energi yang efisien, pengurangan konsumsi energi melalui inisiatif konservasi, dan pemanfaatan energi baru terbarukan
- Penurunan beban emisi, emisi gas rumah kaca, dan peningkatan serapan karbon dalam mendukung aksi pencegahan perubahan iklim

Material Topic: Energy and Emissions

Policy:

- Efficient use of energy, reducing energy consumption through conservation initiatives, and using new and renewable energy
- Reducing the emission loads, greenhouse gas emissions, and increasing carbon stock in supporting actions to prevent climate change

Dampak dan Pengelolaan | Impact and Management

Aktivitas produksi dan operasional ITM membutuhkan sumber energi yang secara langsung berkontribusi pada jumlah emisi yang dihasilkan. Kontribusi jumlah emisi dapat berdampak terhadap perubahan iklim yang secara tidak langsung mempengaruhi keberlangsungan kehidupan. Kinerja emisi dan energi yang tidak dikelola dengan baik juga berpotensi menimbulkan dampak penambahan biaya operasional di internal dan peningkatan biaya remediasi lingkungan secara eksternal. ITM berkomitmen untuk menurunkan beban emisi konvensional dan beban emisi GRK, serta meningkatkan serapan karbon dalam mendukung pencegahan perubahan iklim sebagaimana tercantum dalam kebijakan lingkungan ITM. Melalui program efisiensi energi, inovasi ramah lingkungan, penggunaan sumber energi terbarukan, dan pengembangan Solusi Berbasis Alam (Natural Based Solution/NBS), Perusahaan mengelola kinerja secara cermat dan terukur untuk mendukung tercapainya target nol bersih.

ITM's production and operational activities require energy sources that directly contribute to the amount of emissions produced. The contribution of total emissions can have an impact on climate change which indirectly affects the sustainability of life. Poorly managed emissions and energy performance also has the potential to result in additional operational costs internally and increased environmental remediation costs externally. ITM is committed to reducing conventional emission loads and GHG emission loads, and increasing carbon sequestration in support of climate change prevention as stated in ITM's environmental policy. Through energy efficiency programs, environmentally friendly innovations, the use of renewable energy sources, and the development of Natural Based Solution (NBS), the Company manages performance carefully and measurably to support the achievement of net zero targets.

Sumber Daya dan Evaluasi | Resources and Evaluation

Penilaian dan pelaporan kinerja pengelolaan energi dan pengendalian emisi gas rumah kaca disampaikan pada pihak-pihak berwenang secara berkala sebagai mekanisme evaluasi, salah satunya KLHK . Selain itu, ITM telah membuat rencana strategis tahunan untuk mengoptimalkan kinerja pengelolaan lingkungan yang dilaksanakan oleh Departemen Mine Operation dan didukung oleh Departemen HSEC.

The assessment and reporting of energy management and greenhouse gas emission control performance is submitted to the authorities periodically as an evaluation mechanism, including the MoEF. In addition, ITM has developed an annual strategic plan to optimize environmental management performance implemented by the Mine Operation Department and supported by the HSEC Department.

Penggunaan Energi dan Efisiensi Energi

Sesuai dengan Peraturan Menteri ESDM No. 12 Tahun 2015, ITM menerapkan penggunaan biosolar dengan konsentrasi bahan organik sebesar 35% (B35), pembelian listrik dari PT PLN (Persero), batubara untuk pembangkit sendiri dan pembangkit listrik tenaga surya (PLTS) sebagai sumber energi. B35 diterapkan pada unit kendaraan, pembangkit listrik internal (PLTD), dan pengiriman melalui tongkang, dengan jumlah penggunaan sebesar 329.450.690 liter di tahun 2023. Sejumlah kecil bensin digunakan untuk mengoperasikan alat pemotong pemotong rumput, kendaraan operasional di kantor pusat dan kantor perwakilan Balikpapan sebesar 61.531 liter. [302-1][CSS-12.1.2]

Pembangkit listrik tenaga surya 3 MW di Bontang dan 2 MW di Melak, Kalimantan Timur, menghasilkan total 3.970 MWh listrik di tahun 2023 dimanfaatkan sebagai sumber energi untuk kebutuhan internal dan tidak diperjualbelikan kepada pihak lain. Selain itu, melalui anak usaha PT JBG, Perusahaan meningkatkan kapasitas pemanfaatan energi kinetik untuk penerangan dan pengelolaan efluen di kolam pengendap dari sebelumnya pada satu kolam menjadi enam kolam pengendap.

Jumlah energi yang digunakan pada tahun 2023 mencapai 11.992.220 GJ, naik 21,5% dibanding 9.869.372 GJ dari tahun sebelumnya. Peningkatan konsumsi energi dipengaruhi adanya perbaikan volume laporan yang diterima dari mitra kerja yang mana di tahun-tahun sebelumnya tidak melaporkan penggunaan energi dan operasi pra-tambang dari anak usaha ITM. Nilai ini diperoleh dengan menggunakan metode konversi ke dalam satuan Gigajoule (GJ) yang mengacu pada Energy Statistic Manual (International Energy Agency (IEA), 2015) dan GHG Protocol: Guidance for Stationary Combustion. Metode ini juga digunakan dalam perhitungan intensitas energi dan pengurangan konsumsi energi. ITM menerapkan audit energi internal untuk konsumsi energi perusahaan. Hasil audit ini diverifikasi oleh pihak independen bersertifikasi. ITM tidak memanfaatkan atau memperjualbelikan energi berupa pemanas dan pendingin. [302-1, 302-2][CSS-12.1.2, CSS-12.1.3]

Energy Use and Energy Efficiency

Accordance with the Minister Decree of ESDM No. 12 Year 2015, ITM implements the use of biodiesel with 35% organic matter concentration (B35), electricity purchase from PT PLN (Persero), coal for its own generation and solar power plant (PLTS) as energy sources. B35 is applied to vehicles, own diesel power plants, and barge deliveries, with total usage of 329,450,690 litres by 2023. A small amount of gasoline is used to operate lawn mowers, operational vehicles at the head office and Balikpapan representative office by of 61,531 litres. [302-1][CSS-12.1.2]

3 MW in Bontang and 2 MW in Melak, East Kalimantan solar power plants generating a total 3,970 MWh of electricity in 2023 utilized as its own energy source and not traded to other parties. In addition, through its subsidiary PT JBG, the Company increased the capacity of kinetic energy utilization for lighting and effluent management in settling ponds from previously one pond to six settling ponds.

The amount of energy used in 2023 reached 11,992,220 GJ, an increase of 21.5% compared to 9,869,372 GJ from the previous year. The increase in energy consumption was influenced by an improvement in the volume of reports received from partners which in previous years did not report energy use and pre-mining operations of ITM's subsidiaries. This value is obtained by using the conversion method into Gigajoule (GJ) units referring to the Energy Statistic Manual (International Energy Agency (IEA), 2015) and the GHG Protocol: Guidance for Stationary Combustion. This method is also used in the calculation of energy intensity and energy consumption reduction. ITM implements internal energy audits for the company's energy consumption. The results of these audits are verified by an independent certified party. ITM does not utilize or trade energy in the form of heating and cooling. [302-1, 302-2][CSS-12.1.2, CSS-12.1.3]

Penggunaan Energi Berdasarkan Sumber* [302-1]
Energy Consumption by Source*

Uraian Description	Satuan Unit	2023	2022	2021
Energi Terbarukan Renewable Energy				
Kegiatan Penambangan dan Penunjang **Mining and Supporting Activities**				
Minyak Kelapa Sawit Palm Oil	GJ	3,610,142	2,533,433	2,765,225
Pembangkit Listrik Tenaga Surya Solar Power Plants	GJ	14,335	7,391	7,585
Pembangkit Listrik Tenaga Kinetik Kinetic Power Plant	GJ	407	393	478
Jumlah Energi Terbarukan Total Renewable energy	GJ	3,624,884	2,541,217	2,773,289
Energi Tidak Terbarukan **Non-renewable Energy**				
Kegiatan Penambangan dan Penunjang Mining and Supporting Activities				
Solar Diesel	GJ	7,853,538	6,753,786	6,420,287
Batubara Coal	GJ	504,593	563,183	658,964
Kegiatan Penunjang **Supporting Activities**				
Listrik dari PLN Electricity from PLN	GJ	7,165	8,642	8,272
Bensin Gasoline	GJ	2,040	2,544	1,865
Jumlah Energi Tidak Terbarukan Total Non-renewable Energy	GJ	8,367,336	7,328,155	7,124,060
Intensitas Penggunaan Energi [302-3] [CSS-12.1.4] **Energy Use Intensity**				
Jumlah Penggunaan Energi Total Energy Use	GJ	11,992,220	9,869,372	9,847,341
Jumlah Produksi** Total Production**	Juta Ton Million Tons	17.2	16.7	18.6
Intensitas Penggunaan Energi*** Energy Use Intensity***	GJ/ton	0.70	0.59	0.53

Keterangan:
*Data penggunaan energi mencakup IMM, TCM, BEK, JBG, KTD, TRUST, NPR, GPK, TIS, ITM Head Office Jakarta, ITM Balikpapan Office, dan ITM Samarinda Office (per 31 Desember 2023)
**Jumlah produksi menggunakan nilai Finished Coal
***Termasuk konsumsi bahan bakar dan listrik di dalam lingkup Perusahaan
Notes:
*Energy use data includes IMM, TCM, BEK, JBG, KTD, TRUST, NPR, GPK, TIS, ITM Head Office Jakarta, ITM Balikpapan Office, and ITM Samarinda Office (as of December 31, 2023)
**Total production uses the value of Finished Coal
***Include fuel and electricity consumption within organization only

Efisiensi Energi

Di tahun 2023, ITM memiliki target konsumsi energi sebesar 0,5 GJ/ton FC terhadap tahun dasar 2019. ITM melakukan berbagai upaya untuk meningkatkan efisiensi energi dan mendukung pengurangan emisi gas rumah kaca (GRK). Sepanjang tahun 2023, terjadi peningkatan konsumsi energi di ITM sebesar 21,5% dibandingkan tahun sebelumnya. Peningkatan ini disebabkan adanya proses perbaikan pendataan konsumsi energi dari mitra kerja yang belum melaporkan konsumsi energinya. Meski terjadi peningkatan konsumsi energi, ITM melakukan berbagai inisiatif konservasi dan efisiensi energi, yaitu: [302-4, 305-5]

Energy Efficiency

In 2023, ITM has set a target for energy consumption at 0.5 GJ/tons FC using the 2019 baseline year. ITM made various efforts to improve energy efficiency and support the reduction of greenhouse gas (GHG) emissions. Throughout 2023, energy consumption at ITM increased by 21.5% compared to the previous year. It was due to the improved process of energy consumption data collection from partners which had not reported their energy consumption. Despite the increase in energy consumption, ITM carried out various energy conservation and efficiency initiatives, including: [302-4, 305-5]

1. Optimisasi penggunaan panel surya di IMM sebesar 9.250 GJ, atau 0,18% dari total kebutuhan energi, dan mengurangi penggunaan bahan bakar fosil setara 282.868 liter solar.
2. Pengembangan panel surya berkapasitas 2 MW di TCM menghasilkan energi sebesar 5,0 GJ, atau 0,3% dari total kebutuhan energi
3. Co-*firing* biomassa di IMM, dengan memanfaatkan kayu dari hutan produksi.
4. Optimalisasi *dewatering pump*.
5. Pemanfaatan energi air sebagai penggerak turbin alat pencampur kapur (quick limes mixer) pada pengelolaan air limbah tambang mampu memberikan penghematan energi sebesar 406.529 GJ

Jumlah intensitas energi termasuk bahan bakar dan listrik pada tahun 2023 adalah 0,7 GJ/ton FC, yang terbagi menjadi intensitas konsumsi bahan bakar di dalam organisasi sebesar 0,69 GJ/ton FC dan intensitas konsumsi listrik di dalam organisasi sebesar 0,0004 GJ/ton FC. Kenaikan intensitas 17,5% dari tahun 2022 disebabkan oleh perbaikan proses rekam data konsumsi energi dari mitra kerja yang belum melaporkan konsumsi energinya dan penggunaan energi oleh anak usaha pada tahap pra-tambang. [302-5]

Pengurangan Emisi Gas Rumah Kaca (GRK)

Emisi GRK yang dihasilkan oleh operasional ITM meliputi sumber emisi karbon dioksida (CO_2), metana (CH_4), dinitrogen oksida (N_2O), dan hidrofluorokarbon (HFC), yang dinyatakan dalam satuan ton CO_2eq. Perusahaan menghitung emisi GRK dengan menggunakan pendekatan kontrol operasional dan metode yang disesuaikan dengan sumber emisi. Target capaian tingkat emisi untuk emisi cakupan 1 dan cakupan 2, berdasarkan tahun dasar 2019. Penentuan tahun dasar sebagai tolok ukur berdasarkan proses pengelolaan terintegrasi. Faktor konversi nilai potensi pemanasan global (GWP) merujuk pada IPCC AR5. Tidak ada perubahan emisi signifikan yang memicu penghitungan ulang emisi dari tahun dasar. [305-1]

1. Optimized use of solar panels at IMM by 9,250 GJ, or 0.18% of total energy needs, and reduced use of fossil fuels equivalent to 282,868 liters of biodiesel.
2. Development of 2 MW solar panels at TCM generating 5.0 GJ of energy, or 0.3%% of total energy needs.
3. Biomass co-firing at IMM, utilizing wood from production forests.
4. Optimization of the dewatering pump.
5. Utilization of water energy to drive the turbine of quick limes mixer in acid mine drainage management resulted in energy savings of 406,529 GJ.

The total energy intensity including fuel and electricity in 2023 is 0.7 GJ/ton FC, comprised intensity of fuel consumption within the organization is 0.69 GJ/ton FC and intensity of electricity consumption within the organization is 0.0004 GJ/ton FC. The intensity increase by 17.5% from 2022. It was due to improvements in the recording process of energy consumption data from partners who have not reported their energy consumption and energy use by subsidiaries in the pre-mining stage. [302-5]

Reduction of Greenhouse Gas (GHG) Emissions

GHG emissions generated by ITM's operations include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbon (HFC) emission sources, expressed in units of tons CO_2eq. The Company calculates GHG emissions using an operational control approach and methods tailored to the emission source. Emission target for scope 1 and scope 2 based on 2019 base year. The determination of the baseline year as a benchmark according to the integrated management process. The conversion factor of the global warming potential (GWP) value refers to the IPCC AR5. There are no significant changes in emissions that trigger recalculation of emissions from the baseline year. [305-1]

Sistem Perhitungan Berdasarkan Sumber Emisi [305-1][CSS-12.1.5]
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	Sistem Perhitungan Calculation System
Bahan bakar biosolar, solar, dan bensin untuk kendaraan bergerak Biodiesel, diesel fuel, and gasoline for operational vehicles	Sistem perhitungan beban emisi mengacu Permen LH No. 12 Tahun 2012 Emission loads calculation system refers to Minister of Environment Regulation No. 12 of 2012
Emisi GRK GHG Emission	Protokol GRK GHG Protocols
Pembangkit Listrik Tenaga Uap Coal-fired Power Plant	Sistem Flue Gas Desulfurization (FGD) mengendalikan dan memantau emisi secara rutin. Sementara pemantauan menyeluruh ditunjang oleh Operation Monitoring and Controlling System (microSCADA) The Flue Gas Desulfurization (FGD) system controls and monitors emissions regularly. While the overall monitoring is supported by Operation Monitoring and Controlling System (microSCADA)

Sistem Perhitungan Berdasarkan Sumber Emisi [305-1][CSS-12.1.5]
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	Sistem Perhitungan Calculation System
Pembangkit Listrik Tenaga Diesel Diesel Power Plant	Sistem pemantauan emisi pembangkit Monitoring system for generators emissions
Refrigerator dan peralatan air conditioner Refrigerator and Air Conditioner	Konversi bobot penggunaan bahan pendingin menggunakan referensi IPCC AR5 The conversion of the weight of the use of refrigerants uses the IPCC AR5 reference
Pembangkit listrik PLN National Power Plant	Sistem perhitungan berdasarkan emisi grid yang ditetapkan oleh Kementerian Energi dan Sumber Daya Mineral (ESDM) No. 163.K/HK.02/MEM.S/2021 Calculation system based on grid emissions established by the Ministry of Energy and Mineral Resources (EMR) No. 163.K/HK.02/MEM.S/2021
Bahan peledak Explosive Material	Sistem perhitungan melalui konversi penggunaan jumlah material ammonium nitrat The calculation system through the conversion of the use of ammonium nitrate material
Emisi fugitif dari batubara terungkap Fugitive emission from coal expose	Sistem perhitungan dengan mengonversi tingkat emisi gas metana dari batubara yang dihasilkan A calculation system by converting the level of methane gas emissions from the coal produced
Emisi CO_2 biogenik Biogenic CO_2 emissions	Mengacu pada ISO 14064 Referring to ISO 14064

Emisi GRK cakupan 1 dan cakupan 2 di tahun 2023 sebesar 1.817.712 ton CO_2eq, naik 18,0% dari 1.540.401 ton CO_2eq tahun sebelumnya. Kenaikan ini dipengaruhi oleh peningkatan rekam data energi dari kontraktor yang belum pernah melaporkan sebelumnya dan peningkatan emisi fugitif sebagai dampak peningkatan produksi batubara. Sedangkan emisi GRK cakupan 3 di tahun 2023 sebesar 32.471.783 ton CO_2eq, naik 11,5% dibanding 29.122.705 ton CO_2eq di 2022. Kenaikan ini dipengaruhi oleh peningkatan volume batubara terjual dan perluasan cakupan laporan dari penerbangan dalam rangka kedinasan yang mencakup seluruh karyawan dimana sebelumnya hanya mencakup kedinasan dari karyawan kantor pusat.

GHG emissions of scope 1 and scope 2 in 2023 were 1,817,712 tons CO_2eq, increased by 18.0% from 1,540,401 tons CO_2eq in the previous year. It was influenced by an improvement in energy data records from contractors who had never reported before and the increase in fugitive emissions as a result of increased coal production. Meanwhile, scope 3 GHG emissions in 2023 amounted to 32,471,783 tons CO_2eq, up 11.5% compared to 29,122,705 tons CO_2eq in 2022. It was influenced by the increase in the volume of coal sold and the expansion of the scope of the report from official flights which included all employees where previously it only included official flights from head office employees.

Secara keseluruhan, total emisi cakupan 1, 2, dan 3 sebesar 34.289.495 ton CO_2eq dan intensitas emisi cakupan 1, 2, dan 3 di tahun 2023 meningkat sebesar 8,1% dibanding tahun 2022. [305-5][CSS-12.2.3]

Overall, the total emission scope 1, 2, and 3 was 34,289,495 tons CO_2eq and the emission intensity of scopes 1, 2, and 3 in 2023 increased by 8.1% compared to 2022. [305-5][CSS-12.2.3]

Di tahun 2023, ITM telah melakukan pemisahan untuk perhitungan emisi yang berasal ITM dan mitra kerja. Akumulasi perhitungan emisi disajikan dalam tabel terpisah untuk tahun 2021-2023.

In 2023, ITM separated the calculation of emissions from the Company and partners. The accumulated emission calculation is presented in a separate table for 2021-2023.

Pengurangan Emisi GRK Absolut per Tahun [302-4][305-5][CSS-12.2.3]
Absolute GHG Emission Reduction per Year

Baseline 2019	2023	2022	2021
1,955,277 Ton CO_2eq	+18%	5.7%	1.9%

Keterangan | Notes:
- Jenis gas yang termasuk pada perhitungan pengurangan emisi GRK: CO_2, CH_4, N_2O, HFC, dan PFC
- Cakupan emisi GRK di mana pengurangan terjadi: Cakupan 1 dan 2
- Perhitungan pengurangan emisi GRK absolut merupakan perbandingan dari tahun sebelumnya (YoY)
- Type of gas included in the GHG emission reduction calculation: CO_2, CH_4, N_2O, HFC, and PFC
- Scope of GHG emissions where reductions occur: Scope 1 and 2
- Calculation on reduction of absolute GHG emissions is comparison from the previous year (YoY)

Emisi GRK dari ITM Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM by Source

Uraian Description	Satuan Unit	2023	2022*
Emisi GRK Cakupan 1 Scope 1 GHG Emissions			
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) **GHG Emissions from Mining and Support Activities (Scope 1)**			
Solar Diesel Fuel	Ton CO_2eq	100,289	85,263
Minyak Kelapa Sawit Palm Oil		13,302	N/A
Emisi GRK dari Kegiatan Pertambangan (Cakupan 1) **GHG Emissions from Mining Activities (Scope 1)**			
Batubara Coal	Ton CO_2eq	36,924	41,543
Bahan Peledak Explosive Materials		6,342	4,665
Emisi GRK Fugitif Fugitive GHG Emission		696,534	687,131
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) **GHG Emission from Support Activities (Scope 1)**			
Bensin Gasoline	Ton CO_2eq	814	938
Refrigerant Refrigerant		11.7	6.6
Emisi Biogenik** Biogenic Emission**		25,889	24,494
Emisi Limbah*** Waste Emission***		-	-
Emisi Venting Fuel Storage*** Venting Fuel Storage Emission***		-	-
Emisi Pemanfaatan Hutan dan Penggunaan Lahan (FOLU)*** Forest and Land Use Emission***		-	-
Emisi Wastewater Treatment Plant*** Wastewater Treatment Plant Emission***		-	-
Jumlah Emisi GRK Cakupan 1 Total Scope 1 GHG Emission		854,224	819,556
Emisi GRK Cakupan 2 **Total Scope 2 GHG Emission**			
Listrik PLN Electricity Purchased	Ton CO_2eq	1,771	2,869
Jumlah Emisi GRK Cakupan 2 Total Scope 2 GHG Emission		1,771	2,869
Emisi GRK Cakupan 3 **Total Scope 3 GHG Emission**			
Batubara terjual**** Coal sales****	Ton CO_2eq	32,470,779	29,122,581
Perjalanan Bisnis***** Business Trip*****		1,004	123.77
Jumlah Emisi GRK Cakupan 3 Total GHG Emissions For Scope 3		32,471,783	29,945,129

Keterangan:
• Dengan pendekatan operasional, data emisi mencakup PT Indominco Mandiri, PT Trubaindo Coal Mining, PT Bharinto Ekatama, PT Kitadin, PT Jorong Barutama Greston, PT Tambang Raya Usaha Tama, ITM HO, ITM Balikpapan Office dan ITM Samarinda Office.
• Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
• Nilai Global Warming Potential (GWP) yang digunakan mengacu pada IPCC AR5
* Data 2022 belum dilakukan pemisahan antara emisi ITM dan mitra kerja. Emisi 2022 berupa emisi total yang tersedia pada tabel kumulatif emisi ITM dan mitra kerja
** Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2023 adalah 33%.
***Emisi GRK belum dihitung
****Volume batubara yang berasal dari tambang sendiri yang dijual
***** Emisi dari perjalanan bisnis tahun 2023 berdasarkan penerbangan yang dilakukan oleh karyawan
Notes:
- Under the operational approach, emissions data included PT Indominco Mandiri, PT Trubaindo Coal Mining, PT Bharinto Ekatama, PT Kitadin, PT Jorong Barutama Greston, PT Tambang Raya Usaha Tama, ITM HO, ITM Balikpapan Office and ITM Samarinda Office.
- The types of greenhouse gases calculated in the calculation of greenhouse gas emissions were CO_2, CH_4, N_2O, and HFC.
- Global Warming Potential (GWP) value used referred to IPCC AR5.
* 2022 data has not been separated between ITM and partner emissions. 2022 emissions are in the form of total emissions available in the cumulative table of ITM and partner emissions
** Biogenic emissions in the form of fatty acid methyl ester (FAME) from renewable sources. Biogenic emissions are excluded from total GHG emissions but are included in the table to show potential GHG emissions if hydrocarbons were used. The average FAME concentration used in 2023 was 33%
***GHG emission not yet calculated
****Sales volume of coal from own mines
******Emissions from business trips in 2023 were only based on flights by employees.

Emisi GRK dari Mitra Kerja Berdasarkan Sumber [305-1, 305-2, 305-3][CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from Business Partners by Source

Uraian Description	Satuan Unit	2023	2022
Emisi GRK Cakupan 1 Scope 1 GHG Emissions			
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) **GHG Emissions from Mining and Support Activities (Scope 1)**			
Solar Diesel Fuel	Ton CO_2eq	828,328	711,357
Minyak Kelapa Sawit Palm Oil		122,783	N/A
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) **GHG Emission from Support Activities (Scope 1)**			
Bensin Gasoline	Ton CO_2eq	253	379
Refrigerant Refrigerant		10,336	6,169
Emisi Biogenik* Biogenic Emission*		208,650	222,398
Jumlah Emisi GRK Cakupan 1 Total Scope 1 GHG Emission		961,699	717,906
Emisi GRK Cakupan 2 Total Scope 2 GHG Emission			
Listrik PLN Electricity Purchased	Ton CO_2eq	18	40
Jumlah Emisi GRK Cakupan 2 Total Scope 2 GHG Emission		18	40
Jumlah Emisi GRK Cakupan 1 & 2 Total GHG Emissions For Scope 1 & 2		961,717	717,946

Keterangan:
- Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
- Nilai Global Warming Potential (GWP) yang digunakan mengacu pada IPCC AR5
* Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2023 adalah 33%.

Notes:
- The types of greenhouse gases calculated in the calculation of greenhouse gas emissions are CO_2, CH_4, N_2O, and HFC.
- Global Warming Potential (GWP) value used referred to IPCC AR5.
* Biogenic emissions in the form of fatty acid methyl ester (FAME) from renewable sources. Biogenic emissions were excluded from total GHG emissions but were included in the table to show potential GHG emissions if hydrocarbons were used. The average FAME concentration used in 2023 was 33%.

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM and Partners by Source

Uraian Description	Satuan Unit	2023	2022	2021*
Emisi GRK Cakupan 1 GHG Emissions Scope 1				
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) **GHG Emissions from Mining and Support Activities (Scope 1)**				
Solar Diesel Fuel	Ton CO_2eq	928,617	796,629	821,192
Minyak Kelapa Sawit Palm Oil		136,085	N/A	N/A
Emisi GRK dari Kegiatan Pertambangan (Cakupan 1) GHG Emissions from Mining Activities (Scope 1)				
Batubara Coal	Ton CO_2eq	36,932	41,543	49,648
Bahan Peledak Explosive Materials		6,342	4,665	3,877
Emisi GRK Fugitif Fugitive GHG Emission		696,534	687,131	749,491

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM and Partners by Source

Uraian Description	Satuan Unit	2023	2022	2021*
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) **GHG Emission from Support Activities (Scope 1)**				
Bensin Gasoline	Ton CO_2eq	1,067	1,317	966
Refrigerant Refrigerant		10,348	6,176	6,201
Emisi Biogenik** Biogenic Emission**		234,538	246,892	351,813
Jumlah Emisi GRK Cakupan 1 Total Scope 1 GHG Emission		1,815,923	1,537,461	1,631,375
Emisi GRK Cakupan 2 **Total Scope 2 GHG Emission**				
Listrik PLN Electricity Purchased	Ton CO_2eq	1,789	2,909	2,801
Jumlah Emisi GRK Cakupan 2 Total Scope 2 GHG Emission		1,789	2,909	2,801
Emisi GRK Cakupan 3 **Total Scope 3 GHG Emission**				
Batubara terjual*** Coal sales***	Ton CO_2eq	32,470,779	29,122,581	36,931,656
Perjalanan Bisnis**** Business Trip****		1,004	123.77	-
Jumlah Emisi GRK Cakupan 1, 2 & 3 Total GHG Emissions For Scope 1, 2 & 3		34,289,495	30,663,075	38,565,832

Keterangan:
• Jumlah produksi menggunakan nilai Finished Coal
• Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
• Nilai Global Warming Potential (GWP) yang digunakan mengacu pada IPCC AR5
* Data 2021 belum dilakukan pemisahan antara emisi ITM dan mitra kerja. Emisi 2021 berupa emisi total yang tersedia pada tabel kumulatif emisi ITM dan mitra kerja
** Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2023 adalah 33%.
***Volume batubara yang berasal dari tambang sendiri yang dijual
**** Emisi dari perjalanan bisnis tahun 2023 berdasarkan volume penerbangan yang dilakukan oleh karyawan
Notes:
- Total production using Finished Coal value
- The types of greenhouse gases calculated in the calculation of greenhouse gas emissions were CO_2, CH_4, N_2O, and HFC.
- Global Warming Potential (GWP) value used refers to IPCC AR5
*2021 data has not been separated between ITM and partner emissions. 2021 emissions were in the form of total emissions available in the cumulative table of ITM and partner emissions
** Biogenic emissions in the form of fatty acid methyl ester (FAME) from renewable sources. Biogenic emissions were excluded from total GHG emissions but are included in the table to show potential GHG emissions if hydrocarbons were used. The average FAME concentration used in 2022 was 33%.
***Sales volume of coal from own mines
**** Emissions from business travel in 2023 were only based on flights by employees.

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Jenisnya [305-1] [CSS-12.1.5]
GHG Emissions from ITM and Business Partners by Type

Uraian Description	Satuan Unit	2023	2022	2021
Emisi GRK Cakupan 1 GHG Emissions Scope 1				
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) **GHG Emissions from Mining and Support Activities (Scope 1)**				
Karbon Dioksida (CO_2) Carbon Dioxide (CO_2)	Ton CO_2eq	867,016	703,639	793,141
Metana (CH_4) Methane (CH_4)		722,583	707,049	771,767
Dinitrogen Oksida (N_2O) Nitrous Oxide (N_2O)		452,353	370,427	414,881
Hidrofluorokarbon (HFC) Hydrofluorocarbon (HFC)		10,348	6,176	6,201

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Jenisnya [305-1] [CSS-12.1.5]
GHG Emissions from ITM and Business Partners by Type

Uraian Description	Satuan Unit	2023	2022	2021
Emisi GRK Cakupan 2 **GHG Emissions Scope 2**				
Karbon Dioksida (CO_2) Carbon Dioxide (CO_2)	Ton CO_2eq	1,789	2,909	2,801
Metana (CH_4) Methane (CH_4)		-	-	-
Dinitrogen Oksida (N_2O) Nitrous Oxide (N_2O)		-	-	-
Hidrofluorokarbon (HFC) Hydrofluorocarbon (HFC)		-	-	-
Jumlah Emisi GRK Cakupan 2 Total GHG Emissions Scope 2		1,789	2,909	2,801
Emisi GRK Cakupan 3 **GHG Emissions Scope 3**				
Karbon Dioksida (CO_2) Carbon Dioxide (CO_2)	Ton CO_2eq	32,236,803	28,918,830	NA
Metana (CH_4) Methane (CH_4)		100,635	84,258	NA
Dinitrogen Oksida (N_2O) Nitrous Oxide (N_2O)		133,342	119,617	NA
Hidrofluorokarbon (HFC) Hydrofluorocarbon (HFC)		-	-	NA
Jumlah Emisi GRK Cakupan 1, 2, dan 3 Total GHG Emissions Scope 1, 2, and 3		32,470,779	30,912,904	1,988,790

Intensitas Emisi GRK [305-4] [CSS-12.1.8]
GHG Emission Intensity

Uraian Description	Satuan Unit	2023	2022	2021
Jumlah Produksi Total Production	Juta Ton Million Tons	17.2	16.7	18.6
Intensitas Emisi GRK Cakupan 1 & 2 GHG Emission Intensity Scope 1 & 2	Ton CO_2eq / Ton Produksi Tons CO_2eq / Production Tons	0.11	0.09	0.09
Intensitas Emisi GRK Cakupan 3 GHG Emission Intensity Scope 3		1.88	1.75	NA

Keterangan | Description:
- Jumlah produksi menggunakan nilai Finished Coal
- Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
- Nilai Global Warming Potential (GWP) yang digunakan mengacu pada IPCC AR5

* Data 2021 belum dilakukan pemisahan antara emisi ITM dan mitra kerja. Emisi 2021 berupa emisi total yang tersedia pada tabel kumulatif emisi ITM dan mitra kerja
** Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2023 adalah 33%.
***Volume batubara yang berasal dari tambang sendiri yang dijual
**** Emisi dari perjalanan bisnis tahun 2023 berdasarkan volume penerbangan yang dilakukan oleh karyawan
- Total production using Finished Coal value
- The types of greenhouse gases calculated in the calculation of greenhouse gas emissions are CO_2, CH_4, N_2O, and HFC.
- Global Warming Potential (GWP) value used refers to IPCC AR5.

* 2020-2021 data has not been separated between ITM and partner emissions. 2020-2021 emissions are in the form of total emissions available in the cumulative table of ITM and partner emissions
** Biogenic emissions in the form of fatty acid methyl ester (FAME) from renewable sources. Biogenic emissions are excluded from total GHG emissions but are included in the table to show potential GHG emissions if hydrocarbons were used. The average FAME concentration used in 2022 is 33%.
***Volume of coal from own mines sold
**** Emissions from business travel in 2023 are only based on flights by employees.

Pengendalian dan Reduksi Emisi ODS dan Emisi Udara Lainnya

Sebagai bagian dari komitmen Perusahaan untuk mencegah kerusakan ozon dan mengatasi dampak perubahan iklim, ITM menggunakan refrigeran R410a yang lebih ramah lingkungan dan tidak mengandung substansi perusak ozon (ODS). Jumlah emisi ODS yang dilepaskan oleh perusahaan di 2023 sebesar 0,0005225 ton setara CFC-11 berasal dari HCFC-22 yang digunakan di sepanjang Januari-September 2023 di site JBG sebagai pengganti refrigeran ruangan. Sejak Oktober 2023, ITM tidak lagi menggunakan HCFC-22. ITM juga tidak memproduksi atau menggunakan ODS dalam proses, produk, dan jasanya. [305-6, 305-7] [CSS-12.4.2]

Untuk mengendalikan emisi lainnya, seperti NOx, SOx, CO, dan partikulat, dilakukan proses penghitungan dan pemantauan kualitas udara emisi guna memenuhi ambang batas baku mutu yang ditetapkan pemerintah. Beban emisi turun 65% dari tahun 2022, dengan jumlah emisi mencapai 383,6 ton di tahun 2023. Penurunan beban emisi dipengaruhi oleh perubahan formula perhitungan dengan menggunakan rerata hasil pengukuran parameter tahunan. [305-7] [CSS-12.4.2]

ITM menghitung beban emisi SOx, NOx, CO dan PM sumber bergerak secara kombinasi. Untuk sumber emisi tidak bergerak yang telah dilakukan pengukuran, perhitungan dilakukan merujuk pada parameter terukur sedangkan bagi sumber yang belum dilakukan pengukuran, perhitungan beban dilakukan menggunakan data sekunder dari laboratorium berupa data konsentrasi SO dari uji kualitas bahan bakar.

Adapun untuk sumber bergerak, perhitungan beban emisi perhitungan beban emisi diestimasi menggunakan data sekunder dari data pengukuran konsentrasi sulfur.

Control and Reduction of ODS Emissions and Other Emissions

As part of the Company's commitment to prevent ozone depletion and address climate change impacts, ITM uses R410a refrigerant which is more environmentally friendly and does not contain ozone depleting substances (ODS). The total ODS emissions released by the company in 2023 was 0.0005225 tons CFC-11 equivalent came from HCFC-22 used throughout January to September 2023 at the JBG site as a substitute for room refrigerant. Since October 2023, ITM no longer used HCFC-22. ITM also did not produce or use ODS in its processes, products and services. [305-6, 305-7] [CSS-12.4.2]

To control other emissions, such as NOx, SOx, CO, and particulates, the company calculates and monitors air quality emissions to meet the quality standard threshold set by the government. The total emission loads in 2023 reached 383.6 tons, decreased by 65% from 2022. The decrease in emission loads was caused by the change in calculation formula by using the average of annual parameter measurement results. [305-7] [CSS-12.4.2]

ITM calculates the combined emission loads of SOx, NOx, CO and PM from mobile sources. Meanwhile, for stationary emission sources that have been measured, the calculation refers to the measured parameters, while for sources that have not been measured, the load calculation is done using secondary data from the laboratory in the form of SO concentration data from fuel quality tests.

As for mobile sources, the emission loads calculation uses secondary data from sulfur concentration measurements.

Jumlah Beban Emisi Konvensional
Total Conventional Emission Loads

Jenis Emisi Emission Type	Satuan Unit	2023	2022	2021
NOx	Ton Tons	296.4	452.5	921.5
SOx		27.7	187.3	91.5
CO		54.1	382.8	145.0
Materi Partikulat (PM) Particulate Matter		46.9	70.6	88.7
Persistent Organic Pollutants (POP)		N/A	N/A	N/A
Volatile Organic Compounds (VOC)		N/A	N/A	N/A
Hazardous Air Pollutants (HAP)		N/A	N/A	N/A

Keterangan | Notes:
ITM tidak mengungkapkan polutan organik yang persisten (POP) sebagai emisi udara yang signifikan karena tidak relevan dengan karakteristik bisnis Perusahaan
ITM does not disclose persistent organic pollutants (POPs) as significant air emissions as they are not relevant to the characteristics of the Company's business.

Keanekaragaman Hayati dan Rehabilitasi Pascatambang

Biodiversity and Post-mining Rehabilitation

Highlight 2023 | 2023 highlights

Jumlah Cadangan Karbon | Total Carbon Stock

82,335.5 Ton CO_2

Serah Terima Rehabilitasi DAS seluas
Total watershed rehabilitation hand over area

23,700.9 ha

Akumulasi Penanaman pada Lahan Reklamasi seluas
Accumulation of Planting on Reclamation Land covering an area

420.5 ha

Transplantasi Terumbu Karang (Kubah Beton) di PT Indominco Mandiri
Transplantation of reef coral branching on domeshape concrete at PT Indominco Mandiri

- **50 meja transplantasi** • 50 transplant tables
- **800 bibit** • 800 seedlings
- **Luas 50 m²** • 50 m² area

Pendekatan Manajemen [3-3][CSS-12.3.1, CSS-12.5.1] | Management Approach

Topik Material: Keanekaragaman Hayati dan Pascatambang

Kebijakan:
- ITM-P-HSE-9.2-002 Kebijakan Lingkungan
- Manual K3L tentang Pedoman Pengelolaan K3L

Material Topic: Biodiversity and Post-mining

Policy:
- ITM-P-HSE-9.2-002 Environmental Policy
- HSE Manual on HSE Management Guidelines

Dampak dan Pengelolaan | Impact and Management

Aktivitas pertambangan, termasuk di dalamnya pembukaan lahan untuk kegiatan pertambangan dapat menyebabkan perubahan bentang alam, menurunkan fungsi ekosistem termasuk keanekaragaman hayati di dalamnya. Hal tersebut secara tidak langsung dapat mempengaruhi nilai ekonomi keanekaragaman hayati yang dapat dimanfaatkan oleh masyarakat, termasuk pemenuhan hak-hak dasar lainnya bagi masyarakat. Oleh karena itu, kami melakukan upaya konservasi keanekaragaman hayati guna meminimalkan dampak gangguan di sekitar wilayah tambang. Pengelolaan keanekaragaman hayati mengacu pada langkah hierarki mitigasi, termasuk melalui kegiatan rehabilitasi. ITM juga mempertimbangkan dampak pada lingkungan, masyarakat sekitar lokasi, dan karyawan pada proses pengelolaan pascatambang. Pengelolaan keanekaragaman hayati dan pascatambang berada dalam pengawasan Dewan Direksi

Mining activities, including land clearing for mining activities, can cause landscape changes, degrading ecosystem functions including biodiversity. It can indirectly affect the economic value of biodiversity that can be utilized by the community, including the fulfillment of other basic rights for the community. Therefore, we make efforts to conserve biodiversity to minimize the impact of disturbances around the mining area. Biodiversity management refers to the mitigation hierarchy steps, including rehabilitation activities. ITM also considers the impact on the environment, surrounding communities, and employees in the post-mining management process. Biodiversity and post-mining management is overseen by the Board of Directors.

Sumber Daya dan Evaluasi | Resources and Evaluation

Evaluasi pengelolaan keanekaragaman hayati dilakukan melalui mekanisme penilaian dan pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi tahun 2023 menunjukkan pencapaian indeks keanekaragaman hayati pada rentang 0,4-2,3. Pada periode pelaporan, ITM melanjutkan komitmen untuk memastikan kawasan reklamasi dikelola sesuai persyaratan dokumen lingkungan. Pelaksanaan, pemantauan, dan pelaporan terkait kinerja keanekaragaman hayati dan pascatambang merupakan tanggung jawab Departemen Mine Rehabilitation. ITM menargetkan untuk pengelolaan keanekaragaman hayati dan pascatambang berupa pencapaian indeks keanekaragaman hayati, tingkat pertumbuhan tanaman, tingkat kesehatan tanaman, dan variasi jenis tanaman lokal di area reklamasi.

Biodiversity management is evaluated through regular assessment and reporting mechanisms to the authorities. The evaluation results in 2023 showed the achievement of a biodiversity index in the range of 0.4-2.3. In the reporting period, ITM continued its commitment to ensure reclamation areas are managed in accordance with the requirements of environmental documents. The implementation, monitoring and reporting of biodiversity and post-mining performance is the responsibility of the Mine Rehabilitation Department. ITM set the targets in biodiversity and post-mining management in the form of biodiversity index achievement, plant growth rate, plant health rate, and variety of local plant species in the reclamation area.

Kebijakan Lingkungan
Environment Policy

Perlindungan Keanekaragaman Hayati

Kami berpedoman pada rencana pengelolaan lahan terganggu dan reklamasi sesuai dengan pedoman Analisis Dampak Lingkungan (AMDAL) pada tiap proses pengembalian fungsi lahan sehingga mengurangi potensi dampak negatif pada lingkungan.

Biodiversity Protection

We are guided by disturbed land management and reclamation plans in accordance with the Environmental Impact Assessment (EIA) guidelines in each process of restoring land function to reduce the potential for negative impacts on the environment.

Beberapa Upaya Pengelolaan Lahan Terganggu [304-2][CSS-12.5.3]
Some Disturbed Land Management Efforts

Aktivitas Tambang Mine Activities	Risiko dan Dampak Lingkungan Environmental Risk and Impact	Mitigasi Mitigation
Pembukaan Lahan Land Clearing	Peningkatan laju erosi, peningkatan sedimentasi, dan penurunan tingkat kesuburan tanah. Increased erosion rate, Increased sedimentation and decreased soil fertility.	• Menimbun tanah pucuk pada tempat yang aman dari erosi. • Menanam tanaman penutup (cover crop) untuk mengendalikan penggerusan tanah pucuk akibat air larian dan menjaga kesuburan tanah. • Menerapkan sempadan sungai yang merupakan sub DAS sebagai kawasan konservasi. • Menerapkan metode penambangan gali isi ke belakang *(back filling)* atau *in pit dump.* • Placement of topsoil stock in a safe place from erosion. • Plant cover crops to control the drift of topsoil by runoff and maintain soil fertility. • Implement riparian zones which are the sub watershed as conservation area. • Apply mining method of back filling or in pit dump.
Penggalian Batuan Penutup Excavation of Overburden	Perubahan bentang alam, peningkatan laju erosi, dan peningkatan sedimentasi. Changes in landscape, increased erosion rates and sedimentation.	• Melakukan reklamasi dengan memperhatikan aspek keamanan dan kestabilan timbunan serta revegetasi lahan sesuai dengan rencana reklamasi. • Melakukan penyiraman jalan pada tapak tambang, jalan angkut, lokasi pengoperasian fasilitas, sarana dan prasarana tambang. • Menerapkan kecepatan rendah khususnya untuk kendaraan angkut batubara (maksimum 40 km/jam). • Melakukan reklamasi dan revegetasi lahan sesuai dengan rencana. • Carry out reclamation by considering the security and stability aspects of embankment and land revegetation in accordance with the reclamation plan. • Watering the road on the mine site, hauling road, operating location of facilities, mining facilities and infrastructure. • Applying low speed especially for coal hauling vehicles (maximum 40 km/hour). • Carry out land reclamation and revegetation according to plan.

Dampak Lahan Terganggu Terhadap Keanekaragaman Hayati [304-2][CSS-12.5.3]
The Impact of Disturbed Land on Biodiversity

Jenis Species	Status IUCN IUCN Status	Dampak Impact	Jangkauan Wilayah Extent of areas impacted	Durasi Dampak Duration of Impacts	Reversibilitas Reversibility
Famili Dipterokarpa	Terancam (EN)	Berkurangnya individu famili Dipterokarpa akibat konversi lahan hutan menjadi pertambangan	Pada wilayah pembukaan lahan	Selama kegiatan penambangan berlangsung sampai kegiatan reklamasi dilakukan	Dapat dipulihkan sampai dengan kegiatan penanaman kembali individu-individu spesies dari famili tersebut.
Family Dipterocarpacea	Endangered (EN)	Reduction of Dipterocarpaceae family individuals due to conversion of forest land to mining	In the land clearing area	During mining activities until reclamation activities are carried out	Can be restored up to the point of replanting individual species of the family.

Dampak Lahan Terganggu Terhadap Keanekaragaman Hayati [304-2][CSS-12.5.3]
The Impact of Disturbed Land on Biodiversity

Jenis Species	**Status IUCN** IUCN Status	**Dampak** Impact	**Jangkauan Wilayah** Extent of areas impacted	**Durasi Dampak** Duration of Impacts	**Reversibilitas** Reversibility
Orang Utan dan Beruang Madu	Terancam Punah (CE) dan Rentan (VU)	Berkurangnya habitat dan sumber pakan akibat konversi lahan hutan menjadi pertambangan	Pada wilayah pembukaan lahan	Selama kegiatan penambangan berlangsung sampai kegiatan reklamasi dilakukan	Dapat dipulihkan sampai dengan kegiatan penanaman kembali jenis-jenis pohon yang dapat mengembalikan habitat dan sebagai sumber pakan untuk kedua spesies tersebut
Orang Utan and Sun Bear	Critically Endangered (CE) and Vulnerable (VU)	Reduced habitat and food sources due to conversion of forest land to mining	In the land clearing area	During mining activities until reclamation activities are carried out	Can be restored until replanting of tree species that can restore habitat and provide food sources for both species.

Sebagian besar wilayah operasi pertambangan ITM yang dikelola entitas anak berada di hutan produksi, hutan tanaman industri, dan area penggunaan lainnya. Pada masing-masing wilayah operasionalnya, ITM memiliki berbagai Izin Pinjam Pakai Kawasan Hutan (IPPKH) dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK). Perolehan IPPKH memastikan penggunaan lahan sesuai dengan izin yang diperoleh, seperti yang tertera dalam Lampiran. ITM tidak memiliki, menyewa, dan mengelola lahan bawah permukaan atau bawah tanah. [304-1][CSS-12.5.2]

Most of ITM's mining operations managed by its subsidiaries are located in production forests, industrial plantation forests, and other use areas. In each of its operational areas, ITM has various Forest Borrow-to-Use Permits (IPPKH) from the Ministry of Environment and Forestry (MoEF). The acquisition of IPPKH ensures that land use is in accordance with the permits obtained, as shown in the Appendix. ITM does not own, lease, and manage any subsurface or underground land. [304-1] [CSS-12.5.2]

Serah terima rehabilitasi DAS seluasi
Total watershed rehabilitation hand over area
23,700.9 ha

Area konservasi di BEK
Conservation area in BEK
24.4 ha

Area konservasi di JBG (hutan galam)
Conservation area in JBG (galam forest area)
99.5 ha

Luas konsesi IMM yang berupa hutan lindung 4.322,1 ha atau 17,9% dari total 24.121 ha
IMM concession area in the form of protected forest 4,322.1 ha or 17.9% of the total 24,121 ha

Persentase kawasan hutan lindung dibandingkan dengan keseluruhan total luas konsesi pertambangan 5,2%
Percentage of protected forest areas to the total area of mining concessions 5.2%

Dua kawasan yang bernama Arboretum 30 Gemilang dan Arboreum Kanahuang yang telah ditetapkan melalui anak usaha IMM pada tahun 2022 telah menunjukkan peningkatan dalam hal telah dilakukannya pengukuran cadangan karbon pada tegakan hutan arboretum di tahun 2023. Selain itu juga dilakukan program adopsi pohon yang melibatkan para stakeholder (pemerintah dan tokoh masyarakat), akademisi dan karyawan dalam upaya peningkatan nilai keanekaragaman hayati di area konservasi tersebut. [304-3][CSS-12.5.4]

Two areas called Arboretum 30 Gemilang and Arboreum Kanahuang that have been established by ITM's subsidiary, IMM, in 2022 showed improvement with the measurement of carbon stocks in the arboretum forest stands in 2023. In addition, a tree adoption program involving stakeholders (government and community leaders), academics and employees was also conducted to increase the value of biodiversity in the conservation area. [304-3][CSS-12.5.4]

Wilayah Operasi yang Berada atau Berdekatan dengan Kawasan Dilindungi dan Area Konservasi [304-1] [CSS-12.5.2]
Operating Sites Located in or Adjacent to Protected Areas and Conservation Areas



Upaya Perlindungan Habitat pada Kawasan Dilindungi dan Area Konservasi [304-1][304-3][CSS-12.5.4]
Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operating Area	**Wilayah Dilindungi dan Luasan** Total Protected Land Area	**Posisi Wilayah Operasi terhadap Wilayah Dilindungi dan Jenis Operasi** Position of Operation Area to Protected Area and Type of Operation	**Kegiatan Tahun 2023** 2023 Activities	**Nilai Keanekaragaman Hayati** Biodiversity value
IMM Bontang	Hutan lindung. Luas 4.322,1 ha Protected forest. Area 4,322.1 ha Arboretum 30 Gemilang: 65 ha Arboretum Kanahuang: 5 ha	Tidak terdapat aktivitas operasi (kantor, fasilitas produksi, maupun fasilitas ekstraktif) yang berdekatan atau berada di wilayah yang dilindungi atau memiliki nilai keanekaragaman hayati yang tinggi. There are no operating activities (offices, production facilities, or extractive facilities) adjacent to or in areas that are protected or have high biodiversity values.	• Hutan lindung: kegiatan reklamasi seluas 104,7 ha pada lahan bekas tambang di hutan lindung IMM. • Arboretum 30 Gemilang: Pemantauan flora dan fauna, budidaya lebah kelulut, sosialisasi dan penyuluhan penanganan Orangutan, program adopsi pohon, dan good mining practice tour • Arboretum Kanahuang: Pemantauan flora dan fauna • Protected forest: 104.7 ha reclamation activities on post-mining land in IMM protected forest. • Arboretum 30 Gemilang: Flora and fauna monitoring, kelulut bee cultivation, dissemination and counseling on Orangutan handling, tree adoption program, and good mining practice tour. • Kanahuang Arboretum: Flora and fauna monitoring	H' = 2.8

Upaya Perlindungan Habitat pada Kawasan Dilindungi dan Area Konservasi [304-1][304-3][CSS-12.5.4]
Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operating Area	**Wilayah Dilindungi dan Luasan** Total Protected Land Area	**Posisi Wilayah Operasi terhadap Wilayah Dilindungi dan Jenis Operasi** Position of Operation Area to Protected Area and Type of Operation	**Kegiatan Tahun 2023** 2023 Activities	**Nilai Keanekaragaman Hayati** Biodiversity value
BEK Melak	Area konservasi pada hutan produksi. Luas 24,4 ha. Conservation area in production forest. Area 24.4 ha.	Tidak terdapat aktivitas operasi (kantor, fasilitas produksi, maupun fasilitas ekstraktif) yang berdekatan atau berada di wilayah yang dilindungi atau memiliki nilai keanekaragaman hayati yang tinggi. There are no operating activities (offices, production facilities, or extractive facilities) adjacent to or in areas that are protected or have high biodiversity values.	• Pemanfaatan Area konservasi sebagai Sumber Plasma Nutfah • Pengambilan benih dan cabutan alam Tanaman Lokal Endemik • Pendokumentasian keragaman Satwa liar • Utilization of Conservation Area as Germplasm Source • Seed collection and natural extraction of Endemic Local Plants • Documentation of wildlife diversity	H' = 3.0 - 3.8
JBG Jorong	Area konservasi ekowisata Hutan Galam. Luas 99,5 ha Ecotourism conservation area Galam Forest. Area 99.5 ha.		• Melakukan pemantauan Flora dan Fauna di Hutan Galam • Membuat rumah untuk sarang ratu dan lebah Kelulut sebanyak 30 unit • Monitored Flora and Fauna in the Galam Forest • Built houses for queen nests and Kelulut bees as many as 30 units	H' = 0.5 - 2.2
KTD Embalut	Hutan Pendidikan. Luas 80 ha Education Forest. Area 80 ha		• Penyulaman pohon jenis lokal di area hutan pendidikan heterogen dan homogen sejumlah 2.740 pohon • Perawatan Hutan Pendidikan seluas 80 ha • Monitoring dan evaluasi vegetasi di hutan pendidikan • Penyediaan Infrastruktur/sarana prasarana penunjang : • Perawatan jalan/akses hutan pendidikan • Pembangunan pondok sebagai tempat informasi hutan pendidikan • Pembuatan instalasi dan sistem penyiraman untuk mencegah kekeringan saat musim kemarau • Replanting local species trees in heterogeneous and homogeneous educational forest areas totaling 2,740 trees • Maintenance of 80 hectares of educational forest • Monitoring and evaluation of vegetation in the education forest • Provision of infrastructure/supporting infrastructure: • Road maintenance/access to educational forest • Construction of a lodge as an information center for the education forest • Construction of installations and watering systems to prevent drought during the dry season	H' = 2.5

Kegiatan studi dari kerjasama antara BEK dan TCM dengan BRIN di akhir tahun 2022 telah dilaksanakan di tahun 2023. Kegiatan tersebut antara lain, Studi Diversitas Tumbuhan dan Ekologi Hutan Alami di Kawasan konsesi PT TCM, serta tahap pertama Studi Diversitas Tumbuhan Buah Lokal Kalimantan Berpotensi sebagai Strategi Pelestarian Berkelanjutan di Kawasan Hutan Konsesi PT BEK dan sekitarnya. Dari hasil studi di TCM didapatkan bahwa hutan alami area konsesi TCM memiliki nilai indeks keanekaragaman hayati kategori

The memorandum of understanding signed between BEK and TCM with BRIN at the end of 2022 for collaboration in study activities, have been implemented in 2023. These activities include the Plant Diversity Study and Natural Forest Ecology in the PT TCM concession area, as well as the first phase of the Study on Potential Kalimantan Local Fruit Plant Diversity as a Sustainable Conservation Strategy in PT BEK Concession Forest Area and its surroundings. The study found

tinggi (>3) di mana ditemukan 73 jenis tanaman yang masuk ke dalam IUCN Red List. Selain itu, pengoleksian spesimen tanaman dari hutan alami TCM dilakukan sebagai upaya konservasi ex-situ di Kebun Raya Purwodadi. Hasil dari kerjasama BEK dengan BRIN telah membuahkan hasil draft Buku Diversitas Buah Lokal Kalimantan yang studinya akan dilanjutkan di tahun 2024.

natural forest in the TCM concession area have a high biodiversity index value (>3) where 73 plant species are listed on the IUCN Red List. In addition, plant specimens from TCM's natural forest were collected for ex-situ conservation at Purwodadi Botanical Garden. BEK's collaboration with BRIN have resulted in a draft of the Kalimantan Local Fruit Diversity Book. This study is planned to continue in 2024.

Pelaksanaan Kegiatan Reklamasi Pascatambang

Untuk mengembalikan daya dukung ekosistem di lahan bekas tambang, kami melakukan reklamasi sehingga manfaat dan fungsi lahan dapat meningkat. Luas reklamasi pada tahun 2023 mencapai 630,4 ha, atau 81% lebih dari target 348,0 ha. Secara keseluruhan, luas reklamasi mencapai 16.068 ha dan 691,1 ha lahan telah dibuka untuk operasi pertambangan. Hingga akhir 2023, terdapat total 28.915 ha lahan yang digunakan untuk pertambangan. [304-3]

Implementation of Post-Mining Reclamation Activities

To restore the carrying capacity of the ecosystem on ex-mining land, to increase the benefits and functions of the land. The reclamation area in 2023 reached 630.4 ha, or 81% higher than the target of 348.0 ha. Overall, the reclamation area reached 16,068 ha and 691.1 ha of land has been cleared for mining operations. By the end of 2023, there is a total of 28,915 ha of land used for mining. [304-3]

Penanaman pohon sejumlah 546.485 batang di tahun 2023 melalui kegiatan revegetasi dilaksanakan sebagai bentuk pengelolaan lahan terganggu. Tanaman yang ditanam termasuk tanaman lokal dan tanaman yang memiliki nilai ekonomi. Selain revegetasi, kami juga melakukan penimbunan material di area *void* yang berhasil mengurangi 161 ha total luasan *void* atau turun 86% dari luasan *void*. Lubang bekas tambang yang telah tertutupi kemudian dilanjutkan untuk kegiatan revegetasi.

The planting of 546,485 trees in 2023 through revegetation activities aimed to be a form of disturbed land management. The planted trees consisted of local plants and plants that have economic value. In addition to revegetation, we also used material overburden to cover voids which succeeded in reducing 161 ha of total void area or 86% reduction of total void area. The voids that have been covered are then utilized for revegetation activities.

Realisasi Kegiatan Reklamasi di Lokasi Tambang [304-3][CSS-12.5.4]
Realization of Reclamation and Revegetation at Mine Sites

Parameter	Satuan Unit	Akumulasi Accumulation	2023	2022	2021
Lahan Terganggu Disturbed Land	ha	28,915*	691.1	680.1	548.9
Lahan Reklamasi Reclaimed Land		16,068	630.4	774.6	945.3
Lahan Revegetasi Revegetated Land		15,357	420.5	674.4	812.3
Jumlah Pohon Number of Trees	Batang Trees	1,861,755	546,485	496,652	818,618

*Ada perubahan akumulasi 2022 dari 11.000 ke 15.000 karena penyesuaian AMDAL
There has been a change in accumulation figures in 2022 from 11,000 to 15,000 due to EIA adjustment

Rencana pascatambang telah diterapkan di seluruh wilayah operasi ITM (100%). Pada tahun 2023, reklamasi pascatambang telah selesai dilakukan di Kitadin Tandung Mayang, dan telah dilakukan penilaian keberhasilan dengan skor 95% (skala 100). Sementara site Kitadin Embalut sudah mencapai 65% dari reklamasi pascatambang. Hingga akhir periode pelaporan, realisasi biaya pascatambang sejumlah Rp12,5 miliar. Perusahaan telah menyetorkan Jaminan Pascatambang sebesar USD36,9 juta. Perkembangan pengelolaan keanekaragaman hayati dan pascatambang dilaporkan kepada Dewan Direksi melalui Rapat Komite Pascatambang yang dilaksanakan setiap 3 bulan sekali. [CSS-12.3.4, CSS-12.3.5]

ITM has implemented post-mining plan in its entire operations (100%). By 2023, post-mining reclamation has been completed at Kitadin Tandung Mayang. While at Kitadin Embalut site has completed 65% of post-mining reclamation. Until the end of the reporting period, the realization of post-mining costs amounted to Rp12.5 billion. The Company has paid up Post-mining Guarantee of USD36.9 million. Progress on biodiversity and post-mining management is reported to the Board of Directors through Post-Mining Committee Meetings held every 3 months. [CSS-12.3.4, CSS-12.3.5]

Cadangan Karbon di Area Pascatambang

Kami telah menghitung cadangan karbon di lahan reklamasi PT JBG seluas 715,9 ha dengan dinilai cadangan karbon sebesar 22.434,7 ton CO^2, setara dengan 82.335,5 ton CO_2eq pada tahun 2023. Selain itu, PT IMM juga telah melakukan pengukuran cadangan karbon sebesar 21.712,8 ton CO_2eq pada luas lahan 65 ha Arboretum 30 Gemilang.

Carbon Reserves in Post-Mining Areas

We have calculated the carbon stock on PT JBG's 715.9 ha reclaimed land reached 22,434.7 tons CO_2, or equivalent to 82,335.5 tons CO_2eq in 2023. In addition, PT IMM has also calculated its carbon stock on 65 ha Arboretum 30 Gemilang, which reached 21,712.8 tons CO_2eq.

Perlindungan Keanekaragaman Hayati di Luar Lokasi Tambang

Rehabilitasi Daerah Aliran Sungai (DAS)

ITM melaksanakan rehabilitasi DAS di luar kawasan tambang sesuai lokasi yang ditetapkan pemerintah, dengan kewajiban pelaksanaan penanaman di empat provinsi: Kalimantan Timur, Kalimantan Selatan, DI Yogyakarta, dan Jawa Tengah. Pelaksanaan rehabilitasi DAS seluas izin konsesi dijalankan berdasarkan Keputusan Menhut No. 2628/Menhut-V/RHL/2012 tanggal 14 Mei 2012 dan Keputusan MenLHK No. SK.8671/ MenLHK-PDASHL/KTA/ DAS.1/12/218 tanggal 18 Desember 2018.

ITM berkewajiban untuk melaksanakan rehabilitasi pada 49.310,94 ha area DAS hingga tahun 2026. Program rehabilitasi DAS dilaksanakan selama tiga tahun, meliputi penanaman (P0), pemeliharaan tahun pertama (P1), dan pemeliharaan tahun kedua (P2), untuk kemudian dilakukan penyerahan kepada pemerintah jika sudah memenuhi kriteria keberhasilan penanaman. Hasil penanaman seluas 3.645 ha area rehabilitasi DAS telah diserahkan oleh ITM kepada pemerintah di tahun 2023. ITM memprioritaskan tanaman lokal dan *Multi Purpose Tree Species* (MPTS), dan pada pelaksanaan program turut melibatkan 14 kontraktor lokal dengan harapan dapat turut menggerakkan perekonomian daerah. [304-2]

Protection of Biodiversity Outside the Mine Site

Watershed Rehabilitation

ITM carries out watershed rehabilitation outside the mining area according to the location designated by the government, with the obligation to carry out planting in four provinces: East Kalimantan, South Kalimantan, Yogyakarta and Central Java. The watershed rehabilitation in the concession area is carried out based on the Minister of Forestry Decree No. 2628/ Menhut-V/RHL/2012 dated May 14, 2012 and Minister of Environment and Forestry Decree No. SK.8671/MenLHK-PDASHL/KTA/ DAS.1/12/218 dated December 18, 2018.

ITM is obliged to carry out rehabilitation on 49,310.94 ha of watershed area until 2026. The watershed rehabilitation program is carried out for three years, including planting (P0), first year maintenance (P1), and second year maintenance (P2), and then handed over to the government if the planting success criteria are met. The result of planting on 3,645 ha of watershed rehabilitation area has been handed over by ITM to the government in 2023. ITM prioritizes local plants and Multi Purpose Tree Species (MPTS) in the implementation of the program, and has involved 14 local contractors, which is expected to be able to drive the regional economy. [304-2]

Realisasi Kegiatan Rehabilitasi DAS (ha)
Realization of Watershed Rehabilitation Activities (ha)

Kinerja Rehabilitasi DAS Watershed Rehabilitation Performance	Akumulasi Accumulation
Kewajiban Penanaman DAS hingga 2026 Watershed Planting Obligation until 2026	49,310.9
Lokasi DAS yang Telah Ditanam per 31 Desember 2023 Watersheds that have been Planted as of December 31, 2023	39,387.5
Penanaman (P0) Planting (P0)	39,387.5
Pemeliharaan Tahun Pertama (P1) First year maintenance (P1)	34,991.0
Pemeliharaan Tahun Kedua (P2) Second year maintenance (P2)	32,012.9
Lahan DAS yang Telah Diserahterimakan Watershed land that has been handed over	23,700.9

Penyelesaian Pembangunan Persemaian Mentawir | Completing the Development of Mentawir Nursery

ITM dinilai oleh Pemerintah memiliki komitmen dan kemampuan mengelola lahan dan hutan yang menjadi tanggung jawabnya dalam menjalankan usaha. Hal tersebut ditandai dengan diraihnya nilai 95 dari 100 dalam program pascatambang PT Kitadin site Tandung Mayang, pencapaian luasan 23.700,9 ha dalam program Rehabilitasi DAS, reklamasi dan revegetasi lahan bekas tambang yang mencapai luasan 17.000 ha, studi dan pengelolaan keanekaragaman hayati yang terus dilakukan sejak tahun 2009.

Pada tahun 2022-2023 ITM juga menerima penugasan untuk membangun instalasi pembibitan terbesar di Indonesia yang berada di kawasan Ibu Kota Nusantara (IKN) dengan kapasitas mencapai 15 juta bibit per tahun. Instalasi yang dibangun ITM seluas 11,5 ha, dari total lahan seluas 32,5 ha. Instalasi tersebut meliputi *Mother Plant House, germination house, Acclimation House, Pump House, Ultra Violet Filtration, Laboratorium,* dan lain-lain.

ITM is recognized by the Government as having the commitment and ability to manage the land and forests under its responsibility in operating the business. This is indicated by the achievement of a score of 95 out of 100 in the PT Kitadin site Tandung Mayang post-mining program, the achievement of 23,700.9 ha in the Watershed Rehabilitation program, reclamation and revegetation of 17,000 ha of ex-mining land, and biodiversity studies and management that have continued since 2009.

In 2022-2023 ITM also received an assignment to develop the largest nursery installation in Indonesia located in the Ibu Kota Nusantara (IKN) area with a capacity of up to 15 million seedlings per year. The installation will cover an area of 11.5 ha, out of a total land area of 32.5 ha. The installation included Mother Plant House, germination house, Acclimation House, Pump House, Ultra Violet Filtration, Laboratory, and others.

Pelestarian Daerah Pesisir

Kami berupaya melestarikan wilayah pesisir di Kecamatan Bontang Lestari, Kota Bontang dan Kecamatan Marang Kayu, Kabupaten Kutai Kartanegara melalui anak usaha IMM. Penanaman mangrove dan transplantasi terumbu karang dilakukan di daerah ini dengan mempertimbangkan adanya tingkat abrasi tinggi dan kondisi pulau karang tenggelam saat air pasang. Melalui budidaya biota laut, kegiatan yang juga melibatkan masyarakat sekitar ini bertujuan untuk meningkatkan ekowisata dan jumlah fauna serta mencegah penurunan keanekaragaman hayati. ITM juga memberikan pelatihan untuk meningkatkan kapasitas internal guna mendukung pengelolaan mangrove yang dapat mencapai tingkat keberhasilan penanaman serta sesuai dengan regulasi.

Coastal Area Preservation

We are continuously making efforts to preserve coastal areas in Bontang Lestari District, Bontang City, and Marang Kayu District, Kutai Kartanegara Regency, through our subsidiary, IMM. Mangrove planting and coral reef transplantation have been carried out in these areas due to the high abrasion rate and the condition of submerged coral islands during high tide. The marine biota cultivation activity, which also involves the surrounding community, aims to increase ecotourism and the number of fauna and prevent the decline of biodiversity. ITM also provides training for internal capacity building to support mangrove management that can achieve planting success rates and comply with regulations.

Realisasi Kegiatan Pelestarian Daerah Pesisir
Realization of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir Coastal Conservation Area Performance	2023	2022	2021	Akumulasi Accumulation
Penanaman Bibit Mangrove (Jumlah Bibit) Mangrove Planting (Number of seedlings)	50,000	0	40,000	90,000
Luas Area Penanaman Mangrove (ha) Mangrove Planting Area (ha)	5	0	36	41
Transplantasi Terumbu Karang (Unit Kubah Beton) Transplantation of reef coral branching on domeshape concrete	50 meja transplantasi dengan total 800 bibit 50 transplant tables with a total of 800 seedlings	640	200	1.640 bibit 1,640 seedlings
Tingkat Kerapatan Terumbu Karang Coral Reef Density Level	75%	75%	79%	

Keterangan: Akumulasi realisasi kegiatan sejak tahun 2010
Notes: Accumulated realization of coastal conservation area activities carried out since 2010

Nilai Keanekaragaman Plankton dan Benthos di Daerah Pesisir
Plankton and Benthos Diversity Index (H') in Coastal Areas

Uraian Description	2023				2022				2021			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Individual Amount per Liter	34.0	29.9	246.5	29.6	441	819	819	5	504	1,260	1,008	945
Indeks Keanekaragaman Hayati (H') Diversity Index	10.9	14.4	14.0	11.5	1.5	1.7	1.8	1.3	1.9	2.1	1.9	1.8

Pengelolaan Limbah
Waste Management

Highlight 2023 | 2023 highlights

Pengelolaan Limbah secara 3R | 3R Waste Management

38%

Intensitas Limbah B3 | Hazardous waste intensity

0.2 Kg/Ton Produksi
Kg/Tons Production

Pendekatan Manajemen [3-3][CSS-12.6.1, CSS-12.13.1, CSS-12.5.1] | Management Approach

Topik Material: Limbah

Kebijakan:
Prosedur No. ITM-MS-HSE-12.5.3-001

Material Topic: Waste

Policy:
Procedure No. ITM-MS-HSE-12.5.3-001

Dampak dan Pengelolaan | Impact and Management

Kegiatan penambangan batubara dan operasional kantor ITM menghasilkan berbagai jenis limbah yang perlu dikelola agar tidak mencemari lingkungan. ITM memahami bahwa semua jenis limbah dan polusi dari proses produksi dan pembuangannya dapat berdampak pada hak asasi manusia, seperti kesehatan dan ekosistem. Limbah yang tidak dikelola dengan baik juga berpotensi menimbulkan penambahan biaya operasional di internal dan peningkatan biaya remediasi lingkungan secara eksternal. Oleh karena itu, Perusahaan mengelola dan mengolah limbah sesuai dengan peraturan yang berlaku sejalan dengan komitmen untuk menjaga kelestarian lingkungan. Salah satu potensi limbah dari aset kami yaitu tumpahan dan kebocoran kolam endapan yang dapat membawa dampak negatif bagi lingkungan dan masyarakat. Kami mengelola penggunaan bahan kimia, zat, atau minyak sehingga tidak terjadi tumpahan signifikan. Kami melakukan pemeliharaan fasilitas kolam endapan untuk mencegah terjadinya kebocoran atau keruntuhan. Kami juga melakukan pengerukan lumpur endapan secara rutin untuk menghindari pelepasan air yang tidak sesuai baku mutu dan membawa dampak negatif bagi badan air.

ITM's coal mining activities and office operations generate various types of waste that need to be managed so as not to pollute the environment. ITM understands that all types of waste and pollution from the production process and its disposal can impact human rights, such as health and ecosystems. Poorly managed waste also has the potential to incur additional operational costs internally and increased environmental remediation costs externally. Therefore, the Company manages and treats waste in accordance with applicable regulations in line with its commitment to environmental sustainability. One of the potential wastes from our assets is spills and leaks from sediment ponds that can have a negative impact on the environment and communities. We manage the use of chemicals, substances or oils so that no significant spills occur. We maintain our sediment pond facilities to prevent leakage or collapse. We also conduct regular dredging of sludge to avoid the release of water that does not meet quality standards and has a negative impact on water bodies.

Sumber Daya dan Evaluasi | Resources and Evaluation

Departemen General Services (GS) dan HSEC berperan dalam proses pemantauan dan pengelolaan. Hasil evaluasi tahun 2023 menunjukan timbulan sampah non-limbah B3 dominan merupakan abu dasar dan abu terbang yang bersumber dari proses PLTU dan diikuti oleh timbulan ban bekas. Masukan dari pihak berwenang melalui mekanisme pelaporan dan FGD juga menjadi pembelajaran serta dasar bagi Perusahaan dalam mengevaluasi dan menjalankan kebijakan dan prosedur operasional pengelolaan limbah. ITM menargetkan volume timbulan limbah B3 yang dihasilkan sebesar 2.620 ton dan 2.256 ton untuk limbah non B3 pada 2023. ITM juga menargetkan volume pengelolaan sampah non-B3 secara 3R sebesar 41,0 ton/ton FC.

The General Services (GS) and HSEC departments play a role in the monitoring and management process. The 2023 evaluation results showed the dominant non-hazardous waste generation consisted of bottom ash and fly ash sourced from the PLTU process and followed by used tire generation. Input from the authorities through reporting mechanisms and FGDs also serve as learning and basis for the Company in evaluating and implementing waste management operational policies and procedures. ITM was targeting the volume of hazardous waste generation at 2,620 tons and 2,256 tons for non-hazardous waste by 2023. ITM is also aiming for a 3R non-hazardous waste management volume of 41.0 tons/tons FC.

ITM telah memetakan dampak aktual dan potensial pada internal dan eksternal dari timbulan limbah [306-1]
ITM has mapped the actual and potential internal and external impacts of waste generation

Dampak Impacts	Limbah B3 Hazardous Waste	Limbah Non-B3 Non-Hazardous Waste
Aktual Actual	-	Pembentukan material air asam tambang dari material batuan pembentuk asam The material formation of acid mine drainage from acid rock drainage material
Potensial Potential	Pencemaran material hidrokarbon Hydrocarbon material pollution	Pencemaran tanah dan air akibat timbulan plastik, kertas bekas dan limbah cair domestik Land and water pollution due to plastic, waste paper and domestic effluent generation

Perusahaan menghasilkan limbah padat dan cair berupa limbah non-B3 dan limbah bahan berbahaya beracun (B3). Sebagian besar limbah non-B3 berasal dari kantin, kantor dan mess karyawan sementara limbah B3 dominan berupa oli bekas yang bersumber dari perawatan unit operasi. Sebagian timbulan limbah non-B3 dikelola mandiri, sedangkan sebagian lain bekerja sama dengan pihak ketiga yang berwenang untuk mengelola beberapa jenis limbah. ITM mengelola limbah dengan prinsip 3R (*reduce, reuse, recycle*) berdasarkan jenis dan bentuknya dimulai dari tahap penyimpanan, pemindahan, hingga pembuangan akhir dengan tujuan mengurangi pembuangan dan menghemat sumber daya. Pengumpulan data limbah dan proses pemantauannya dilakukan melalui Performance Reporting System (PRS). [306-1, 306-2][CSS-12.6.2, CSS-12.6.3]

The company generates solid and liquid waste such as hazardous waste and non-hazardous waste. Most of the non-hazardous waste is generated from the canteen, office and employee mess, while hazardous waste is predominantly used oil from the maintenance of operating units. Some non-hazardous waste generation is self-managed, while other waste is managed by licensed third parties. ITM manages waste with the 3R principle (reduce, reuse, recycle) based on its type and form started with storage, transfer, and final disposal stages in order to reduce disposal and save resources. Waste data collection and monitoring process is conducted through Performance Reporting System (PRS). [306-1, 306-2] [CSS-12.6.2, CSS-12.6.3]

Jumlah Timbulan Limbah Padat Non-B3 (Ton) [306-3][CSS-12.6.4]
Total Volume of Non-Hazardous Solid Waste Generated (Tons)

Jenis Limbah Padat Non-B3 Type of Non-Hazardous Solid Waste		2023	2022	2021
Organik Organic	Domestik Domestic	903.5	868.0	573.3
	Kertas Paper	149.0	125.5	96.5
	Lainnya Others	17.0	8.5	7.3
Non-organik Non-Organic	Kaca Glass	0.5	1.5	0.8
	Plastik Plastic	118.8	192.8	88.8
	Ban Bekas Used Tire	1,325.4	985.8	1,603.3
	Lainnya Others	53.4	86.4	99.1
Metal		14.0	17.6	59.6
Abu Dasar dan Abu Terbang PLTU** Fly Ash and Bottom Ash		3,115.8	3,065.3	5,374.9
Jumlah Total		5,697.3	5,352.3	7,903.4

Keterangan: **Limbah Non-B3 terdaftar berdasarkan PP No.22 Tahun 2021 Lampiran XIV
Notes:*Non-hazardous waste listed based on Government Regulation No. 22 of 2021, Appendix XIV

ITM memiliki Tempat Penyimpanan Sementara (TPS) untuk penampungan sementara limbah B3. Dari TPS, limbah B3 diserahkan ke pihak ketiga yang memiliki izin untuk mengelolanya. ITM tidak menerima limbah dari luar perusahaan atau impor untuk dikelola, serta tidak ada kegiatan pembakaran (insinerasi) dengan perolehan energi, atau pengerjaan pembuangan lainnya. Semua informasi terkait volume dan pengelolaan limbah B3 dapat ditemukan pada Lampiran dalam laporan ini. [306-4, 306-5][CSS-12.6.5, CSS-12.6.6]

ITM has a garbage dump (TPS) for temporary storage of hazardous waste. From the garbage dump, the hazardous waste is handed over to a licensed third party to manage. ITM excludes any external or imported waste for management, and there is no incineration with energy recovery, or other disposal operations. All information related to the volume and management of hazardous waste can be found in the Appendix of this report. [306-4, 306-5][CSS-12.6.5, CSS-12.6.6]



Pengelolaan Limbah B3 ITM Tahun 2023 (Ton)
Hazardous Waste Management in 2023 (Tons)

*Limbah yang diserahkan ke pihak ketiga termasuk sisa limbah tahun 2022 yang disimpan di TPS berizin
*Waste handed over to the third party includes the remaining waste of 2022 stored in the licensed TPS

Jumlah Produksi Limbah B3 Tahun 2023 (Ton) [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste Generated in 2023 (Tons)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractors		
	2023	2022	2021
Oli bekas Used Oil	2,585.2	2,044.3	1,999.7
Gemuk bekas Used Grease	3.2	10.8	4.0
Filter oli Oil Filter	144.9	97.6	117.6
Baterai bekas (kecil) Used Battery (Small)	0.8	0.7	0.2
Baterai bekas (besar) Used Battery (Large)	40.1	34.3	42.4
Perlengkapan tulis Stationary	0.0	0.0	0.3
Limbah medis Clinical Waste	0.3	0.4	4.0
Bahan terkontaminasi Contaminated Matter	148.4	127.9	104.7

Jumlah Produksi Limbah B3 Tahun 2023 (Ton) [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste Generated in 2023 (Tons)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractors		
	2023	2022	2021
Laboratory	1.8	2.0	2.9
Lainnya Others	60.9	34.8	48.8
Jumlah Total	2,985.7	2,352.8	2,324.7

Keterangan: Jumlah termasuk sisa limbah tahun sebelumnya yang dikirim ke pihak ketiga
Notes: The amount includes previous year's residual waste sent to third party

Selain mengelola secara 3R, ITM juga memanfaatkan limbah B3 berupa oli bekas untuk bahan campuran kegiatan peledakan (ANFO), sesuai izin SK Kementerian LH No.07.14.03/2014 & SK KLH No.232/2013. Data limbah yang dialihkan dari pembuangan akhir pada tabel di bawah didapatkan dari pengukuran langsung untuk pengelolaan *on-site*, catatan pengiriman limbah dari pihak ketiga untuk pengelolaan *off-site*, serta audit data terkait limbah.

In addition to 3R management, ITM also utilizes hazardous waste of used oil as mixing materials for blasting activities (ANFO), in accordance with the permit based on Ministry of Environment Decree No.07.14.03/2014 & Ministry of Environment Decree No.232/2013. The data of waste diverted from garbage dump in the table below is obtained from direct measurement for on-site management, waste manifest from third parties for off-site management, as well as audited waste-related data.

Pengelolaan Limbah 3R (Ton) [306-2][306-4][CSS-12.6.3]
3R Waste Management (Tons)

Bentuk Pengelolaan Type of Management		2023	2022	2021
On-site				
Limbah Organik: Sisa Makanan Organic Waste: Food Leftovers	Diolah menjadi kompos Processed into compost	38.7	-*	6.2
Limbah B3: Oli Bekas Hazardous Waste: Used Oil	Dimanfaatkan sebagai campuran bahan peledak ANFO Used as a mixture of ANFO explosives.	760.3	629.1	577.6
Limbah Non-B3 Non-Hazardous Waste	Pengelolaan dengan 3R 3R management	437.0	421.4	283.4
Off-site				
Limbah B3 Lain Other Hazardous Waste	Didaur ulang oleh pihak ketiga Recycled by third parties	2,043.0	1,530.4	1,369.2
Jumlah Limbah yang Dikelola 3R Total Waste Managed with 3Rs		3,279.0	2,581.0	2,230.2
Jumlah Limbah B3 dan Non B3 Dihasilkan Total Hazardous and Non-Hazardous Waste Generated		8,682.9	7,705.2	10,228.1
Persentase Pengelolaan 3R oleh Anak Usaha ITM dan Pihak Ketiga Percentage of 3R Management by ITM Subsidiaries and Third Parties		38%	33%	22%

Keterangan: On-Site menunjukkan pembuangan akhir yang berada di dalam kendali ITM, Off-site menunjukkan pembuangan akhir yang berada di luar kendali ITM.
Terjadinya perbedaan antara berat limbah yang dialihkan dari pembuangan akhir di tempat dan di luar disebabkan ITM tidak memiliki izin untuk mengelola limbah B3 secara keseluruhan, kecuali pada pemanfaatan oli bekas untuk bahan campuran kegiatan peledakan (ANFO).
*Perubahan pendekatan laporan 2022-2023 dengan menempatkan kompos sebagai bagian dari limbah yang dikelola 3R, sesuai dengan definisi Pemulihan dalam GRI 306
Notes: On-Site indicates final disposal within ITM's control, Off-site indicates final disposal outside ITM's control.
The difference between the weight of waste diverted from on-site and off-site final disposal is due to the fact that ITM does not have a license to manage hazardous waste in its entirety, except for the utilization of used oil for blasting mixtures (ANFO).
*Changes to the 2022-2023 report approach by placing compost as part of the 3R waste management, according to the definition of Recovery in GRI 306

ITM juga menghitung limbah *overburden* yang dihasilkan dari kegiatan penambangan. *Overburden* dimanfaatkan untuk penutupan lubang tambang dan penempatan di luar tambang. [CSS-12.6.4; 12.6.5; 12.6.6]

ITM also calculates overburden waste generated from mining activities. Overburden is used for void cover and offsite placement. [CSS-12.6.4; 12.6.5; 12.6.6]

Jenis Limbah Type of Waste	2023	2022	2021
Overburden (BCM)	217,125,767	183,837,184	166,784,396

Intensitas Limbah (Kg/Ton Produksi)
Waste Intensity (kg/Tons Production)

Uraian Description	2023	2022	2021
Intensitas Limbah B3 Hazardous Waste Intensity	0.2	0.1	0.4
Intensitas Limbah Non-B3 Non- Hazardous Waste Intensity	0.3	0.3	0.1

Keterangan: Terdapat perubahan data intensitas limbah dari tahun sebelumnya karena perubahan status Fly Ash dan Bottom Ash yang sebelumnya limbah B3 menjadi limbah Non-B3 terdaftar
Notes: There is a change in waste intensity data from the previous year due to the change in status of Fly Ash and Bottom Ash from hazardous waste to registered Non-Hazardous waste

Untuk memastikan bahwa seluruh material batu dapat dimanfaatkan sepenuhnya, ITM memperhatikan pengelolaan batuan penutup lubang tambang. Perusahaan telah memisahkan batuan penutup yang digunakan kembali (*in dump pit*) dari yang ditimbun di luar (*out dump pit*). [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]

To ensure that all rock material can be fully utilized, ITM pays attention to the management of overburden for void backfilling. The company has segregated the overburden for reuse (in pit dump) and to be stockpiled outside (out pit dump). [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]

Pencegahan Tumpahan

Kami mengelola penggunaan bahan kimia, zat, atau minyak secara hati-hati sehingga mencegah adanya insiden tumpahan yang mencemari lingkungan

Spill Prevention

We carefully manage the use of chemicals, substances or oils to prevent spill incidents that pollute the environment.

Tumpahan Minyak [306-3][CSS-12.13.2]
Oil Spill

Uraian Description	2023	2022	2021
Kasus Tumpahan Minyak Oil Spill Cases	0	0	0

Keterangan: Berdasarkan standar internal (tidak lebih dari 200 liter)
Notes: Based on internal standards (no more than 200 liters)

Pengelolaan Air dan Efluen
Water and Effluent Management

Highlight 2023 | 2023 highlights

Intensitas Penggunaan Air | **Intensity of water use**

0.00022 ML/Ton

Pendekatan Manajemen [3-3][CSS-12.7.1] | Management Approach

Topik Material: Air dan Efluen

Kebijakan:
- Kepatuhan terhadap baku mutu kualitas air limbah
- Konservasi air melalui pencegahan atas kehilangan air dan daur ulang air

Material Topic: Water and Effluent

Policy:
- Compliance with quality standards for effluent quality
- Water conservation through prevention of water loss and water recycling

Dampak dan Pengelolaan | Impact and Management

Ketersediaan air merupakan kebutuhan penting untuk menjalankan aktivitas bisnis Perusahaan. Perusahaan menyadari bahwa aktivitas pengambilan air permukaan dan air tanah dapat berdampak pada ketersediaan air jangka panjang. Komitmen pemanfaatan air secara bijak dan bertanggung jawab diupayakan secara maksimal. ITM juga menyadari aktivitas pembuangan air dari kegiatan pertambangan berpotensi menyebabkan pengasaman dan kontaminasi logam berat badan air penerima. Untuk itu, kebijakan ITM memastikan air yang dibuang ke badan air melalui serangkaian proses pengolahan kualitas agar tidak mencemari lingkungan.

Water availability is essential for running the Company's business activities. The company realizes that the activities can have an impact on long-term water availability. We optimally pursue our commitment to wise and responsible water utilization. ITM also realizes that water discharge from mining activities have the potential to cause acidification and heavy metal contamination of receiving water bodies. Therefore, ITM's policy ensures that water discharged to water bodies goes through a series of quality treatment processes to prevent it from contaminating the environment.

Sumber Daya dan Evaluasi | Resources and Evaluation

Departemen HSEC berperan dalam memantau kinerja pengelolaan air dan efluen. Tiap tahunnya, evaluasi dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak berwenang. ITM juga menjadikan hasil evaluasi dan masukan dari pihak berwenang yang disampaikan mekanisme pelaporan dan FGD pembelajaran serta dasar dalam mengevaluasi dan menjalankan kebijakan dan prosedur operasional berkaitan dengan pengelolaan air. ITM menargetkan rasio konsumsi air sebesar 0,00022 ML/ton FC. ITM menggunakan pendekatan kebutuhan masyarakat dan peraturan yang berlaku dalam menetapkan tujuan dan target terkait pengelolaan air di wilayah operasi yang berdekatan dengan daerah yang mengalami tekanan air. [303-1]

The HSEC department plays a role in monitoring water and effluent management performance. Each year, evaluation is carried out through a regular reporting assessment mechanism to the authorities. ITM also uses the evaluation results and inputs from the authorities through the reporting mechanism and learning FGDs as the basis for evaluating and implementing operational policies and procedures related to water management. ITM targets a water consumption ratio of 0.00022 ML/tons FC. ITM uses a community needs approach and applicable regulations in setting objectives and targets related to water management in operating areas adjacent to water stressed areas. [303-1]

Penggunaan Air

Sumber air tanah yang digunakan untuk keperluan domestik dan operasional mencapai 281.609 ML di tahun 2023, meningkat 268% dibanding tahun sebelumnya karena perbaikan dan optimasi proses pencatatan penggunaan air. Selain itu, kami menggunakan air laut dan hujan yang ditampung dalam kolam penampungan. Air hujan dimanfaatkan untuk fasilitas tambang dan kendaraan, penyiraman jalan, dan penyemprotan di *stockpile*. Sementara air laut digunakan sebagai material *boiler* dan proses pendinginan pada PLTU yang dioperasikan IMM. Untuk memastikan bahwa air buangan tidak mencemari lingkungan dan mencegah volume pengambilan berlebihan, ITM selalu memantau pengambilan dan penggunaan air. [303-1, 303-2][CSS12.7.2, CSS-12.7.3]

Berdasarkan Aqueduct Risk Atlas 2023, wilayah operasi perusahaan di Kalimantan tidak termasuk dalam kawasan stres air sehingga tidak ada pengambilan air dari wilayah yang merupakan area stres air. ITM melakukan perhitungan pengambilan dan pembuangan air dari data primer dan formula sesuai dengan kapasitas tangki. Di tahun 2023, penggunaan air di ITM mencapai 3.804 ML, naik 26,9% dari tahun 2022. Intensitas penggunaan air tercatat sejumlah $22x10^{-5}$ ML/ton FC.

Water Use

Groundwater resources used for domestic and operational purposes reached 281,609 ML in 2023, increased by 268% from the previous year, due to improvements and optimization of the water use recording process. In addition, we use seawater and surface water from rainfall harvested in collection ponds. Surface water is utilized for mine facilities and vehicles, road watering, and stockpile spraying. Meanwhile, seawater is used as boiler material and cooling process in the PLTU operated by IMM. To ensure that discharged water does not pollute the environment and prevent excessive withdrawal volumes, ITM monitors water withdrawal and use. [303-1, 303-2][CSS12.7.2, CSS-12.7.3]

Based on the Aqueduct Risk Atlas 2023, the company's operating area in Kalimantan is not included in the water stress area, therefore, the Company recorded no water withdrawal from the water stress area. ITM calculates water withdrawal and discharge from primary data and formulas according to tank capacity. In 2023, water use at ITM reached 3,804 ML, up 26.9% from 2022. Water use intensity was recorded at $22x10^{-5}$ ML/tons FC.

Penggunaan Air Berdasarkan Sumber (ML) [303-3, 303-4, 303-5][CSS-12.7.4, CSS-12.7.5, CSS-12.7.6]
Water Use by Source (ML)

Uraian Description	2023	2022*	2021
Pengambilan Air **Water Withdrawal**			
Air Hujan Rainwater	245,242	166,750	1,181,736
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1,000 mg/L Total Dissolved Solids)	245,242	-	-
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-
Air Permukaan Surface water	1,505	1,940	1,699
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1,000 mg/L Total Dissolved Solids)	1,483	-	-
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1,000 mg/L Total Dissolved Solids)	22	-	-
Air Tanah Ground water	282	77	200
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1,000 mg/L Total Dissolved Solids)	282	-	-
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-
Air Laut Sea water	1,138	1,191	1,260
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1,000 mg/L Total Dissolved Solids)	-	-	-
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1,000 mg/L Total Dissolved Solids)	1,138	-	-

Penggunaan Air Berdasarkan Sumber (ML) [303-3, 303-4, 303-5][CSS-12.7.4, CSS-12.7.5, CSS-12.7.6]
Water Use by Source (ML)

Uraian Description	2023	2022*	2021
Municipal Water Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1,000 mg/L Total Dissolved Solids)	4 4	2 -	10 -
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1,000 mg/L Total Dissolved Solids)	-	-	-
Jumlah Pengambilan Air Total Water Withdrawal	248,171	169,960	1,184,904
Pembuangan Air **Water Discharge**			
Air Permukaan Surface water	284,946	214,248	1,179,826
Air Laut Sea water	2,537	2,407	1,037
Jumlah Pembuangan Air Total Water Discharge	287,483	271,457	1,180,863
Jumlah Penggunaan Air Total Water Use	3,804	2,997	4,041

Keterangan | Notes:
• Penghitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan pemantauan meteran air terpasang.
• Terdapat penyesuaian perhitungan pada perhitungan penggunaan air di tahun 2022. Hal ini dikarenakan pembuangan air tidak hanya berasal dari pengambilan air, namun juga berasal dari daerah tangkapan air dalam proses pertambangan.
• Data tidak termasuk NPR, TIS, GPK, Kantor Jakarta (ITM), Kantor Balikpapan (IBO), dan Kantor Samarinda (STSC).
• Calculation of water use is carried out through the management of sediment ponds and monitoring of installed water meters.
• There was adjustment in the calculation of water use in 2022. This was because the discharge of water did not only originate from water withdrawal, but also originated from the catchment area in the mining process
• Data excludes NPR, TIS, GPK, Jakarta Office (ITM), Balikpapan (IBO), and Samarinda Office (STSC)

Intensitas Penggunaan Air
Water Use Intensity

Uraian Description	Satuan Unit	2023	2022	2021
Jumlah Produksi* Total Production	Juta Ton Million Tons	17.2	16.7	18.6
Intensitas Penggunaan Air Water Use Intensity	ML/Ton	0.00022	0.00018	0.00022

Keterangan | Notes:
• Jumlah produksi menggunakan nilai Finished Coal
• Total production using Finished Coal value

Pengelolaan Efluen

Air limbah diolah di Instalasi Pengelolaan Air Limbah (IPAL) dan kolam pengendapan sebelum dialirkan ke badan air atau digunakan kembali. Olahan efluen yang dibuang dipastikan sudah sesuai dengan peraturan dan tidak melebihi batas mutu. Perusahaan memantau kualitas efluen pada kolam endapan dengan beban pencemar tertinggi secara *real-time* memanfaatkan teknologi digital. Pemantauan kolam endapan lainnya dilakukan secara manual oleh laboratorium terakreditasi. Sebanyak 287.483 ML olahan efluen dialirkan kembali ke badan air. Adapun kualitas air di sungai-sungai sekitar Wilayah Izin Usaha Pertambangan (WIUP) anak perusahaan yang merupakan badan air tujuan pelepasan efluen dipantau secara cermat oleh Perusahaan. [303-1, 303-2, 303-4] [CSS-12.7.2, CSS12.7.3, CSS-12.7.5]

Effluent Management

Effluent is treated at the Wastewater Treatment Plant (WWTP) and settling ponds before being discharged to water bodies or reused. Treated effluent discharged is ensured to be in accordance with regulations and does not exceed quality threshold. The Company uses digital technology to monitor effluent quality in the settling ponds with the highest pollutant load in real-time. Monitoring of other sediment ponds is carried out manually by an accredited laboratory. A total of 287,483 ML of treated effluent was discharged to the water body. Meanwhile, the Company carefully monitors water quality in the rivers around the subsidiary's Mining Business License Area (WIUP) as the destination water body for effluent discharge. [303-1, 303-2, 303-4] [CSS-12.7.2, CSS12.7.3, CSS-12.7.5]

Badan Air Tujuan Pelepasan Efluen
Effluent Discharge Destination Water Bodies

Anak Perusahaan Subsidiaries	Badan Air Water Bodies	Jumlah Fasilitas Pengolahan Air Limbah Total Wastewater Treatment Facilities
IMM	Sungai Santan, Sungai Kare, Sungai Palakan, Laut Tanjung Merangas, Laut Bontang Santan River, Kare River, Palakan River, Tanjung Merangas Sea, Bontang Sea	17
KTD-EMB	Sungai Mahakam Mahakam River	1
BEK	Sungai Biangan, Sungai Tenaik Biangan River, Tenaik River	6
TCM	Sungai Lawa, Sungai Separi, Sungai Mahakam, Sungai Bengkirai (Anak Sungai Lawa), Sungai Begai, Sungai Jutung, Sungai Tunau, Sungai Biangan Lawa River, Separi River, Mahakam River, Bengkirai River (Tributary of Lawa River), Begai River, Jutung River, Tunau River, Biangan River	38
JBG	Sungai Katal-katal, Sungai Nahya, Galam Swamp, Sungai Asam-asam Katal-katal River, Nahya River, Galam Swamp, Asam-asam River	11

Pembuangan Air Tahun 2023 [303-4]
Water Discharge 2023

Pembuangan Air Berdasarkan Tujuan Pembuangan Water Discharge by Destination	Satuan Unit	Semua Wilayah All Areas	Wilayah yang Mengalami Langka Air Areas with Water Stress
Air permukaan Surface water	ML	284,946	-
Air laut Seawater		2,537	-
Total pembuangan air Total water discharge		287,483	-
Pembuangan air berdasarkan air tawar dan air lainnya Water discharge by freshwater and other water			
Air tawar (≤1.000 mg/L Total Padatan Terlarut) Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	258,393	-
Air lainnya (>1.000 mg/L Total Padatan Terlarut) Other water (>1,000 mg/L Total Dissolved Solids)		2,537	-

ITM mengidentifikasi zat-zat prioritas atau zat-zat yang menyebabkan kerusakan yang tidak dapat dipulihkan terhadap badan air, ekosistem, atau kesehatan manusia pada proses pembuangan, seperti Besi (Fe), Mangan (Mn), Total Suspended Solid (TSS), dan pH. ITM memastikan kandungan zat prioritas tersebut telah memenuhi baku mutu atau tidak melewati batas sesuai Peraturan Daerah Kalimantan Selatan No.04/2008 dan Peraturan Daerah Kalimantan Timur No.02/2011. [303-4]

ITM identifies priority substances or substances that cause irreversible damage to water bodies, ecosystems or human health in the discharge process, such as Iron (Fe), Manganese (Mn), Total Suspended Solid (TSS), and pH. ITM ensures that the content of priority substances meets the quality standards or does not exceed the threshold according to the South Kalimantan Regional Regulation No.04/2008 and East Kalimantan Regional Regulation No.02/2011. [303-4]

Capaian Tertinggi, Capaian Terendah, dan Rerata Hasil Pengukuran Kualitas Olahan Efluen Tahun 2023
Highest Achievement, Lowest Achievement, and Average Results of Effluent Treatment Quality Measurement 2023

Parameter	Satuan Unit	Baku Mutu* Quality Standard*	Site/Anak Perusahaan Site/Subsidiary														
			IMM			JBG			TCM			BEK			KTD-EMB		
			Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest	Rata-rata Average	Tertinggi Highest	Terendah Lowest
pH	mg/L	6.0-9.0	7.22	8.91	6.19	7.03	8.40	6.17	7.15	7.98	6.30	7.60	8.30	6.20	6.25	7.70	6.20
TSS		</=300	58.97	242.00	1.00	13.95	52.00	2.50	12.88	91.00	0.13	40.85	190.00	5.00	19.88	70.00	0.00
Fe		</= 7.0	0.38	5.76	0.02	0.98	6.59	0.02	0.32	4.00	0.01	0.86	3.90	0.03	0.65	2.20	0.00
Mn		</= 4.0	0.67	3.67	0.02	1.11	3.96	0.02	0.14	3.14	0.00	0.33	2.70	0.01	0.03	0.10	0.00
Cd**		</=0.05	N/A	N/A	N/A	0.01	0.01	0.01	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Keterangan | Notes:
N/A: Parameter Cd tidak dipersyaratkan pada Peraturan Daerah Kalimantan Timur No.02/2011
*Berdasarkan Peraturan Daerah Kalimantan Timur No.02/2011 dan Peraturan Gubernur Kalimantan Selatan No.36/2000
**Berdasarkan Peraturan Daerah Kalimantan Selatan No.04/2008
N/A: The Cd parameter is not required in the East Kalimantan Regional Regulation No. 02/2011
*Based on East Kalimantan Regional Regulation No.02/2011 and Governor of South Kalimantan No.36/2000.
**Based on South Kalimantan Regional Regulation No.04/2008

Untuk memastikan bahwa pelepasan olahan efluen tidak memengaruhi habitat di air, kami secara berkala memantau dan menghitung nilai keanekaragaman hayati di badan sungai. Hasil pengukuran plankton di badan air juga menunjukkan bahwa ekosistem sungai tidak terpengaruh oleh pelepasan olahan efluen. Selama tahun 2023, tidak ada insiden terkait pengelolaan air dan efluen yang berdampak terhadap ekosistem sungai. [303-1][CSS-12.7.2]

Curah hujan dapat memengaruhi operasi tambang sehingga Perusahaan terus mengoptimalkan fasilitas drainase masuk dan keluar, termasuk menambah pompa air untuk mempercepat proses pengeluaran air dari lubang tambang (pit). Terdapat 72 kolam endapan dengan kapasitas 13.983.091 m^3 untuk mengontrol dan mengolah limpasan air hujan (*run off*) ke saluran drainase. [303-1, 303-2][CSS-12.7.2, CSS-12.7.3, CSS-12.13.4]

Pengelolaan Air Asam Tambang

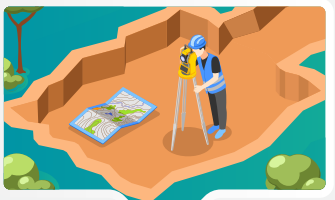
ITM menerapkan strategi pengelolaan Air Asam Tambang (AAT) berdasarkan best practice pertambangan pada Banpu AMD Management Handbook untuk mengatasi dan mencegah dampak negatif yang ditimbulkannya. Pengelolaan AAT dilakukan pada lokasi pertambangan. Strategi pengelolaan terdiri dari tiga tahap, yaitu: [CSS-12.7.2]

To ensure that the discharge of treated effluent does not affect aquatic habitats, we periodically monitor and calculate the biodiversity value in the river body. The results of plankton measurements in the water body also show that the river ecosystem is not affected by the discharge of treated effluent. During 2023, there were no incidents related to water and effluent management that impact the river ecosystem. [303-1] [CSS-12.7.2]

Precipitation can affect mine operations, which prompts the Company to continuously optimize inlet and outlet drainage facilities, including adding water pumps to speed up the process of removing water from the pit. There are 72 sediment ponds with a capacity of 13,983,091 m^3 to control and treat runoff into drainage channels. [303-1, 303-2][CSS-12.7.2, CSS-12.7.3, CSS-12.13.4]

Acid Mine Drainage Management

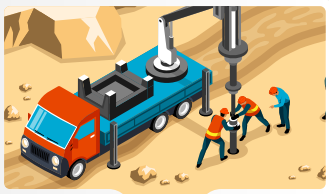
ITM implements an Acid Mine Drainage (AMD) management strategy based on the mining best practices of Banpu AMD Management Handbook to address and prevent negative impacts. AMD management is carried out at mining sites. The management strategy consists of three stages, namely: [CSS-12.7.2]



Identifikasi Acid Mine Drainage (AMD)
Identification of Acid Mine Drainage (AMD)

1. Identifikasi AMD
   a. Penilaian geologi
   b. Penilaian geokimia
2. Karakterisasi AMD
3. Klasifikasi AMD
4. Modeling AMD
   a. Estimasi volume
   b. Aktualisasi model
   c. Rekomendasi waste handling

1. AMD Identification
   a. Geological assessment
   b. Geochemical assessment
2. AMD characterization
3. AMD Classification
4. AMD Modeling
   a. Volume estimation
   b. Model updating
   c. Waste handling recommendation



AMD Preventive Management

1. Pengembangan metode *waste handling*
   a. Penanganan selektif
   b. PAF waste covering (kapsulasi, *water covering*)
2. Waste scheduling mine development
   a. Metode *backfilling waste*
3. *Drainage management system*

1. Development of waste handling methods
   a. Selective handling
   b. PAF waste covering (capsulation, water covering)
2. Waste scheduling mine development
   a. backfilling waste method
3. Drainage management system



AMD Corrective Management

1. Discharge water treatment
2. In situ water treatment
3. Revegetasi
4. Reparasi gully
5. Acid leaching management

1. Discharge water treatment
2. In situ water treatment
3. Revegetation
4. Gully repair
5. Acid leaching management

Daur Ulang dan Penggunaan Air Kembali

Proses daur ulang air diupayakan oleh ITM sebagai langkah efisiensi. Daur ulang air pendingin dari IPAL digunakan kembali untuk pembangkit listrik di IMM, dan sistem resirkulasi air digunakan di TCM, 81.000 m^3 pemanfaatan kembali air larian digunakan di fasilitas pemecah batubara untuk mengurangi tingkat debu batubara. Selain itu, ITM memiliki IPAL Domestik di lokasi EMB, yang diizinkan dan digunakan oleh ITM sejak tahun 2021.

Water Recycling and Reusing

ITM recycles water as an efficiency measure. Recycled cooling water from WWTP is reused for power generation at IMM, and used at TCM, 81,000 m^3 of produced water reutilization was used at the coal breaking facility to reduce coal dust levels. In addition, ITM has a Domestic WWTP at EMB site, which is permitted and used by ITM since 2021.


WATER TANK
32 100 LTR



03

Komitmen Kami terhadap Kesejahteraan Manusia

Our Commitment to Humanity's Wellbeing

Perjalanan transisi bisnis ITM sesuai komitmen menjadi perusahaan baik dan bertanggungjawab; greener dan smarter jawab diiringi oleh kepedulian Perusahaan terhadap pekerja dan masyarakat sehingga tercapai kesejahteraan bersama.

ITM's business transition journey in line with commitment to be good and responsible company; greener and smarter is accompanied by the Company's concern for workers and the community so as to achieve mutual prosperity.

Kesehatan dan Keselamatan Kerja (K3)
Occupational Health and Safety (OHS)

Highlight 2023 | 2023 highlights

Lost Time Injury Frequency Rate (LTIFR)

0.088

Pendekatan Manajemen [3-3][CSS-12.14.1] | Management Approach

Topik Material: Kesehatan dan Keselamatan Kerja (K3)

Kebijakan: [403-1][CSS-12.14.2]
- Sistem Manajemen Keselamatan Pertambangan Mineral (SMKP Minerba)
- Sistem Manajemen K3 & Lingkungan (SMK3L)
- Pengembangan Budaya K3
- Kebijakan K3 & Lingkungan Revisi 4 Tahun 2023

Material Topic: Occupational Health and Safety (OHS)

Policy: [403-1][CSS-12.14.2]
- Mineral Mining Safety Management System (MSMS for Mineral, Energy, and Coal)
- OHS & Environmental Management System (HSEMS)
- Development of OHS culture
- OHS & Environment Policy Revision 4 of 2023

Dampak dan Pengelolaan | Impact and Management:

ITM memperhatikan kesehatan serta keselamatan fisik dan mental pekerja yang merupakan aset penting untuk mendukung performa dalam perjalanan transisi bisnis kami. Penyediaan lingkungan kerja yang layak, aman, dan mendorong produktivitas kerja menjadi salah satu aspek prioritas yang diupayakan melalui adanya penerapan ISO 45001:2018 Sistem Manajemen K3 terintegrasi, yang disertai dengan serangkaian prosedur kontrol lainnya.

ITM is concerned about the physical and mental health and safety of our employees, who are important assets to support performance in our business transition journey. Providing a decent, safe working environment and encouraging work productivity is one of the priority aspects pursued through the implementation of ISO 45001:2018 Integrated OHS Management System, along with accompanied by a series of other control procedures.

Sumber Daya dan Evaluasi | Resources and Evaluation

Evaluasi pengelolaan K3 dilakukan melalui mekanisme audit keselamatan di seluruh WIUP, audit quality assurance review pada aspek HSE oleh kantor pusat, dan audit eksternal oleh badan bersertifikasi minimal 1 tahun sekali. Hasil evaluasi kinerja tahun 2023 menyatakan jumlah kontraktor dengan rating merah pada CMS-HSE mengalami penurunan.

Evaluation of OHS management is carried out through safety audit mechanisms in all WIUPs, audit quality assurance review on HSE aspects by the head office, and external audits by certified bodies at least once a year. The results of the performance evaluation in 2023 stated that the number of contractors with a red rating on CMS-HSE has decreased.

Kebijakan K3
OHS Policy

Sistem Manajemen K3

Sistem manajemen K3 diterapkan untuk seluruh karyawan serta pekerja lain yang bukan karyawan, seperti pengunjung, mitra, kontraktor, mitra, dan pemangku kepentingan lainnya. Sistem Manajemen Keselamatan Pertambangan (SMKP) diterapkan sesuai Peraturan Menteri Energi dan Sumber Daya Mineral (ESDM) No. 26 Tahun 2018 tentang Pelaksanaan Kaidah Pertambangan Yang Baik dan Pengawasan Pertambangan Mineral dan Batubara dan Keputusan Menteri Energi dan Sumber Daya Mineral No. 1827 K/30/MEM/2018 tentang Pedoman Pelaksanaan Kaidah Teknik Pertambangan Yang Baik, dan Sistem Manajemen Kesehatan dan Keselamatan Kerja (SMK3) sesuai Peraturan Pemerintah No. 50 tahun 2012 tentang Penerapan Sistem Manajemen Kesehatan dan Keselamatan Kerja. ITM juga menerapkan Standar Internasional secara sukarela sebagai penguatan proses operasional. Selain itu, Perjanjian Kerja Bersama (PKB) perusahaan mencantumkan pembahasan keselamatan kerja (K3) yang melindungi seluruh (100%) pekerja yaitu sejumlah 1.288 karyawan dan 14.441 pekerja bukan karyawan. [2-30, 403-1, 403-8][CSS-12.14.9]

OHS Management System

The OHS management system is applied to all employees as well as other workers who are not employees, such as visitors, partners, contractors, partners, and other stakeholders. The Mining Safety Management System (MSMS) is implemented in accordance with the Minister of Energy and Mineral Resources (MEMR) Regulation No. 26 of 2018 on the Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining and Minister of Energy and Mineral Resources Decree No. 1827 K/30/MEM/2018 on Guidelines for the Implementation of Good Mining Engineering Practices, and the Occupational Health and Safety Management System (OHSMS) in accordance with Government Regulation No. 50 of 2012 on the Implementation of Occupational Health and Safety Management System. ITM also voluntarily implements the International Standard to strengthen operational processes. In addition, the company's Collective Labor Agreement (CLA) includes a clause on occupational health and safety (OHS) that protects all (100%) employees, consisting of 1,288 employees and 14,441 non-employee workers. [2-30, 403-1, 403-8][CSS-12.14.9]

Sistem Manajemen K3 dalam SMK3L [403-1][CSS-12.14.2]
OHS Management in OHSEMS

Misi Manajemen K3 OHS Management Mission	**Target Manajemen K3** OHS Management Target	**Strategi 3 Pilar** 3 Pillars Strategy
Nihil kecelakaan yang berakibat hilangnya hari kerja Zero accident resulting in lost time injury	Tingkat Kekerapan Kecelakaan Kerja: 0,0 Injury Frequency Rate (IFR): 0.0 Jumlah Kekerapan Kecelakaan Kerja Tercatat: 0,1 Total Recordable Injury Frequency Rate (TRIFR): 0.1	**Pilar Organisasi & Sistem** Menjaga pelaksanaan SMK3L melalui kebijakan OHS, HSE Management System, Contractor Management System, dan Online Incident Report. **Organizational & System Pillar** Maintain the implementation of HSEMS through OHS policies, HSE Management System, Contractor Management System, and Online Incident Report.
Nihil terulangnya kecelakaan Zero recurring accident	Tingkat Keparahan Kecelakaan Kerja: 0,0 Injury Severity Rate (ISR): 0.0	**Pilar Manusia & Perilaku** Mengembangkan SDM yang dengan kompetensi, kepedulian, dan kepemimpinan K3 yang dilengkapi dengan sistem pelaporan GoSafe dan Safety Health Environmental Accountability Program **People & Behavior Pillar** Developing human resources with OHS competencies, awareness and leadership equipped with the GoSafe reporting system and the Health, Safety, and Environmental Accountability Program

Sistem Manajemen K3 dalam SMK3L [403-1][CSS-12.14.2]
OHS Management in OHSEMS

Misi Manajemen K3 OHS Management Mission	Target Manajemen K3 OHS Management Target	Strategi 3 Pilar 3 Pillars Strategy
Nihil pelanggaran persyaratan dan pemenuhan standar Kesehatan dan Keselamatan Kerja & Keselamatan Operasional Zero violation of OHS & safety operation standards & policy	Program Akuntabilitas Keselamatan Kesehatan dan Lingkungan (SHEAP) 61% Safety Health Environmental Accountability Program (SHEAP) 61%	**Pilar Kompetensi Pekerja** Memastikan kompetensi setiap pekerja telah memadai dan sesuai standar yang ditetapkan Perusahaan dan Pemerintah **Employee Competence Pillar** Ensuring that the competence of each employee is adequate and meet the standards set by the Company and the Government
Mencegah gangguan kesehatan dan nihil penyakit akibat kerja Prevent health issue and zero occupational disease	Pelaporan Bahaya di Tempat Kerja (GoSafe): 68.400 laporan dan tindak lanjut 88% Hazards Report (GoSafe): 68,400 reports with 88% followed up	
Memenuhi aspek keselamatan operasional pertambangan baik sarana, prasarana, instalasi dan peralatan Comply with safety standards for mining operations, covering facilities, infrastructure, installations, and equipment	CMS-K3L: 80% CMS-HSE: 80%	

Identifikasi dan Pengelolaan Risiko K3

Untuk meminimalkan risiko keselamatan dan kesehatan pekerja serta menetapkan prioritas pengelolaan risiko, ITM memetakan dan mengidentifikasi pekerjaan yang berisiko tinggi. Selain itu, kami melakukan proses identifikasi bahaya melalui proses Identifikasi Bahaya, Penilaian Risiko dan Penetapan Pengendalian (IBPRPP). Pada situasi tertentu yang mengancam keselamatan kerja, Perusahaan mengizinkan pekerja untuk meninggalkan pekerjaan saat pekerja melaporkan potensi bahaya kepada pengawas yang bertugas. Pengawas bertugas memastikan bahwa keselamatan kerja dipenuhi oleh seluruh pekerja dan memiliki kewenangan untuk menghentikan pekerjaan jika dinilai membahayakan jiwa pekerja. ITM menjamin tidak ada sanksi yang diberikan akibat meninggalkan pekerjaan karena alasan keselamatan. Adapun langkah mitigasi risiko Perusahaan tercakup dalam sistem manajemen K3 dan PKB, serta prosedur investigasi dan pelaporan insiden K3. [403-2, 403-9.][CSS-12.14.3]

Kami mengoptimalkan evaluasi pengelolaan risiko dan perbaikannya untuk mengurangi potensi kejadian yang berdampak negatif. Perusahaan melakukan investigasi dan melaporkan kepada pihak berwenang jika terjadi peristiwa kecelakaan kerja yang signifikan, seperti adanya kejadian fatal. Selain itu, ITM melakukan perbaikan proaktif untuk mencegah kecelakaan kembali terjadi di masa depan. [403-2] [CSS-12.14.3]

OHS Risk Identification and Management

In efforts to minimize employee safety and health risks and establish risk management priorities, ITM maps and identifies high-risk jobs. We also conduct the Hazard Identification Risk Assessment and Determining Control (HIRADC). In certain situations that threaten occupational safety, the Company allows employees to leave work when they report potential hazards to the supervisor on duty. The supervisor is in charge of ensuring that all employees comply with occupational safety, and has the authority to stop work if it is deemed to endanger the employee's life. ITM ensures that no sanctions are imposed for leaving work for safety reasons. The Company's risk mitigation measures are covered in the OHS management system and CLA, as well as OHS incident investigation and reporting procedures. [403-2, 403-9.][CSS-12.14.3]

We optimize risk management evaluation and improvement to reduce potential negative impact occurrences. The company conducts investigations, then reports to the authorities in the event of significant workplace accidents, such as fatalities. In addition, ITM makes proactive improvements to prevent accidents from recurring in the future. [403-2][CSS-12.14.3]

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-2, 403-7, 403-9][CSS-12.14.3, CSS-12.14.8]
Types of High-Risk Jobs and Their Management

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	**Uraian Kegiatan dan Risiko** Description of Activities and Risks	**Mitigasi dan Pencapaian 2023** Mitigation and Achievement 2023
Operator kendaraan berat Heavy equipment operator	Pekerjaan pemindah muatan dan penyimpanan batubara, yang salah satunya dapat memaparkan debu bagi pekerja dan kontraktor. Coal loading and storage work, one of which can expose employees and contractors to dust.	Mitigasi: • Penyiraman rutin jalan hauling dan jalan tambang pada saat musim kemarau • Pengaspalan jalan hauling • Memasang “water sprayer automatic” pada daerah dumpingan dan pengangkutan batubara. • Melakukan pemantauan debu di sekitar area yang berpotensi menimbulkan debu. • Penggunaan APD yang sesuai dengan risiko yang ditimbulkan Pencapaian: 100 % Mitigation: • Routine watering of hauling roads during the dry season • Paving of hauling road • Installing "automatic water sprayer" in coal dumping and hauling areas. • Conducting dust monitoring around areas that have the potential to generate dust. • Use of PPE that is appropriate to the risk posed. Achievement: 100 %

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	**Uraian Kegiatan dan Risiko** Description of Activities and Risks	**Mitigasi dan Pencapaian 2023** Mitigation and Achievement 2023
Peledakan Blasting	Risiko berupa: • Keterpaparan bahan kimia • Insiden pada saat transportasi bahan peledak • Risiko dari *flying rock* dan *air blast* • Paparan debu dari aktivitas peledakan • *Premature blast* dari kegiatan pembongkaran ammonium nitrat, pencampuran dengan penggunaan ANFO mixer, pengangkutan bahan peledak ke tambang, pengisian bahan peledak, perangkaian bahan peledak, dan pelaksanaan peledakan. Risks include: • Exposure to chemicals • Incidents during transport of explosives • Risks from flying rock and air blast • Exposure to dust from blasting activities • Premature blast from the activities of dismantling ammonium nitrate, mixing with the use of an ANFO mixer, transporting explosives to the mine, charging explosives, stringing explosives, and blasting.	Mitigasi: • Memeriksa lokasi peledakan dan kegiatan lainya disekitar lokasi peledakan • Melakukan sterilisasi lokasi peledakan dengan jarak aman 300 – 500 meter dari unit dan manusia. • Memasang tanda dilarang masuk dan waktu kegiatan peledakan Pencapaian: 100 % Mitigation: • Inspect the blasting site and other activities around the blasting site. • Sterilize the blasting site with a safe distance of 300 - 500 meters from units and people. • Put up a sign of no entry and time of blasting activities. Achievement: 100 %

Jenis Pekerjaan Berisiko Tinggi Types of High-Risk Jobs	Uraian Kegiatan dan Risiko Description of Activities and Risks	Mitigasi dan Pencapaian 2023 Mitigation and Achievement 2023
Pemakaian radioaktif dalam kegiatan *well logging* Use of radioactivity in well logging activities	Risiko paparan dan kontaminasi radioaktif selama: • Pengangkutan material radioaktif dari bunker ke lokasi pengeboran • Pemanfaatan dan penggunaan sumber radioaktif untuk *well logging* • Penyimpanan yang berpotensi menimbulkan dampak radiasi Radioactive exposure risk and contamination during: • Transport of radioactive material from bunker to drilling site • Utilization and use of radioactive sources for well logging • Storage with potential radiation impact	Mitigasi: • Proteksi radiasi (faktor jarak, waktu dan pelindung) • Monitor perorangan (film *badge* dan dosimeter saku) • Kontainer penyimpanan sumber radiasi yang terbuat dari pb. • Pengangkutan sumber radiasi wajib menggunakan roda 4 • Karyawan yang menangani sumber radiasi wajib memiliki sertifikasi • Melakukan pengukuran radiasi • Pengecekan kesehatan rutin sebelum dan sesudah kegiatan penggunaan sumber radiasi Pencapaian: 100% Mitigation: • Radiation protection (distance, time and shielding factors) • Individual monitoring (film badge and pocket dosimeter) • Radiation source storage container made of pb. • Transportation of radiation sources must use 4 wheels • Employees working with radiation sources must have certification • Conduct radiation measurement • Routine health checks before and after activities using radiation sources Achievement: 100 %

Kesehatan Kerja

Perusahaan memiliki fasilitas kesehatan di setiap *site,* dan menyediakan pemeriksaan rutin untuk menjaga kesehatan pekerja. Fasilitas kesehatan yang tersedia terbuka bagi karyawan mitra kerja yang tidak menyediakan fasilitas pelayanan kesehatan secara mandiri dan bagi masyarakat sekeliling area kerja perusahaan. Kami menjamin kualitas pelayanan yang diberikan dengan rutin melakukan evaluasi atau uji kelayakan sarana dan prasarana. ITM juga melakukan sosialisasi pencegahan HIV/AIDS di tempat kerja melalui anak usaha. [403-3, 403-8][CSS-12.14.4]

Hingga akhir 2023, terdapat 35.554 kunjungan *on site* dengan keluhan terbanyak yaitu ISPA, jumlah ini termasuk dari mitra kerja yaitu sejumlah 27.540. Maka dari itu, ITM melakukan beberapa upaya untuk memitigasi kondisi tersebut: [403-10] [CSS-12.14.11]

1. Melakukan analisis dari hasil kunjungan klinik dan *hasil* pemeriksaan kesehatan.
2. Memberikan konsultasi secara daring ataupun luring untuk memantau kondisi kesehatan.
3. Menyajikan informasi kesehatan dan mengadakan seminar kesehatan terkait tren kesehatan untuk meningkatkan kesadaran karyawan.

Occupational Health

The company provides health facilities at each site, and offers regular check-ups to maintain employees' health. The health facilities are open to employees of work partners who do not provide health care facilities independently and to the community around the company's operational area. We ensure the quality of services provided by regularly evaluating or testing the feasibility of infrastructure facilities. ITM also disseminates HIV/AIDS prevention in the workplace through its subsidiaries. [403-3, 403-8][CSS-12.14.4]

Until the end of 2023, there were 35,554 on-site visits with the most common complaint being ARI, with 27,540 of them were visits from partners. Therefore, ITM made the following efforts to mitigate this condition: [403-10.c][CSS-12.14.11]

1. Analyzing the results of clinic visits and medical check-ups.
2. Providing online or offline consultation to monitor health conditions.
3. Presenting health information and conducting health talks related to health trends to increase employee awareness.

Meningkatkan Budaya K3

Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) dan Komite Keselamatan Pertambangan (KKP) merupakan Komite K3 ITM yang ada di tingkat manajemen unit bisnis. KKP dipimpin oleh Kepala Teknik Tambang dan terdiri dari anggota pekerja yang mewakili setiap departemen. KKP memastikan komunikasi budaya K3 dan penerapannya sesuai peraturan yang berlaku. Manajemen melakukan pertemuan dengan P2K3 dan KKP secara rutin setiap bulan. [403-4][CSS-12.14.5]

ITM juga memberikan fasilitas dan layanan kesehatan, seperti obat-obatan dan perawatan yang tidak terkait pekerjaan. Di tahun 2023, perusahaan melakukan banyak hal untuk menginternalisasi dan meningkatkan budaya K3 serta mendorong kesehatan pekerja dan kontraktor. [403-4, 403-6] [CSS-12.14.5, CSS-12.14.7]

1. ITM Cup merupakan program rutin tahunan perusahaan mendorong kompetisi di bidang olahraga. Di 2023, agenda ITM cup mencakup beberapa aktivitas seperti:
   a. Pertandingan cabang olahraga seperti, futsal, basket, bulu tangkis, tenis meja, catur dan e-sport
   b. Pertandingan virtual sport menggunakan aplikasi strava secara individu dan kelompok
   c. Health Talk dengan tema "Keep Moving for A Healthier Body"
2. Senam Jumat dilakukan di site JBG melibatkan karyawan dan mitra kerja.
3. Penyediaan kelas gymnasium
4. Penyediaan kelas renang

Improving OHS Culture

The Occupational Health & Safety Committee (P2K3) and Mining Safety Committee (KKP) are ITM's OHS Committees at the business unit management level. The KKP is led by the Head of Mine Engineering and consists of employee members representing each department. The KKP ensures the communication of OHS culture and its implementation in accordance with applicable regulations. Management conducts meetings with P2K3 and KKP regularly every month. [403-4][CSS-12.14.5]

ITM also provides healthcare facilities and services, such as medicines and non-occupational treatments. In 2023, the company carried out a significant amount internalization and enhancement of the OHS culture and health promotion for employees and contractors. [403-4, 403-6][CSS-12.14.5, CSS-12.14.7]

1. ITM Cup is the company's annual program to promote competitiveness in sports. In 2023, the ITM cup agenda includes several activities such as:
   a. Sports competitions such as futsal, basketball, badminton, table tennis, chess and e-sports
   b. Virtual sport competition using the Strava application for individuals and groups
   c. Health Talk with the theme "Keep Moving for A healthier body"
2. Friday exercises conducted at JBG site involving employees and work partners
3. Providing gymnasium class
4. Providing swimming class

Pelatihan K3 untuk Karyawan dan Pekerja Lainnya [403-5][CSS-12.14.6]
OHS Training for Employees and Other Workers

Tema/Judul Kegiatan Activity Theme/Title	**Peserta** Participants
Penyusunan Program Kesehatan Pertambangan Development of Mining Safety Program	100
Dasar K3 dan Pertolongan Pertama Gawat Darurat Basic OHS and Emergency First Aid	74
Identifikasi Bahaya dan Pengendalian Resiko (IBPR) Hazard Identification Risk Assessment and Determine Control (HIRADC)	46

Kinerja K3

Di tahun 2023, terjadi 3 kasus insiden berakibat cedera berat, melibatkan 1 karyawan ITM dan 2 karyawan mitra kerja. Salah satu cedera berat pada kontraktor mengakibatkan amputasi, yang teridentifikasi sebagai tingkat kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk fatalitas). Dengan sangat menyesal, kami menyampaikan terjadi 1 insiden berakibat mati melibatkan mitra kerja walaupun insiden tersebut bukan merupakan kecelakaan tambang sesuai kriteria dalam Keputusan Menteri ESDM no. 1827 K/30/MEM/2018.

OHS performance

In 2023, there were 3 cases of incidents resulting in major injury, involving 1 ITM employee and 2 partner employees. One of the contractor's employees suffered major injuries resulted in amputation, which was identified as a high consequence level of injury (excluding fatality). We regret to inform you that there was 1 fatal incident involving a partner but the incident was not considered a mine accident based on the criteria in the Decree of the Minister of Energy and Mineral Resources No. 1827 K/30/MEM/2018.

Cedera amputasi pada kontraktor menyebabkan 200 hari kerja hilang. ITM mengambil langkah tindak lanjut berupa hierarki pengendalian menggunakan rekayasa teknis. Langkah tersebut juga diharapkan dapat memitigasi agar insiden tidak terulang. [403-9]

The amputation undergone by the contractor's worker caused 200 lost work days. ITM took follow-up measures in the form of a hierarchy of control using engineering controls. This measure was also expected to mitigate the incident from recurring. [403-9]

Jumlah Kecelakaan Kerja berdasarkan Jenis Cedera Tahun 2023 [403-9] [CSS-12.14.10]
Number of Work Accidents by Type of Injury in 2023

Jenis Cedera Injury Type	**Karyawan** Employees	**Kontraktor** Contractors	**Jumlah Cedera** Total Injuries
Luka dalam Deep wounds	0	2	2
Patah tulang Bone fractures	1	2	3
Luka gores Scratches	0	5	5
Luka memar Bruises	0	2	2
Amputasi Amputation	0	1	1
Jumlah cidera tercatat Number of injuries recorded	1	12	13

Tidak ada pekerja yang tidak disertakan dalam pengungkapan ini.
Pengungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1827 K/30/MEM/2018 serta Standar GRI
No employees were excluded from this disclosure.
Disclosure of Level and Number of Occupational Accidents Based on Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia Number 1827 K/30/MEM/2018 and GRI Standards

Tingkat dan Jumlah Kecelakaan Kerja [403-9][CSS-12.14.10]
Rate and Number of Injury

Tingkat Kecelakaan Kerja Injury Rate	**2023**			**2022**			**2021**		
	Karyawan Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra Kerja** Employees & Business Partner	**Karyawan** Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra Kerja** Employees & Business Partner	**Karyawan** Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra Kerja** Employees & Business Partner
Cedera ringan Minor Injury	0	0	0	0	1	1	0	0	0
Cedera berat Major Injury	1	2	3	0	2	2	1	2	3
Fatality	0	1*	1*	0	0	0	0	1	1
High Consequence (exclude fatality)	0	1	1	0	1	1	1	0	1
Process Safety Event	2	2	4	0	1	1	1	1	2
Number of hours worked	2,528,807	42,292,119	44,820,926	2,858,581	38,514,784	41,373,365	3,023,065	41,610,984	45,096,045
High Consequence rate	0	0.02	0.02	0	0.03	0.02	0.33	0	0.02
Total Recordable Injury Frequency Rate (TRIFR)	0.40	0.31	0.31	0.35	0.18	5.63	0.66	0.14	0.18
Lost Time Injury Frequency Rate (LTIFR) ***	0.40	0.07	0.09	0	0.08	0.07	0.33	0.07	0.09
Injury Severity Rate (ISR)	1.19	149.5	141.1	0	5.63	5.24	33.08	145.03	137.45
Fatality Rate	0	0.02	0.02	0	0	0	0	0.02	0.02

Keterangan | Notes:
Tidak ada pekerja yang tidak disertakan dalam pengungkapan ini.
*Terjadi 1 insiden fatal non tambang
Data kecelakaan kerja mencakup IMM, TCM, BEK, KTD-EMB, JBG, GPK, NPR, ITM Balikpapan Office dan ITM Samarinda Office.
*Pengungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1827 K/30/MEM/2018 serta Standar GRI
*IFR (berdasarkan regulasi) = LTIFR (berdasarkan ISO 45000). Tingkat kecelakaan kerja dihitung berdasarkan 1.000.000 jam kerja.
**Kategori tingkat kecelakaan kerja dengan konsekuensi tinggi (tidak termasuk fatalitas) ditentukan berdasarkan KepDirJen Minerba Kementerian ESDM Nomor 185.K/37.04/DJB/2019. Perhitungan hari kerja yang hilang berdasarkan Standar GRI menggunakan 1.000.000 jam kerja
***Perhitungan LTIFR termasuk insiden fatal non tambang
No employees were excluded from this disclosure.
*1 non mining fatal incident occurred
Data on work accidents included IMM, TCM, BEK, KTD-EMB, JBG, GPK, NPR, ITM Balikpapan Office and ITM Samarinda Office.
*Disclosure of Level and Number of Occupational Accidents Based on Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia Number 1827 K/30/MEM/2018 and GRI Standard [403-9.g].
*IFR (based on regulation) = LTIFR (based on ISO 45000). Work accident rate is calculated based on 1,000,000 working hours.
**Category of work accident rate with high consequences (excluding fatalities) is determined based on the Decree of the Directorate of Mineral and Coal of the Ministry of Energy and Mineral Resources Number 185.k/37.04/DJB/2019. Calculation of working days lost based on GRI Standard using 1,000,000 working hours.
***LTIFR calculation includes non mining fatal incident

Statistik Kesehatan Kerja ITM [403-9, 403-10][CSS-12.14.10, CSS-12.14.11]
Occupational Health Statistics of ITM

Tingkat Kesehatan Kerja* Injury Rate*	**2023**	**2022**	**2021**
Rasio Kelayakan Kerja Employability Ratio	85%	90%	82%
Angka Kesakitan Kasar Crude Morbidity Rate	1.5	0.4	0.7
Tingkat Kekerapan Kesakitan Morbidity Frequency Rate	509	259	210
Tingkat Keparahan Penyakit Spell Severity Rate	1.7	2.1	2.9
Tingkat Keparahan Penyakit berdasarkan Absensi Absence Severity Rate	340	477	529
Penyakit Akibat Kerja Occupational Illness	0	0	0
Total Recordable Occupational Ill-health	0	0	0
Occupational Ill-health Fatality Rate	0	0	0

Keterangan | Notes:
*Mengacu pada Keputusan Direktur Jenderal MINERBA 185K/37.04/DJB/2019 dan ketentuan GRI
Referring to the Decree of the Director General of Mineral and Coal No. 185K/37.04/DJB/2019 and GRI provisions

Pekerja terlindungi oleh Sistem Manajemen Kesehatan [403-8]
Employees Protected by Health Management System

Deskripsi Description	**Jakarta**		**Kalimatan Timur** East Kalimantan		**Kalimantan Selatan** South Kalimantan		**Kalimantan Tengah** Central Kalimantan	
	Jumlah Total	**%**	**Jumlah** Total	**%**	**Jumlah** Total	**%**	**Jumlah** Total	**%**
Karyawan Employees	285	100	1,159	100	118	100	11	100
Pekerja non karyawan Non-employee workers	36	100	N/A	N/A	N/A	N/A	N/A	N/A
Kontraktor Contractors	N/A	N/A	13,758	100	683	100	N/A	N/A
Total	321	100	14,917	100	801	100	11	100

Keterangan | Notes:
1. Kantor Pusat ITM Jakarta tidak memiliki kontraktor. Data pekerja non karyawan yang dilindungi SMK3 dan telah diaudit di wilayah Kalimantan Timur dan Kalimantan Selatan termasuk dalam data kontraktor.
2. Karyawan yang telah diaudit SMK3 di Kalimantan Tengah berasal dari NPR yang belum beroperasi, sehingga tidak memiliki pekerja non karyawan maupun kontraktor.
3. Tidak ada jenis pekerja lainnya yang tidak disertakan dalam pengungkapan ini.
1. ITM Jakarta Head Office does not have contractors. Data of non-employee workers covered by OHSMS and audited in East Kalimantan and South Kalimantan are included in the contractor data.
2. OHSMS audited employees in Central Kalimantan are from NPRs that are not yet operational, so they have no non-employee workers or contractors.
3. There are no other types of workers not included in this disclosure.

Pengumpulan data terkait pekerja terlindungi dilakukan melalui pemetaan site yang telah melakukan audit SMK3 baik secara internal maupun eksternal. Wilayah yang diaudit secara internal meliputi Kantor Pusat Jakarta, site yang berada di Kalimantan Timur, Kalimantan Selatan, dan Kalimantan Tengah. Site yang berada di Kalimantan Timur juga diaudit secara eksternal oleh SGS.

Evaluasi Kontraktor Melalui CMS-HSE

ITM berkomitmen untuk melindungi kesehatan dan keselamatan kontraktor dan mitra kerja lainnya. Salah satunya melalui penerapan standar K3 yaitu Contractor Management System - Health Safety and Environment (CMS-HSE). Perusahaan melakukan evaluasi tahunan untuk kontraktor melalui mekanisme CMS-HSE, dan hasilnya digunakan sebagai dasar untuk penilaian kinerja dan kontrak kerja. [403-7][CSS-12.14.8]

Sejumlah 47 kontraktor dinilai melalui CMS-HSE di tahun 2023. Pada tahun 2023, terjadi peningkatan signifikan jumlah kontraktor yang dinilai pada area operasional ITM di Melak. Di sisi lain. Dari jumlah keseluruhan, sebanyak 3 kontraktor atau 6% memperoleh peringkat emas. Adapun 3 kontraktor mendapat peringkat merah dan tidak ada kontraktor yang mendapat peringkat hitam. ITM memberikan sanksi peringatan keras dan evaluasi perpanjangan kontrak bagi mereka yang mendapat peringkat merah, sementara untuk kontraktor peringkat hitam dikeluarkan dari daftar vendor perusahaan.

Data collection related to protected employees is carried out through mapping of sites that have conducted OHSMS audits both internally and externally. Internally audited areas include the Jakarta Head Office, sites located in East Kalimantan, South Kalimantan and Central Kalimantan. Sites in East Kalimantan were also externally audited by SGS.

Contractor Evaluation Through CMS-HSE

ITM is committed to protecting the health and safety of contractors and other work partners. One of them is through the implementation of OHS standards; Health Safety and Environment (CMS-HSE) mechanism. The Company conducts annual evaluations for contractors through the CMS-HSE mechanism, and the results are used as the basis for performance appraisals and work contracts. [403-7][CSS-12.14.8]

The company conducted assessment of a total of 47 contractors through CMS-HSE. In 2023, there was a significant increase in the number of contractors assessed in ITM's Melak operating area. Meanwhile, A total of 3 contractors or 6% received a gold rating, 3 contractors received a red rating, and zero contractors received a black rating. ITM issues a firm warning and contract renewal evaluation for those with red ratings, while black-rated contractors are removed from the company's vendor list.

Hasil Penilaian CMS-HSE
CMS-HSE Assessment

Emas Gold		Hijau Green		Biru Blue		Merah Red	
Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
3	6.4	16	34.0	25	53.2	3	6.4

Harmoni Bersama Pekerja dan Masyarakat

Harmony with the Employee and Community

Highlight 2023 | 2023 highlights

Skor Keterikatan Karyawan
Employee Engagement Score
79%

Survei Penerapan BANPU HEART
BANPU HEART Implementation Survey
78%

Pendekatan Manajemen [3-3][CSS-12.3.1, CSS-12.10.1, CSS-12.11.1, CSS-12.12.1, CSS-12.15.1, CSS-12.16.1, CSS-12.17.1, CSS-12.18.1, CSS-12.19.1] Management Approach

Topik Material: Ketenagakerjaan, Masyarakat Lokal, Hak Asasi Manusia

Kebijakan:
- Kebijakan Hak Asasi Manusia No: ITM-P-SD-002
- Kebijakan Pengembangan Masyarakat No: ITM-P-CD-001
- Kebijakan Sumber Daya Manusia No: ITM-POL-HR-01 (REV.01)

Materials Topics: Employment, Local Communities, Human Rights

Policy:
- Human Rights Policy No: ITM-P-SD-002
- Community Development Policy No: ITM-P-CD-001
- Human Resources Policy No: ITM-POL-HR-01 (REV.01)

Dampak dan Pengelolaan | Impact and Management:

Keberlanjutan bisnis ITM tidak terlepas dari perlunya penegakan aspek hak asasi manusia (HAM) di sepanjang rantai nilai operasional. Dalam hal ini, kami menyadari pentingnya komitmen untuk menghormati hak pekerja, masyarakat, maupun pemasok sehingga praktik-praktik terbaik terus diusahakan. Di samping itu, Perusahaan juga memberikan peningkatan kompetensi dan keahlian pada pekerja untuk mendukung transisi bisnis yang sedang berjalan. Adapun di tiap wilayah operasi kami menjalankan program-program pemberdayaan masyarakat yang tidak hanya bermanfaat bagi masyarakat sekitar tetapi juga mendukung kelancaran kegiatan kami.

The sustainability of ITM's business is closely related with the need to uphold human rights aspects along the operational value chain. Thus, we recognize the importance of commitment to respect the rights of employees, communities, and suppliers to continue implementing best practices. In addition, the Company also provides competency development and upskilling to employees to support the ongoing business transition. As for each area of operation, we conduct community empowerment programs that not only benefit the surrounding community but also support the business operations.

Sumber Daya dan Evaluasi | Resources and Evaluation

Departemen Community Engagement and Development bertanggung jawab terhadap pengelolaan kinerja terkait masyarakat sementara pengelolaan terkait SDM termasuk diselenggarakannya evaluasi penilaian kinerja tiap tahun merupakan tanggung jawab Departemen HR. ITM menetapkan target pengembangan dan pemberdayaan masyarakat (PPM) dengan capaian pelaksanaan 100% di semua WIUP, capaian anggaran 80% dengan indikator indeks kepuasan masyarakat >76% dan Social Return on Investment (SROI) >2,0. Hasil evaluasi SROI di tahun 2023 senilai 1:3,0 dan IKM 82.9. Evaluasi PPM juga dilakukan dengan pengukuran dampak dari aspek keberlanjutan pada 23 program unggulan sesuai Banpu Framework.

Pada tahun 2023, sebanyak 2 program menunjukkan level mature dengan rentang nilai di atas 10. Maturity level merupakan adopsi kuantifikasi kualitas program dengan melihat enam dimensi sesuai rujukan PROPER Emas (Permen LH No. 03/2014).

The Community Engagement and Development Department is responsible for community-related performance management while HR-related management including the organization of annual performance appraisal evaluations is the responsibility of the HR Department. ITM sets community development and empowerment (CED) targets with 100% implementation achievement in all WIUPs, 80% budget achievement with community satisfaction index indicators >76% and Social Return on Investment (SROI) >2.0. The SROI evaluation results in 2023 were 1:3.0 and IKM 82.9. PPM evaluation is also carried out by measuring the impact of sustainability aspects on 23 flagship programs according to the Banpu Framework.

In 2023, 2 programs showed a mature level with a score range above 10. Maturity level is the adoption of quantification of program quality by looking at six dimensions according to the Gold PROPER reference (Permen LH No. 03/2014).

Kebijakan Hak Asasi Manusia
Human Rights Policy

Pengelolaan SDM mengacu pada Strategi Human Resources (HR) yang sejalan dengan semangat Banpu Heart. Selain itu, pengelolaan dilakukan melalui pendekatan strategis, yaitu model operasi HR yang efektif, budaya perusahaan, analisis matrik HR, dan kesiapan pemimpin posisi kunci yang memenuhi persyaratan keterampilan. Internalisasi nilai Banpu Heart dilakukan melalui serangkaian kegiatan pelatihan.

HR management refers to the Human Resources (HR) Strategy that is in line with the spirit of Banpu Heart. In addition, management is carried out through a strategic approach, which includes an effective HR operating model, corporate culture, HR matrix analysis, and readiness of key position leaders who meet skill requirements. Internalization of Banpu Heart value is carried out through a series of training activities.

Dukungan terhadap HAM terkait Ketenagakerjaan

Support for Human Rights in Employment

Keragaman, Kesetaraan, dan Inklusi

ITM memastikan setiap karyawan berhak atas kesempatan yang sama untuk berkembang tanpa memandang perbedaan gender, suku, agama, umur, atau atribut lainnya. Untuk mendukung keberagaman kami, Departemen HR bertanggung jawab dalam memastikan semua kegiatan yang berkaitan dengan ketenagakerjaan sesuai dengan prinsip HAM yang mendukung keberagamanan dan kesetaraan. Komitmen kami pada keberagaman dapat dilihat dari tidak adanya insiden diskriminasi pada tahun pelaporan. ITM memastikan bahwa setiap kegiatan operasional perusahaan tidak melibatkan pekerja anak dan kerja paksa. Pada tahun 2023, ITM tidak menemukan atau menerima pengaduan terkait tindakan diskriminasi. [406-1, 408-1, 409-1][CSS-12.16.2, CSS-12.17.2, CSS-12.19.8]

Diversity, Equity, and Inclusion

ITM ensures that every employee is entitled to equal opportunities for advancement regardless of gender, ethnicity, religion, age or other attributes. To support our diversity, the HR Department is responsible for ensuring all employment-related activities adhere to human rights principles that support diversity and equality. Our commitment to diversity is demonstrated by the absence of discrimation incidents during the reporting year. ITM ensures that every operational activity does not involve child labor and forced labor. In 2023, ITM did not find or receive any complaints related to discriminatory acts. [406-1, 408-1, 409-1][CSS-12.16.2, CSS-12.17.2, CSS-12.19.8]

Inisiatif Keberagaman di Tahun 2023

1. 62% tenaga kerja diserap dari tenaga lokal (*point of hire* Kalimantan), yaitu sebanyak 1.404 pekerja
2. Terdapat 1 pekerja disabilitas untuk melaksanakan pekerjaan di bagian HR Department.

Diversity Initiative in 2023

1. 62% of employees were recruited from locals (point of hire in Kalimantan), amounting up to 1,404 workers
2. There is 1 worker with a disability to carry out work in the HR Department

Hingga tahun 2023, komposisi gender pada jenjang Dewan Komisaris berjumlah 8 orang, yang terdiri dari 75% atau 6 orang laki-laki dan 25% atau 2 orang perempuan. Sebanyak 37,5% atau 3 orang merupakan Komisaris Independen yang mewakili kepentingan pemegang saham minoritas dan pemangku kepentingan lain. [405-1][CSS-12.9.6]

Until 2023, the gender composition of members of the Board of Commissioners consisting of 6 men or 75% of total members and 2 women or 25%. A total of 37.5% or 3. members are Independent Commissioners who represent the interests of minority shareholders and other stakeholders. [405-1][CSS-12.9.6]

Keragaman Anggota Direksi dan Dewan Komisaris [405-1]
Diversity of Members of the Board of Directors and the Board of Commissioner

Kelompok Usia Age Group	**Direksi** Board of Directors		**Dewan Komisaris** Board of Commissioners	
	Pria Male	**Wanita** Female	**Pria** Male	**Wanita** Female
<30 tahun <30 years old	0	0	0	0
30-50 tahun 30-50 years old	4	0	1	0
>50 tahun >50 years old	5	0	5	2
Jumlah Total	9	0	6	2

Jumlah dan Persentase Karyawan Berdasar Gender, Penyandang Disabilitas, dan Pekerja Lokal [405-1]
Number and Percentage of Employees by Gender, Persons with Disabilities, and Local Employees

Uraian Description		2023	
		Jumlah Total	%
Gender	Pria Male	1,989	88
	Wanita Female	276	12
	Jumlah Total	2,265	100
Penyandang Disabilitas Persons with Disabilities		1	0.04%
Pekerja Lokal Local Employees		1,404	62

Laporan ini menyampaikan status pekerja ITM di kantor pusat Jakarta, kantor Balikpapan, dan lokasi. ITM menggunakan metode dalam hitungan orang (*headcount*) per Desember 2023. Pada tahun 2023, terdapat 2.265 pekerja, terdiri dari 1.883 pekerja tetap dan 382 pekerja tidak tetap, dengan 88% pekerja adalah laki-laki. Banyaknya persentase pekerja laki-laki dikarenakan mayoritas peminat di bidang pertambangan adalah laki-laki, meski demikian kami tetap menawarkan peluang karier bagi wanita dengan membuka kesempatan kerja tanpa diskriminasi gender dalam seluruh lowongan kerja. [2-7, 405-1][CSS-12.19.6]

This report presents the status of ITM's employees in the Jakarta head office, Balikpapan office, and sites. ITM uses the headcount method as of December 2023. In 2023, there were 2,265 employees, consisting of 1,883 permanent employees and 382 non-permanent employees, with 88% of employees being male. The significant percentage of male employees is due to the fact that the majority of people interested in mining are male, however we still offer career opportunities for women. [2-7, 405-1][CSS-12.19.6]

Jumlah Pekerja ITM Berdasarkan Status Kepegawaian dan Gender [2-7][2-8]
Total ITM Employees Based on Employment Status and Gender

Status Kepegawaian Employment Status	2023		2022		2021	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Pekerja Tetap Permanent Employees	1,635	248	1,677	254	1,735	257
Pekerja Tidak Tetap Non-Permanent Employees	354	28	467	28	424	24
Alih Daya Outsourcing	627	5	488	11	235	7
Jumlah Total	2,616	281	2,632	293	2,394	288
	2,897		2,925		2,682	

*Alih daya ITM bekerja sebagai tenaga di berbagai bidang.
*ITM outsourced employees work as personnel in various areas .

ITM mempertimbangkan kebutuhan untuk menggantikan pekerja yang meninggalkan ITM dan anak perusahaan selama proses rekrutmen calon pekerja baru. Di tahun 2023, 25 pekerja, atau 1% dari total pekerja, meninggalkan ITM dengan berbagai alasan, di antaranya pensiun dini, alasan pribadi (sekolah, keluarga, dan kesehatan), serta pekerjaan dan pengembangan karir. Adapun sebanyak 219 orang menjabat posisi baru, dengan komposisi masyarakat lokal sebanyak 55% atau 121 orang, namun tidak ada manajemen senior dari tenaga kerja lokal. Kategori manajemen senior yang berasal

ITM's new employee recruitment process is conducted based on the company's needs to replace employees who leave ITM and its subsidiaries. In 2023, 25 employees, or 1% of total employees, left ITM for various reasons, including early retirement, personal reasons (stiudy, family, and health), as well as work and career development. As many as 219 people took up new positions, with the composition of local people being 55% or 121 people, however no senior management position occupied by local employees. The local senior management category is defined as a Director who is

dari tenaga kerja lokal yaitu Direktur yang berasal dari Kalimantan. ITM mendefinisikan 'lokal' berdasarkan KTP. [202-2][401-1][CSS-12.8.3, CSS-12.15.2, CSS-12.19.3]

Kebebasan Berserikat

Sejalan dengan regulasi pemerintah Indonesia dan konvensi International Labour Organization (ILO), ITM menghargai hak individu untuk berserikat dan berkumpul dalam suasana hubungan industrial yang harmonis, transparan, dan komunikatif. Selain itu, hak dan kewajiban pekerja diatur oleh Perjanjian Kerja Bersama (PKB) yang disusun oleh manajemen bersama perwakilan pekerja dalam serikat pekerja. PKB melindungi semua pekerja ITM dan pekerja lain yang bekerja di wilayah izin usaha pertambangan (WIUP). Sepanjang tahun 2023, ITM tidak menemukan adanya risiko terkait hak atas kebebasan berserikat dan perundingan kolektif pada operasi dan pemasok. [2-30, 407-1][CSS-12.18.2]

originated from Kalimantan based on ID card. [202-2][401-1] [CSS-12.8.3, CSS-12.15.2, CSS-12.19.3]

Freedom of Association

In line with Indonesian government regulations and International Labor Organization (ILO) conventions, ITM respects the right of individuals to associate and assemble in harmonious, transparent and communicative industrial relations. In addition, employees' rights and obligations are governed by the Collective Labor Agreement (CLA), which is jointly prepared by the management and employees' representatives in the labor union. The CLA protects all ITM employees and other workers who work in the mining business license area (WIUP). Throughout 2023, ITM did not encounter any risks related to the right to freedom of association and collective bargaining at operations and suppliers. [2-30, 407-1] [CSS-12.18.2]



Serikat Pekerja ITM dan Anak Usaha
Labor Union ITM and Subsidiaries

ITM dan Anak Usaha ITM and Subsidiaries	Serikat Pekerja Labor Union	Peraturan Perusahaan (PP)/Perjanjian Kerja Bersama PKB) Company Regulation (CR)/Collective Labor Agreement (CLA)
JBG	SP KEP SPSI PT JBG	CLA
IMM	1. Serikat Pekerja Indominco Mandiri (SPIM) Indominco Mandiri Workers Union (SPIM) 2. Serikat Buruh Sejahtera Indonesia (SBSI) Serikat Buruh Sejahtera Indonesia (SBSI)	
TCM	Serikat Pekerja Trubaindo Coal Mining (SPEKTRO) Trubaindo Coal Mining Workers Union (SPEKTRO) Sejati (serikat pekerja tambang PT Trubaindo Coal Mining) Sejati (mining workers union of PT Trubaindo Coal Mining)	
BEK	Serikat Pekerja Bharinto Ekatama (SPARTA) Bharinto Ekatama Workers Union (SPARTA)	
TRUST	SP KEP SPSI PT TRUST	
ITM	Serikat Pekerja Karyawan ITM (Sekawan) ITM Employee Labor Union (Sekawan)	CR
KTD	-	

Remunerasi

ITM memastikan bahwa semua anak perusahaan memenuhi ketentuan upah minimum yang ditetapkan pemerintah daerah. Remunerasi terendah yang diterima pekerja lebih tinggi dari upah minimum yang berlaku di masing-masing wilayah kerja. Persentase perbandingan upah terendah terhadap upah minimum adalah 1,3%. Penyusunan dan penetapan ITM untuk

Remuneration

ITM ensures that all subsidiaries meet the minimum wage requirements set by the local government. The lowest remuneration received by the employees are higher than the minimum wage applicable in each working area. The percentage ratio of the lowest wage to the minimum wage is 1.3%. The formulation and determination of ITM for employees

pekerja mengacu pada anggaran perusahaan dan peraturan perundang-undangan yang berlaku. Besaran imbal jasa yang diberikan mempertimbangkan fungsi jabatan dan capaian, dan tidak ada diskriminasi berdasarkan gender, ras, etnis, agama, umur, latar belakang budaya, atau status disabilitas pekerja. [202-1][405-2][CSS-12.19.2][CSS-12.19.7]

Pekerja juga mendapatkan manfaat program BPJS Ketenagakerjaan seperti Jaminan Kecelakaan Kerja, Jaminan Kematian Kerja, Jaminan Hari Tua, Jaminan Pensiun, dan Jaminan Kehilangan Pekerjaan. Tidak ada pembedaan pemberian manfaat berdasar wilayah operasi yang dinilai lebih signifikan. Baik pekerja tetap maupun tidak tetap menerima manfaat yang sama, seperti pemeliharaan kesehatan, bantuan transportasi, asuransi jiwa, dan tunjangan relokasi. [401-2][CSS-12.15.3]

Hak Cuti

Sesuai ketentuan yang diatur dalam Perjanjian Kerja Bersama (PKB), ITM memberikan hak cuti kepada seluruh karyawannya. Pekerja perempuan memiliki hak untuk menerima cuti melahirkan selama 90 hari kalender, sementara pekerja laki-laki berhak atas tiga hari cuti untuk mendampingi istri mereka yang melahirkan. Hingga akhir 2023, 10 pekerja perempuan dan 2 pekerja laki-laki mendapatkan cuti melahirkan. Setelah cuti selesai, semua (100%) pekerja kembali bekerja sesuai dengan jabatan masing-masing. ITM juga memberikan hak istirahat panjang bagi karyawan yang telah menempuh masa kerja 6 tahun dan kelipatannya.[401-3][CSS-12.19.4, CSS-12.15.4]

refers to the company's budget and applicable laws and regulations. The amount of remuneration is based on the function of the position and achievements, and there is no discrimination against gender, race, ethnicity, religion, age, cultural background, or disability status of employees. [202-1] [405-2][CSS-12.19.2][CSS-12.19.7]

The employees also receive the benefits of social security agency for manpower BPJS Ketenagakerjaan programs such as the Work Accident Insurance Program, Life Insurance, Old Age Security Program, Pension Plan, and Job Loss Insurance. Both permanent and non-permanent employees receive the same benefits, such as healthcare, transportation assistance, life insurance, and relocation allowance. [401-2][CSS-12.15.3]

Leave Entitlements

As stipulated in the Collective Labor Agreement (CLA), ITM provides leave entitlements to all its employees. Female employees are entitled to receive maternity leave for 90 calendar days, while male employees are entitled to three days of leave to accompany their wives during childbirth. Until the end of 2023, 10 female employees took maternity leave and 2 male employees took paternity leave. Upon completion of the leave, all (100%) employees have returned to work in accordance with their respective positions. ITM also provides long break entitlement for employees who have completed 6 years of service and its multiplication. [401-3][CSS-12.19.4, CSS-12.15.4]

Cuti Kelahiran Anak [401-3, CSS-12.15.4]
Parental Leave

Gender	Hak Cuti Melahirkan/ Cuti Istri Melahirkan Entitlement to Maternity Leave/ Paternity Leave	Total Karyawan yang Mengambil Cuti Total Employees Taking Leave	Total Karyawan yang Kembali Bekerja Total Returning Employees	Tingkat Kembali Bekerja Return to Work Rate	Tingkat Karyawan Dipertahankan* Employee Retained Rate
Perempuan Female	100%	10	10	100%	100%
Laki-laki Male	100%	2	2	100%	100%

Keterangan: *Persentase karyawan yang kembali bekerja setelah cuti melahirkan berakhir yang masih dipekerjakan 12 bulan setelah kembali bekerja
Notes: *Percentage of employees that returned to work after parental leave ended that were still employed 12 months after there return

Persiapan Masa Pensiun

Pekerja yang telah mencapai usia 55 tahun mendapatkan program persiapan masa pensiun yang di antaranya berupa pelatihan prakondisi dan kewirausahaan, jaminan hari tua, dan imbalan pensiun lainnya. ITM juga menyertakan pekerja dalam program Dana Pensiun Lembaga Keuangan (DPLK) PPUKP. Pembayaran pensiun ini diterapkan sesuai dengan Peraturan Menteri Tenaga Kerja (PMTK), dengan besaran yang dibayarkan Perusahaan sejumlah dua kali PMTK untuk pekerja yang pensiun normal dan tiga kali PMTK untuk pekerja pada tambang yang ditutup. Di tahun 2023, ITM telah menyisihkan USD27 juta untuk imbalan pensiun dan jangka panjang lainnya. [201-3, 404-2][CSS-12.3.3]

Retirement Preparation

Employees who have reached the age of 55 receive a retirement preparation program which includes preconditioning and entrepreneurship training, old-age security, and other pension benefits. ITM also enrolls employees in the PPUKP Financial Institution Pension Fund (DPLK) program. The company pays the pension in accordance with the Minister of Manpower Regulation (PMTK), with double the amount stated in the PMTK for employees with normal retirement and triple the amount for employees at closed mines. In 2023, ITM has earmarked USD27 million for pension and other long-term benefits. [201-3, 404-2][CSS-12.3.3]

Pengelolaan Sumber Daya terkait Pascatambang

Pengelolaan persiapan pascatambang dapat berdampak pada pekerja sehingga ITM memberikan informasi sesuai dengan rencana tambang setidaknya tiga tahun sebelum operasi berhenti pada setiap lokasi tambang yang memasuki masa tutup tambang. Kebijakan ini tertuang pada Perjanjian Kerja Bersama (PKB). Selain itu, ITM menerapkan kebijakan pemindahan karyawan ke lokasi lain yang masih beroperasi dengan mempertimbangkan kebutuhan internal dan kompetensi karyawan serta memberikan pelatihan kewirausahaan kepada karyawan. [402-1, 404-2][CSS-12.3.2, CSS-12.3.3, CSS-12.15.5, CSS-12.15.7]

Management of Resources Related to Post-mining

Post-mining preparation management can have an impact on employees, therefore ITM provides information on the mine plan at least three years before halting operations at each mine site entering the mine closure period. The policy is stipulated in the Collective Labor Agreement (CLA). In addition, ITM implements a policy of transferring employees to other sites that are still operating according to internal needs and employee competencies, as well as providing entrepreneurship training to support employees in their retirement. [402-1, 404-2][CSS-12.3.2, CSS-12.3.3, CSS-12.15.5, CSS-12.15.7]

Pelatihan dan Pengembangan Kompetensi Karyawan

ITM memberikan kesempatan yang adil bagi seluruh karyawan untuk berkembang dan tumbuh melalui pelatihan teknis dan non-teknis. Untuk menyusun Rencana Pengembangan Pribadi (IDP), penilaian kompetensi digunakan guna meningkatkan aspek kemampuan teknis dan kepemimpinan. Aspek non-teknis, di sisi lain, dikembangkan sejalan dengan budaya perusahaan, yaitu Banpu Heart. Perusahaan juga menyediakan fasilitas pelatihan pada level perusahaan Banpu untuk karyawan terpilih. [404-2][CSS-12.3.3]

Competency Training and Development

ITM provides fair opportunities for all employees to develop and grow through technical and non-technical training. In preparing Personal Development Plan (IDP), the company uses competency assessments to improve technical aspect and leadership skills. In addition, the company develops non-technical aspects in line with the Banpu Heart corporate culture. The company also provides Banpu corporate training facilities for selected employees. [404-2][CSS-12.3.3]

Perusahaan mempunyai komitmen dalam pengembangan karyawan sebagai salah satu usaha untuk mencapai strategi Perusahaan, yaitu karyawan mempunyai kemampuan yang tepat sesuai dengan kebutuhan bisnis. Divisi Sumber Daya Manusia menetapkan target strategis untuk memastikan karyawan mempunyai kemampuan yang sesuai, dengan membuat program pengembangan yang terstruktur dan sistematis. Perusahaan juga menetapkan alokasi dana khusus sebagai anggaran yang dikelola fungsi khusus di bawah Divisi Sumber Daya Manusia sebagai sebuah bukti nyata komitmen pengembangan karyawan. Fungsi ini adalah fungsi pelatihan dan pengembangan yang tersedia di masing-masing lokasi operasional Perusahaan.

The Company has a commitment to employee development as one of its efforts on realizing the Company's strategy, to equip employees with the appropriate capabilities according to business needs. The Human Resources Division established a strategic goal to ensure the employees possess the appropriate competencies by designing structured and systematic development programs. The Company also has allocated a dedicated fund as budget managed by a specific function under the Human Resources Division as proof of commitment to develop our people. The function is training and development, which is available in each respective operational site.

Fungsi pelatihan dan pengembangan di masing-masing lokasi kerja Perusahaan membuat program yang terstruktur dan sistematis melalui analisa atas asesmen kompetensi dengan tiga kategori dengan lima tingkatan kompetensi, serta terdapat Program Pengembangan Kepemimpinan yang dikelola langsung oleh fungsi pelatihan di Tingkat korporasi.

Training and Development function in each operational site develops structured and systematic programs through analysis on competency assessment with three categories and five competencies level. In addition, the company also carries out the Leadership Development Program directly managed by Corporate training function.

Kompetensi inti Core competencies	• Tingkat kesadaran *(awareness)* • Tingkat dasar *(basic)* • Tingkat madya *(intermediate)* • Tingkat lanjutan *(advance)* • TIngkat ahli *(mastery)*
Kompetensi Fungsional Functional Competencies	
Kompetensi Kepemimpinan Leadership Competencies	• Awareness level • Basic level • Intermediate level • Advance level • Mastery level

Sebagai bagian dari langkah transformasi bisnis, Perusahaan membuat program pelatihan yang sesuai dengan fungsi dan peran pekerja. Upaya ini ditujukan untuk memastikan bahwa pekerja dapat memaksimalkan potensi mereka dan siap untuk berpartisipasi dalam proses transformasi bisnis. Terdapat empat area penting yang ditetapkan sebagai fokus pembelajaran dan pengembangan, yaitu: pengembangan kompetensi inti dan kepemimpinan (termasuk pembinaan), pengembangan untuk internalisasi budaya Perusahaan (Banpu Heart), pengembangan yang berkaitan dengan bisnis dan inovasi, serta pengembangan kompetensi teknis dan sertifikasi.

As part of the business transformation stages, the Company has created training programs tailored to the functions and roles of employees. This effort is aimed at ensuring that employees can optimize their potential and are ready to take part in the business transformation process. There are four important areas established as learning and development focus: core and leadership competencies development (including Coaching), corporate culture (Banpu Heart) internalization development, business and Innovation development, as well technical and certification competencies.

Dalam usaha untuk mencapai organisasi bermeritokrasi, ITM memberikan perbedaan yang jelas antara *high performer* dan *low performer.* Di tahun 2023, kami mengakselerasi berbagai inisiatif pengelolaan ketenagakerjaan, terutama terkait penghargaan kinerja pada karyawan dengan performa maksimal. ITM membentuk sejumlah komite dari tingkat daerah sampai pusat dalam rangka melakukan kalibrasi terhadap kinerja karyawan yang bertujuan untuk mendapatkan data yang objektif mengenai kinerja masing-masing individu karyawan. Karyawan yang termasuk *high potential* dan *high performance* diberikan program khusus untuk meningkatkan kompetensi kepemimpinan dan teknis serta menjadi kandidat potensial dalam perencanaan suksesi di posisi-posisi strategis organisasi perusahaan. Seluruh (100%) karyawan telah mengikuti penilaian kinerja tahun 2023. Selain itu, Perusahaan berkomitmen untuk menerapkan sistem meritokrasi dengan meningkatkan sistem penghargaan dan sanksi kepada karyawan berdasarkan kemampuan, aspirasi, dan keterlibatan mereka. [404-3]

In an effort to achieve a meritocratic organization, ITM makes clear distinction between high performers and low performers. In 2023, we accelerated various workforce management initiatives, especially regarding performance rewards for top performers. ITM established a number of committees from regional to central level in order to calibrate employee performance to gain objective data on the performance of each employee. High potential and high performance employees are given special programs to improve their leadership and technical competencies and become potential candidates for succession planning in strategic positions in the company's organization. All (100%) employees attended performance assessment in 2023. In addition, the Company is committed to implementing a meritocracy system by improving the system of rewards and punishment to employees based on their abilities, aspirations, and involvement. [404-3]

Selama tahun 2023, program pelatihan dilaksanakan secara daring dan luring, melalui berbagai platform dan format pembelajaran. Sebanyak 1,247 pekerja telah ikut serta pada program-program pelatihan di antaranya (namun tidak terbatas) pada topik-topik penting seperti : Awareness & Capacity Building on Climate Change, Accounting and Financial Modeling for Renewable Energy, CSR Internalization into Company Business Activity, Build Your Business Simulation, Scrum Master and Product Owner, Agile Business Process Management, Basic Operational Excellence, Coal Mining Business Acumen Sharing, dan berbagai topik lain yang mendukung kebutuhan Perusahaan. Perusahaan juga memberikan dukungan berupa beasiswa kepada 3 pekerja untuk melanjutkan studi mereka dalam bidang yang sejalan dengan strategi Perusahaan.

During 2023, training program were implemented by offline (face to face) and online (through various meeting channel), through multiple platforms and learning formats. A total of 1,247 employees have participated in training program such as (but not limited to) significant topics : Awareness & Capacity Building on Climate Change, Accounting and Financial Modeling for Renewable Energy, CSR Internalization into Company Business Activity, Build Your Business Simulation, Scrum Master and Product Owner, Agile Business Process Management, Basic Operational Excellence, Coal Mining Business Acumen Sharing, and other topics which supporting Company business. The Company also provides support for 3 employees by scholarship to continue their study in related major that is in-line with Company’s strategies.

PENGELOLAAN PELATIHAN DAN PENGEMBANGAN | LEARNING AND DEVELOPMENT MANAGEMENT

Pengelolaan pelatihan dan pengembangan dikoordinasikan oleh Divisi Human Resources melalui tim Pelatihan dan Pengembangan yang di masing-masing lokasi Perusahaan, baik di Kantor Pusat dan di Kantor Tambang. Di tahun 2023, telah terlaksana 65,470 jam pelatihan bagi 2,265 pekerja ITM, serta rata-rata jam pelatihan per pekerja mencapai 53 jam. Realisasi dana pengembangan SDM mencapai USD1.360.886.

Learning and development management coordinate by Human Resources Division through respective Learning & Development team in each Company's location, both in Head Office and Mine Sites Office. In 2023, 65,470 hours of training were conducted for 2,265 ITM employees, and the average training hours per employee reached 53 hours. Realization of HR development funds reached USD1,360,886.



Jumlah Jam Pelatihan
Total Training Hour

2023	2022	2021
65,470	36,657	22,802

Rerata Jam Pelatihan Pekerja Berdasarkan Gender dan Jabatan Tahun 2023 [404-1][CSS-12.15.6, CSS-12.19.5]
Average Training Hour of Employees Based on Gender and Position

Uraian Description	Jumlah Pekerja Peserta Pelatihan Total Employees Receiving Training	Jumlah Jam Pelatihan Training Hour	Jumlah Pekerja ITM Total ITM Employees	Rerata jam Pelatihan Per Pekerja Average Training H ours Employee
Jumlah Total	1,247	65,470	2,265	53
Berdasarkan Gender Based on Gender				
Laki-laki Male	1,044	56,653	1,989	54
Perempuan Female	203	8,818	276	43
Berdasarkan Posisi/Jabatan Based on Position/Job				
Executives	9	148	7	16
Strategy Leader	35	1,179	43	34
Senior Operation Leader	89	5,323	96	60
Operational Leader	252	12,383	317	49
First Line Leader	404	22,432	584	56
Foreman Below	458	24,005	1,218	52

Peningkatan Kompetensi Keberlanjutan

Pengembangan kompetensi untuk mendukung pencapaian kinerja keberlanjutan diberikan kepada karyawan, Direksi, maupun Dewan Komisaris di tahun 2023.

Sustainability Competency Improvement

Competency development is provided to employees to support the sustainability performance achievement, the Board of Directors and Board of Commissioners in 2023.

Penyelenggaraan Pengembangan Kompetensi Keberlanjutan Tahun 2023 [2-17]
Implementation of 2023 Sustainability Competency Development

Tema/Judul Kegiatan Theme/Title of Activity	Peserta Participant
Penyusunan Program Keselamatan Pertambangan Development of Mining Safety Program	100
Dasar K3 dan Pertolongan Pertama Gawat Darurat Basic OHS and Emergency First Aid	74
Identifikasi Bahaya dan Pengendalian Resiko (IBPR) Hazard Identifcation Risk Assessment and Determine Control (HIRADC)	46
GRI Standards and Workshop	43
Penyuluhan Orang Utan Liar Dalam Tambang Counseling for Wild Orangutans in Mines	42
Basic Environmental Social Governance (ESG)	40
Vehicle Accident Rescue	24
Oil Spill	24
The Alpha Journey Program	21
Bimbingan Teknis Investigasi dan Pengelolaan Kebakaran Di Pertambangan Batubara Technical Guidance on Fire Investigation and Management in Coal Mining	20
Uji Coba Pembangunan Lahan Basah Buatan Untuk Pengelolaan AAT Trial Construction of Artificial Wetland for AAT Management	17
Pelatihan strategic CSR Strategic CSR that Created Shared Value	35

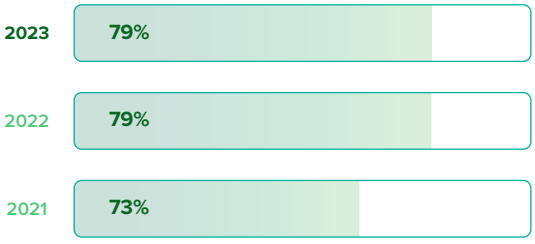
Survei Keterikatan Karyawan dan Penerapan Banpu Heart

ITM melakukan survei HR Voice of Customer setiap tahun untuk mengukur kepuasan karyawan terhadap kinerja fungsi HR dalam mengelola sistem SDM, pengembangan kompetensi, proses rekrutmen, dan hal-hal lain yang terkait.

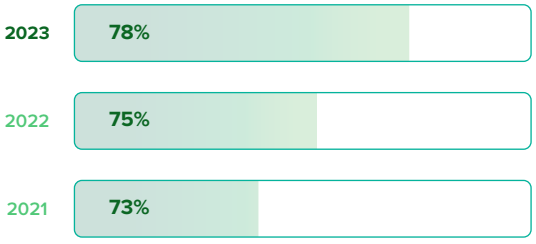
Employee Engagement Survey and Banpu Heart Implementation

ITM conducts HR Voice of Customer surveys annually to measure employee satisfaction with the performance of the HR function in managing HR systems, competency development, recruitment processes, and other related matters.

Hasil Survei Keterikatan Karyawan
Employee Engagement Survey Results



Hasil Survei Penerapan Banpu Heart
Banpu Heart Implementation Survey Results



Pelibatan dan Pengembangan Masyarakat

Untuk membantu masyarakat dalam meningkatkan kesejahteraan mereka, ITM menjalankan pengembangan dan pemberdayaan masyarakat melalui beberapa program prioritas berdasarkan hasil identifikasi dampak pada AMDAL, Pemetaan Sosial, dan Blueprint yang telah diterbitkan oleh masing-masing provinsi Hasil yang diperoleh antara lain terkait isu sosial ekonomi, yaitu penyerapan tenaga kerja lokal, meningkatkan kualitas hidup masyarakat, dan pencegahan pencemaran lingkungan. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

Community Involvement and Development

To assist communities in improving their wellbeing, ITM carries out community development and empowerment through several priority programs based on the results of impact identification in the EIA, Social maping and Blueprint that has release by province Goverment. The results obtained include socio-economic issues, namely the absorption of local labor, improving the quality of life of the community, and preventing environmental pollution. [413-1, 413-2][CSS-12.9.2, CSS-12.9.3]

Kami menanggapi kebutuhan dan menciptakan nilai bagi masyarakat di sekitar wilayah operasinya melalui kegiatan Pengembangan dan Pemberdayaan Masyarakat (PPM). Selain dilakukan selama masa tambang, tujuan dari program ini adalah untuk mendorong kemandirian masyarakat hingga tutup tambang.

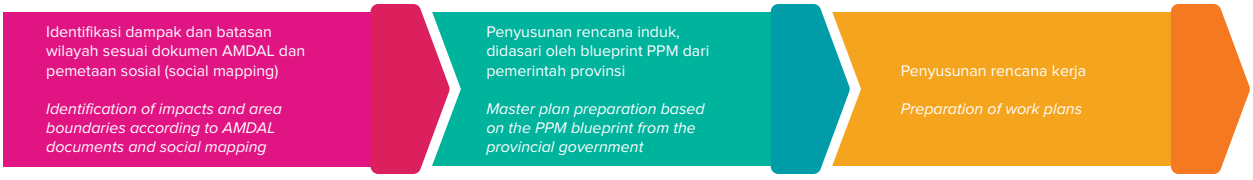
We respond to the needs of the communities around our operations and create value for them through our Community Development and Empowerment (CDE) activities. In addition to being carried out during the mining period, the program also aims to promote community independence until mine closure.

Model Rencana Terpadu Pengembangan dan Pemberdayaan Masyarakat ITM
Integrated Planning Model of ITM Community Development



Kami memastikan bahwa perencanaan program PPM dilakukan secara menyeluruh dan tepat sasaran melalui beberapa langkah. [413-1] [CSS-12.3.6, CSS-12.9.2]

We ensure that the CDE program planning is carried out comprehensively and on target through several steps. [413-1] [CSS-12.3.6, CSS-12.9.2]



Sepanjang tahun 2023, Perusahaan mengalokasikan biaya PPM sebesar Rp22,5 miliar, dengan realisasi mencapai 92,5% atau sejumlah Rp20,9 miliar.

Throughout 2023, the Company allocated Rp22.5 billion in CDE funds, with realization reaching 92.5% or Rp20.9 billion.

Realisasi Anggaran PPM (Rp Juta)
CDE Budget Realization (Rp million)

Bidang Program Sector of Program	Jumlah Kegiatan Total Activities	2023		2022	2021
		Anggaran Budget	Realisasi Realization	Anggaran Budget	Realisasi Realization
Pendidikan Education development	21	4,641	4,389	3,757	4,018
Kesehatan Health development	22	3,139	2,935	3,586	19,987
Tingkat pendapatan riil dan pekerjaan Economic development and employment	23	4,589	3,666	3,411	4,000
Kemandirian ekonomi Economic independence	10	2,470	2,156	1,633	1,307
Sosial dan budaya Social and culture development	24	3,551	4,535	5,361	5,905
Sosialisasi pengelolaan lingkungan yang berkelanjutan kepada masyarakat sekitar tambang Dissemination of sustainable environmental management to communities around the mine site	13	1,515	1,125	554	703
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutions in supporting CDE independence	7	1,238	768	1,348	1,168
Pembangunan infrastruktur yang menunjang PPM Infrastructure development to support CDE	6	1,395	1,290	1,568	5,781
Jumlah Total	126	22,538	20,856	21,222	42,873

ITM mlaksanakan 126 kegiatan PPM di seluruh (100%) WIUP yang beroperasi dengan melibatkan masyarakat lokal. Kegiatan yang dilaksanakan tersebar di 14 kecamatan, meliputi 53 desa pada WIUP. [413-1][CSS-12.9.2]

ITM carried out 126 CDE activities in all (100%) WIUP operating areas involving local communities. The activities were carried out in 14 districts, covering 53 villages in the WIUP. [413-1] [CSS-12.9.2]

Lokasi Pelibatan dan Pengembangan Masyarakat [413-1][CSS-12.9.2]
Community Development and Empowerment Locations

Site (Anak Perusahaan) Site (Subsidiary)	Lokasi Kegiatan Activity Location	Penerima Manfaat Beneficiaries	
		Jumlah Desa Total Villages	Jumlah Kecamatan Total Districts
Indominco Mandiri	Kalimantan Timur: Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara, dan Kota Bontang East Kalimantan: East Kutai Regency, Kutai Kartanegara Regency, and Bontang City	10 desa & 1 kelurahan 10 villages & 1 sub-district	3 kecamatan / districts
Kitadin Embalut	Kalimantan Timur: Kabupaten Kutai Kartanegara East Kalimantan: Kutai Kartanegara Regency	4 desa / villages	1 kecamatan / districts
Trubaindo Coal Mining	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: West Kutai Regency	20 desa / villages	4 kecamatan / districts
Jorong Barutama Greston	Kalimantan Selatan: Kabupaten Tanah Laut South Kalimantan: Tanah Laut Regency	6 desa / villages	1 kecamatan / districts
Bharinto Ekatama	Kalimantan Timur & Kalimantan Tengah: Kabupaten Kutai Barat dan Kabupaten Barito Utara East Kalimantan & Central Kalimantan: West Kutai Regency and North Barito Regency	6 desa / villages	2 kecamatan / districts
Tepian Indah Sukses	Kabupaten Kutai Barat West Kutai Regency	2 desa / villages	1 kecamatan / districts

Lokasi Pelibatan dan Pengembangan Masyarakat [413-1][CSS-12.9.2]
Community Development and Empowerment Locations

Site (Anak Perusahaan) Site (Subsidiary)	**Lokasi Kegiatan** Activity Location	**Penerima Manfaat** Beneficiaries	
		Jumlah Desa Total Villages	**Jumlah Kecamatan** Total Districts
Nusa Persada Resources	Kalimantan Tengah: Kabupaten Barito Utara Central Kalimantan: North Barito Regency	3 desa / villages	1 kecamatan / districts
Graha Panca Karsa	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: West Kutai Regency	1 desa / villages	1 kecamatan / districts

Sebagai bagian dari tanggung jawab sosial perusahaan, ITM melaksanakan PPM dengan mempertimbangkan strategi bisnis dan diwujudkan menjadi Empat Pilar Strategis CSR. PPM dibagi menjadi delapan bidang sesuai format PPM Kepmen ESDM No. 1824 K/30/MEM/ 2018 dan mengacu pada pedoman standar nasional dan internasional, seperti PROPER, ISO 26000:2010, dan AA1000 SES dalam menyusun peta jalan kegiatan pengembangan masyarakat.

Dalam rangka menciptakan kemandirian masyarakat di periode pascatambang, ITM membuat 126 agenda pemberdayaan masyarakat yang tercantum dalam Rencana Induk PPM dan Rencana Penutupan Tambang untuk masing-masing *site*.

As part of its corporate social responsibility, ITM implements CDE by considering business strategy and is realized in the Four Strategic Pillars of CSR. CDE is divided into eight areas according to the CDE format of MEMR Decree No. 1824 K/30/ MEM/ 2018 and refers to national and international standard guidelines, such as PROPER, ISO 26000:2010, and AA1000 SES in developing a roadmap for community development activities.

In order to create community independence in the post-mining period, ITM created 126 community empowerment agendas listed in the CDE Master Plan and Mine Closure Plan for each site.

Pilar Pillar	**Inisiatif** Initiative	**Lokasi** Location	**Kegiatan dan Jumlah Penerima Manfaat** [203-1, 203-2] [CSS-12.8.4, CSS-12.8.5] Activities and Number of Beneficiaries
Lestari Bersama ITM ITM for Environment	Dukungan Kegiatan Pelestarian dan Perlindungan Lingkungan Support for Environmental Conservation and Protection Activities	Seluruh anak usaha All subsidiaries	• Pelestarian tanaman lokal dan mangrove melalui program pembibitan, • Edukasi dan kampanye keberlanjutan lingkungan, • Edukasi dan pengembangan pengelolaan sampah di wilayah binaan, • Penanaman pohon di sekitar wilayah binaan • Preservation of local plants and mangroves through nursery programs, • Education and campaigns on environmental sustainability • Education and development of waste management in the fostered area, • Tree planting around the fostered area
Belajar Bersama ITM ITM for Education	Dukungan Akses, Sarana dan Prasarana Pendidikan Bagi Masyarakat Support for Access, Educational Facilities and Infrastructure for the Community	Seluruh anak usaha All subsidiaries	• Bantuan beasiswa untuk siswa di wilayah binaan, • Bantuan sarana dan fasilitas pendidikan, • Volunteering mengajar di komunitas, • Pengembangan pusat belajar komunitas, Pelatihan keahlian masyarakat • Scholarship assistance for students in the fostered area, • Assistance with educational facilities and amenities, • Volunteering to teach in the community, • Community learning center development, Community skills training
Berdaya Bersama ITM ITM for Empowerment	Pemberdayan Masyarakat melalui Penguatan Ekonomi dan Peningkatan Akses Pelayanan Kesehatan Community Empowerment through Strengthening the Economy and Increasing Access to Health Services	Seluruh anak usaha All subsidiaries	• Peningkatan pendapatan masyarakat melalui aktivitas pertanian (tanaman pangan dan hortikultura), perikanan air tawar, dan peternakan (sapi dan ayam), • Mendukung kemandirian ekonomi masyarakat melalui UMKM dan pengembangan BUMDES di setiap wilayah. • Pengembangan penyediaan air bersih yang dilaksanakan oleh seluruh anak usaha, • Dukungan kegiatan pencegahan stunting melalui posyandu untuk bayi, ibu hamil, balita dan lansia diseluruh anak usaha ITM, • Pengobatan dan konsultasi kesehatan gratis yang diselenggarakan diseluruh anak usaha ITM, • Pembangunan/penyediaan sarana prasarana kesehatan yang dilaksanakan oleh seluruh anak usaha ITM • Increasing community income through agricultural activities (food crops and horticulture), freshwater fisheries, and livestock (cattle and chicken), • Supporting community economic independence through MSMEs and the development of BUMDES in each region. • Development of clean water supply implemented by all subsidiaries, • Supporting stunting prevention activities through posyandu for infants, pregnant women, toddlers and the elderly in all ITM subsidiaries, • Free medical treatment and consultation held in all ITM subsidiaries, • Construction/provision of health infrastructure facilities carried out by all ITM subsidiaries.

Potensi Dampak Negatif Kegiatan Operasional

[413-2] [CSS-12.9.3]

ITM mengakui bahwa operasi pertambangan memiliki potensi untuk berdampak negatif pada komunitas lokal, khususnya mereka yang tinggal di dekat area operasional. Setiap aktivitas pertambangan dan pengolahan yang tidak sesuai dengan standar dan praktik terbaik dapat menyebabkan berbagai masalah lingkungan seperti gangguan ekosistem, polusi tanah dan air, debu, kebisingan, dan lainnya. Oleh karena itu, Perusahaan berupaya mematuhi semua peraturan dan menjalankan operasional mereka berdasarkan praktik pertambangan terbaik untuk mencegah dampak negatif.

Potential Negative Impacts of Operational Activities

[413-2] [CSS-12.9.3]

ITM recognizes that mining operations have the potential to negatively impact local communities, particularly those living near operational areas. Any mining and processing activities that do not comply with standards and best practices can cause various environmental issues such as ecosystem disruption, soil and water pollution, dust, noise and others. Therefore, the Company seeks to comply with all regulations and run their operations based on good mining practices to prevent negative impacts.

Site	Dampak Impact		Pengelolaan Dampak dan Inovasi Sosial Impact Management and Social Innovation
BEK	Potensial Potential	Pembukaan lahan akan mengakibatkan erosi dan sedimentasi yang akan mempengaruhi kelimpahan sumberdaya ikan Land clearing will result in erosion and sedimentation, which will affect the abundance of fish resources.	Mengembangkan program perikanan dengan peternakan dan pembiakan ikan di darat (bioflok) Developing a fisheries program with livestock and fish breeding on land (biofloc)
	Aktual Actual	Meningkatnya penyakit Infeks Saluran Pernapasan (ISPA) Increased Acute Respiratory Infections (ARI) disease	Melakukan program pengobatan dan pengecekan kesehatan gratis untuk masyarakat terdampak Conducting free medical treatment and health check programs for affected communities
TCM	Potensial Potential	Menurunnya pendapatan masyarakat akibat hilangnya mata pencaharian, dikarenakan pembebasan lahan untuk aktivitas pertambangan Decreased community income due to loss of livelihoods, due to land acquisition for mining activities	Menciptakan lapangan pekerjaan baru melalui program pengembangan Usaha Mikro, Kecil, dan Menengah (UMKM) di wilayah binaan Creating new jobs through Micro, Small & Medium Enterprises (MSME) development programs in the fostered areas
	Aktual Actual	Menurunnya kualitas air sungai akibat kegiatan pembersihan lahan tambang Decreased river water quality due to mine land clearing activities	Mengembangkan program fasilitas air bersih berbasis masyarakat di wilayah ring-1 Developing a community-based clean water facility program in the ring-1 area
JBG	Potensial Potential	Penurunan kualitas kesehatan Decreased health quality	Melakukan program peningkatan kesehatan masyarakat melalui Pemberian Makanan Tambahan (PMT) sebagai upaya preventif potensi penurunan kualitas lingkungan Conducting public health improvement programs through supplementary feeding as a preventive effort for potential environmental quality degradation
	Aktual Actual	Persepsi negatif masyarakat akibat perubahan fungsi lahan/ hutan Negative community perception due to land/forest function change	Melakukan pengelolaan program comdev yang bersumber dari kebutuhan masyarakat, yang disampaikan pada kegiatan rapat forum konsultasi masyarakat (CCC) tahunan Managing comdev programs sourced from community needs, which are submitted at the annual community consultative communication (CCC) meeting activities
IMM	Potensial Potential	Penyakit kulit akibat menurunnya kualitas air sungai Skin diseases due to decreased river water quality	Melakukan kegiatan pengobatan gratis di 4 wilayah desa terdampak aliran sungai Conducting free medical treatment activities in 4 river-affected village areas Membangun fasilitas air bersih berbasis masyarakat yang dikelola oleh Badan Usaha Milik Desa (BUMDes) Building community-based clean water facilities managed by village-owned enterprises
	Aktual Actual	Konflik akibat tidak terserapnya SDM wilayah ring-1 sebagai tenaga kerja di perusahaan karena kurang kompeten Conflict due to the non-absorption of human resources in the ring-1 area as labor in the company due to lack of competence	Memberikan beasiswa S1 untuk kesempatan jenjang pendidikan yang lebih tinggi Providing undergraduate scholarships for higher education opportunities Mengadakan program pelatihan keahlian yang dibutuhkan oleh perusahaan (welder, operator, mekanik, dan lainnya) Organizing skills training programs needed by the company (welder, operator, mechanic, etc.)

ITM melakukan berbagai upaya untuk mengelola dampak, termasuk pengelolaan emisi, limbah, dan air, serta melaksanakan program-program CSR untuk masyarakat sekitar. Perusahaan juga memiliki Dokumen Rencana Pascatambang (RPT) yang menjadi panduan dalam pengelolaan area bekas tambang.

ITM makes various efforts to manage impacts, including emissions, waste, and water management, as well as implementing CSR programs for surrounding communities. The company also has a Post-Mining Plan Document (RPT) that guides the management of ex-mining areas.

Program Unggulan Pemberdayaan Masyarakat Tahun 2023 [413-1] [CSS-12.9.2]

Pengembangan UMKM Sasirangan Ecoprint

Pengembangan UMKM Sasirangan telah dilakukan oleh PT JBG sejak tahun 2019. Berawal dari program HR yang ditujukan untuk memberdayakan istri karyawan, masyarakat mengusulkan agar program ini dilakukan di wilayah binaan JBG melalui Forum Konsultatif Masyarakat. Saat ini program Sasirangan telah berkembang, khususnya di Desa Karang Rejo. Salah satu kelompok Sasirangan binaan yang aktif adalah Calap Baimbai, yang fokus pada Sasirangan Ecoprint. PT JBG dan Kelompok Calap Baimbai melakukan MoU terkait pemanfaatan daun eucalyptus untuk kegiatan ecoprint. Saat ini Kelompok Calap Baimbai secara reguler memproduksi ecoprint untuk mendukung kebutuhan pemerintah lokal dengan membuka kesempatan kerjasama kelompok dengan instansi pemerintah terkait. Selain itu, PT JBG membantu kelompok dalam pendaftaran hak paten motif dan warna ecoprint eucalyptus atas nama kelompok sehingga harapannya hak paten tersebut dapat memberikan *value added* untuk program ecoprint. Selain membantu Kelompok Calap Baimbai, PT JBG juga membantu kelompok lainnya, yaitu Asri Sasirangan dalam pengelolaan limbah tekstilnya dengan menggunakan IPAL sederhana.

Community Empowerment Flagship Program in 2023 [413-1] [CSS-12.9.2]

Development of Sasirangan Ecoprint MSMEs

The Sasirangan MSME development has been carried out by PT JBG since 2019. Starting from an HR program aimed at empowering employees' wives, the community proposed for this program to be carried out in the JBG fostered area through the Community Consultative Forum. Currently, the Sasirangan program has been developed, particularly in Karang Rejo Village. One of the active Sasirangan groups is Calap Baimbai, which focuses on Sasirangan Ecoprint. PT JBG and Calap Baimbai Group signed an MoU regarding the utilization of eucalyptus leaves for ecoprint activities. Currently, the Calap Baimbai Group regularly produces ecoprints to support the local government's needs by opening opportunities for the group to cooperate with relevant government agencies. PT JBG assisted the group in registering a patent for eucalyptus ecoprint motifs and colors on behalf of the group, which is expected to provide added value to the ecoprint program. In addition to assisting the Calap Baimbai Group, PT JBG also assisted another group, Asri Sasirangan, in managing its textile waste using a simple WWTP.

Aktivitas Activities	• Penandatanganan MoU antara perusahaan (JBG) dengan kelompok usaha terkait pengembangan pewarnaan dengan teknik ecoprint • Kelompok usaha (Calap Baimbai) mulai diversifikasi produk kondang (Kopiah Tuntung Pandang) dan menjadi rekanan pemerintah dalam penyediaan kondang • Kelompok usaha menjadi pelatih ecoprint di sekolah dan kelompok masyarakat lainnya • Pendaftaran hak paten tanaman dan warna pohon eucalyptus endemik jorong untuk kelompok usaha (Calap Baimbai) • MoU signing between the company (JBG) and business groups on the development of coloring with ecoprint techniques • The business group (Calap Baimbai) started to diversify their kondang cap (Kopiah Tuntung Pandang) products and became a government partner in supplying kondang. • The business group became ecoprint trainers in schools and other community groups • Registration of patents on plants and colors of eucalyptus trees endemic to jorong for the business group (Calap Baimbai)	
Ekonomi Economy	Input	Total anggaran CD tahun 2019-2023 sebesar Rp275.000.000. The total CD budget for 2019-2023 is Rp275,000,000.
	Output	Diversifikasi produk ecoprint (Kondang), peningkatan pendapatan kelompok, dan partnership penjualan produk dengan pemerintah. Diversification of ecoprint products (Kondang), increase in group income, and product sales partnership with the government.
	Hasil Outcome	Pendapatan kelompok tahun 2023 sebesar Rp60.665.000. The group income in 2023 was Rp60,665,000.
	Dampak Impact	Peningkatan kesejahteraan anggota kelompok Baimbai. Peluang terbukanya lapangan pekerjaan baru dari kelompok binaan Calap Baimbai. Improved wellbeing of of Baimbai group members. Opportunity for new job opportunities from the Calap Baimbai fostered group.

Lingkungan Environment	Input	Melakukan teknik pewarnaan dengan tumbuhan, pengadaan bak penampungan limbah pencelupan kain. Dyeing techniques with plants, procurement of fabric dyeing waste collection basins.
	Output	Memproduksi kain ramah lingkungan dan mampu melakukan pengelolaan limbah. Producing environmentally friendly fabrics and be able to carry out waste management.
	Hasil Outcome	359 lembar kain sasirangan ramah lingkungan 359 pieces of eco-friendly sasirangan fabric
	Dampak Impact	Konservasi pohon eucalyptus endemik dan penurunan dampak negatif kerusakan lingkungan akibat pewarna tekstil Conservation of endemic eucalyptus trees and reduction of negative environmental impacts due to textile dyes
Sosial Social	Input	• Kerjasama dengan 2 lembaga pemerintah • SK Bupati yang mewajibkan penggunaan kondang di instansi pemerintah • Cooperation with 2 government agencies • Regent Decree requiring the use of kondang in government agencies
	Output	Pelestarian seni dan budaya lokal Preservation of local arts and culture
	Hasil Outcome	Penggunaan kondang untuk PNS di Tanah Laut Use of kondang for civil servants in Tanah Laut
	Dampak Impact	Kebudayaan lokal terjaga Peningkatan kapasitas SDM lokal Local culture preserved Increased capacity of local human resources

Pengembangan Seniman Bunga Api (Pelatihan Juru Las untuk Pemuda Lokal)

ITM melalui anak perusahaan IMM mengadakan program Peningkatan Kompetensi dan Keahlian Juru Las untuk pemuda usia kerja yang bertujuan memberikan lifeskill untuk menjawab tantangan dunia kerja dan kebutuhan wirausaha. Sejak tahun 2019, sebanyak 47 orang telah menyelesaikan pelatihan. 35 orang lulusannya bekerja di perusahaan dan 5 lainnya berwirausaha.

Flower Flame Artist Development (Welder Training for Local Youth)

ITM, through its subsidiary IMM, conducts a Welding Competency and Expertise Improvement program for working-age youth that aims to provide lifeskills to answer the challenges of the world of work and entrepreneurial needs. Since the year 2019, 47 people have completed the training. 35 graduates are working in companies and 5 others are entrepreneurs.

Aktivitas Activities	• Pelatihan Dasar Juru Las • Magang Industri • Pendampingan Dunia Kerja • Sertifikasi Lulusan Welder Berprestasi • Basic Welder Training • Industrial Internship • World of Work Assistance • Certification of Outstanding Welder Graduates	
Ekonomi Economy	Input	Total anggaran CD tahun 2019-2023 sebesar Rp439.553.751. The total CD budget for 2019-2023 of Rp439,553,751.
	Output	• Kesempatan kerja di dalam perusahaan dan memiliki pendapatan tetap • Kesempatan berwirausaha • Opportunity to work in the company and have a steady income • Entrepreneurship opportunities
	Hasil Outcome	40 orang alumni memiliki pendapatan tetap (2019-2023) 40 alumni have steady income (2019-2023)
	Dampak Impact	• Tingkat pengangguran berkurang • Terciptanya lapangan kerja baru • Terciptanya peluang CSV untuk masyarakat dan perusahaan di sekitarnya • Unemployment rate reduced • New employment opportunities created • Creation of CSV opportunities for surrounding communities and companies

Sosial Social	Input	Pemagangan dan pendampingan dunia kerja oleh alumni program welder Apprenticeship and workforce mentoring by welder program alumni
	Output	Tenaga kerja welder siap pakai Labor-ready welder
	Hasil Outcome	35 orang lulusan bekerja di perusahaan 35 graduates work in companies
	Dampak Impact	• Mengurangi demonstrasi terkait penyerapan tenaga kerja di masyarakat sekitar • Terbentuknya ikatan alumni welder IMM yang akan berkelanjutan, bahkan di saat IMM tutup tambang • Reduce demonstrations related to employment in surrounding communities • The establishment of an IMM welder alumni association that will be sustainable, even when IMM closes the mine.

Pengembangan Peternakan Ayam Petelur

ITM melalui anak usahanya, yaitu TCM mengembangkan peternakan ayam petelur yang dikelola oleh masyarakat di desa binaan ring 1. TCM memiliki 3 kelompok binaan yang berada di Kampung Besiq, Kecamatan Damai, dan Kabupaten Kutai Barat. Melalui program ini, TCM memberikan dukungan dimulai dengan pembentukan dan pendampingan kelompok ternak, serta memfasilitasi sarana dan prasarana untuk mendukung proses beternak. Lebih lanjut, TCM juga memfasilitasi kelompok ternak terkait pemasaran dan kemitraan dengan pihak lainnya. Setiap kelompok memiliki sekitar 300 ayam yang dipelihara untuk memproduksi telur sekitar 250 butir per harinya. Permintaan pasar yang cukup besar menjadikan produk telur ini hanya mampu memenuhi pasar di dalam kampung. TCM juga memfasilitasi pemasaran ke internal perusahaan seperti memasok ke kantin dan koperasi perusahaan.

Salah satu kelompok peternakan ayam petelur yang dibina oleh ITM dikelola oleh anak pemuda lokal bernama Viktor Hamonangan. Saat ini Viktor mampu mengembangkan peternakannya menjadi 500 ekor ayam dengan persentase bertelur dari ayam petelur milik Viktor mencapai 90% sehingga mampu menghasilkan kurang lebih 450 butir telur per harinya. Harapan TCM ke depannya, Viktor dapat terus mengembangkan peternakannya menjadi *role model* bagi anak-anak muda yang ada di Kampung Besiq dan sekitarnya.

Livestock Development for Laying Hens

ITM through its subsidiary, TCM, develops laying hen farming managed by communities in ring 1 fostered villages. TCM has 3 fostered groups located in Besiq Village, Damai District, West Kutai Regency. Through this program, TCM provides support starting with the formation and mentoring of farming groups, as well as facilitating equipment and infrastructure to support the farming process. Furthermore, TCM also facilitates farming groups related to marketing and partnerships with other parties. Each group raised around 300 laying hens to produce around 250 eggs per day. The market demand is relatively high that the egg products are only able to fulfil the market within the village. TCM also facilitates marketing internally within the company such as supplying to the company's canteen and cooperative.

One of the laying hen farming groups fostered by ITM is managed by a local youth named Viktor Hamonangan. Currently, Viktor is able to develop his farm to 500 chickens with 90% the hens laying eggs, which can produce approximately 450 eggs per day. TCM hopes that in the future, Viktor can continue to develop his farm, and become a role model for young people in Besiq Village and surrounding areas.

Aktivitas Activities	• Pembangunan kandang ayam petelur • Penyediaan sarana dan prasarana pendukung peternakan • Penyediaan bibit dan pakan ayam petelur • Fasilitasi pemasaran produk telur ke internal perusahaan • Fasilitasi kemitraan dengan pihak ketiga dalam pemasaran produk • Construction of laying hens' pens cages • Provision of supporting facilities and infrastructure for animal husbandry • Provision of seeds and feed for laying hens • Facilitation of marketing of egg products to internal companies • Facilitation of partnerships with third parties in product marketing

Ekonomi Economy	Input	Total anggaran CD: Rp530.000.000 Total CD budget: Rp530,000,000
	Output	• Terbangunnya kandang ayam untuk 3 kelompok peternak • Tersedianya bibit ayam petelur sejumlah 1.300 ekor • Peningkatan kapasitas kelompok peternak dalam bidang budidaya ayam petelur • Construction of chicken coops for 3 breeder groups of farmers • Provision of 1,300 laying hen seeds • Increased capacity of farmer groups in the field of layer farming
	Hasil Outcome	• Produksi telur setiap hari sekitar 750 butir dengan nilai jual sekitar Rp1.320.000 • Penyerapan produk telur di pasar lokal dan internal perusahaan • Daily egg production is around 750 eggs with a selling value of around Rp1,320,000 • Absorption of egg products in the local market and internal company
	Dampak Impact	Peningkatan pendapatan dan ekonomi masyarakat khususnya kelompok peternak Increased income and economy of the community, especially breeder groups
Lingkungan Environment	Input	Pembuatan pupuk organik dari limbah kotoran ayam Production of organic fertilizer from chicken manure waste
	Output	Produksi pupuk organik untuk pertanian Production of organic fertilizer for agriculture
	Hasil Outcome	Pemanfaatan limbah menjadi pupuk organik bernilai ekonomis untuk tanah pertanian Utilization of waste into economically valuable organic fertilizer for agricultural land
	Dampak Impact	Peningkatan kualitas tanah pertanian melalui penggunaan pupuk organik Improved agricultural soil quality through the use of organic fertilizers
Sosial Social	Input	• Penguatan kelembagaan kelompok peternak • Pendampingan kelompok secara berkelanjutan • Institutional strengthening of breeder groups • Continuous group assistance
	Output	Terbentuknya 3 kelompok ternak ayam petelur dan meningkatnya kapasitas kelompok Establishment of 3 laying hen breeder groups and increased group capacity
	Hasil Outcome	Berdayanya kelompok ternak dan kontinuitas usaha kelompok Empowered livestock groups and group business continuity
	Dampak Impact	Kemandirian kelompok ternak dan peningkatan kesejahteraan masyarakat Breeder group self reliance and improved community wellbeing

Pemberdayaan Wanita Melalui UMKM Menjahit

Dalam mendukung potensi dan minat masyarakat, BEK membentuk program usaha rumah tangga jasa menjahit di Kecamatan Teweh, khususnya di wilayah Desa Benangin 1, Benangin 2, dan Benangin 5. Untuk setiap kelompok jahit, BEK memberikan bantuan mesin jahit, serta pelatihan dasar teknik membuat pola, memotong, dan mengoperasikan mesin jahit. Pada tahun 2023, BEK memberikan pelatihan lanjutan, yaitu pembuatan pola, teknik mengukur bentuk tubuh, dan pembuatan pola celana yang diikuti oleh 8 penjahit. Program ini bertujuan untuk memberdayakan masyarakat desa binaan melalui pengembangan UMKM menjahit dan untuk meningkatkan kemandirian ekonomi masyarakat. Upaya ini juga sebagai wujud keberpihakan kepada kaum wanita agar berdaya. BEK berupaya untuk berkontribusi pada pencapaian Tujuan Pembangunan berkelanjutan nomor 5 Kesetaraan Gender dan nomor 8 Pekerjaan Layak & Pertumbuhan Ekonomi.

Women Empowerment through MSME Sewing

To support the community's potential and interest, BEK established a sewing service household business program in Teweh District, particularly in the villages of Benangin 1, Benangin 2, and Benangin 5. For each sewing group, BEK provided sewing machine assistance, as well as basic training in pattern making, cutting, and operating sewing machine. In 2023, BEK provided advanced training on pattern making, body measurement techniques, and pants pattern making, which was attended by 8 tailors. This program aims to empower the fostered village community through the development of sewing MSMEs and to increase the community's economic independence. This effort is also a way to support women empowerment. BEK strives to contribute to the achievement of Sustainable Development Goals (SDGs), particularly goal number 5 on Gender Equality and goal number 8 on Decent Work & Economic Growth.

Aktivitas Activities	• Fasilitasi pembentukan kelompok UMKM jahit • Penyediaan mesin jahit dan alat pendukung lainnya • Pelatihan pembuatan pola, teknik mengukur bentuk tubuh, dan pengoperasian mesin jahit • Pendampingan kelompok dalam kemitraan dan pemasaran produk • Facilitation of the formation of sewing MSME groups • Provision of sewing machines and other supporting tools • Training in pattern making, body shape measuring techniques, and sewing machine operation • Group assistance in partnerships and product marketing	
Ekonomi Economy	Input	Total anggaran CD: Rp28.550.000 Total CD budget: Rp28,550,000
	Output	• Produksi pakaian dan seragam sejumlah • Peningkatan kapasitas dan skill menjahit kaum wanita • Production of clothing and uniforms • Capacity building and sewing skills of women
	Hasil Outcome	Penerimaan pendapatan kelompok UMKM jahit senilai Rp25.000.000/tahun Income receipts of sewing MSME groups worth Rp25,000,000/year
	Dampak Impact	Peningkatan kemandirian ekonomi wanita Increased women's economic independence
Sosial Social	Input	• Pembentukan kelompok UMKM jahit yang terdiri dari kaum Wanita • Pendampingan dan penguatan kapasitas kelompok secara rutin • Formation of sewing MSME groups consisting of women • Regular group mentoring and capacity building
	Output	Terbentuknya 1 kelompok wanita UMKM jahit Establishment of 1 women's group of sewing MSMEs
	Hasil Outcome	Pemberdayaan wanita dan pengurangan angka pengangguran Income of sewing MSME group of Rp25,000,000/year
	Dampak Impact	Peningkatan kesejahteraan wanita Improved wellbeing of women

Pengembangan UMKM Jamur Tiram

PT Kitadin site Embalut (KTD EMB) menyiapkan legasi bagi masyarakat di empat desa binaan melalui program pascatambang yang berorientasi pada pengembangan dan pemberdayaan masyarakat (PPM). Salah satu program pascatambang yang telah ditetapkan dan akan dijalankan oleh Embalut selama 5 tahun ke depan adalah pengembangan komoditas jamur tiram. Program PPM berbasis komoditas jamur tiram bukan merupakan hal yang baru, salah satu petani jamur KTD EMB (Pak Made Susana) telah berhasil mengembangkan usaha jamur tiram hingga menjadi tumpuan ekonomi. Berbekal dukungan dari tim CD KTD EMB berupa pelatihan dan alat pengembangan jamur pada tahun 2016, kini Pak Made Susana telah memiliki 5 *greenhouse* budidaya jamur tiram dengan kapasitas 1.800 kg per bulan dan pengembangan Baglog sebanyak 1.400 per hari, yang didistribusikan tidak hanya diwilayah Tenggarong Seberang, tetapi juga sampai ke Sanggata dan wilayah-wilayah lainnya di Kalimantan Timur.

Oyster Mushroom MSME Development

PT Kitadin site Embalut (KTD EMB) prepares legacies for communities in four fostered villages through post-mining programs oriented towards community development and empowerment (CDE). One of the post-mining programs that has been determined and will be run by Embalut for the next 5 years is the development of oyster mushroom commodities, which is not something new. One of the KTD EMB mushroom farmers, Made Susana, has successfully developed an oyster mushroom business as his livelihood. With the support of the KTD EMB CD team in the form of training and mushroom cultivation equipment in 2016, Made Susana now has 5 oyster mushroom cultivation greenhouses with a capacity of 1,800 kg per month and the development of 1,400 baglogs per day, which are distributed not only in the Tenggarong Seberang area, but also to Sanggata and other areas in East Kalimantan.

Pada tahun 2023, KTD EMB mengembangkan usaha jamur tiram dengan menyasar Kelompok Wanita Tani (KWT) Sejahtera Desa Bangun Rejo dan Kelompok Pemberdayaan dan Kesejahteraan Keluarga (PKK) Desa Kerta Buana, Kecamatan Tenggarong Seberang, Kabupaten Kutai Kartanegara. Melalui aktivitas sebagai pembudidaya jamur, Ibu-ibu KWT Sejahtera dan PKK menjadi mandiri dan memiliki peluang usaha baru yang menjanjikan. Hingga akhir masa pascatambang di tahun 2025, tim CD KTD EMB menargetkan pengembangan ±16 paket usaha untuk kelompok tani jamur tiram dari empat desa binaan yakni Desa Bangun Rejo, Desa Embalut, Desa Kerta Buana dan Desa Separi. Dukungan penuh yang diberikan seperti pelatihan, pembangunan rumah budidaya hingga peralatan, Manajemen KTD EMB berharap seluruh kelompok yang dibentuk dapat mengembangkan jamur tiram, meningkatkan produksi bahkan mengembangkan produk turunan jamur tiram yang memiliki nilai ekonomis lebih tinggi.

In 2023, KTD EMB developed an oyster mushroom business by targeting the Women Farmers Group (KWT) Sejahtera Bangun Rejo Village and the Family Empowerment and Welfare Group (PKK) Kerta Buana Village, Tenggarong Seberang District, Kutai Kartanegara Regency. Through mushroom cultivating activities, the women from KWT Sejahtera and PKK become independent and have promising new business opportunities. Until the end of the post-mining period in 2025, the KTD EMB CD team is targeting the development of approximately 16 business packages for oyster mushroom farmer groups from four assisted villages, Bangun Rejo, Embalut, Kerta Buana, and Separi villages. KTD EMB Management provides full support such as training, construction of cultivation houses, up to equipment, and expected that all established groups can develop oyster mushrooms, increase production and even develop oyster mushroom derivative products that have higher economic value.

Aktivitas Activities		• Pembangunan rumah produksi jamur tiram • Penyediaan bibit, media tanam, dan peralatan penunjang budidaya jamur tiram • Peningkatan kapasitas kelompok wanita dalam budidaya jamur tiram • Construction of oyster mushroom production house • Provision of seedlings, planting media, and supporting equipment for oyster mushroom cultivation • Capacity building of women's groups in oyster mushroom cultivation
Ekonomi Economy	Input	Total anggaran CD 2022-2023: Rp44.070.000 Total CD 2022-2023 budget: Rp44,070,000
Lingkungan Environment	Output	• Terbangunnya 3 rumah produksi jamur tiram seluas 30 m^2 • Budidaya 1.000 baglog jamur tiram • Sebanyak 53 anggota di 3 kelompok wanita mengikuti pelatihan budidaya jamur • Establishment of 3 oyster mushroom production houses covering an area of 30 m^2 • Cultivation of 1,000 oyster mushroom baglogs • A total of 53 members in 3 women's groups participated in mushroom cultivation training
	Hasil Outcome	• Jumlah pendapatan kelompok (3 kelompok) dalam sekali panen sejumlah Rp15.000.000 • Sebanyak 53 anggota kelompok wanita memiliki kapasitas dalam budidaya jamur tiram • Jumlah produksi jamur dalam sekali panen sejumlah 1,5 ton • Total group income (3 groups) in one harvest amounted to Rp15,000,000. • A total of 53 women group members have the capacity in oyster mushroom cultivation • The amount of mushroom production in one harvest is 1.5 tons
	Dampak Impact	• Peningkatan kemandirian ekonomi kelompok wanita • Mengurangi angka pengangguran pada kelompok Wanita • Increased economic independence of women's groups • Reduced unemployment rate among women
Sosial Social	Input	Pembuatan pupuk organik dari limbah media tanam jamur tiram Producing organic fertilizer from oyster mushroom growing media waste
	Output	Produksi pupuk organik untuk pertanian sejumlah 1.200 kg setiap produksi Production of 1,200 kg of organic fertilizer for agriculture per production
	Hasil Outcome	Pemanfaatan limbah menjadi pupuk organik bernilai ekonomis untuk tanah pertanian Utilization of waste into economically valuable organic fertilizer for agricultural land
	Dampak Impact	Peningkatan kualitas tanah pertanian melalui penggunaan pupuk organik Improved agricultural soil quality through the use of organic fertilizers

Komunikasi dan Pelibatan Masyarakat

Pelibatan masyarakat dalam program CD dilaksanakan jauh sebelum perusahaan beroperasi. Konsultasi publik dilakukan pada tahap pra-operasi untuk menyusun Rencana Induk PPM.

Pada awal tahap operasi, Forum Konsultatif Masyarakat diadakan untuk mengajak masyarakat di sekitar WIUP berpartisipasi aktif dalam perencanaan dan evaluasi program pemberdayaan masyarakat. Forum ini mewakili berbagai bagian masyarakat seperti tokoh agama, pemuda, kader Pembinaan Kesejahteraan Keluarga (PKK) dan aparat desa. FKM diadakan minimal sekali dalam setahun. Pengurus FKM dapat dilihat pada Laporan Tahuan Pengembangan Masyarakat.

Untuk mendatangkan dampak positif yang lebih besar, sinergi program juga melibatkan kontraktor ITM. Selain itu, perusahaan berkolaborasi aktif dengan pemerintah untuk menyelaraskan program CD ITM dan entitas anak dengan program pemerintah daerah dan pusat.

Pengaduan dan Survei Kepuasan Masyarakat

Perusahaan memiliki Voice of Stakeholders (VoiS) untuk menerima masukan dan pengaduan dari masyarakat. Selama tahun 2023, tidak ada keluhan atau pengaduan yang signifikan dari masyarakat mengenai kegiatan PPM. ITM juga melakukan survei kepuasan masyarakat dengan hasil indeks kepuasan sebesar 83% di tahun 2023. [CSS-12.9.4]

Communication and Community Engagement

Community involvement in the CD program was implemented long before before the company operates. Public consultation is conducted at the pre-operation stage to develop the PPM Master Plan.

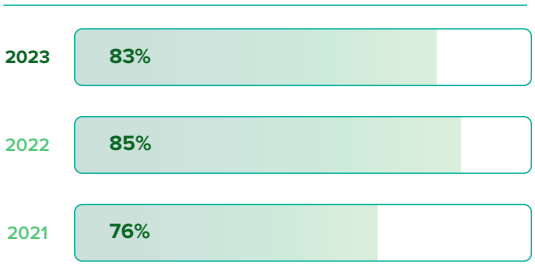
At the beginning of the operation phase, a Community Consultative Forum was held to is held to invite communities around the WIUP actively participate in the planning and evaluation of community community empowerment program. This forum represents various sections of the community such as religious leaders, youth Family Welfare Movement (PKK) cadres and village officials. FKM is held at least once a year. The management of the FKM can be found on the Annual Report Community Development.

To bring greater positive impact, the synergy program also involves ITM's contractors. programs also involve ITM's contractors. In addition, the company actively collaborates with the government to align ITM's and its subsidiaries' ITM's and its subsidiaries' CD programs with local and central government programs. and central government programs.

Grievance and Community Satisfaction Survey

The Company has a Voice of Stakeholders (VoiS) facility to receive input and complaints from the community. During 2023, there were no significant complaints or grievances from the community regarding CDE activities. ITM also conducted a community satisfaction survey with a satisfaction index of 83% in 2023. [CSS-12.9.4]

Indeks Kepuasan Masyarakat
Community Satisfaction Index



Praktik HAM dan Masyarakat Lokal

Kami memastikan program pemberdayaan dapat berjalan sesuai kebutuhan masyarakat melalui pemetaan potensi dan kondisi masyarakat, dan mengidentifikasi kelompok rentan, seperti anak-anak dan orang lanjut usia. ITM juga menganalisis risiko pada tiap perencanaan program. Adapun beberapa lokasi bisnis berdekatan dengan pemukiman masyarakat lokal dan adat sehingga ITM aktif bekerja sama dalam implementasi program yang mendukung pelestarian budaya dan mendorong perbaikan kesejahteraan hidup mereka. Selama periode pelaporan, tidak ada kejadian atau pelanggaran hak masyarakat adat. [411-1][CSS-12.10.2, CSS-12.11.2, CSS-12.11.3, CSS-12.11.4]

Praktik keamanan kami dilaksanakan dengan penuh tanggung jawab, harmonis, dan adil. Penerapannya sejalan dengan prinsip HAM, seperti aktivitas pengamanan oleh satuan pengamanan (satpam) yang berkolaborasi dengan kepolisian setempat serta anggota pengamanan yang dilatih untuk memahami HAM, termasuk hak-hak masyarakat. Seluruh (100%) personel-personel keamanan di kantor pusat sudah mengikuti pelatihan Bisnis dan HAM. Personel-personal keamanan juga sudah mengikuti Pelatihan Dasar Satpam, Pelatihan POP (Pengawas Operasional Pertama), dan lain-lain sehingga semua petugas keamanan memiliki pengetahuan, kemampuan, dan keterampilan dalam melaksanakan tugas keamanan serta meningkatkan kedisiplinan.[410-1][CSS-12.12.2]

Human Rights Practice and Local Communities

We ensure that empowerment programs can be carried out according to the community's needs through mapping the potential and conditions of the community, and identifying vulnerable groups, such as children and the elderly. ITM also analyzes risks in each program planning. As some business locations are close to local and indigenous community settlements, ITM actively cooperates in the implementation of programs that support cultural preservation and encourage the improvement of their wellbeing. During the reporting period, there were no incidents or violations of indigenous peoples' rights.[411-1][CSS-12.10.2, CSS-12.11.2, CSS-12.11.3, CSS-12.11.4]

Our security practices are implemented responsibly, harmoniously and fairly. Their implementation is in line with human rights principles, such as security activities by security unit (security officers) that collaborate with local police and security personnel who are trained to understand human rights, including community rights. All (100%) security personnel at head office have attended Businnes and Human Rights training. Security personnel have attended Security Knowledge Skill, POP (Pengawas Operasional Pertama), etc. so that all security officers have the knowledge, ability and skills to carry out security duties and improve discipline. [410-1][CSS-12.12.2]



Female Green Camp





ITM meyakini bahwa generasi muda adalah pemangku kepentingan yang penting bagi perusahaan. Oleh karena itu, perusahaan melakukan berbagai kegiatan untuk melibatkan generasi muda, salah satunya adalah Female Green Camp. Program ini memilih lima orang pemimpin perempuan untuk menjalani pelatihan dan menjalankan sebuah proyek. Tema yang dipilih beragam, mulai dari pemberdayaan perempuan, konservasi hutan bakau dan pantai, serta pengelolaan sampah. Pada tahun 2023, proyek ini memiliki penerima manfaat hampir 200 orang di tiga kota di Pulau Jawa.

Female Green Camp adalah contoh sukses bagi ITM dalam melibatkan kaum muda untuk mendorong keberlanjutan. Program ini telah memberikan keterampilan dan pengetahuan yang dibutuhkan oleh para perempuan muda untuk memberikan dampak positif terhadap lingkungan. Proyek yang telah dilakukan oleh para peserta juga telah memberikan dampak nyata, memberi manfaat bagi masyarakat dan membantu melindungi lingkungan.

ITM believes that young people are important stakeholders for the company. As such, the company has implemented several activities to engage young people, one of which is the Female Green Camp. It is a program that selects five female leaders to undergo training and conduct a project. The project themes are diverse, ranging from women's empowerment, mangrove and beach conservation, and waste management. In 2023, The projects have beneficiaries nearly 200 people in three cities in Java.

The Female Green Camp is a successful example of how ITM is engaging young people to drive sustainability. The program has provided young women with the skills and knowledge they need to make a positive impact on the environment. The projects that the participants have conducted have also had a real-world impact, benefiting communities and helping to protect the environment.

Pelatihan Bahasa Isyarat | Sign Language Training





ITM menunjukkan komitmennya dalam menyebarkan semangat inklusi dengan mengadakan pelatihan bahasa isyarat untuk karyawan. Pelatihan ini diselenggarakan untuk kedua kalinya sebagai upaya meningkatkan kesadaran dan kemampuan berkomunikasi dengan komunitas disabilitas. Pelatihan diikuti oleh karyawan dari berbagai departemen di ITM dan dipandu oleh instruktur yang merupakan karyawan disabilitas ITM.

Para peserta diajarkan berbagai macam kosakata dan frasa bahasa isyarat yang dapat digunakan dalam kehidupan sehari-hari. ITM percaya bahwa pelatihan ini dapat membantu membangun lingkungan kerja yang lebih inklusif dan ramah disabilitas. Oleh karenanya, interaksi dan komunikasi yang efektif antara karyawan dan komunitas disabilitas dapat ditingkatkan.

ITM is demonstrating its commitment to promoting inclusivity by holding sign language training for its employees. This training was organized for the second time as an initiative to increase awareness and communication skills with the disability community. The training is attended by employees from various departments at ITM and is facilitated by an instructor who is an ITM employee with a disability.

Participants are taught a variety of sign language vocabulary and phrases that can be used in everyday life. ITM believes that this training can help build a more inclusive and disability-friendly work environment. Therefore, effective interaction and communication between employees and the disability community can be enhanced.



04

Tata Kelola yang Bertanggung Jawab dan Transparan

Responsible and Transparent Governance

ITM memastikan tata kelola dijalankan dengan penuh tanggung jawab yang berlandaskan praktik terbaik dan aspek lingkungan, sosial, dan tata kelola (LST).

ITM ensures that governance is carried out responsibly based on best practices and environmental, social and governance (ESG) aspects.

Struktur Tata Kelola [2-9]
Governance Structure

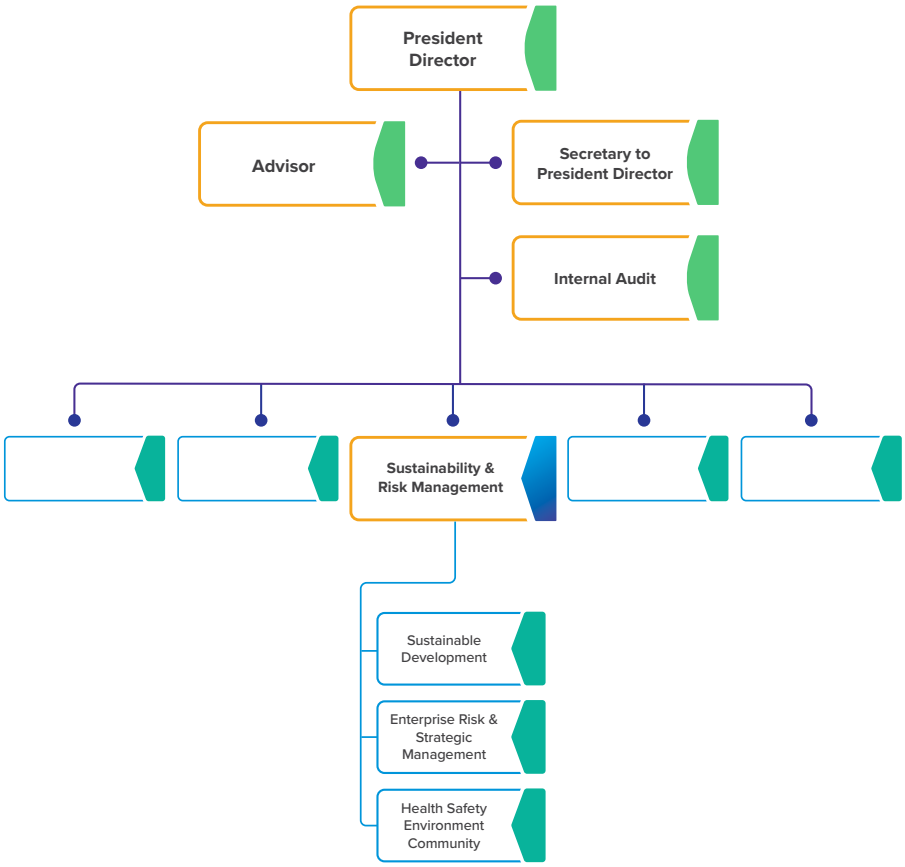
Struktur tata kelola ITM terdiri dari Rapat Umum Pemegang Saham (RUPS) yang merupakan organ tertinggi, dilanjutkan dengan Direksi dan Dewan Komisaris. Direksi bertanggung jawab atas kegiatan operasional Perusahaan, sementara Dewan Komisaris melakukan pengawasan dan memberikan nasihat kepada Direksi terkait aktivitas bisnis Perusahaan.

Direksi, dengan koordinasi Direktur utama sebagai pejabat tertinggi memiliki tanggung jawab bersama atas implementasi tata kelola keberlanjutan yang mencakup aspek lingkungan, sosial, dan tata kelola (LST). Selain itu, ITM memiliki Direktorat Sustainability & Risk Management (S&RM) yang bertugas mengelola dampak keberlanjutan pada aspek LST. Pada praktiknya, Direktorat S&RM bekerja bersama dengan berbagai fungsi lainnya untuk mencapai visi dan misi Perusahaan. Penerapan tata kelola dijalankan secara efektif dan efisien sepanjang tahun 2023, oleh karena itu, tidak ada sanksi hukum material dari pihak berwenang kepada perusahaan. Informasi terkait tata kelola ITM secara lebih lengkap dapat dilihat di Laporan Tahunan 2023 (https://itmg.co.id/investor/company-information/annual-report) halaman 131 [2-9][2-13][2-14][2-27]

ITM's governance structure consists of the General Meeting of Shareholders (GMS) which is the highest organ, followed by the Board of Directors and the Board of Commissioners. The Board of Directors is responsible for the Company's operations, while the Board of Commissioners oversees and advises the Board of Directors on the Company's business activities.

The Board of Directors, with the coordination of the President Director as the highest officer, has joint responsibility for the implementation of sustainability governance covering Environmental, Social, and Governance (ESG) aspects. In addition, ITM has a Sustainability & Risk Management (S&RM) Directorate that is tasked with managing sustainability impacts on ESG aspects. In practice, the S&RM Directorate works together with different other functions to achieve the Company's vision and mission. In 2023, the governance was carried out effectively and efficiently, thus no material legal sanctions imposed on the company from the authorities. Further information on ITM's governance can be found in the 2023 Annual Report (https://itmg.co.id/investor/company-information/annual-report) at 131 [2-9][2-13][2-14][2-27]

Struktur Organisasi Tata Kelola Keberlanjutan
Sustainability Governance Organizational Structure



Fungsi Direktorat Sustainability & Risk Management [2-13]
Function of Sustainability & Risk Management Directorate

Sustainable Development	Health, Safety, Environment, & Community	Enterprise Risk and Strategic Management
Tujuan Utama: • Menyelaraskan tujuan strategis keberlanjutan di setiap unit kerja, dalam setiap proses perencanaan, penerapan, hingga evaluasi program, untuk mempertimbangkan aspek ekonomi, lingkungan dan sosial, sehingga dapat berkontribusi terhadap TPB. • Menumbuhkan dan meningkatkan kesadaran pekerja mengenai keberlanjutan melalui kegiatan sosialisasi. • Memastikan terjalinnya hubungan yang harmonis dengan pemangku kepentingan. Main objectives: • Align the sustainability strategic goals in each work unit, in every process of planning, implementing, up to program evaluation, in economic, environmental, and social aspects, to be able to contribute to SDGs. • Foster and raise employees' awareness about sustainability through dissemination activities. • Ensure harmonious relationships with stakeholders.	Tujuan Utama: • Mengelola tiga aspek tanggung jawab sosial perusahaan sesuai ISO 26000, yaitu Kesehatan dan Keselamatan Kerja, Pelestarian Lingkungan dan Pengembangan Masyarakat (HSEC). • Mengelola standardisasi dan dampak, mengevaluasi kinerja di bidang HSEC. Main objectives: • Manage three aspects of corporate social responsibility in accordance with ISO 26000, namely Occupational Health and Safety, Environmental Preservation, and Community Development (HSEC) • Manage standardization and • impact, evaluate performance in the HSEC field.	Tujuan Utama: • Mengidentifikasi dan menganalisis risiko signifikan terkait kinerja ekonomi, lingkungan, dan sosial, serta menentukan langkah dalam menanggulangi risiko. • Mengelola kepatuhan dari aktivitas bisnis dan operasional. • Memastikan visi misi dan strategi perusahaan terimplementasi pada setiap aktivitas serta mengelola pencapaian kinerja. Main Objectives: • Identify and analyze significant risks related to economic, environmental, and social performance, and determine measures to mitigate the risks. • Manage compliance of business and operational activities. • Ensure the company's vision, mission and strategy are implemented in every activity and manage performance achievement.
Ringkasan Inisiatif Tahun 2023: • Menyelesaikan Tata Kelola SD yang meliputi Sustainability Policy, SD Role & Responsibility, Sustainability Committee Meeting • Melakukan revamp ITM Website, khususnya di bagian ESG (Environmental Social and Governance) • Meningkatkan kepedulian dan pemahaman keberlanjutan melalui pelatihan, workshop dan media komunikasi internal • Membangun mekanisme pengumpulan dan analisis data keberlanjutan "ESG Data Platform" Summary of Intiatives in 2023: • Completed the SD Governance which includes Sustainability Policy, SD Role & Responsibility, Sustainability Committee Meeting • Revamp ITM Website, especially in the ESG (Environmental Social and Governance) section. • Increase awareness and understanding of Sustainability through training, workshops and internal communication media • Establish a mechanism for collecting and analyzing Sustainability data "ESG Data Platform"	Ringkasan Inisiatif tahun 2023: • Menyusun draft kebijakan Pengendalian Emisi GRK dan Energy • Menyusun draft Strategi dan Peta Jalan Pengelolaan Perubahan iklim dan dekarbonisasi • Menyusun draft Strategi Pengelolaan Air, Bio-diversity dan B3 • Menetapkan kelompok kerja Perubahan Iklim dan Dekarbonisasi Summary of Intiatives in 2023: • Draft GHG Emission Control and Energy policy • Draft a Strategy and Roadmap for Climate Change Management and Decarbonization • Draft Water, Bio-diversity and Hazardous Waste Management Strategy • Establish a working group on Climate Change and Decarbonization	Ringkasan Inisiatif tahun 2023: • Mengadakan pelatihan Manajemen Risiko di level fungsi pendukung di ITM Jakarta • Melakukan analisis gap kematangan penerapan manajemen risiko ITM • Menyusun penyempurnaan manual dan template dalam penilaian risiko lingkungan sosial dan tata kelola • Melakukan penyempurnaan dan penyelarasan manajemen kinerja dengan KPI kalibrasi dari HR Summary of Intiatives in 2023: • Conducted Risk Management training at the support function level in ITM Jakarta. • Conduct a gap analysis of the maturity of ITM's risk management implementation. • Developed improved manuals and templates for social environmental and governance risk assessment • Refine and align performance management with calibration KPIs from HR

Sebagai organ tertinggi dalam pengelolaan keberlanjutan, Direktur Utama memiliki *key performance indicators* (KPI) terkait aspek LST yang telah disetujui oleh Dewan Komisaris, yaitu mencapai 30% dari total KPI. Aspek-aspek KPI tersebut di antaranya adalah skor keterlibatan karyawan, pelanggaran terhadap peraturan yang berdampak pada kegiatan operasional, insiden terkait *cybersecurity*, pengurangan intensitas emisi GRK, kematian akibat kerja, dan lain-lain. Sementara itu, KPI eksekutif senior ditetapkan dengan penyelarasan dengan KPI Direktur Utama.

As the highest organ in sustainability governance, the President Director has has ESG-related key performance indicators (KPIs) that have been approved by the Board of Commissioners, which account for 30% of the total KPIs. These KPIs include employee engagement scores, regulatory violations that impact operations, cybersecurity-related incidents, GHG emissions intensity reduction, occupational fatalities, and so on. Meanwhile, senior executives' KPIs are set by aligning with the President Director's KPIs.

Direksi secara rutin melakukan kunjungan lapangan setiap tahunnya, terutama bagi anggota Direksi yang baru bergabung dalam Grup ITM. Hal ini dilakukan dengan tujuan memastikan implementasi manajemen keberlanjutan yang efisien di semua lokasi. Dalam rapat Direksi dan Komite Pengembangan Keberlanjutan, Tata Kelola, Nominasi, dan Kompensasi (SDGNCC), kinerja keberlanjutan menjadi salah satu isu yang dibahas. SDGNCC bertanggung jawab kepada Dewan Komisaris. [2-26]

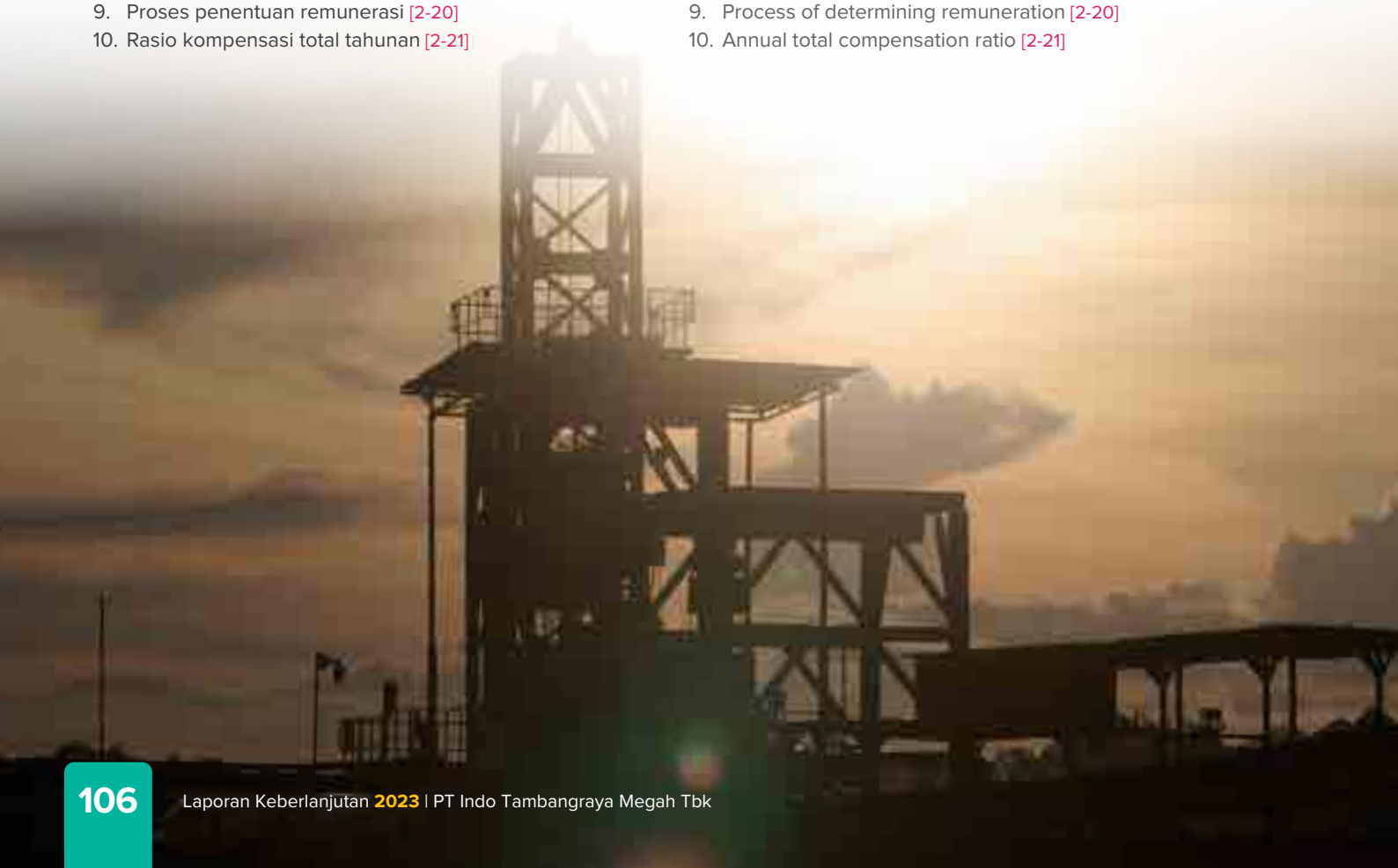
Penjelasan lebih lengkap terkait hal di bawah dapat dilihat pada Laporan Tahunan ITM 2023 (https://itmg.co.id/investor/company-information/annual-report) sebagai pelengkap Laporan Keberlanjutan 2023, yang dapat ditemukan di halaman 131 - 208:

1. Masa jabatan Direksi dan Dewan Komisaris sebagai badan tata kelola tertinggi [2-9]
2. Komposisi badan tata kelola tertinggi [2-9]
3. Nominasi dan pemilihan badan tata kelola tertinggi [2-10]
4. Ketua badan tata kelola tertinggi [2-11]
5. Peran badan tata kelola tertinggi dalam mengawasi manajemen dampak Perusahaan [2-12]
6. Konflik kepentingan [2-15]
7. Evaluasi kinerja badan tata kelola tertinggi [2-18]
8. Kebijakan remunerasi [2-19]
9. Proses penentuan remunerasi [2-20]
10. Rasio kompensasi total tahunan [2-21]

The Board of Directors regularly conducts site visits every year, especially for newly joined members of the Board of Directors within the ITM Group. This is done with the aim of ensuring efficient implementation of sustainability management at all sites. In the Board of Directors and Sustainability Development, Good Corporate Governance, Nomination and Compensation Committee (SDGNCC) meetings, sustainability performance is one of the issues discussed. The SDGNCC is responsible to the Board of Commissioners. [2-26]

More detailed description of the topics below can be viewed in the ITM Annual Report 2023 (https://itmg.co.id/investor/company-information/annual-report) which is complementary to this Sustainability Report 2023, can be found in page 131 - 208:

1. Tenure of the Board of Directors and Board of Commissioners as the highest governance body [2-9]
2. Highest governance body composition [2-9]
3. Nomination and election of the highest governance body [2-10]
4. Chair of highest governance body [2-11]
5. The role of the highest governance body in overseeing the Company's impact management [2-12]
6. Conflict of interest [2-15]
7. Performance evaluation of the highest governance body [2-18]
8. Remuneration policy [2-19]
9. Process of determining remuneration [2-20]
10. Annual total compensation ratio [2-21]



Pengelolaan Risiko Keberlanjutan
Sustainability Risk Management

Semua lini di ITM, termasuk Dewan Komisaris, Direksi, Komite, Audit Internal, Audit dan Pemantauan Risiko (AROC), serta Komite Manajemen Risiko Eksternal dan pekerja level operasional, bertanggung jawab untuk mengelola risiko. Perusahaan menerapkan Kebijakan dan Manual Manajemen Risiko yang berlaku untuk semua unit bisnis ITM serta fungsi pendukungnya. Manual Manajemen Risiko telah diselaraskan agar sesuai dengan Manual Manajemen Risiko Banpu Group serta standar ISO 31000:2018 terkait Manajemen Risiko.

Pemetaan risiko ITM mencakup pengelolaan dampak negatif dari perubahan iklim, yaitu risiko transisi dan risiko fisik. Penyampaian informasi lebih lanjut terkait dukungan pada isu perubahan iklim disampaikan pada bab Pendekatan Tata Kelola terhadap Isu Perubahan Iklim. [201-2]

Risiko Transisi dari Perubahan Iklim

Peningkatan ekspektasi dari pemangku kepentingan terhadap perusahaan terkait pengurangan emisi karbon yang dihasilkan dari aktivitas operasional, serta adanya transisi kebijakan dari pemerintah serta perubahan teknologi menuju ekonomi hijau yang lebih bersifat rendah emisi.

Mitigasi Risiko:

1. Melakukan efisiensi penggunaan energi.
2. Melakukan pemantauan dan penghitungan kadar emisi.
3. Melakukan upaya serapan karbon dengan kegiatan reklamasi tambang, menjalankan kegiatan konservasi keanekaragaman hayati, dan kegiatan rehabilitasi DAS sesuai dengan Rencana Teknis yang telah ditetapkan Pemerintah.
4. Melihat peluang untuk melakukan transisi bisnis dari energi konvensional ke energi terbarukan.
5. Mengambil langkah proaktif dan antisipatif terhadap kebijakan pemerintah yang terkait transisi energi.

Risiko Fisik dari Perubahan Iklim

Perubahan cuaca dengan kondisi seperti curah hujan yang tinggi dengan durasi panjang yang berdampak pada terganggunya operasional akibat risiko banjir dan longsor. Selain itu, musim kemarau yang panjang juga berpotensi terjadinya kekurangan air, kebakaran hutan, serta penurunan level air sungai yang menghambat proses rantai pasok.

All positions at ITM, including the Board of Commissioners, Board of Directors, Committees, Internal Audit, Audit and Risk Oversight Committee (AROC), as well as the External Risk Management Committee and employees at operational levels, are responsible for managing risk. The Company implements a Risk Management Policy and Manual that applies to all ITM business units and their supporting functions. The Risk Management Manual has been harmonized with the Banpu Group Risk Management Manual as well as the ISO 31000:2018 regarding Risk Management standard.

ITM's risk mapping includes managing the negative impacts of climate change, namely transition risk and physical risk. Further information on support for climate change issues is available in the Governance Approach to Climate Change Issues chapter. [201-2]

Climate Change Transition Risks

Increased stakeholders' expectations for the company regarding the reduction of carbon emissions generated from operating activities, as well as government policy transitions and technological changes towards a lower-emission green economy.

Risk Mitigation:

1. Use energy efficiently.
2. Monitor and calculate level of emissions.
3. Carry out carbon sequestration efforts through mine reclamation, biodiversity conservation, and watershed rehabilitation activities, in accordance with the Technical Plan that has been determined by the Government.
4. Use the opportunity to make a business transition from conventional energy to renewable energy.
5. Take proactive and anticipatory steps towards government policies related to energy transition.

Physical Risks from Climate Change

Weather changes with conditions, such as long duration of high rainfall, has an impact on operational disruption due to the risk of floods and landslides. In addition, the long dry season also has the potential to cause water shortages, forest fires, and decreased river water levels that disrupt the supply chain process.

Mitigasi Risiko:
1. Melakukan pemantauan pasokan air serta kondisi waduk secara berkala saat musim kemarau.
2. Mempersiapkan reservoir dan persediaan air lainnya.
3. Meningkatkan metode perhitungan dan perkiraan kondisi cuaca yang ekstrem.
4. Meninjau praktik sistem drainase serta mengevaluasi dan memantau kinerja pengelolaan air di kondisi curah hujan yang tinggi.
5. Mempersiapkan skenario teknis dalam melakukan proses pengiriman Batubara khususnya yang melalui sungai pada saat kondisi kemarau panjang (El Nino).

Risk Mitigation:
1. Regularly monitor water supply and reservoir conditions during dry season.
2. Prepare reservoirs and other water supplies.
3. Improve the methods of calculating and forecasting in extreme weather conditions.
4. Review drainage system practices, evaluate and monitor water management performance during heavy rainfall conditions.
5. Prepare technical scenarios in conducting the Coal shipping process, particularly through rivers during long dry conditions (El Nino).

Risiko Lingkungan dari Kegiatan Operasional

Ketidakcukupan sistem manajemen dalam mengantisipasi dampak peningkatan kegiatan operasional terhadap lingkungan, seperti pencemaran air, kekeringan, polusi udara, dan lain-lain.

Environmental Risk from Operating Activities

Inadequate management system in anticipating the environmental impact from increased operating activities, such as water pollution, drought, air pollution, and others.

Mitigasi Risiko:
1. Memastikan Sistem Manajemen Lingkungan telah dijalankan di semua aspek kegiatan operasional perusahaan.
2. Melakukan koordinasi dan kolaborasi dengan semua pihak terkait dengan kajian geohidrologi, untuk memastikan bahwa proses pertambangan tidak berdampak buruk pada sumber air bawah tanah dan kondisi air di permukaan.
3. Mempersiapkan penyiraman secara rutin di sepanjang jalan *hauling* untuk mencegah debu yang berlebih mengganggu aktivitas operasional, mengelola persediaan Batubara agar tidak terjadi *self-combustion*, serta menggunakan sistem aplikasi untuk pengukuran tingkat kondisi debu di area tambang dan masyarakat sekitar.

Risk Mitigation:
1. Ensure the Environmental Management System has been implemented in all aspects of the company's operating activities.
2. Coordinate and collaborate with all parties related to geohydrology studies, to ensure that the mining process does not adversely affect groundwater sources and surface water conditions.
3. Prepare routine watering along hauling roads to prevent excessive dust from disrupting operational activities, manage coal supplies to prevent self-combustion, and use an application system to measure the level of dust conditions in the mine area and surrounding communities.

Risiko Sosial dan Komunitas

Keluhan dan protes dari masyarakat terhadap kegiatan operasional pertambangan yang dampaknya dapat menghambat jalannya aktivitas operasional, serta adanya program pengembangan masyarakat yang belum terukur.

Social and Community Risk

Complaints and protests from the community regarding mine operations which hamper operating activities, as well as unmeasured community development programs.

Mitigasi Risiko:
1. Merealisasikan program Pengembangan Pemberdayaan Masyarakat (PPM) yang mengacu pada TPB dan peraturan pemerintah.
2. Merumuskan rencana induk PPM berdasarkan pemetaan sosial dan kebijakan Community Development (CD) yang telah dikonsultasikan kepada masyarakat, pemerintah, dan manajemen ITM.
3. Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya.

Risk Mitigation:
1. Realize the Community Development and Empowerment (CDE) program which refers to SDGs and government regulations.
2. Formulate a CDE master plan based on social mapping and Community Development (CD) policies that have been consulted with the community, government, and ITM management.
3. Improve communication strategies in building reputation and good relations with local communities and other stakeholders.

Risiko Perubahan Regulasi

Perubahan regulasi atau adanya regulasi baru yang berdampak pada aktivitas operasional dan bisnis perusahaan.

Mitigasi Risiko:

1. Membangun sistem dan infrastruktur yang efektif dalam mengelola informasi hukum dan peraturan baru.
2. Membangun dan memelihara hubungan baik dengan pemerintah dan asosiasi.
3. Mengevaluasi dan menyiapkan beberapa strategi untuk memenuhi regulasi baru terutama terkait Undang Undang Pertambangan dan Undang-Undang Cipta Kerja serta turunannya terutama terkait dengan Perpajakan, Kewajiban Pasar Domestik (DMO), Nilai Ekonomi Karbon, dan lain-lain.

Informasi pengelolaan risiko selengkapnya disampaikan dalam website (www.itmg.co.id) dan laporan tahunan yang terpisah dari laporan ini, namun saling melengkapi (https://itmg.co.id/investor/company-information/annual-report).

ITM menyediakan media komunikasi dua arah antara Direksi dan pekerja untuk menyampaikan keluh kesah, laporan pelanggaran terkait etika, dan pengaduan pemangku kepentingan guna mendukung tata kelola yang bertanggung jawab dan transparan. [2-12] [2-16]

Penyampaian langsung melalui pertemuan berkala, seperti *town hall*, *gathering*, rapat atau pertemuan RUPS, *Public Expose, Analyst Meeting, Corporate Governance Day, dan Quarterly Communication Day.* Selama tahun 2023, tidak ada hal kritis yang disampaikan kepada Direksi. [CSS-12.13.3]

Penyampaian tidak langsung melalui fasilitas Independent Whistle Blower Center (IWBC) yang dapat diakses melalui website www.iwbcitmg.com serta Voice of Stakeholders (VoiS) diakses melalui www.voisitmg.com

Regulatory Change Risk

Changes in regulations or the issuance of new regulations that affect the company's operating and business activities.

Risk Mitigation:

1. Build an effective system and infrastructure in managing new legal and regulatory information.
2. Build and maintain good relations with the government and associations.
3. Evaluate and prepare several strategies to comply with new regulations, especially those concerning the Mining Law and Job Creation Law, as well as the by laws, especially concerning Taxation, Domestic Market Obligations (DMO), Carbon Economic Value, etc.

Complete risk management information is presented on the website (www.itmg.co.id) and annual report, which is separate from this report, but complementar (https://itmg.co.id/investor/company-information/annual-report).

ITM provides a two-way communication medium between the Board of Directors and employees to submit complaints, reports of ethical violations, and stakeholder grievances to support responsible and transparent governance. [2-12] [2-16]

Direct delivery through periodic meetings, such as town hall meetings, gatherings, GMS, public exposes, analyst meetings, Corporate Governance Day, and Quarterly Communication Day. During 2023, no critical were reported to the Board of Directors. [CSS-12.13.3]

Indirect delivery through the Independent Whistle Blower Center (IWBC) facility which can be accessed through the website www.iwbcitmg.com and Voice of Stakeholders (VoiS) accessed through www.voisitmg.com.

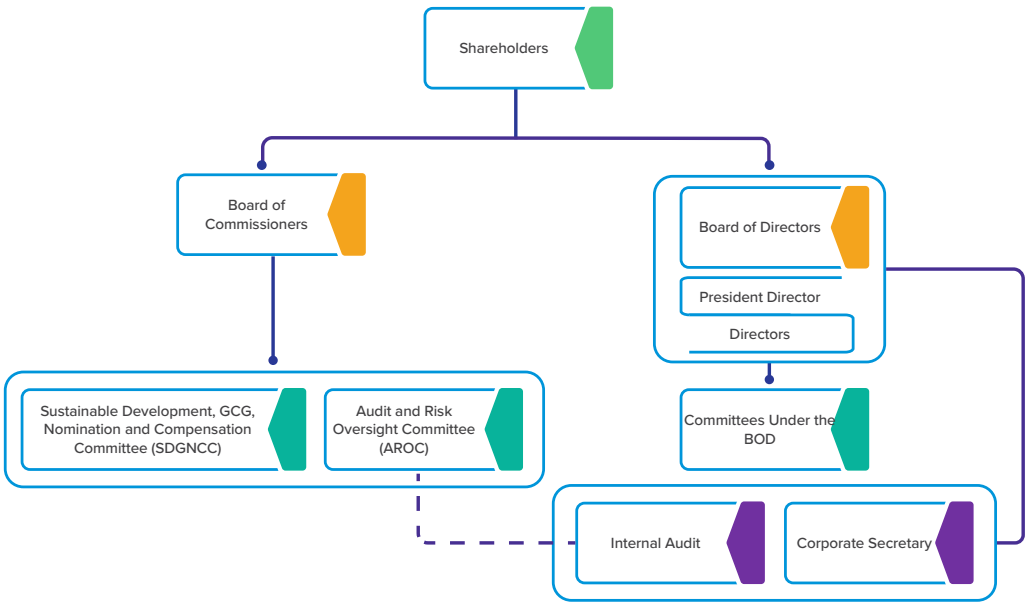
Pendekatan Tata Kelola terhadap Isu Perubahan Iklim

Governance Approach to Climate Change Issues

Komitmen ITM untuk mengatasi tantangan perubahan iklim tercermin dalam tata kelola perusahaan dan pengambilan keputusan strategis. Dalam mengembangkan strategi untuk mengatasi dampak perubahan iklim, ITM mempertimbangkan elemen inti berdasarkan Taskforce for Climate-related Financial Disclosure (TCFD) dan mulai mempelajari kerangka kerja International Financial Reporting Standards Climate-related Disclosure (IFRS S2) yang diterbitkan The International Sustainability Standards Board (ISSB). Direksi berperan penting dalam pemantauan kinerja dan arah strategis secara keseluruhan, dengan memberikan pertimbangan terhadap isu-isu terkait iklim dalam aspek-aspek utama operasional. Di tahun 2015, Dewan Komisaris membentuk Komite Pembangunan Berkelanjutan, Tata Kelola, Nominasi, dan Kompensasi (SDGNCC) yang memiliki salah satu tugas utama, yaitu mengkaji dan memberikan rekomendasi atas mitigasi risiko terkait reputasi perusahaan dan isu-isu yang berkaitan dengan aspek sosial dan Pembangunan Berkelanjutan.

ITM's commitment to addressing the challenges of climate change is reflected in its corporate governance and strategic decision-making. In developing a strategy to mitigate the impacts of climate change, ITM considered core elements based on the Taskforce for Climate-related Financial Disclosure (TCFD) and initiated a study of the International Financial Reporting Standards Climate-related Disclosure (IFRS S2) framework published by the International Sustainability Standards Board (ISSB). The Board of Directors plays a key role in monitoring overall performance and strategic direction, giving consideration to climate-related issues in key aspects of operations. In 2015, the Board of Commissioners established the Sustainable Development, Governance, Nomination and Compensation Committee (SDGNCC) with one of its main tasks being to review and provide recommendations on risk mitigation related to the company's reputation and issues related to social aspects and Sustainable Development.

SDGNCC pada struktur tata kelola perusahaan
SDGNCC in the company's governance structure



Isu perubahan iklim termasuk dalam prioritas pengelolaan berkelanjutan ITM, yang didukung oleh adanya visi, misi, strategi, dan program kerja. Manajemen ITM berperan penting dalam penilaian sistematis dan pengelolaan efektif atas risiko dan peluang terkait iklim. Hal ini mencakup pemantauan berkelanjutan terhadap metrik utama, seperti emisi karbon, konsumsi sumber daya, dan integrasi sumber energi terbarukan. Selain itu, manajemen memimpin pengembangan dan implementasi inisiatif strategis untuk memitigasi risiko yang teridentifikasi dan memanfaatkan peluang yang selaras dengan komitmen Perusahaan terhadap masa depan yang berkelanjutan. Pendekatan proaktif ini melibatkan evaluasi rutin, analisis skenario, dan integrasi pertimbangan iklim ke dalam proses perencanaan bisnis yang lebih luas. Dengan mengawasi aspek-aspek ini, manajemen memastikan bahwa ITM tidak hanya beradaptasi dengan kondisi iklim yang berubah, tetapi juga berkembang melalui penerapan praktik-praktik yang sadar lingkungan dan solusi-solusi inovatif.

ITM includes climate change issues in its sustainability management priorities, supported by its vision, mission, strategies and work programs. ITM management plays an important role in the systematic assessment and effective management of climate-related risks and opportunities. This includes continuous monitoring of key metrics, such as carbon emissions, resource consumption and integration of renewable energy sources. In addition, management leads the development and implementation of strategic initiatives to mitigate identified risks and capitalize on opportunities aligned with the Company's commitment to a sustainable future. This proactive approach involves regular evaluation, scenario analysis and integration of climate considerations into the broader business planning process. By overseeing these aspects, management ensures that ITM not only adapts to the changing climate state, but also thrives through the implementation of environmentally conscious practices and innovative solutions.

Strategi

Dalam mengembangkan strategi terkait perubahan iklim, ITM memetakan risiko dan peluang dalam tiga jangka waktu, yaitu:

1. Jangka pendek: satu (1) tahun
2. Jangka menengah: dua (2) hingga lima (5) tahun
3. Jangka panjang: lebih dari lima (5) tahun.

Lebih lanjut, kami mulai menetapkan target menuju emisi nol bersih dengan strategi dekarbonisasi.

Strategy

In developing its climate change strategy, ITM has mapped risks and opportunities over three periods, as follow:

1. Short term: one (1) year
2. Medium term: two (2) until five (5) years
3. Long term: more than five (5) years.

Moreover, we have started to develop a target towards net zero emission with decarbonization strategy.

Jenis Risiko Types of Risk	**Definisi** Definition	**Risiko terkait Iklim** Climate-related Risks	**Dampak** Impact	**Jangka Waktu** Time period
Risiko Transisi Transition Risks				
Kebijakan dan Hukum Policy and Regulation	Risiko kebijakan, litigasi, atau hukum yang berkontribusi terhadap dampak buruk atau mendorong adaptasi terhadap perubahan iklim Policy, litigation, or legal risks that contribute to adverse impacts or encourage adaptation to climate change	Perubahan peraturan terkait pertambangan batubara Changes in regulations concerning coal mining	Kehilangan pekerjaan bagi pekerja tambang batubara Job losses for coal mine workers	Jangka menengah hingga panjang Medium to long term
		Pasar karbon dan mekanisme penetapan harga karbon Carbon markets and carbon pricing mechanisms	Penetapan harga karbon, baik melalui pajak langsung, skema perdagangan emisi, atau mekanisme penghindaran kebocoran karbon (seperti pajak perbatasan) dapat menciptakan biaya tambahan melalui rantai nilai Carbon pricing, whether through direct taxes, emissions trading schemes, or carbon leakage avoidance mechanisms (such as border taxes) can create additional costs through the value chain	Jangka menengah hingga panjang Medium to long term

Jenis Risiko Types of Risk	**Definisi** Definition	**Risiko terkait Iklim** Climate-related Risks	**Dampak** Impact	**Jangka Waktu** Time period
Pasar Market	Risiko yang timbul dari pasar yang terpengaruh oleh perubahan iklim Risks arising from markets affected by climate change	Meningkatnya permintaan akan energi terbarukan Increasing demand for renewable energy	Menurunnya permintaan energi yang berasal dari Batubara dan meningkatnya pendapatan energi terbarukan karena permintaan yang lebih tinggi Decrease in Coal-based energy demand and increase in renewable energy revenues due to higher demand	Jangka menengah hingga panjang Medium to long term
		Perubahan penggunaan komoditas dari teknologi baru, adopsi pembangkit energi terbarukan, dan perubahan kebijakan dapat memengaruhi permintaan produk ITM Changes in commodity use from new technologies, adoption of renewable energy generation, and policy changes can impact demand for ITM products	Perubahan dinamika pasar batubara karena kebutuhan akan produk rendah karbon Changes in coal market dynamics due to the needs for low-carbon products	Jangka menengah hingga panjang Medium to long term
Reputasi Reputation	Perubahan persepsi pelanggan atau masyarakat atau hambatan dari transisi ke ekonomi rendah karbon Changes in customer or society perceptions or obstacles to the transition to a low-carbon economy	Persepsi negatif dari pemangku kepentingan terhadap perusahaan tambang batubara sebagai kontributor industri tinggi karbon Negative perception from stakeholders towards coal mining companies as high-carbon industries	Penghentian kemitraan dengan lembaga keuangan karena mereka mengurangi porsi dalam bekerja sama dengan perusahaan ekstraksi sumber daya alam Termination of partnerships with financial institutions due to their reduced portion of partnership with natural resource extraction companies	Jangka pendek hingga menengah Short to medium term
			Kurangnya kepercayaan dari pemegang saham dan pasar Lack of trust from shareholders and the market	Jangka pendek hingga menengah Short to medium term
Teknologi Technology	Perbaikan atau inovasi yang mendukung transisi menuju rendah karbon, sistem ekonomi yang efisien energi dapat berdampak signifikan terhadap perusahaan Improvements or innovations that support the transition to a low-carbon, energy-efficient economic system can have a significant impact on the company	Inovasi dan penggunaan teknologi baru untuk mendukung transisi ke energi terbarukan Innovation and use of new technologies to support the transition to renewable energy	Meningkatnya belanja modal untuk teknologi baru untuk mendukung transisi Increased capital expenditure on new technologies to support the transition	Jangka menengah hingga panjang Medium to long term
Finansial [201-2] Financial	Dampak finansial mengacu pada seberapa besar dampak terhadap laba (EBIT) atau rencana biaya. Dampak strategis mengacu pada seberapa besar dampak terhadap realisasi tujuan strategis tahun berjalan. Financial impact refers to the impact on profit (EBIT) or cost plan. Strategic impact means the impact on the realization of the current year's strategic objectives.	Perubahan peraturan terkait pertambangan batubara Changes in coal mining regulations	Berdasarkan hasil analisis yang dilakukan, risiko perubahan peraturan ini berada pada rating dengan dampak tinggi sehingga estimasi kerugian akibat risiko berkisar 20-30 MUSD. Based on the results of the analysis conducted, the risk of regulatory changes is at a high impact rating so that the estimated loss due to risk ranges from 20-30 MUSD.	Jangka menengah hingga panjang Medium to long term

Jenis Risiko Types of Risk	**Definisi** Definition	**Risiko terkait Iklim** Climate-related Risks	**Dampak** Impact	**Jangka Waktu** Time period
Risiko Fisik **Physical Risks**				
Akut Acute	Mengacu pada hal-hal yang didorong oleh peristiwa, termasuk peningkatan keparahan peristiwa cuaca ekstrem Referring to event-driven matters, including increased severity of extreme weather events	Cuaca ekstrem seperti hujan lebat dan banjir dapat mempengaruhi proses operasi ITM termasuk di antaranya terkait biaya dan kapasitas Extreme weather such as heavy rain and floods can affect ITM's operational processes, including costs and capacity	Meningkatnya biaya operasional dan penurunan produksi karena kondisi cuaca ekstrem Increased operational costs and decreased production due to extreme weather conditions	Jangka pendek hingga menengah Short to medium term
Kronis Chronic	Pergeseran jangka panjang dalam pola iklim Long-term shifts in climate patterns	Gelombang panas kronis Chronic heat waves	Meningkatnya jumlah pekerja yang mengalami sengatan panas/heatstroke Increasing number of workers experiencing heatstroke	Jangka menengah hingga panjang Medium to long term
		Bencana alam yang parah akibat perubahan iklim Severe natural disasters due to climate change	Meningkatnya premi asuransi akibat bencana alam yang disebabkan oleh perubahan iklim Increased insurance premiums due to natural disasters caused by climate change	Jangka menengah hingga panjang Medium to long term

Jenis Peluang Opportunity Type	**Definisi** Definition	**Peluang terkait Iklim** Climate-related Opportunities	**Dampak** Impact	**Jangka Waktu** Time period
Efisiensi Sumber Daya Resource Efficiency	Penggunaan sumber daya secara optimal, termasuk bahan baku, air, dan energi, untuk meminimalkan limbah dan dampak lingkungan Optimal use of resources, including raw materials, water, and energy, to minimize waste and environmental impact	Meningkatkan efisiensi dan proses produksi Improving production efficiency and processes	Mengurangi biaya operasional Reducing operational costs	Jangka pendek hingga panjang Short to long term
		Inovasi dalam teknologi untuk mengurangi emisi Technological innovation to reduce emissions	Manfaat untuk manajemen dan perencanaan tenaga kerja Benefits for manpower management and planning	Jangka pendek hingga panjang Short to long term
Sumber Energi Energy sources	Peluang untuk menemukan sumber energi rendah emisi Opportunities to find low-emission energy sources	Meningkatkan teknologi pembangkit energi ramah lingkungan seperti tenaga surya, tenaga air, dan battery energy storage system (BESS) Improving green energy generation technologies such as solar, hydropower, and battery energy storage system (BESS)	Mengurangi kenaikan harga ekstraksi sumber daya alam di masa depan Reduced future price increases for natural resource extraction	Jangka pendek hingga panjang Short to long term
		Menggunakan sumber energi yang lebih rendah emisi Using lower-emission energy sources	Berkurangnya paparan terhadap emisi gas rumah kaca Reduced exposure to greenhouse gas emissions	Jangka pendek hingga panjang Short to long term

Jenis Peluang Opportunity Type	**Definisi** Definition	**Peluang terkait Iklim** Climate-related Opportunities	**Dampak** Impact	**Jangka Waktu** Time period
Produk dan Jasa Products and Services	Menjajaki peluang yang terkait dengan pengembangan, produksi, dan pemasaran produk dan jasa yang berkontribusi pada mitigasi atau adaptasi perubahan iklim Explore opportunities related to the development, production and marketing of products and services that contribute to climate change mitigation or adaptation	Mengembangkan produk baru yang rendah emisi untuk meningkatkan posisi kompetitif Develop new low-emission products to improve competitive position	Posisi kompetitif yang lebih baik, yang menghasilkan peningkatan pendapatan Better competitive position, resulting in increased revenue	Jangka pendek hingga panjang Short to long term
		Mengembangkan carbon offset program atau berinvestasi dalam proyek-proyek yang mengurangi emisi karbon, yang memungkinkan ITM untuk menawarkan produk netral karbon Develop a carbon offset program or invest in projects that reduce carbon emissions, enabling ITM to offer carbon neutral products.	Meningkatkan pendapatan melalui permintaan produk baru yang netral karbon Increase revenue through demand for new carbon neutral products	Jangka pendek hingga panjang Short to long term
Pasar Market	Peluang yang terkait dengan pasar melibatkan penilaian tentang bagaimana perubahan preferensi konsumen, lanskap peraturan, dan tren global berdampak pada produk atau layanan perusahaan Market-related opportunities involve assessing changes in consumer preferences, the regulatory landscape, and global trends impact on the company's products or services	Pembiayaan obligasi hijau Green bond financing	Meningkatkan diversifikasi aset keuangan Increase diversification of financial assets	Jangka menengah hingga panjang Medium to long term
		Penggunaan insentif dari pemerintah Use of incentives from the government	Penetapan harga produk yang lebih baik dengan dukungan insentif dari pemerintah Better product pricing with incentive support from the government	Jangka pendek hingga panjang Short to long term
Resiliensi Resilience	Kapasitas adaptasi untuk menanggapi perubahan iklim agar dapat mengelola risiko terkait dengan lebih baik dan memanfaatkan peluang Adaptive capacity to respond to climate change to better manage associated risks and utilize opportunities	Diversifikasi portofolio ITM dengan mengembangkan berbagai energi terbarukan Diversify ITM's portfolio by developing various renewable energies	Peningkatan pendapatan melalui produk-produk baru Increased income through new products	Jangka pendek hingga menengah Short to medium term
		Mengembangkan strategi untuk beradaptasi terhadap dampak perubahan iklim Develop strategies to adapt to the impacts of climate change	Meningkatkan keandalan rantai pasokan dan kemampuan untuk beroperasi dalam berbagai kondisi Improve supply chain reliability and ability to operate in different conditions	Jangka pendek hingga menengah Short to medium term

Manajemen Risiko terkait Isu Perubahan Iklim

ITM menerapkan serangkaian proses manajemen risiko terkait perubahan iklim, yaitu:

1. Konteks dan Lingkungan Risiko
   a. Komunikasi & Konsultasi: Tahap awal menekankan pada komunikasi dan konsultasi yang efektif di antara para pemangku kepentingan yang terlibat dalam aksi iklim. Hal ini melibatkan masyarakat, pemerintah, dan perusahaan untuk menumbuhkan pemahaman bersama mengenai risiko iklim, kerentanan, dan potensi strategi adaptasi.
   b. Menetapkan Konteks: Tahap ini melibatkan penggambaran konteks yang lebih luas di mana risiko iklim muncul. Hal ini mencakup faktor-faktor seperti

Climate Change related Risk Management

ITM implements a series of risk management processes related to climate change, namely:

1. Context and Environmental Risk
   a. Communication & Consultation: The initial stage emphasizes effective communication and consultation among stakeholders involved in climate action. This involves communities, governments and businesses to build a mutual understanding of climate risks, vulnerabilities and potential adaptation strategies.
   b. Setting the Context: This stage involves describing the broader context in which climate risks arise. This includes factors such as changing weather patterns, sea level rise and socio-economic considerations,

perubahan pola cuaca, kenaikan permukaan air laut, dan pertimbangan sosio-ekonomi sehingga menciptakan landasan yang komprehensif untuk strategi manajemen risiko iklim.

2. Penilaian Risiko
   a. Identifikasi Risiko: Proses identifikasi secara sistematis melibatkan pengenalan berbagai macam ancaman dari perubahan iklim, termasuk peristiwa cuaca ekstrem, kenaikan suhu, dan pergeseran pola curah hujan.
   b. Analisis Risiko: Setelah diidentifikasi, analisis menyeluruh dilakukan untuk memahami dinamika spesifik dari setiap risiko iklim, termasuk menilai potensi tingkat keparahan dampak terhadap ekosistem, masyarakat, dan infrastruktur.
   c. Evaluasi Risiko: Tahap ini melibatkan evaluasi signifikansi setiap risiko yang teridentifikasi dalam konteks perubahan iklim. Penentuan prioritas didasarkan pada faktor-faktor seperti urgensi upaya mitigasi atau adaptasi, potensi dampak ekonomi, dan kerentanan wilayah yang terkena dampak.
3. Penanganan Risiko
   Tahap penanganan risiko melibatkan pemilihan dan penerapan strategi untuk memodifikasi risiko terkait iklim. Hal ini dapat mencakup langkah-langkah mitigasi untuk mengurangi emisi gas rumah kaca, strategi adaptasi untuk meningkatkan ketahanan, serta pertimbangan pendanaan dan alokasi sumber daya untuk mendukung upaya-upaya tersebut.
4. Pemantauan dan Peninjauan Proses pemantauan dan peninjauan yang berkelanjutan merupakan bagian yang tidak terpisahkan dari manajemen risiko perubahan iklim yang efektif. Penilaian profil risiko secara berkala memastikan bahwa strategi yang diterapkan tetap relevan dan adaptif. Hal ini termasuk meninjau kembali rencana penanganan risiko, mengevaluasi efektivitas aksi iklim yang sedang berjalan, dan mengidentifikasi risiko yang muncul terkait dengan pola iklim yang terus berkembang.

Pengelolaan risiko terkait perubahan iklim memerlukan pemahaman yang komprehensif tentang beragam risiko dalam lanskap iklim yang terus berubah, termasuk dalam hal ini adalah pemahaman tentang bagaimana risiko-risiko ini dapat muncul dari waktu ke waktu dan strategi yang diterapkan untuk mengendalikan dan memitigasinya. Instrumen penting untuk mendokumentasikan dan memusatkan informasi yang kemudian dapat membantu dalam pengambilan keputusan secara tepat adalah dengan menggunakan satu atau beberapa daftar risiko perubahan iklim (*climate change risk registers*). Daftar ini berfungsi sebagai daftar konsolidasi risiko yang telah diidentifikasi dan dinilai, yang mengintegrasikan hasil dari proses manajemen risiko iklim.

creating a comprehensive foundation for climate risk management strategies.

2. Risk Assessment
   a. Risk Identification: The identification process systematically involves recognizing various threats from climate change, including extreme weather events, rising temperatures, and shifting rainfall patterns.
   b. Risk Analysis: Once identified, a thorough analysis is conducted to understand the specific dynamics of each climate risk, including assessing the potential severity of impacts to ecosystems, communities and infrastructure.
   c. Risk Evaluation: This stage involves evaluating the significance of each identified risk in the context of climate change. Prioritization is based on factors such as the urgency of mitigation or adaptation efforts, the potential economic impact, and the vulnerability of the affected region.
3. Risk Mitigation
   The risk mitigation stage involves selecting and implementing strategies to modify climate-related risks. This may include mitigation measures to reduce greenhouse gas emissions, adaptation strategies to increase resilience, and consideration of funding and resource allocation to support these efforts.

4. Monitoring and Evaluation
   Continuous monitoring and evaluation process is an integral part of effective climate change risk management. Regular risk profile assessments ensure that strategies remain relevant and adaptive. This includes reviewing risk management plans, evaluating the effectiveness of ongoing climate actions, and identifying arising risks associated with changing climate patterns.

Managing climate change-related risks requires a comprehensive understanding of the diverse risks in the changing climate landscape, including an understanding of how these risks may arise over time and the strategies implemented to control and mitigate them. An important instrument for documenting and centralizing information that later can help make appropriate decision is the use of one or more climate change risk registers. These registers serve as a consolidated list of identified and assessed risks, integrating the results of the climate risk management process.

ITM mengintegrasikan proses untuk mengidentifikasi, menilai, dan mengelola risiko terkait iklim, antara lain dengan:

1. Memantau hukum dan peraturan terkait Iklim (karbonisasi dan emisi GRK).
2. Menetapkan target GRK dalam KPI operasional ITM.
3. Memperbaiki metode perkiraan dan perhitungan untuk prediksi cuaca.
4. Implementasi Program Dekarbonisasi dan Solusi berbasis Sumber Daya Alam.
5. Biaya tambahan untuk mengimplementasikan peningkatan berbasis proses rendah karbon dalam rantai nilai.
6. Belanja modal untuk mengembangkan bisnis yang lebih hijau dan rendah karbon.

Matriks dan Target

ITM berkomitmen terhadap transparansi dan akuntabilitas dalam menangani risiko dan peluang terkait iklim. Perusahaan menggunakan seperangkat matriks yang selaras dengan strategi menyeluruh dan proses manajemen risiko untuk menilai dan mengelola dampak pada operasi kami. ITM telah memulai perjalanan transformatif dengan menetapkan target yang komprehensif untuk mencapai netralitas karbon di seluruh operasi dan kegiatan kami. ITM telah menetapkan target pengurangan emisi jangka panjang sebesar 5% pada tahun 2025 dan target jangka pendek berupa penurunan emisi sebesar 1% per tahun sampai tahun 2025.

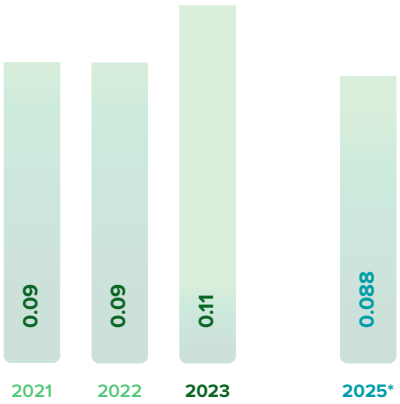
ITM integrates processes to identify, assess and manage climate-related risks, among others by:

1. Monitoring climate-related laws and regulations (carbonization and GHG emissions).
2. Setting GHG targets in ITM's operational KPIs.
3. Improving forecasting and calculation methods for weather prediction.
4. Implementation of Decarbonization Program and Natural Capital Solutions.
5. Additional costs to implement low-carbon process-based improvements in the value chain.
6. Capital expenditure to develop a greener and low-carbon business.

Matrix and Targets

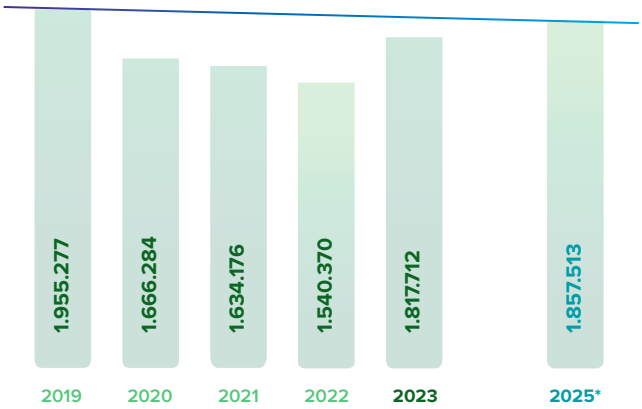
ITM is committed to transparency and accountability in addressing climate-related risks and opportunities. The company utilizes a set of matrices aligned with a complete strategy and risk management process to assess and manage impacts on our operations. ITM has embarked on a transformative journey by setting a comprehensive target to achieve carbon neutrality across our operations and activities. ITM has set a long-term emission reduction target of 5% by 2025 and a short-term target of 1% emission reduction per year until 2025.

Intensitas Emisi Gas Rumah Kaca (GRK)* (Ton CO_2eq/Ton Produksi)
GHG Emission Intensity (Tons CO_2eq/Tons Production)



Keterangan: Penghitungan intensitas emisi cakupan 1 dan 2
*Target berdasarkan tahun dasar 2019
Notes: Scope 1 and 2 emission intensity calculation
*Targer based on the baseline year 2019

Reduksi Emisi GRK (Ton CO_2eq)
GHG Emission Reduction (Ton CO_2eq)



Keterangan: *Target penurunan berdasarkan tahun dasar 2019
Notes: *Reduction target based on the baseline year 2019

Etika Bisnis
Business Ethics

Pendekatan Manajemen [3-3][CSS-12.20.1] | Management Approach

Topik Material: Etika Bisnis

Kebijakan:
- Kebijakan Tata Kelola (GCG Policy)
- Aturan Perilaku (Code of Conduct)

Material Topic: Business Ethics

Policy:
- Good Corporate Governance Policy (GCG)
- Code of Conduct

Dampak dan Pengelolaan | Impact and Management:

Keunggulan kinerja ITM didukung oleh tata kelola yang bertanggung jawab dan transparan. Bisnis perusahaan senantiasa dijalankan dengan penuh integritas, jujur, dan beretika. ITM tidak menoleransi segala bentuk kecurangan, termasuk suap dan korupsi, dan di saat bersamaan terus memastikan persaingan yang adil di seluruh rantai nilai operasi.

ITM's performance excellence is supported by responsible and transparent governance. The company's business is always conducted with integrity, honesty and ethics. ITM does not tolerate any form of fraud, including bribery and corruption, while ensuring fair competition across the value chain of operations.

Sumber Daya dan Evaluasi | Resources and Evaluation

Departemen Corporate Secretary mengemban tanggung jawab dalam pengelolaan kinerja etika bisnis, yang juga mencakup penegakan antikorupsi. Setiap tahunnya, ITM mengadakan evaluasi berkala atas sistem pengaduan dan pelaporan pelanggaran/whistleblowing system sebagai piranti pendukung antikorupsi, dan dilaporkan kepada Komite Pembangunan Berkelanjutan, Tata Kelola, Nominasi dan Remunerasi (SDGNCC). Adapun hasil evaluasi tahun 2023 menyebutkan bahwa penegakan etika bisnis dalam ITM dan entitas anak usahanya berlangsung efektif yang didukung perangkat pelaporan bagi pemangku kepentingan (CG Tools) yang berjalan dengan baik.

The Corporate Secretary Department is responsible for managing business ethics performance, which also includes anti-corruption enforcement. ITM annually conducts periodic evaluation of the whistleblowing system as an anti-corruption support tool, and reports to the Sustainable Development, GCG, Nomination and Remuneration Committee (SDGNCC). The evaluation results for 2023 stated that the implementation of business ethics in ITM and its subsidiaries was effective, supported by well-running stakeholder reporting tools (CG Tools).

Kebijakan Tata Kelola
GCG Policy

Antisuap dan Antikorupsi

ITM tidak menoleransi segala jenis fraud di internal perusahaan maupun pada rantai nilai kami. Setiap karyawan diwajibkan sepenuhnya untuk menghindari segala bentuk kecurangan dan tindakan yang berkaitan dengan korupsi atau suap. Untuk meningkatkan kesadaran akan antikorupsi, Perusahaan mempromosikan nilai ini secara rutin melalui kegiatan sosialisasi. Pada tahun 2023, kegiatan sosialisasi dilaksanakan pada pada tanggal 25 september 2023 di Site Bontang, Kalimantan Timur dan tanggal 20 Juli 2023, serta 27 November 2023 di Jakarta. Pada tahun 2023, ITM tidak melaksanakan pelatihan antikorupsi, sehingga data karyawan dan badan tata kelola yang menerima pelatihan antikorupsi berdasarkan wilayah dan kategori belum dapat ditampilkan. ITM memiliki kebijakan dan pedoman antisuap dan antikorupsi yang bersifat mengikat seluruh insan ITM tanpa terkecuali, yang dapat diakses di www.itmg.co.id [205-2][CSS-12.20.3]

Sepanjang tahun 2023, tidak ada praktik suap dan korupsi yang tercatat baik dari internal maupun mitra usaha kami. Meski belum memetakan jenis tindakan yang dianggap rawan terhadap perilaku korupsi, ITM telah menjalankan inisiatif seleksi mitra yang didasarkan pada prinsip kehati-hatian, termasuk melakukan uji tuntas dengan calon mitra bisnis dan penandatangan komitmen integritas. [205-1, 205-3][CSS-12.20.2, CSS-12.20.4]

Perusahaan juga tidak mendapatkan denda, pinalti, atau penyelesaian lain terkait korupsi, serta tidak ada pekerja yang didisiplinkan atau diberhentikan karena ketidakpatuhan terhadap kebijakan antikorupsi. ITM juga tidak terlibat dalam segala bentuk kontribusi politik. [415-1] [CSS-12.22.2]

Sistem Pelaporan Pelanggaran

Perusahaan menerima aduan pelanggaran, termasuk suap dan korupsi. Manajemen kemudian akan menindaklanjuti pelaporan sesuai dengan mekanisme yang berlaku, sesuai dengan yang tertera pada website perusahaan http://www.itmg.co.id. [2-16]

Anti-Bribery and Anti-Corruption

ITM does not tolerate any type of fraud within the company or in our value chain. Every employee is required to avoid any form of fraud and acts of corruption or bribery. To raise awareness on anti-corruption, the Company promotes this value regularly through dissemination. In 2023, the dissemination activities were conducted on 25 September 2023 at the Bontang Site, East Kalimantan and on 20 July 2023, also on 27 November 2023 in Jakarta. In 2023, ITM has not conducted anti-corruption traning, so data on employees and governance bodies that received anti-corruption traning by region and catagory cannot be displayed. ITM has issued anti-bribery and anti-corruption policies and guidelines that are binding all ITM employees without exception, which can be accessed at www.itmg.co.id [205-2] [CSS-12.20.3].

In 2023, no bribery and corruption practices were recorded from either our internal or business partners. Although ITM has not yet mapped out the types of actions that are considered prone to corrupt behavior, ITM has implemented prudent partner selection initiative, including conducting due diligence with prospective business partners and signing integrity pacts. [205-1, 205-3][CSS-12.20.2, CSS-12.20.4]

The Company has not been subject to any fines, penalties or other settlements related to corruption, nor has any employee been disciplined or dismissed for non-compliance with anti-corruption policies. ITM also does not engage in any form of political contributions. [415-1] [CSS-12.22.2]

Whistleblowing System

The Company accepts complaints of violations, including bribery and corruption. Management will then follow up on the report in accordance with the applicable mechanism, as stated on the company's website http://www.itmg.co.id. [2-16]

Sistem Pelaporan Reporting System	**Penjelasan** Explanation	**Penerapan** Application
Independent Whistle Blower Center (IWBC)	ITM memiliki kebijakan Whistleblowing System (WBS) yang berakar kepada nilai-nilai inti perusahaan dan sesuai prinsip dan praktik-praktik GCG, untuk mendukung pelaporan pelanggaran hukum dan etika kepada otoritas internal. ITM menyediakan Independent Whistle Blowing Center (IWBC) melalui web portal https://iwbcitmg.com/app/portal yang tersedia 24 jam dan dalam bahasa nasional (Indonesia) dan bahasa internasional (Inggris). ITM has a whistleblowing system (WBS) policy based on the company's core values and in accordance with GCG principles and practices, to support the reporting of legal and ethical violations to internal authorities. ITM provides Independent Whistle Blowing Center (IWBC) through web portal https://iwbcitmg.com/app/ portal available 24 hours and in national language (Indonesian) and international language (English).	Seluruh pekerja ITM dan pemangku kepentingan serta masyarakat All employees of ITM and stakeholders

Sistem Pelaporan Reporting System	Penjelasan Explanation	Penerapan Application
Voice of Stakeholders (VoiS)	Sarana penyampaian ketidakpuasan atas sebuah tindakan atau ketiadaan suatu tindakan, mengenai standar layanan/kurangnya layanan yang diberikan oleh Perusahaan atau meminta tindakan perbaikan yang bisa dimanfaatkan oleh seluruh pemangku kepentingan. VoIS dapat diakses melalui www.voisitmg.com yang tersedia 24 jam dan dalam bahasa nasional (Indonesia) dan bahasa internasional (Inggris) A facility to express grievances regarding an action or lack of action, service standards/lack of services provided by the Company or requesting corrective actions that can be used by all stakeholders. VoiS can be accessed at www.voisitmg.com which is available 24 hours and in the national language (Indonesia) and international language (English)	Seluruh pemangku kepentingan All stakeholders
Transparency Center (TC)	Sistem pelaporan untuk kegiatan pemberian atau penerimaan hadiah, tanda balas jasa, dan jamuan, maupun situasi benturan kepentingan. Transparency Center (TC) dipantau oleh Komite Transparansi di setiap unit kerja. Komite Transparansi dipimpin oleh Direktur Utama dan bertanggung jawab kepada Direksi A reporting system for activities of giving or receiving gifts, gratuities, and entertainment as well as the occurrence of potential conflict of interest. Transparency Center (TC) is monitored by the Transparency Committee in each work unit. The Transparency Committee is chaired by the President Director and is responsible to the Board of Directors.	Seluruh pekerja ITM All employees of ITM

Informasi lebih lengkap terkait dengan Whistleblowing System dapat ditemukan pada Laporan Tahunan 2023 ITM pada Bab Sistem Pelaporan Pelanggaran.

Further information regarding the Whistleblowing System can be accessed in ITM's 2023 Annual Report on Whistleblowing System chapter.

Persaingan Usaha yang Sehat

Dengan menetapkan harga jual sesuai dengan acuan yang berlaku di Indonesia dan global, ITM senantiasa memastikan praktik persaingan usaha yang sehat. Setiap pekerja dipastikan mengetahui dan mematuhi kebijakan antipersaingan melalui Aturan Perilaku. Selain itu, setiap peserta tender pengadaan harus menyerahkan deklarasi integritas yang menyatakan bahwa bisnis mereka tidak terlibat dalam perilaku antipersaingan atau korupsi. Dalam sistem pengadaan digital atau e-procurement, ITM menerapkan prinsip etika bisnis bernilai, terbuka, efisien, dan efektif, dan akuntabel. [CSS-12.20.5]

ITM tidak menghadapi tuduhan memenangkan kompetisi dengan menjual batubara di bawah harga pasar selama periode pelaporan tahun 2023. Tidak ada kasus hukum yang dikonfirmasi yang melibatkan tindakan antipersaingan, anti-trust, atau monopoli terhadap perusahaan atau karyawannya. [206-1]

Fair Business Competition

ITM ensures fair competition by setting selling prices in line with Indonesian and global benchmarks. Every employee is made aware of and complies with the anti-competitive policy through the Code of Conduct. In addition, each procurement bidder must submit an integrity pact stating that their business does not engage in anti-competitive behavior or corruption. In the e-procurement digital system, ITM applies the ethical business principles of value, transparency, efficiency, effectiveness, and accountability. [CSS-12.20.5]

ITM did not face any allegations of winning competition by selling coal below market price during the 2023 reporting period. There were no confirmed legal cases involving anticompetitive, anti-trust or monopolistic actions against the company or its employees. [206-1]

Manajemen Keberlangsungan Usaha

ITM meminimalkan dampak negatif dengan memastikan adanya mekanisme untuk mengantisipasi dan mengatasi keadaan darurat atau krisis dalam operasi bisnis ITM dan seluruh entitas anaknya. Maka dari itu, tanggung jawab untuk merumuskan dan menerapkan strategi dalam menjaga kelancaran operasi bisnis dan memastikan bahwa semua proses bisnis tetap berjalan dalam situasi darurat dijalankan oleh Manajemen Keberlangsungan Usaha. Selain itu, ITM menggunakan Business Continuity Plan (BCP) untuk menjaga pekerja, memastikan operasi aman, dan mendukung ketahanan masyarakat di setiap area operasionalnya.

Kepatuhan Sosioekonomi

Praktik tata kelola ITM berkaitan dengan kepatuhan dan tanggung jawab sosial sehingga kami berkomitmen untuk menciptakan budaya kepatuhan yang mendukung praktik bisnis yang sehat dan bertanggung jawab untuk mencapai tujuan dan misi strategis Perusahaan. Kami merealisasikannya melalui pembentukan fungsi dan internalisasi nilai kepatuhan pada setiap insan ITM. Perusahaan terus meningkatkan kinerja pengelolaan kepatuhan melalui analisis peraturan yang lebih akurat dan menyeluruh. Kami juga membuat sistem untuk mengawasi perizinan dan kewajiban perusahaan.

Memberikan dampak positif bagi seluruh pemangku kepentingan, terutama pada masyarakat merupakan salah satu bentuk komitmen ITM dalam melaksanakan tanggung jawab sosial. Hal ini dilakukan melalui peningkatan kualitas masyarakat di sekitar lokasi operasional melalui berbagai insiatif ekonomi yang didasarkan pada pemetaan sosial, yang mempertimbangkan gap dan kebutuhan sosial ekonomi masyarakat.

Business Continuity Management

ITM minimizes negative impacts by ensuring that mechanisms are in place to anticipate and address emergencies or crises in the business operations of ITM and its subsidiaries. Therefore, the responsibility to formulate and implement strategies to maintain smooth business operations and ensure that all business processes continue to run in emergency situations is carried out by Business Continuity Management. In addition, ITM utilizes a Business Continuity Plan (BCP) to safeguard employees, ensure safe operations, and support community resilience in each of its operational areas.

Socioeconomic Compliance

ITM's governance practices relate to compliance and social responsibility, therefore, we are committed to creating a compliance culture that supports sound and responsible business practices to achieve the Company's strategic goals and mission. We realize this through the establishment of functions and internalization of compliance values in every ITM employee. The Company continues to improve compliance management performance through more accurate and thorough regulatory analysis. We also create a system to monitor licenses and company obligations.

Delivering a positive impact for all stakeholders, especially on the community is one of ITM's commitments in carrying out social responsibility. This is realized by improving the quality of life of th communities around operational sites through various economic initiatives based on social mapping, taking into account the community's socio-economic gaps and needs.

Teknologi (Digitalisasi) dan Inovasi
Technology (Digitalization) and Innovation

Pendekatan Manajemen [3-3] | Management Approach

Topik Material: Teknologi (Digitalisasi) dan Inovasi

Kebijakan:
- Standar Manajemen Sistem Informasi dan Keamanan Siber
- Computer Rental Program Management Standard
- Pertumbuhan Berkelanjutan melalui inovasi

Material Topics: Technology (Digitalization) and Innovation

Policy:
- Information System and Cyber Security Management Standard
- Standar Manajemen Program Penyewaan Komputer
- Sustainable Growth through innovation

Dampak dan Pengelolaan | Impact and Management:

ITM menerapkan digitalisasi dan inovasi pada proses bisnis untuk mendukung kelancaran operasional dan proses transformasi bisnis menuju energi terbarukan. Aspek ini menjadi sarana untuk menciptakan ruang bagi peluang bisnis selanjutnya dan efisiensi bisnis utama ITM yang telah berjalan sehingga tujuan strategis dapat tercapai.

ITM applies digitaliization and innovation to business processes to support seamless operations and the business transformation process towards renewable energy. This aspect is a means to create room for further business opportunities and efficiency of ITM's existing core business to achieve strategic goals.

Sumber Daya dan Evaluasi | Resources and Evaluation

Pengelolaan kinerja terkait teknologi merupakan tanggung jawab dari Departemen Information Technology (IT) sementara terkait inovasi merupakan tanggung jawab Departemen Digital Center of Excellence (DCOE) dan Departemen Management System and Business Process (MSBP). Evaluasi dilakukan setiap tahun dengan dilaksanakannya sesi bersama dengan fungsi terkait untuk melihat capaian dan merumuskan perbaikan ke depannya. Hasil evaluasi tahun 2023 Menyederhanakan program Pembelajaran DCC menjadi Pembelajaran Inovasi ITM serta Peningkatan IT Dual Speed & infrastruktur.

The Information Technology (IT) Department is responsible for managing technology-related performance, while innovation-related is the responsibility of the Digital Center of Excellence (DCOE) and Management System and Business Process (MSBP) Department. Evaluation is carried out annually in joint sessions with related functions to see achievements and formulate future improvements. Evaluation results in 2023 Streamlined DCC Learning Program to ITM Innovation Learning and Dual Speed IT & infrastructure upgrade

Digitalisasi pada Proses Bisnis

ITM meneguhkan komitmen untuk memanfaatkan teknologi dan inovasi digital sebagai salah satu upaya strategis dalam perjalanan transformasi menjadi perusahaan yang *greener* dan *smarter.* Hal ini direalisasikan pada berbagai dimensi operasional, keuangan, tata kelola, dan keberlanjutan. Digitalisasi di tahun 2023 berfokus pada kelanjutan adopsi teknologi dengan fokus pada otomatisasi dan komitmen untuk meningkat produk digital yang ada, seperti MOCA (Mine Operation Collaboration Apps) and MMS (Maintenance Management Solutions).

Melalui kerja sama dengan berbagai fungsi, DCOE mengadopsi metodologi Design Thinking dan Scrum untuk mengembangkan produk digital, yang menghasilkan 9 *use cases* dengan nilai substansial sekitar USD5,6 juta di tahun 2023. Metodologi Scrum memungkinkan pengembangan prototipe, proyek percontohan, dan produk yang dapat direalisasikan dengan cepat. Sementara dari sisi IT, beberapa strategi untuk mempercepat transformasi digital, yaitu: integrasi platform data secara menyeluruh; memperkuat kemanan siber; adopsi teknologi dan infrastruktur; standardisasi kerangka kerja ITM Application; dan implementasi teknologi industri 4.0.

Salah satu capaian terkait keberlanjutan yakni mengenai Data ESG. Kami mengembangkan ESG *dashboard* sebagai upaya perbaikan Tata Kelola ESG data.

Keamanan Digital

Pemanfaatan dan pengembangan teknologi informasi (IT) merupakan salah satu elemen penting untuk mencapai optimalisasi bisnis Perusahaan. Kami telah mengimplementasikan ISO 27001 Sistem Manajemen Keamanan Informasi untuk mengelola risiko keamanan data, serta melindungi dan mempertahankan kerahasiaan, integritas, dan ketersediaan informasi. Penguatan sistem IT juga direncanakan melalui penerapan ISO 20000 Sistem Manajemen Layanan – IT di tahun 2024.

Keamanan Sistem IT

Keamanan sistem IT dan data digital, seperti menjamin keamanan platform Data Center dan meningkatkan kemampuan untuk mengembangkan sistem data merupakan salah satu tantangan yang dihadapi oleh ITM. Atas upaya maksimal dari departemen yang terlibat dalam pengelolaannya, tidak ada kebocoran data dan pengaduan dari pelanggan dan pihak eksternal lainnya di tahun 2023. [418-1]

Digitalization of Business Processes

ITM establishes its commitment to utilize technology and digital innovation as one of the strategic efforts in the transformation journey to become a greener and smarter company. This is realized in various dimensions of operations, finance, governance and sustainability. Digitalization in 2023 focused on the continued adoption of technology, focusing on automation and a commitment to enhance existing digital products, such as MOCA (Mine Operation Collaboration Apps) and MMS (Maintenance Management Solutions).

Through collaboration with various functions, DCOE adopted Design Thinking and Scrum methodologies to develop digital products, resulting in 9 use cases with a substantial value of approximately USD5.6 million in 2023. Scrum methodology enables the development of prototypes, pilot projects, and products that can be realized quickly. Meanwhile, from the IT aspect, several strategies to accelerate digital transformation, including comprehensive data platform integration; strengthening cyber security; technology and infrastructure adoption; standardization of ITM Application framework; and implementation of industry 4.0 technology.

One of the sustainability-related achievements is ESG Data. We developed ESG dashboard as an effort to improve ESG data governance.

Digital Security

The utilization and development of information technology (IT) is one of the focal elements to achieve business optimization. We have implemented ISO 27001 Information Security Management System to manage data security risks, as well as protect and maintain the confidentiality, integrity and availability of information. Strengthening the IT system is also planned through the implementation of ISO 20000 Service Management System - IT in 2024.

IT System Security

Security of IT systems and digital data, such as ensuring the security of the Data Center platform and improving the ability to develop data systems is one of the challenges faced by ITM. Thanks to the maximum efforts of the departments involved in its management, there were no data leaks and complaints from customers and other external parties in 2023. [418-1]

Hingga akhir tahun 2023, kami telah mengadakan beberapa kegiatan terkait keamanan digital:

1. Program *Bug Bounty*
2. Penilaian Kerentanan dan Uji Penetrasi untuk Aplikasi ITM
3. *Audit Surveillances* untuk ISO27001
4. Kesadaran Keamanan Siber untuk Semua Saluran Komunikasi

Inovasi Ramah Lingkungan

Di tahun 2023, terdapat beberapa inisiatif inovasi yang berkontribusi pada pengurangan emisi karbon dari kegiatan operasional, di antaranya:

1. **Mengurangi rasio bahan bakar dalam proses pengangkutan batubara**
   Proyek inisiatif ini diusung oleh karyawan TRUST untuk mengurangi rasio penggunaan bahan bakar yang digunakan oleh Side Dump Truck (SDT) tipe Mercy 4043, Mercy 4046, dan Sitrak C7H. Hasil dari implementasi inisiatif ini adalah penurunan rasio penggunaan bahan bakar dari sebelumnya rata-rata 0,0243 menjadi rata-rata 0,0241, atau pengurangan total emisi CO_2 kurang lebih sebesar 191.435 ton.
2. **Optimalisasi desain planbase med dengan memaksimalkan cadangan batubara C19**
   Proyek inisiatif yang diinisiasi oleh karyawan IMM, dengan melakukan optimisasi desain pit, analisa geoteknik, dan perbaikan di beberapa aspek operasional. Proyek ini bisa menghasilkan pengurangan GRK sebanyak 9.185 kg/hari, total rencana pengurangan sekitar 36.739 kg, dengan asumsi pemulihan rencana setiap 3 hari selama durasi proyek.
3. **Mengurangi biaya pemindahan lapisan tanah penutup dari anggaran dengan mengatur & mengontrol jarak angkut lapisan tanah penutup**
   Proyek inisiatif dari karyawan JBG mengenai pengelolaan yang lebih baik terkait jarak angkut lapisan tanah. Dengan berjalannya proyek ini, tercapai penurunan penggunaan bahan bakar sebesar kurang lebih 984 ribu liter atau penurunan total emisi CO_2 sebesar 59,71 ton.
4. **Aplikasi sistem informasi geotagging berbasis web dan mobile untuk rehabilitasi daerah aliran sungai**
   Proyek ini diinisiasi oleh karyawan BEK terkait solusi geotagging yang memberdayakan petani untuk meningkatkan efektivitas dan efisiensi kerja. Proyek ini berpotensi pada sekuestrasi karbon sebesar 1,5 ton CO_2/ha dihitung dari 7 Kelompok Tani Hutan (KTH) sebagai area pengambilan sampel.

Until the end of 2023, we have conducted several activities related to digital security:

1. Bug Bounty Program
2. Vulnerability Assessment and Penetration Test for ITM Apps
3. Audit Surveillances for ISO27001
4. Cybersecurity Awareness to All Channel Communication

Environmentally Friendly Innovation

In 2023, there were several innovation initiatives that contributed to reducing carbon emissions from operational activities, including:

1. **Reducing fuel ratio in coal transportation process**

   This initiative project was carried out by TRUST employees to reduce the ratio of fuel used by the Side Dump Truck (SDT) type Mercy 4043, Mercy 4046, and Sitrak C7H. The result of this initiative implementation is a decrease in the fuel usage ratio from the previous average of 0.0243 to an average of 0.0241, or total reduction of CO_2 emissions of approximately 191,435 tons.

2. **Optimization of planbase med design by maximizing C19 coal reserves**
   IMM employees started this initiative project by optimizing pit design, geotechnical analysis, and improvements in several operational aspects. This project could result in GHG reduction of 9,185 kg/day, with total planned reduction of approximately 36,739 kg, assuming planned recovery every 3 days for the duration of the project.

3. **Reducing overburden removal costs from budget by managing & controlling overburden hauling distances**

   An initiative project by JBG employees on better management of overburden hauling distances. This project has resulted in fuel usage reduction of approximately 984 thousand liters or total CO_2 emissions reduction of 59.71 tons.
4. **Web-based and mobile geotagging information system application for watershed rehabilitation**
   BEK employees initiated this project on a geotagging solution that empowers farmers to improve work effectiveness and efficiency. The project has the potential for carbon sequestration of 1.5 tons of CO_2/ha calculated from 7 Forest Farmer Groups (KTH) as sampling areas.

Kinerja Ekonomi
Economic Performance

Pendekatan Manajemen [3-3][CSS-12.8.1, CSS-12.21.1] | Management Approach

Topik Material:

Kinerja Ekonomi dan Manajemen Rantai Pasok

Kebijakan:
- Kode Etik Pemasok
- Kebijakan Perpajakan

Materials Topics: Employment, Local Communities, Human Rights

Economic Performance and Supply Chain Management

Policy:
- Supplier Code of Conduct
- Tax Policy

Dampak dan Pengelolaan | Impact and Management:

Pengelolaan rantai pasok dan kinerja ekonomi yang andal mendukung efektivitas bisnis ITM dan menguatkan pondasi bisnis untuk dapat terus menciptakan nilai dan manfaat bagi seluruh pemangku kepentingan. ITM menerapkan Kode Etik bagi pemasok dan melakukan penilaian aspek ESG untuk memastikan adanya dampak positif berkelanjutan dari proses bisnis perusahaan.

Reliable supply chain management and economic performance support ITM's business effectiveness and strengthen the foundation of the business to continue creating value and benefits for all stakeholders. ITM implements a Code of Conduct for suppliers and performs ESG assessments to ensure sustainable positive impacts from the company's business processes.

Sumber Daya dan Evaluasi | Resources and Evaluation

Fungsi Operations, Finance, Sales & Logistic bertanggung jawab atas pengelolaan kinerja ekonomi dan rantai pasokan. Evaluasi kinerja ekonomi dilakukan melalui mekanisme penilaian atas laporan berkala dan pencapaian target key performance indicators (KPI) Direksi maupun Dewan Komisaris. Hasil evaluasi tahun 2023 menunjukan capaian kinerja ekonomi yang baik, di mana volume produksi batubara telah sesuai dengan target yang ditetapkan.

The Operations, Finance, Sales & Logistics functions are responsible for managing economic performance and supply chain. Economic performance is evaluated through the mechanism of periodic reports and achievement of key performance indicators (KPI) targets for the Board of Directors and Board of Commissioners. The results of the 2023 evaluation represents a positive economic performance, where the coal production volume is complied with the set target.

Kebijakan Perpajakan
Tax Policy

Di tengah penurunan harga batubara global dan harga jual rata-rata, ITM dapat mencapai kinerja ekonomi optimal dengan volume produksi mencapai target. Hal ini didukung oleh upaya Perusahaan dalam mengendalikan biaya produksi dan menerapkan manajemen kas yang penuh tanggung jawab. Selain itu, kami mempertahankan kualitas nilai kalorifik batubara yang beragam, termasuk nilai kalorifik tinggi yang jarang dimiliki pesaing. Dengan kualitas ini, bisnis dapat menghasilkan marjin pendapatan yang lebih tinggi dengan menjangkau pasar yang lebih luas, termasuk pasar premium.

Kami menjangkau pasar seperti Jepang yang menggunakan teknologi pengolahan batubara berkalori tinggi. ITM tidak hanya berfokus pada produk berkalori tinggi, tetapi juga menggunakan teknologi pencampuran (*blending*) untuk dapat menyediakan berbagai jenis produk batubara untuk memenuhi permintaan dari berbagai pasar.

Pada tahun 2023, seluruh anak usaha ITM telah memenuhi target DMO masing-masing dan terus berkomitmen mendukung kebutuhan batubara domestik Indonesia guna mendorong perekonomian nasional. [CSS-12.21.8]

Amid declining global coal prices and average selling prices, ITM was able to achieve optimal economic performance with production volumes achieved the targets. This was supported by the Company's efforts in controlling production costs and implementing responsible cash management. In addition, we maintained the quality of diverse coal calorific values, including high calorific values that competitors rarely have. With this quality, the business can generate higher revenue margins by reaching out to a wider market, including the premium market.

We are reaching out to markets such as Japan that use high calorific value coal processing technology. ITM not only focuses on high calorific value products, but also uses blending technology to be able to provide various types of coal products to meet the demands of various markets.

During 2023, all ITM subsidiaries have met their DMO targets and continue to be committed to supporting Indonesia's domestic coal needs to boost the national economy. [CSS-12.21.8]

Target dan Realisasi Produksi Siap Dipasarkan dan Penjualan Batubara (Juta Ton)
Target and Realization of Finish Coal Production and Sales (Million Tons)

Uraian Description	2023		
	Target Target	Realisasi Realization	Persentase (%) Percentage
Produksi siap dipasarkan Production (Finish Coal)	16.6 - 17.0	17.2	101.8%
Penjualan Sales	21.5 - 22.2	20.9	97.2%

Realisasi Penjualan Batubara
Realization of Coal Sales

Pelanggan Customer	2023		2022		2021	
	Juta Ton Million Tons	%	Juta Ton Million Tons	%	Juta Ton Million Tons	%
Domestik Domestic	5.1	24.4	4.2	22.2	4.7	23.5
Ekspor Export	15.8	75.6	14.7	77.8	15.4	76.5
Jumlah Total	20.9	100.0	18.9	100.0	20.1	100.0

ITM mencapai pendapatan bersih sebesar USD2.374 juta di tahun 2023, menurun 34,7% dari tahun lalu. Sementara laba bersih tercapai sejumlah USD500 juta, menurun 58,3% dari tahun sebelumnya.

Seluruh pendapatan Perusahaan berasal dari penjualan batubara dan pendapatan tambahan seperti bunga bank dan deposito. ITM terus memberikan kontribusi tahunan kepada penerimaan negara melalui pembayaran pajak dan Penerimaan Negara Bukan Pajak (PNBP). Perusahaan merealisasikan

ITM's net revenue reached USD2,374 million in 2023, a decrease of 34.7% from last year. Meanwhile, net income reached USD 500 million, a decrease of 58.3% from the previous year.

All of the Company's revenues are generated from coal sales and ancillary revenue such as bank interest and deposits. ITM continues to make annual contributions to state revenue through payments of tax and Non-Tax State Revenue (PNBP). The Company realized PNBP payment reached USD358

PNBP sebesar USD358 juta di tahun 2023. Secara keseluruhan, nilai ekonomi yang diberikan kepada pemerintah melalui pembayaran pajak dan PNBP mencapai USD543 juta, menurun 40% dari USD911 juta pada tahun 2022. Hingga akhir tahun 2023, ITM tidak menerima bantuan keuangan dari pemerintah. [201-1, 201-4][CSS-12.8.2, CSS-12.2.2, 12.21.3]

million in 2023. Overall, the economic value distributed to the government through tax and PNBP payments reached USD543 million, a decrease of 40% from USD911 million in 2022. Until the end of 2023, ITM did not receive any financial assistance from the government. [201-1, 201-4][CSS-12.8.2, CSS-12.2.2, 12.21.3]

ITM beroperasi di Indonesia sehingga pemenuhan kewajiban pembayaran pajak dilakukan pada pemerintah Indonesia. Tanggung jawab terkait pemenuhan pembayaran pajak, proses evaluasi kepatuhan dan mitigasi risiko terkait perpajakan ITM dilakukan oleh Departemen Keuangan dengan melibatkan pemangku kepentingan yaitu pihak yang berwenang dalam proses konsultasi maupun partisipasi terkait pajak, di antaranya konsultan pajak dan kantor pajak. [207-1, 207-2, 207-3, 207-4][CSS-12.21.4, CSS-12.21.5, CSS-12.21.6, CSS-12.21.7]

Due to its operations located in Indonesia, ITM pays tax obligations to the Indonesian government. Responsibilities for tax payment fulfillment, compliance evaluation process and risk mitigation related to ITM's taxation are carried out by the Department of Finance by involving stakeholders that are the authorized parties in the process of consultation and participation related to taxes, including tax consultants and tax offices. [207-1, 207-2, 207-3, 207-4][CSS-12.21.4, CSS-12.21.5, CSS-12.21.6, CSS-12.21.7]

ITM menyadari adanya ancaman perubahan iklim yang dapat berdampak pada kondisi keuangan. Secara internal, kami sudah merancang strategi untuk mengatur jumlah produksi sesuai dengan kondisi cuaca. Meski demikian, Perusahaan tetap siaga akan potensi dampak buruk sehingga tidak ada kerugian substansial yang terjadi. Selama periode pelaporan, tidak ada proses produksi dan pengiriman batubara yang terganggu. [201-2]

ITM recognizes the threat of climate change that could impact its financial condition. Internally, we have designed a strategy to manage production according to weather conditions. However, the Company remains cautious to potential adverse impacts so that no substantial losses are incurred. During the reporting period, there was no disruption in coal production and delivery. [201-2]

Akuntan publik yang independen telah melakukan audit atas data keuangan dalam laporan ini. Lebih lanjut, informasi keuangan dapat dilihat lebih lengkap pada www.itmg.co.id

Independent public accountant firm has audited the financial data in this report. Further financial information can be found at www.itmg.co.id

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1][12.21.2]
Economic Value Generated and Distributed (Thousand USD)

Nilai Ekonomi yang Dihasilkan Economic Value Generated	2023	2022	2021
Pendapatan Bersih Economic Value Generated	2,374,315	3,636,213	2,076,813
Pendapatan Bunga Bank dan Deposito Income from Bank Interest and Deposits	34,517	8,795	2,906
Pendapatan/(Pengeluaran) Selisih Kurs Foreign Exchange Income/(Expenses)	201	(31,694)	(1,498)
Pendapatan/(Pengeluaran) Lain-lain Other Income/(Expenses)	3,930	(115,025)	(171,501)
Nilai Ekonomi yang Dihasilkan Economic Value Generated	2,412,963	3,498,289	1,906,720
Nilai Ekonomi yang Didistribusikan Economic Value Distributed			
Biaya Operasional Operational Costs	1,051,813	1,029,782	802,461
Gaji Pekerja dan Benefit Lainnya Employees Salaries and Other Benefits			
Pekerja Operasional Operational Employees	41,267	52,330	53,251
Pekerja Administrasi dan Penjualan Administrative and Sales Staff	22,396	23,339	18,877
Jumlah Gaji Pekerja dan Manfaat Lain Total Employee Salaries and Other Benefits	63,663	75,669	72,178

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1][12.21.2]
Economic Value Generated and Distributed (Thousand USD)

Nilai Ekonomi yang Dihasilkan Economic Value Generated	2023	2022	2021
Pembayaran kepada Penyandang Dana Payments to Providers of Capital			
Dividen kepada Pemegang Saham Dividend to Shareholders	673,907	538,372	106,740
Bunga Pinjaman kepada Bank Loan Interest to the Bank	1,380	930	892
Pengeluaran untuk Pemerintah (Pajak, Royalti dan Lainnya) Payment to Government (Taxes, Royalty and Others)	543,397	911,120	428,695
Pengeluaran untuk Masyarakat Community Investments	3,671	6,419	2,996
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	2,337,831	2,562,292	1,413,962
Nilai Ekonomi yang Ditahan Economic Value Retained	75,132	935,997	492,758
Nilai Ekonomi yang Ditahan Sebelum Dividen Economic Value Retained Excluding Dividend	749,039	1,474,369	599,498

Keterangan: Sumber Laporan Laba Rugi Konsolidasi yang telah diaudit. Kinerja ekonomi meliputi seluruh anak perusahaan; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, IBP, TRUST, GEM, NPR, SME, EBP, GPK, CPI, IHP. Informasi keuangan tidak dapat disajikan berdasarkan negara karena ITM hanya beroperasi di Indonesia.
Note: Audited Consolidated Profit and Loss Statements. Economic performance cover all subsidiaries; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, IBP, TRUST, GEM, NPR, SME, EBP, GPK, CPI, IHP. Financial information is not presented by country because ITM only operates in Indonesia.

Penjaminan Mutu dan Kepuasan Pelanggan

Kepuasan pelanggan merupakan prioritas utama kami. Untuk itu, ITM selalu berupaya menjaga kualitas produk batubara, layanan, dan komunikasi dengan semua pelanggan. ITM menjamin bahwa semua produk (100%) telah menjalani proses penjaminan mutu sesuai dengan standar dan spesifikasi yang telah disepakati serta tidak ada produk yang ditarik kembali. Di samping itu, tidak ada insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa di tahun 2023. Mengingat kekhususan produk batubara, laporan ini tidak mengungkapkan informasi terkait material. [301-1, 301-2, 301-3] [416-1, 416-2]

Di tahun 2023, kami melaksanakan survei kepuasan pelanggan untuk mengetahui penilaian pelanggan terhadap produk dan layanan ITM sehingga dapat lebih optimal untuk memenuhi preferensi dan ekspektasi mereka. Sebanyak sembilan pelanggan domestik ITM yang masih terikat kontrak kerja aktif mengirimkan tanggapan atas survei tersebut.

Quality Assurance and Customer Satisfaction

Customer satisfaction is our top priority. For this reason, ITM continuously maintains the quality of coal products, services and communication with all customers. ITM guarantees that 100%) of its products have undergone quality assurance processes in accordance with agreed standards and specifications, and no products have been recalled. In addition, there were no incidents of non-compliance concerning health and safety impacts of products and services in 2023. Due to the specificity of coal products, this report does not disclose material related information. [301-1, 301-2, 301-3] [416-1, 416-2]

In 2023, we conducted a customer satisfaction survey to determine customers' perception of ITM's products and services, to be more optimized in meeting their preferences and expectations. A total of nine ITM's domestic customers under active work contracts responded to the survey.

Survei Kepuasan Pelanggan Tahun 2023
Customer Satisfication Index (CSI) in 2023

81.4% Sangat Puas
Very Satisfied

Pengelolaan Rantai Pasok yang Bertanggung Jawab

ITM menjalin kerja sama dengan pemasok dalam proses bisnisnya, dan menerapkan Kode Etik Pemasok untuk mendukung terciptanya rantai nilai yang sehat dan bertanggung jawab. Perusahaan menilai kinerja pemasok dengan menggunakan kriteria lingkungan, sosial, dan tata kelola (LST). Di tahun 2023, semua pemasok (100%) telah dievaluasi dengan hasil tidak ada pemasok yang memberikan dampak negatif pada lingkungan, masyarakat, maupun pekerja. Tidak ada pemasok baru di tahun 2023. [308-1, 308-2, 414-1, 414-2][CSS-12.15.8, CSS-12.15.9, CSS-12.16.3, CSS-12.17.3]

Responsible Supply Chain Management

ITM partners with suppliers in its business processes, and implements a Supplier Code of Conduct to support a healthy and responsible value chain. The Company assesses supplier performance based on environmental, social and governance (ESG) criteria. By 2023, all suppliers (100%) have been evaluated and found no supplier has a negative impact on the environment, community, or employees. There were no new suppliers in 2023. [308-1, 308-2, 414-1, 414-2][CSS-12.15.8, CSS-12.15.9, CSS-12.16.3, CSS-12.17.3]



100%

Pemasok telah dinilai berdasarkan kriteria sosial dan lingkungan
Suppliers have been assessed based on social and environmental criteria

Kami menyadari pentingnya kesadaran akan aspek HAM di rantai nilai Perusahaan sehingga ITM memberikan sosialisasi kepada pemasok/vendor untuk memastikan adanya penegakan prinsip-prinsip HAM saat mereka beroperasi. Kami mendorong pemasok untuk memperhatikan Kesehatan dan Keselamatan Kerja, menghindari kerja paksa, dan tidak mempekerjakan anak-anak.

We recognize the importance of human rights awareness in the Company's value chain. Therefore, ITM provides dissemination to suppliers and vendors to ensure the enforcement of human rights principles when they operate. We encourage suppliers to pay attention to occupational health and safety, as well as avoid forced labor and child labor.



05

LAMPIRAN

Appendix

Lampiran
Appendix

Kinerja Keanekaragaman Hayati [304-1][CSS-12.5.2]
Biodiversity Performance

Uraian Description	2023		2022		2021	
	Beroperasi (a) Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)
Unit bisnis terkait dengan kawasan lindung Business units related to protected areas						
Berada dalam wilayah Inside the area	-	-	-	-	-	-
Berdekatan dengan Adjacent	-	-	-	-	-	-
Terdapat Sebagian Partially	IMM	-	IMM	-	IMM	-
Unit bisnis terkait dengan kawasan hutan belantara keanekaragaman hayati yang tinggi Business unit related to a high biodiversity forest area						
Berada dalam wilayah Inside the area	BEK & NPR	-	BEK & NPR	-	BEK	-
Berdekatan dengan Adjacent	-	-	-	-	-	-
Terdapat Sebagian Partially	-	-	-	-	-	-
Jumlah unit usaha Total business units						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	8	-	8	-	8	-
Diidentifikasi sebagai potensi dampak yang tinggi Identified as high impact potential	3	-	3	-	2	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	8	-	8	-	8	-
Perlu rencana pengelolaan keanekaragaman hayati Require a biodiversity management plan	8	-	8	-	8	-
Menerapkan rencana pengelolaan keanekaragaman hayati Implement a biodiversity management plan	8	-	8	-	8	-
Luas (hektar) Area (hectare)						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	80,669	-	80,669	-	80,669	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	80,669	-	80,669	-	80,669	-
Memiliki rencana pengelolaan keanekaragaman hayati Have a biodiversity management plan	80,669	-	80,669	-	80,669	-
Area offset keanekaragaman hayati Biodiversity offset area	-	-	-	-	-	-

Kinerja Keanekaragaman Hayati [304-1][CSS-12.5.2]
Biodiversity Performance

Uraian Description	2023		2022		2021	
	Beroperasi (a) Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)	**Beroperasi (a)** Operating (a)	**Proyek (b)** Project (b)
Proporsi unit usaha Business unit proportion						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	100%	-	100%	-	100%	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	100%	-	100%	-	100%	-
Memiliki rencana pengelolaan keanekaragaman hayati(c) Have a biodiversity management plan(c)	100%	-	100%	-	100%	-

(a) Unit bisnis yang saat ini beroperasi
(b) Dalam pengembangan dan konstruksi proyek, termasuk tambang dengan status perawatan & pemeliharaan
(c) Untuk unit(-unit) bisnis yang diidentifikasi sebagai potensi dampak keanekaragaman hayati yang tinggi saja
(a) Business units currently operating
(b) Under project development and construction, including mines with care & maintenance status
(c) For business unit(s) identified as potential high biodiversity impact only

Jumlah Kecelakaan Kerja [403-2, 403-9] CSS-12.14.10
Number of Occupational Accident

ITM dan Anak Usaha ITM and Subsidiaries	2023			2022			2021		
	Fatal	**Berat** Major	**Ringan** Minor	**Fatal**	**Berat** Major	**Ringan** Minor	**Fatal**	**Berat** Major	**Ringan** Minor
PT Bharinto Ekatama	0	1	0	0	0	0	0	1	0
PT Kitadin Embalut	0	0	0	0	0	0	0	1	0
PT Kitadin Tandung Mayang	NA	NA	NA	0	0	0	0	0	0
PT Indominco Coal Mining	0	2	0	0	0	0	1	0	0
PT Jorong Barutama Greston	0	0	0	0	0	0	0	0	0
PT Trubaindo Coal Mining	0	0	0	0	0	0	0	1	0
PT Graha Panca Karsa	0	0	0	0	0	0	0	0	0
PT Nusa Persada Resources	0	0	0	0	0	0	0	0	0
PT Tepian Indah Sukses	NA	NA	NA	N/A	N/A	N/A	N/A	N/A	N/A
PT Indo Tambangraya Megah – Samarinda Office	0	0	0	0	0	0	0	0	0
PT Indo Tambangraya Megah – Balikpapan Office	0	0	0	0	0	0	0	0	0
Total	0	3	0	0	2	1	1	3	0

Keterangan: TRUST merupakan kontraktor dari WIUP IMM, WIUP TCM dan WIUP BEK
Notes: TRUST is a contractor from WIUP IMM, WIUP TCM and WIUP BEK

Injury Rate dan Lost Day Rate [403-2, 403-9] [CSS-12.14.10]
Injury Rate and Lost Day Rate

ITM dan Anak Usaha ITM and Subsidiaries	2023		2022		2021	
	Injury Rate	**Lost day Rate**	**Injury Rate**	**Lost day Rate**	**Injury Rate**	**Lost day Rate**
PT Bharinto Ekatama	0.12	7.34	0.00	0.00	0.11	3.55
PT Kitadin Embalut	0.00	0.00	0.00	0.00	0.24	23.98
PT Kitadin Tandung Mayang*	NA	NA	0.00	0.00	0.00	0.00
PT Indominco Coal Mining	0.15	14.98	0.25	17.78	0.07	423.28

Injury Rate dan Lost Day Rate [403-2, 403-9] [CSS-12.14.10]
Injury Rate and Lost Day Rate

ITM dan Anak Usaha ITM and Subsidiaries	2023		2022		2021	
	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate
PT Jorong Barutama Greston	0.00	0.00	0.00	0.00	0.00	0.00
PT Trubaindo Coal Mining	0.00	0.00	0.00	0.00	0.08	0.30
PT. Graha Panca Karsa	0.00	0.00	0.00	0.00	0.00	0.00
PT. Nusa Persada Resources	0.00	0.00	0.00	0.00	0.00	0.00
PT. Tepian Indah Sukses	NA	NA	N/A	N/A	N/A	N/A
PT Indo Tambangraya Megah – Samarinda Office	0.00	0.00	0.00	0.00	0.00	0.00
PT. Indo Tambangraya Megah – Balikpapan Office	0.00	0.00	0.00	0.00	0.00	0.00
Jumlah	0.09	7.18	0.07	5.24	0.09	137.28

Keterangan: TRUST merupakan kontraktor dari WIUP IMM, WIUP TCM dan WIUP BEK
* PT Kitadin Tandung Mayang tidak beroperasi dan telah menyelesaikan tahap pasca tambang serta telah menyerahkan lahan pinjam pakai kawasan hutan ke pemerintah pada pada November 2022
Notes: TRUST is a contractor from WIUP IMM, WIUP TCM and WIUP BEK
*PT Kitadin Tandung Mayang is not operating and has completed the post-mining stage and has handed over the borrow-to-use forest area to the government on November 2022

Izin Pinjam Pakai Kawasan Hutan (IPPKH) yang dimiliki ITM
Lease-to Use Forest Permit (IPPKH) held by ITM

Wilayah Operasi Operational Area	Nomor Izin Permit Number
PT Jorong Barutama Greston	• SK. 406/Menhut-II/2010 Jo. SK. 671/Menlhk/Setjen/PLA.0/9/2019 • SK. 637/Menhut-II/2011 jo. SK 1080/MENLHK/setjen/PLA.0/11/2021
PT Indominco Mandiri	• SK. 549/Menhut-II/2013 jo.SK. 566/MENLHK/Setjen/PLA.0/9/2019 • SK. 420/Menhut-II/2013 • SK. 538/Menhut-II/2010 jo. SK. 281/ Menlhk/Setjen/PLA.0/5/2021 • SK. 565/Menhut-II/2010 jo.SK. 169/Menlhk/Setjen/PLA.0/4/2021 • SK. 174/Menhut-II/2009 jo. SK.656/Menlhk/Setjen/PLA.0/9/2019
PT Bharinto Ekatama	• SK. 621/Menhut-II/2010 jo.SK. 384/Menlhk/Setjen/PLA.0/6/2021 • SK. 946/Menhut-II/2013 jo. SK 539/2020 jo. SK.216/2021 • SK.704/Menlhk/Setjen/PLA.0/9/2019
PT Trubaindo Coal Mining	• SK. 300/Menhut-II/2013 • SK. 945/Menhut-II/2013
PT Graha Panca Karsa	SK 695/Menhut-II/2014
PT Nusa Persada Resources	SK.100/MENLHK/SETJEN/PLA.O/2/2020
PT Tepian Indah Sukses	SK.1260/MENLHK/SETJEN/PLA.0/12/2022

Jumlah Pekerja Berdasarkan Kewarganegaraan dan Gender
Number of Employees Based on Citizenship and Gender

Entitas Entity	2023				2022				2021			
	WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT Indo Tambangraya Megah	111	33	25	1	108	37	24	1	112	32	19	2
PT Indominco Mandiri	467	69	4	0	499	69	6	0	518	72	13	0
PT Trubaindo Coal Mining	296	37	7	0	355	42	6	0	458	77	6	1
PT Bharinto Ekatama	260	80	6	0	273	77	5	0	170	38	3	0
PT Kitadin	14	4	0	0	25	12	1	0	130	23	2	0
PT Jorong Barutama Greston	101	10	3	0	115	11	2	0	119	11	1	0
PT Tambang Raya Usaha Tama	626	28	13	1	671	23	13	1	570	18	9	1
PT Gas Emas	0	0	0	0	0	0	0	0	0	0	0	0

Jumlah Pekerja Berdasarkan Kewarganegaraan dan Gender
Number of Employees Based on Citizenship and Gender

Entitas Entity	2023				2022				2021			
	WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT Nusa Persada Resources	9	2	0	0	6	0	0	0	6	1	0	0
PT ITM Bhinneka Power	8	0	3	1	6	0	2	1	4	0	1	1
PT Tepian Indah Sukses	4	2	0	0	1	0	0	0	1	0	0	0
PT Energi Batubara Perkasa	2	2	1	0	2	2	1	0	1	1	1	0
PT Graha Panca Karsa	19	4	0	0	17	3	0	0	15	3	0	0
PT Cahaya Power Indonesia	10	2	0	0	6	2	0	0	N/A	N/A	N/A	N/A
Jumlah Total	1,927	273	62	3	2,084	279	60	3	2,104	276	55	5
	2,200		65		2,363		63		2,380		60	
	2,265				2,426				2,440			

Jumlah Pekerja Berdasarkan Status Kepegawaian dan Lokasi Penempatan [2-7]
Number of Employee Based on Employment Status

Entitas Entity	2023		2022		2021	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Indo Tambangraya Megah	132	38	134	36	130	35
PT Indominco Mandiri	533	7	567	7	589	14
PT Trubaindo Coal Mining	328	12	390	13	525	17
PT Bharinto Ekatama	308	38	328	27	199	12
PT Kitadin	18	0	36	2	147	8
PT Jorong Barutama Greston	111	3	124	4	130	1
PT Tambang Raya Usaha Tama	402	266	314	394	247	351
PT Gas Emas	0	0	0	0	0	0
PT Nusa Persada Resources	9	2	7	0	6	1
PT ITM Bhinneka Power	7	5	6	3	1	5
PT Tepian Indah Sukses	4	2	1	0	1	0
PT Energi Batubara Perkasa	4	1	4	1	2	1
PT Graha Panca Karsa	18	5	16	4	15	3
PT Cahaya Power Indonesia	9	3				
Jumlah Total	1,883	382	1,931	495	1,992	448
	2,265		2,426		2,440	

Jumlah Pekerja Berdasarkan lokasi Point of Hire
Number of Employees based on Point of Hire location

Wilayah Area	2023	2022	2021
Kalimantan Timur East Kalimantan	1,282	1,387	1,668
Kalimantan Selatan South Kalimantan	114	207	123
Kalimantan Tengah Center Kalimantan	8	19	3

Jumlah Pekerja Berdasarkan lokasi Point of Hire
Number of Employees based on Point of Hire location

Wilayah Area	2023	2022	2021
Luar Kalimantan Outside Kalimantan	861	813	646
Jumlah Total	2,265	2,426	2,440

Jumlah Pekerja Berdasarkan Tingkat Pendidikan
Number of Employees based on Level of Education

Pendidikan Education	2023		2022		2021	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
SD Elementary School	42	2	53	14	60	14
SMP Junior High School	79	1	93	5	111	5
SMA Senior High School	1,018	37	946	42	1,166	51
D3 Diploma	165	35	150	32	167	35
S1 Bachelor Degree	624	180	546	149	608	160
S2 Master Degree	57	21	44	18	46	16
S3 Doctorate	4	0	0	0	0	0
Lainnya Others	0	0	1	0	1	0
Jumlah Total	1,989	276	1,833	260	2,159	281
	2,265		2,093		2,440	

Jumlah Pekerja tahun 2023 Berdasarkan Masa Kerja
Number of Employees Based on Working Period

Entitas Entity	0-5	6-11	12-17	18-23	24-29	30-Up	Jumlah Total
PT Indo Tambangraya Megah	48	42	54	20	6	0	170
PT Indominco Mandiri	19	74	161	45	223	18	540
PT Trubaindo Coal Mining	36	46	111	142	5	0	340
PT Bharinto Ekatama	139	62	73	61	8	3	346
PT Kitadin	1	2	9	1	4	1	18
PT Jorong Barutama Greston	5	10	19	74	6	0	114
PT Tambang Raya Usaha Tama	453	84	85	23	20	3	668
PT Nusa Persada Resources	8	1	1	1	0	0	11
PT ITM Bhinneka Power	10	2	0	0	0	0	12
PT Tepian Indah Sukses	3	1	2	0	0	0	6
PT Energi Batubara Perkasa	4	1	0	0	0	0	5
PT Graha Panca Karsa	8	1	10	4	0	0	23
PT Cahaya Power Indonesia	12	0	0	0	0	0	12
Jumlah	746	326	525	371	272	25	2,265

Jumlah Pekerja Berdasarkan Usia dan Gender
Number of Employees Based on Age and Gender

Kelompok Usia Age Group	2023		2022		2021	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	41	21	59	17	45	8
26 - 35	500	120	575	125	572	133
36 - 45	839	104	921	108	924	108
46 - 55	586	29	572	31	599	29
56 and Up	23	2	17	1	19	5
Jumlah Total	1,989	276	2,144	282	2,159	281
	2,265		2,426		2,440	

Jumlah Pekerja Alih Daya ITM Berdasarkan Area Operasi dan Gender [2-7][2-8]
Total ITM Outsource Employees Based on Operational Area and Gender

Area Operasi Operational Area	2023		2022		2021	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
TCM	61	12	56	9	59	8
BEK	77	16	47	4	45	5
IMM	33	2	51	0	53	1
JKT	21	3	17	2	13	2
BPN	21	7	14	7	16	6
TRUST	414	5	488	11	235	7
Jumlah Total	627	45	673	33	421	29
	672		706		450	

Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia dan Gender [401-1][CSS-12.15.2]
New Employee Recruitment by Age Group and Gender

Kelompok Usia Age Group	2023		2022		2021	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	17	13	22	9	22	9
26 - 35	87	18	186	25	186	25
36 - 45	41	4	144	21	144	21
46 - 55	9	0	46	11	46	11
56 and Up	11	1	10	0	10	0
Jumlah Total	165	36	408	66	408	66
	201		474		474	

Rekrutmen Karyawan Baru Berdasarkan Gender dan Wilayah [401-1][CSS-12.15.2]
New Employee Recruitment by Gender and Region

Area Operasi Operation Area	2023		2022		2021	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
BEK - Jakarta Office	14	11	17	10	13	5
BEK - Melak Site	20	8	93	36	52	9
CPI - Jakarta Office	6	2	6	2		
EBP - Jakarta Office			3	1	1	w1
GPK - Jakarta Office	2					
GPK - Melak Site	2	2	2		14	3
IBP - Jakarta Office	5		10	1	1	1
IMM - Bontang Site	6	1	5		3	
ITM - Balikpapan Office	3		0	2	18	2

Rekrutmen Karyawan Baru Berdasarkan Gender dan Wilayah [401-1][CSS-12.15.2]
New Employee Recruitment by Gender and Region

Area Operasi Operation Area	2023		2022		2021	
	Pria Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female
ITM - Jakarta Office	13		12	3	19	3
JBG - Jorong Site	4		4			
KTD - Embalut Site	1				2	
KTD - TDM Site					1	1
NPR - Melak Site	3	1	1		4	
TCM - Melak Site	5	1	6	1	7	
TIS - Melak Site	3	2				
TRUST - Melak Site	75	8	236	10	289	12
TCM - Jakarta Office	2		2		2	1
IMM - Jakarta Office	1				1	1
JBG - Jakarta Office			1			
KTD - Jakarta Office						1
Jumlah Total	165	36	408	66	427	40
	201		474		467	

Perputaran Pekerja Sukarela [401-1][CSS-12.15.2]

Perusahaan melakukan pengelolaan perputaran karyawan sukarela dengan selalu memonitor penyebab perputaran karyawan. Hasil dari monitor tersebut akan dianalisa dan menjadi referensi dalam membuat program-program yang dilakukan oleh HR di perusahaan sehingga tingkat perputaran karyawan sukarela dapat tetap kompetitif dibandingkan dengan perusahaan lain pada industri yang sama.

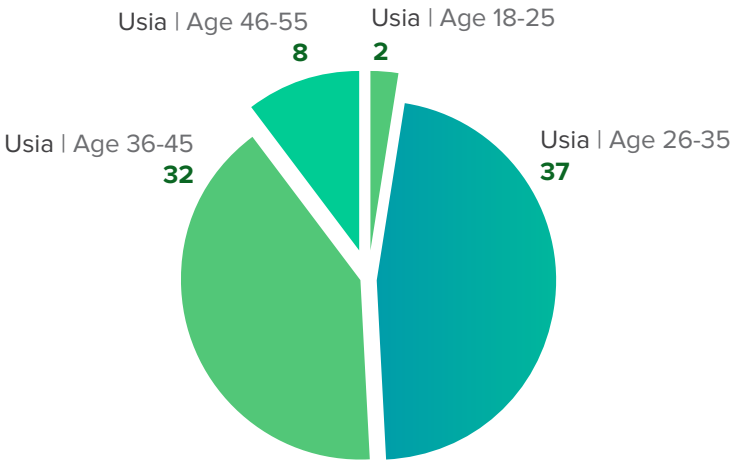
Untuk tahun 2023 tingkat perputaran pekerja sukarela di ITM sebesar 3,5% atau sebanyak 79 orang yang terdiri dari 72 pria dan 7 wanita. Beberapa alasan pengunduran diri antara lain: pensiun dini, pribadi (sekolah, keluarga, kesehatan), dan lokasi kerja.

Voluntary Employee Turnover [401-1][CSS-12.15.2]

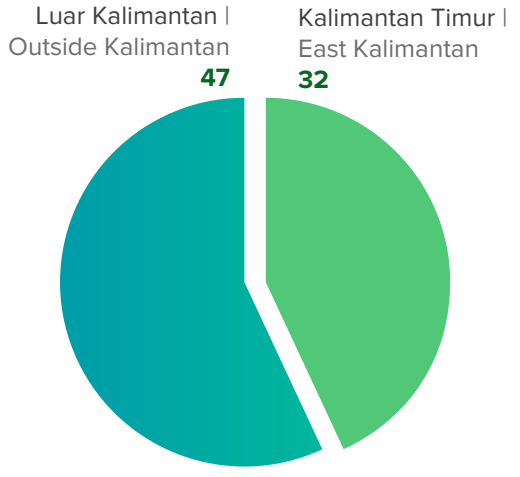
The company manages voluntary employee turnover by always monitoring the causes of employee turnover. The results of the monitor will be analyzed and become a reference in making programs carried out by HR in the company so that the turnover rate of voluntary employees can remain competitive compared to other companies in the same industry.

The turnover rate for voluntary employees in ITM in 2023 was 3.5% or 79 people consisted of 72 men and 7 women. Some of the reasons for resignation include: early retirement, personal (school, family, health), and work location.

Perputaran pekerja sukarela berdasarkan kelompok usia (individu)
Voluntary Employee Turnover by age group



Perputaran pekerja sukarela berdasarkan wilayah (individu)
Voluntary Employee Turnover by region



Tidak ada perputaran pekerja sukarela untuk Kalimantan Selatan dan Tengah
No Voluntary Employee Turnover for South and Central Kalimantan

Jam Pelatihan Tahun 2023 Berdasarkan Gender
Training Hours based on Gender in 2023

Entitas Entity	Jam Pelatihan Training Hours		Jumlah Pekerja yang Memperoleh Pelatihan Total Employees Receiving Training		Rata-rata Jam Pelatihan Per Pekerja Average Training Hours per Employee	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT Indo Tambangraya Megah	4,680	1,676	97	32	48	52
PT Indominco Mandiri	17,258	2,490	345	67	50	37
PT Trubaindo Coal Mining	9,761	1,266	137	21	71	60
PT Bharinto Ekatama	9,104	1,779	144	41	63	43
PT Kitadin	255	155	8	4	32	39
PT Jorong Barutama Greston	1,275	90	48	4	27	23
PT Tambang Raya Usaha Tama	13,373	965	237	23	56	42
PT Nusa Persada Resources	136	89	5	2	27	45
PT ITM Bhinneka Power	98	14	4	1	25	14
PT Graha Panca Karsa	585	150	13	3	45	50
PT Energi Batubara Perkasa	29	64	2	1	15	64
PT Cahaya Power Indonesia	100	52	4	2	25	26
PT Tepian Indah Sukses	-	29	-	2	-	14
Jumlah	56,653	8,818	1,044	203	54	43

Remunerasi [405-2][CSS-12.19.7]
Remuneration

Rasio Remunerasi Pria dan Wanita Ratio of Male and Female Remuneration	Satuan Unit	2023		2022		2021	
	Perempuan : Laki-laki Female : Male	Kantor Jakarta dan Balikpapan Jakarta and Balikpapan Office	Site	Kantor Jakarta dan Balikpapan Jakarta and Balikpapan Office	Site	Kantor Jakarta dan Balikpapan Jakarta and Balikpapan Office	Site
Rasio remunerasi pria dan wanita – berdasarkan level **Ratio of male to female remuneration – by rank**							
Strategic Leader (Executive)	Perempuan : Laki-laki Female : Male	0	0	0	0	0	0
Strategic Leader		1:0.9	1:0.8	1:0.9	0	1:0.8	0
Senior Operational Leader		1:1.2	1:1.1	1:1.1	1:1.1	1:1.2	1:1.1
Operational Leader		1:1.1	1:1	1:1.1	1:1.1	1:1	1:1.1
First Line Leader		1:1.2	1:1.1	1:1.1	1:1.1	1:1.1	1:1.1
Foreman Below		1:0.9	1:1	1:1	1:1	1:1	1:1.1

Lokasi operasi yang signifikan: Kantor Jakarta dan Balikpapan, serta area site
Significant locations: Jakarta and Balikpapan office, as well as site area

Jumlah Limbah B3 yang Dihasilkan (Ton) [306-3, 306-4, 306-5][CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste generated (Tons)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	**ITM & Kontraktor ITM & Contractors**					
	2023					
	Timbulan Waste Generated	**Off site**		**On site**		
		Dikirim ke Pihak Ketiga Sent To Third Party	**Metode Pengelolaan** Management Method	**Disimpan di TPS** Stored at garbage dump	**Dimanfaatkan kembali** Reuse	
Oli bekas Used Oil	2,585.2	1,818.2	Digunakan kembali Reuse Daur ulang Recycle	110.5	760.261	
Gemuk bekas Used Grease	3.2	3.2	Daur ulang Recycle	-	0	
Filter oli Oil Filter	144.9	126.2	Daur ulang Recycle Pembakaran tanpa energi Incineration without energy	43.6	0	
Baterai bekas (kecil) Used Battery (Small)	0.8	0.6	Pembakaran tanpa energi Incineration without energy	0.2	0	
Baterai bekas (besar) Used Battery (Large)	40.1	38.4	Daur ulang Recycle Pembakaran tanpa energi Incineration without energy	5.2	0	
Perlengkapan tulis Stationary	0.0	0.0	Pembakaran tanpa energi Incineration without energy	0.0	0	
Limbah medis Clinical Waste	0.3	0.3	Pembakaran tanpa energi Incineration without energy	0.0	0	
Bahan terkontaminasi Contaminated Matter	148.4	148.1	Daur ulang Recycle Pembakaran tanpa energi Incineration without energy	10.2	0	
Laboratory	1.8	1.8	Daur ulang Recycle Pembakaran tanpa energi Incineration without energy	-	0	
Lainnya Others	60.8	59.3	Daur ulang Recycle Pembakaran tanpa energi Incineration without energy	1.812	0	
Jumlah Total	2,985.6	2,196.2		171.6	760.3	

	2022				2021			
	Timbulan Waste Generated	**Off site**	**On site**		**Timbulan** Waste Generated	**Off site**	**On site**	
		Dikirim ke Pihak Ketiga Sent To Third Party	**Disimpan di TPS** Stored at garbage dump	**Dimanfaatkan kembali** Reuse		**Dikirim ke Pihak Ketiga** Sent To Third Party	**Disimpan di TPS** Stored at garbage dump	**Dimanfaatkan kembali** Reuse
	2,044.3	1,418.7	103.9	629.1	1,999,728	1,291,233	130,915	577,529
	10.8	10.3	1.7	0	4.0	3.2	740	-
	97.6	98.2	27.0	0	117,569	87,78	299,789	-
	0.7	0.5	0.3	0	243	243	-	-
	34.3	34.7	34.9	0	42,447	35,402	7,045	-
	0.0	0.0	0	0	297	297	-	-
	0.4	0.4	0	0	3,957	3,955	2	-
	127.9	129.2	9.6	0	104,714	93,449	11,265	-
	2.0	2.0	0	0	2,912	2,912	-	-
	34.5	34.5	1.3	0	48.8	47,274	1,596	-
	2,352.9	1,729.1	147.7	629.1	2,324,656	1,565,725	181,352	577,529

Transformasi Digital
Digital Transformation

Uraian Description	2023	2022	2021
Jumlah *use-cases* & inisiatif Number of use-cases & initiatives	13	12	13
Jumlah nilai dampak bisnis (juta USD) Amount of business impact value (USD million)	9 MUSD	5.9	17.5
Jumlah pusat pengembangan kapasitas digital Number of digital capability centers	32	36	25
Jumlah mitra dalam ekosistem teknologi Number of tech ecosystem partners	10	13	18

Kontribusi pada Organisasi Eksternal dan Asosiasi (dalam USD)
Contributions to External Organizations and Associations (in USD)

Uraian Description	2023
Lobi atau representasi kepentingan Lobbying or interest representation	0
Partai politik atau kepentingan politik Political party or political interest	0
Asosiasi dagang atau kelompok bebas pajak Trade association or tax-exempt groups	54,065

Jumlah Spesies Flora Berdasarkan Daftar Merah IUCN [304-4][CSS-12.5.5]
Number of Flora Species Based on IUCN Red List

No.	Kategori IUCN IUCN Category	Jumlah Spesies Number of Species	
		Flora	Fauna
1	Critically endangered	4	0
2	Endangered	4	5
3	Vulnerable	9	8
4	Near threatened	7	3
5	Least concern	47	30

Referensi POJK 51/2017 (SEOJK 16/2021) dan Indeks Isi Standar GRI

Reference of POJK 51/2017 (SEOJK 16/2021) and GRI Standards Content Index

Referensi SEOJK Nomor 16/POJK.04/2021 bagian Pedoman Teknis Penyusunan Laporan Keberlanjutan Bagi Emiten dan Perusahaan Publik

Financial Services Authority Circular Letter (SEOJK) Number 16/POJK.04/2021 section Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies

No Indeks No Index	Nama Indeks Index Name	Halaman Page
Strategi Keberlanjutan Sustainability Strategy		
A.1	Penjelasan Strategi Keberlanjutan Elaboration on Sustainability Strategy	7-8
Ikhtisar Kinerja Aspek Keberlanjutan Summary of Sustainability Aspect Performance		
B.1	Aspek Ekonomi Economic Aspects	5
B.2	Aspek Lingkungan Hidup Environmental Aspects	4
B.3	Aspek Sosial Social Aspects	4
Profil Perusahaan Company Profile		
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission, and Values of Sustainability	15-16
C.2	Alamat Perusahaan Company's Address	14
C.3	Skala Usaha Enterprise Scale	17
C.4	Produk, Layanan, dan Kegiatan Usaha yang Dijalankan Products, Services, and Business Activities	19-20
C.5	Keanggotaan pada Asosiasi Membership in Association	21
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes in Issuers and Public Companies	24
Penjelasan Direksi The Board of Directors' Explanation		
D.1	Penjelasan Direksi The Board of Directors' Explanation	9-12
Tata Kelola Keberlanjutan Sustainability Governance		
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Responsible for Implementing Sustainable Finance	104
E.2	Pengembangan Kompetensi Terkait Keuangan Berkelanjutan Competency Development Related to Sustainable Finance	88-89
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment of the Implementation of Sustainable Finance	107-109
E.4	Hubungan dengan Pemangku Kepentingan Relations with Stakeholders	37-38
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan Problems with the Implementation of Sustainable Finance	107-109
Kinerja Keberlanjutan Sustainability Performance		
F.1	Kegiatan Membangun Budaya Keberlanjutan Sustainable Culture Development Activities	16

No Indeks No Index	Nama Indeks Index Name	Halaman Page
Kinerja Ekonomi Economic Performance		
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of targets to performance of production, portfolio, financing targets, or investments, revenue as well as profit and loss	125
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of target to performance of portfolio, financing target, or investments in financial instruments or projects in line with the implementation of Sustainable Finance	Tidak relevan Not relevant
Kinerja Lingkungan Hidup Environmental Performance		
Aspek Umum General Aspect		
F.4	Biaya Lingkungan Hidup Environmental Costs That Incur	40
Aspek Material Material Aspect		
F.5	Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials	5
Aspek Energi Energy Aspect		
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	43-44
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	43-44
Aspek Air Water Aspect		
F.8	Penggunaan Air Water usage	65-66
Aspek Keanekaragaman Hayati Aspects of Biodiversity		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impacts from Operational Areas that are Near or Located in Conservation Areas or Have Biodiversity	52-53
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	54-55
Aspek Emisi Emission Aspect		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Total and Intensity of Emissions Generated by Type	45-49
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Efforts and Achievements of Emission Reduction Made	43-44
Aspek Limbah dan Efluen Waste and Effluent Aspects		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Type	60-62, 67
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	60-62
F.15	Tumpahan yang Terjadi (jika ada) Occurring Spills (if any)	63
Aspek Pengaduan Terkait Lingkungan Hidup Complaint Aspects Related to the Environment		
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	40

No Indeks No Index	Nama Indeks Index Name	Halaman Page
Kinerja Sosial Social Performance		
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Provide Services on Equal Products and/or Services to Consumers	22
Aspek Ketenagakerjaan Employment Aspect		
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunity	82
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	128
F.20	Upah Minimum Regional Regional Minimum Wage	84
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Work Environment	40
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Capability Training and Development	86-89
Aspek Masyarakat Community Aspect		
F.23	Dampak Operasi terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	93
F.24	Pengaduan Masyarakat Community Complaints	100
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Corporate Social Responsibility (CSR)	94-100
Tanggung Jawab Pengembangan Produk/Jasa Berkelanjutan Responsibility for Sustainable Product/Service Development		
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	123
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services That Have Been Evaluated for Safety for Customers	127
F.28	Dampak Produk/Jasa Product/Service Impact	93
F.29	Jumlah Produk yang Ditarik Kembali Number of Product Recalls	127
F.30	Survei Kepuasan Pelanggan terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey on Sustainable Financial Products and/or Services	127
Lain-lain Others		
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from Independent Party (if any)	24, 163-165
G.2	Lembar Umpan Balik Feedback Sheet	166
G.3	Tanggapan terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Responses to Feedback on the Previous Year's Sustainability Report	25

Indeks Isi GRI
GRI Content Index

Pernyataan Penggunaan Statement of use	PT Indo Tambangraya Megah Tbk telah melaporkan sesuai dengan Standar GRI untuk periode 1 Januari – 31 Desember 2023 PT Indo Tambangraya Megah Tbk has reported in accordance with the GRI Standards for the period January 1 to December 31 2023.
GRI 1 Digunakan GRI 1 used	GRI 1: Landasan 2021 GRI 1: Foundation 2021
Standar Sektor GRI yang berlaku Applicable of GRI Sector Standard(s)	GRI 12: Sektor Batubara 2022 GRI 12: Coal Sector 2022

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-1	Detail Organisasi Organizational details		14, 17-18				
	2-2	Entitas yang termasuk dalam pelaporan keberlanjutan organisasi Entities included in the organization's sustainability reporting		18, 24				
	2-3	Periode pelaporan, frekuensi, dan titik kontak Reporting period, frequency and contact point		24, 36				
	2-4	Penyajian kembali informasi Restatements of information		24				
	2-5	Assurance oleh pihak eksternal External assurance		24				
	2-6	Aktivitas, rantai nilai, dan hubungan bisnis lainnya Activities, value chain and other business relationships		17, 19, 24				
	2-7	Karyawan Employees		83, 133, 135				
	2-8	Pekerja yang bukan karyawan Workers who are not employees		83, 135				
	2-9	Struktur tata kelola dan komposisi Governance structure and composition		104, 106				
	2-10	Menominasikan dan memilih badan tata kelola tertinggi Nomination and selection of the highest governance body		106				
	2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body		106				
	2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Role of the highest governance body in overseeing the management of impacts		106, 109				
	2-13	Pendelegasian tanggung jawab untuk mengelola dampak Delegation of responsibility for managing impacts		104-105				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure	**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
	2-14 Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan Role of the highest governance body in sustainability reporting		26, 104				
	2-15 Konflik kepentingan Conflict of interest		106				
	2-16 Mengkomunikasikan hal-hal kritis Communication of critical concerns		109, 118				
	2-17 Perjanjian perundingan kolektif Collective knowledge of the highest governance body		89				
	2-18 Evaluasi kinerja badan tata kelola tertinggi Evaluation of the performance of the highest governance body		106				
	2-19 Kebijakan remunerasi Remuneration policies		106				
	2-20 Proses untuk menentukan remunerasi Process to determine remuneration		106				
	2-21 Rasio kompensasi total Tahunan Annual total compensation ratio		106				
	2-22 Pernyataan tentang strategi pembangunan berkelanjutan Statement on sustainable development strategy		9				
	2-23 Komitmen kebijakan Policy commitments		7				
	2-24 Menanamkan komitmen kebijakan Embedding policy commitments		7				
	2-25 Proses untuk memulihkan dampak negatif Processes to remediate negative impacts		40				
	2-26 Mekanisme untuk mendapatkan saran dan meningkatkan isu Mechanisms for seeking advice and raising concerns		106				
	2-27 Kepatuhan terhadap hukum dan peraturan Compliance with laws and regulations		104				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
	2-28	Keanggotaan asosiasi Membership associations		21				
	2-29	Pendekatan keterlibatan pemangku kepentingan Approach to stakeholder engagement		37				
	2-30	Perjanjian perundingan kolektif Collective bargaining agreements		73, 84				
Topik Material Material topics								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-1	Proses untuk menentukan topik material Process to determine material topics		26				
	3-2	Daftar topik material List of material topics		26				
Kinerja Ekonomi dan Manajemen Rantai Pasok Economic Performance and Supply Chain Management								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.8.1 12.21.1	124				
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value generated and distributed	12.8.2 12.21.2	126-127				
	201-2	Implikasi finansial, risiko, dan peluang lainnya terkait perubahan iklim Financial implications and other risks and opportunities due to climate change	12.2.2	107, 112, 126				
	201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya Defined benefit plan obligations and other retirement plans		85				
	201-4	Bantuan finansial dari pemerintah Financial assistance received from government	12.21.3	126				
GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers	12.8.6	20				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 207: Pajak 2019 GRI 207: Tax 2019	207-1	Pendekatan terhadap pajak Approach to tax	12.21.4	126				
	207-2	Tata Kelola, pengontrolan, dan manajemen risiko pajak Tax governance, control, and risk management	12.21.5	126				
	207-3	Keterlibatan pemangku kepentingan dan pengelolaan kepedulian yang berkaitan dengan pajak Stakeholder engagement and management of concerns related to tax	12.21.6	126				
	207-4	Laporan per negara Country-by-country reporting	12.21.7	126				
GRI 301: Material 2016 GRI 301: Materials 2016	301-1	Material yang digunakan berdasarkan berat dan volume Materials used by weight or volume		127				
	301-2	Material input dari daur ulang yang digunakan Recycled input materials used		127				
	301-3	Produk pemerolehan ulang dan material kemasannya Reclaimed products and their packaging materials		22, 127				
GRI 308: Penilaian Lingkungan Pemasok GRI 308: Supplier Environmental Assessment 2016	308-1	Seleksi pemasok baru dengan menggunakan kriteria lingkungan New suppliers that were screened using environmental criteria		128				
	308-2	Dampak lingkungan negatif dalam rantai pasokan dan tindakan yang telah diambil Negative environmental impacts in the supply chain and actions taken		128				
GRI 414: Penilaian Sosial Pemasok 2016 GRI 414: Supplier Social Assessment 2016	414-1	Seleksi pemasok baru dengan menggunakan kriteria sosial New suppliers that were screened using social criteria	12.15.8 12.16.3 12.17.3	128				
	414-2	Dampak sosial negatif dalam rantai pasokan dan tindakan yang telah diambil Negative social impacts in the supply chain and actions taken	12.15.9	128				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 GRI 416: Customer Health and Safety 2016	416-1	Penilaian dampak kesehatan dan keselamatan pada produk dan jasa Assessment of the health and safety impacts of product and service		127				
	416-2	Insiden ketidakpatuhan terkait dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance concerning the health and safety impacts of products and services		127				
Ketenagakerjaan, Masyarakat Lokal, Hak Asasi Manusia Employment, Local Communities, Human Rights								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.3.1 12.9.1 12.10.1 12.11.1 12.12.1 12.15.1 12.16.1 12.17.1 12.18.1 12.19.1	81				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 202: Keberadaan Pasar 2016 GRI 202: Market Presence 2016	202-1	Rasio standar upah karyawan pemula berdasarkan jenis kelamin terhadap upah minimum regional Ratios of standard entry level wage by gender compared to local minimum wage	12.8.3 12.19.2	85	202-1 a. Proporsi yang signifikan dari karyawan mendapatkan kompensasi yang berdasarkan pada upah yang tunduk pada aturan upah minimum. 202-1.a. Significant proportion of employees are compensated based on wages subject to minimum wage rules. 202-1.b. Proporsi yang signifikan dari pekerja lainnya (tidak termasuk karyawan) yang melakukan kegiatan organisasi mendapatkan kompensasi yang berdasarkan pada upah yang tunduk pada aturan upah minimum. 202-1.b. Significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules	Informasi tidak lengkap IInformation incomplete	ITM belum dapat menghitung rasio standar upah pekerja yang bukan karyawan. ITM has not been able to count the ratios of level wages the workers who are not employees.	
	202-2	Proporsi manajemen senior yang berasal dari masyarakat lokal Proportion of senior management hired from the local community	12.19.3	84				
GRI 203: Dampak Ekonomi Tidak Langsung 2016 GRI 203: Indirect Economic Impacts 2016	203-1	Investasi Infrastruktur dan dukungan layanan Infrastructure investment and services supported	12.8.4	92				
	203-2	Dampak ekonomi tidak langsung yang signifikan Significant indirect economic impacts	12.8.5	92				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 401: Ketenagakerjaan 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan pergantian karyawan New employee hires and employee turnover	12.15.2	84, 135-136				
	401-2	Tunjangan yang diberikan karyawan purna waktu yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to full-time employees that are not provided to temporary or part-time employees	12.15.3	85				
	401-3	Cuti melahirkan Parental Leave	12.15.4 12.19.4	85				
GRI 402: Hubungan Tenaga Kerja/ Manajemen 2016 GRI 402: Labor/ Management Relations 2016	402-1	Periode pemberitahuan minimum terkait perubahan operasional Minimum notice periods regarding operational changes	12.3.2 12.15.5	86				
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average hours of training per year per employee	12.15.6 12.19.5	88				
	404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs for upgrading employee skills and transition assistance programs	12.21.4 12.3.3 12.15.7	85-86				
	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier Percentage of employees receiving regular performance and career development reviews		87				
GRI 405: Keanekaragaman dan Kesempatan Setara 2016 GRI 405: Diversity and Equal Opportunity 2016	405-1	Keanekaragaman badan tata kelola dan karyawan Diversity of governance bodies and employees	12.19.6	82-83				
	405-2	Rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki Ratio of basic salary and remuneration of women to men	12.19.7	85, 137				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure	**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 406: Nondiskriminasi 2016 GRI 2016 Non-discrimination 2016	406-1 Insiden diskriminasi dan tindakan perbaikan yang dilakukan Incidents of discrimination and corrective actions taken	12.19.8	82				
GRI 407: Kebebasan Berserikat dan Perundingan Kolektif 2016 GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Risiko hak atas kebebasan berserikat dan perundingan kolektif pada operasi dan pemasok Right to freedom of association and collective bargaining risks at operations and suppliers	12.18.2	84				
GRI 408 : Pekerja anak 2016 GRI 408: Child Labor 2016	408-1 Risiko signifikan terkait pekerja anak pada operasi dan pemasok Operations and suppliers at significant risk for incidents of child	12.16.2	82				
GRI 409: Kerja Paksa atau Wajib Kerja 2016 GRI 409: Forced or Compulsory Labor 2016	409-1 Risiko kerja paksa atau wajib kerja pada operasi dan pemasok Forced or compulsory labour risks at operations and suppliers	12.17.2	82				
GRI 410: Praktik Keamanan 2016 GRI 410: Security Practices 2016	410-1 Petugas keamanan yang dilatih mengenai kebijakan atau prosedur hak asasi manusia Security personnel trained in human rights policies of procedures	12.12.2	101				
GRI 411: Hak-hak Masyarakat Adat 2016 GRI 411: Rights of Indigenous Peoples 2016	411-1 Insiden pelanggaran yang melibatkan hak-hak masyarakat adat Incidents of violations involving rights of indigenous peoples	12.10.2 12.11.2 12.11.3 12.11.4	101				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 413: Masyarakat Lokal 2016 GRI 413: Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan Operations with local community engagement, impact assessments, and development programs	12.3.6 12.9.2	89-92, 94				
	413-2	Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat local Operations with significant actual and potential negative impacts on local communities	12.9.3	89, 93				
Energi dan Emisi Energy and Emissions								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.1.1 12.2.1 12.4.1 12.5.1	41				
GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi di dalam organisasi Energy consumption within the organization	12.1.2	42-43				√
	302-2	Konsumsi energi di luar organisasi Energy consumption outside of the organization	12.1.3	42				
	302-3	Intensitas energi Energy intensity	12.1.4	43				√
	302-4	Pengurangan konsumsi energi Reduction of energy consumption		43,45				
	302-5	Pengurangan pada energi yang dibutuhkan untuk produk dan jasa Reductions in energy requirements of products and services		44				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
	305-1	Emisi GRK (Cakupan 1) langsung Direct (Scope 1) GHG emissions	12.1.5	44-49				√
	305-2	Emisi GRK (Cakupan 2) tidak langsung Indirect (Scope 2) GHG emissions	12.1.6	46-48				√
	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect (Scope 3) GHG emissions	12.1.7	46-48				√
	305-4	Intensitas Emisi GRK GHG emissions intensity	12.1.8	49				√
	305-5	Pengurangan emisi GRK Reduction of GHG emissions	12.2.3	43,45				
	305-6	Emisi zat perusak ozon (ODS) Emissions of ozone-depleting substances (ODS)		50				√
GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-7	Nitrogen Oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	12.4.2	50	305-7.a. Emisi udara yang signifikan (SOx dan PM) 305-7.a. Significant air emission (SOx dan PM)	Informasi tidak lengkap IInformation incomplete	Beberapa genset tidak memiliki pemantauan emisi yang berjalan selama periode pelaporan karena belum ada pemantauan laboratorium eksternal (SOx dan PM). Pemantauan emisi akan diungkapkan pada Laporan Keberlanjutan 2026. Some genset has no emission monitoring that actually running during the period of reporting due to there is external laboratory monitoring yet (SOx and PM). The emission monitoring will be disclosed in Sustainability Report 2026.	

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
Keanekaragaman Hayati dan Pascatambang Biodiversity and Post-mining								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.3.1 12.5.1	51				
GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016	304-1	Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	12.5.2	53-55, 130				
	304-2	Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati Significant impacts of activities, products and services on biodiversity	12.5.3	52-53, 57				
	304-3	Habitat yang dilindungi atau direstorasi Habitats protected or restored	12.5.4	53-56				
	304-4	Spesies Daftar Merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi IUCN Red List species and national conservation list species with habitats in areas affected by operations	12.5.5	140				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
Limbah Waste								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.6.1 12.13.1	59				
GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Produksi limbah dan dampak signifikan terkait limbah Waste generation and significant waste-related impacts	12.6.2	60				
	306-2	Pengelolaan dampak signifikan terkait limbah Management of significant waste-related impacts	12.6.3	60, 62				
	306-3	Limbah yang dihasilkan Waste generated	12.6.4 12.13.2	60-63, 138	Data pada pengungkapan 306-3 Limbah yang dihasilkan Data on disclosure 306-3 Waste generated	Informasi tidak lengkap Information incomplete	Akurasi tidak dapat dikonfirmasi dengan data mentah untuk limbah secara umum. Data akan diungkapkan pada Laporan Keberlanjutan 2024. The accuracy was not confirmed with raw data for general waste. Data will be disclosed in Sustainability Report 2024.	
	306-4	Limbah yang dialihkan dari pembuangan akhir Waste diverted from disposal	12.6.5	61-63, 138				√
	306-5	Limbah yang dikirimkan ke pembuangan akhir Waste directed to disposal	12.6.6	61-63, 138				√

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
Air dan Efluen Water and Effluent								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.7.1	64				
GRI 303: Air dan Efluen 2018 GRI 203: Water and Effluents 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interactions with water as a shared resource	12.7.2	64-66,68				
	303-2	Manajemen dampak yang berkaitan dengan pembuangan air Management of water discharge-related impacts	12.7.3	65-66,68				
	303-3	Pengambilan air Water withdrawal	12.7.4	65-66				√
	303-4	Pembuangan air Water discharge	12.7.5	65-67				√
	303-5	Konsumsi air Water consumption	12.7.6	65-66	303-5.c. Perubahan dalam penyimpanan air dalam megaliter, jika penyimpanan air telah diidentifikasi sebagai memiliki dampak terkait air yang signifikan. 303-5.c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.	Tidak berlaku Not Applicable	Operasional ITM tidak memanfaatkan air dari kawasan water stress. ITM operations do not utilize water from water stress areas.	√
Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.14.1	72				
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system	12.14.2	72-74				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
	403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation	12.14.3	74-75, 131-132				
	403-3	Layanan kesehatan kerja Occupational health services	12.14.4	76				
	403-4	Partisipasi, konsultasi, dan komunikasi pekerja tentang Kesehatan dan Keselamatan Kerja Worker participation, consultation, and communication on occupational health and safety	12.14.5	77				
	403-5	Pelatihan bagi pekerja mengenai Kesehatan dan Keselamatan Kerja Worker training on occupational health and safety	12.14.6	77				
	403-6	Peningkatan kualitas kesehatan pekerja Promotion of worker health	12.14.7	77				
	403-7	Pencegahan dan mitigasi dampak dari Kesehatan dan Keselamatan Kerja yang secara langsung terkait hubungan bisnis Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	12.14.8	75, 80				
	403-8	Pekerja yang tercakup dalam sistem manajemen Kesehatan dan Keselamatan Kerja Workers covered by an occupational health and safety management system	12.14.9	73, 76, 79				√
	403-9	Kecelakaan kerja Work-related injuries	12.14.10	74-75, 78-79, 131-132				√
	403-10	Penyakit akibat kerja Work-related ill health	12.14.11	76, 79				

					Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure		**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
Etika Bisnis Business Ethics								
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3	Manajemen topik material Management of material topics	12.20.1	117				
GRI 205: Antikorupsi 2016 GRI 205: Anti Corruption 2016	205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	12.20.2	118	205-1.a-b. Operasi-operasi yang dinilai memiliki risiko terkait korupsi Operations assessed for risks related to corruption	Informasi tidak lengkap Information incomplete	ITM belum melaksanakan penilaian terkait risiko korupsi pada setiap wilayah operasi. Penilaian ini akan dilakukan pada tahun 2024. ITM has not carried out an assessment of corruption risk in each area of operation. This assessment will be conducted in 2024.	
	205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti-korupsi Communication and training about anti-corruption policies and procedures	12.20.3	118	205-2.d-e. Jumlah anggota badan tata kelola dan karyawan yang telah mengikuti pelatihan antikorupsi berdasarkan wilayah. Total governance body members and employees that have received training on anti-corruption broken down by region.	Informasi tidak lengkap Information incomplete	Pelatihan antikorupsi tidak dilaksanakan di tahun 2023. Pelatihan akan kembali dilaksanakan di tahun 2024. Anti-corruption training was not conducted in 2023. The training will be conducted again in 2024.	
	205-3	Insiden korupsi yang terbukti dan tindakan yang diambil Confirmed incidents of corruption and actions taken	12.20.4	118				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure	**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
GRI 206: Perilaku Antipersaingan 2016 GRI 206: Anti-competitive Behavior 2016	206-1 Langkah-langkah hukum untuk perilaku antipersaingan, praktik antipakat dan monopoli Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		119				
GRI 415: Kebijakan Publik 2016 GRI 415: Public Policy 2016	415-1 Kontribusi Politik Political contributions	12.22.2	118				
Teknologi (Digitalisasi) dan Inovasi Technology (Digitalization) and Innovation							
GRI 3: Topik Material 2021 GRI 3: Material Topics 2021	3-3 Manajemen topik material Management of material topics		121				
GRI 418: Privasi Pelanggan 2016 GRI 418: Customer Privacy 2016	418-1 Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data		122				
Topik yang Bukan Material Non-material Topics							
GRI 417: Pemasaran dan Pelabelan 2016 GRI 417: Marketing and Labeling 2016	417-1 Persyaratan untuk pelabelan dan informasi produk dan jasa Requirements for product and service information and labeling		19				
	417-2 Insiden ketidakpatuhan terkait informasi dan pelabelan produk dan jasa Incidents of non-compliance concerning product and service information and labeling		19				
	417-3 Insiden ketidakpatuhan terkait komunikasi pemasaran Incidents of non-compliance concerning marketing communications		19				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure	**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
Pengungkapan Sektor Tambahan Additional Sector Disclosure							
	Daftar lokasi operasional yang memiliki rencana atau telah mengalami penutupan dan rehabilitasi List of operational sites that have planned or undergone closure and rehabilitation	12.3.4	56				
	Melaporkan total nilai moneter dari dana yang disediakan untuk penutupan dan rehabilitasi Report the total monetary value of financial provisions for closure and rehabilitation	12.3.5	56				
	Melaporkan jumlah dan jenis pengaduan dari komunitas lokal yang diidentifikasi, yang meliputi: • persentase pengaduan yang ditangani dan diselesaikan; • persentasi pengaduan yang diselesaikan melalui remediasi. Report the number and type of grievances from local communities identified, including: • percentage of the grievances that were addressed and resolved; • percentage of the grievances that were resolved through remediation.	12.9.4	100				
	Melaporkan jumlah insiden kritis dalam periode pelaporan dan menjelaskan dampaknya. Report the number of critical incidents in the reporting period and describe their impacts.	12.13.3	109				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure	**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
	Membuat daftar fasilitas endapan organisasi, dan melaporkan nama, lokasi, dan status kepemilikan. List the organization's tailings facilities, and report the name, location, and ownership status.	12.13.4	68				
	Menjelaskan pendekatan terhadap transparansi kontrak, termasuk: • apakah kontrak dan izin disediakan secara publik dan, jika demikian, di mana kontrak dan izin tersebut dipublikasikan; • jika kontrak atau izin tidak tersedia secara publik, alasan atas hal ini dan tindakan yang dilakukan untuk menjadikannya tersedia secara publik di masa depan. Describe the approach to contract transparency, including: • whether contracts and licenses are made publicly available and, if so, where they are published; • if contracts or licenses are not publicly available, the reason for this and actions taken to make • them public in the future.	12.20.5	119				

				Pengecualian Omission			
Standar GRI GRI Standard	**Pengungkapan** Disclosure	**Sektor Standar GRI** GRI Sector Standard	**Lokasi** Location	**Persyaratan yang Dikecualikan** Requirement(s) Omitted	**Alasan** Reason	**Penjelasan** Explanation	**Penjaminan Eksternal** External Assurance
	Untuk batubara yang dibeli dari negara, atau pihak ketiga yang ditunjuk oleh negara untuk menjual atas nama mereka, laporkan: • volume dan jenis batubara yang dibeli; • nama lengkap entitas pembeli dan penerima pembayaran; • pembayaran yang dilakukan untuk pembelian For coal purchased from the state or from third parties appointed by the state to sell on their behalf, report: • volumes and types of coal purchased; • full names of the buying entity and the recipient of the payment; • payments made for the purchase.	12.21.8	125				

LRQA Independent Assurance Statement

Relating to PT Indo Tambangraya Megah Tbk's Sustainability Report for the calendar year 2023

This Assurance Statement has been prepared for PT Indo Tambangraya Megah Tbk in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Banpu Public Company Limited (Banpu) to provide independent assurance on PT Indo Tambangraya Megah Tbk (ITM)'s Sustainability Report 2023 ("the report") against the assurance criteria below to a moderate level of assurance and materiality of the professional judgement of the verifier using Accountability's AA1000AS v3 for type 2 assurance".

Note: ITM is a subsidiary company of Banpu.

Our assurance engagement covered ITM's operations and activities in Indonesia and specifically the following requirements:

- Confirming that the report is:
  - adhering to the AccountAbility Principles (AA1000AP (2018)) [1]
  - In accordance with the GRI Standard 2021 and GRI 12 Coal Sector 2022 [2]
- Evaluating the reliability of data and information for only the selected indicators listed below: [3]
  - GRI 302-1 Energy consumption within the organization (2016)(4)
  - GRI 302-3 Energy intensity (2016)(4)
  - GRI 305-1 Direct (Scope 1) GHG emissions (2016).(4)
  - GRI 305-2 Energy indirect (Scope 2) GHG emissions (2016)(4)
  - GRI 305-3 Other indirect (Scope 3) GHG emissions (2016) (5)
  - GRI 305-4 GHG emissions intensity (2016)(4)
  - GRI 306-4 Waste diverted from disposal (2020) (6)
  - GRI 306-5 Waste directed to disposal (2020) (6)
  - GRI 403-8 Workers covered by an occupational health and safety management system (2018)
  - GRI 403-9 Work-related injuries (2018).(7)
  - Lost time injury frequency rate (LTIFR) and injury severity rate (ISR): (Calculated based on 1,000,000 hours)(7)
  - Tier-1 Process safety event rate (Considered from ITM's criteria which includes Process safety event which causes fatality, or change of environmental condition which cannot be recovery, or property damage which cost more than 100,000 USD)(7)
  - GRI 303-3 Water withdrawal (2018)(8)
  - GRI 303-4 Water discharge (2018)(8)
  - GRI 303-5 Water consumption (2018)(8)
  - GRI 305-6 Emission of Ozone – depleting substances (ODS) (2016) (9)

    Note:

    (4) Reporting scope of performances relevant to energy and GHG emissions includes IMM, BEK, JBG, EMB, TCM, GPK, TIS, NPR, STSC, IBO, and ITM JKT office only, but does not include other ITM's subsidiaries and offices.

    (5) Our scope of verification engagement for scope 3 GHG emission is limited to other GHG emissions from coal sold and business travel by planes only.

    (6) Reporting scope of performances relevant to wastes includes IMM, BEK, JBG, EMB, TCM, STSC and IBO only, but does not include other ITM's subsidiaries and offices.

    (7) Reporting scope of performances relevant to work-related injuries, LTIFR, ISR and Tier-1 Process safety event rate includes IMM, BEK, JBG, KTD-EMB, TCM, GPK, NPR, KTD-TDM, ITM Balikpapan office and ITM Samarinda office only, but does not include other ITM's subsidiaries and offices.

    (8) Reporting scope of performances relevant to water withdrawal, water discharge and water consumption is limited to BEK, EMB, IMM, JBG, and TCM only, but does not include other ITM's subsidiaries and offices

    (9) Reporting scope of performances relevant to emissions of ODS is limited to BEK, EMB, IMM, JBG, GPK and TCM only, but does not include other ITM's subsidiaries and offices. In addition, ITM's reporting scope of water consumption does not include change in water storage.

LRQA's responsibility is only to ITM. LRQA disclaims any liability or responsibility to others as explained in the end footnote. ITM's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and

[1] https://www.accountability.org
[2] https://www.globalreporting.org
[3] *GHG quantification is subject to inherent uncertainty.*

for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of ITM.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that ITM has not, in all material respects:

- Met the requirements above
- Disclosed reliable performance data and information for the selected indicators above
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing ITM's approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through interviews with the head of ITM's SD team, who is responsible for identification of stakeholder groups and processes for stakeholders' engagement.
- Reviewing documents and associated records e.g. stakeholder engagement summary results, material survey report and sustainability impact assessment results.
- Reviewing ITM's process for identifying and determining material issues to confirm that the right issues were included in their report. We did this by benchmarking reports written by ITM, its peers and GRI sector standard specific disclosure (GRI 12: Coal sector 2022) to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether ITM makes informed business decisions that may create opportunities that contribute towards sustainable development.
- Auditing ITM's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Verifying data on site for a selection of ITM's sites (i.e. PT Trubaindo Coal Mining (TCM)) and verifying aggregated data, via desk top review, for all selected performance indicators at a corporate level.
  Note: LRQA did not verify the data back to its original sources, nor did it assess the accuracy and completeness of the data reported by individual locations.

Observations

Further observations and findings, made during the assurance engagement, are:

- Stakeholder inclusivity:
  We are not aware of any key stakeholder groups that have been excluded from ITM's stakeholder engagement process. ITM has engaged with all its stakeholders through various methods such as:
  - day to day engagement by operations across each business unit, and
  - specific focus group discussions, that are arranged by third parties.

  ITM's sustainability strategy, management approach for addressing each material issues and the content of this report, have been informed by the views and expectation of these stakeholders.
- Materiality:
  We are not aware of any material issues concerning ITM's sustainability performance that have been excluded from the report. It was noted that ITM has collaborated with a third party to independently facilitate focus group discussions to explore important sustainability issues raised by stakeholders. These focused workshops were held to determine material issues based on the concerns of stakeholders, as well as corporate risks and sector specific ESG issues. The resultant material issues were then prioritised based on the significance of impacts. These results influenced ITM's sustainable strategy, management approaches and performance disclosures.
- Responsiveness:
  ITM has established and implemented processes for responding to concerns from various stakeholder groups. We believe that these communication processes are effective in explaining ITM's aim in contributing to sustainable development.

- Impact:
  ITM has implemented processes to measure, evaluate and manage impact(s) relevant to its material topics. However, we believe that reporting performance of some specific disclosures could be improved to better demonstrate how effective ITM has been in managing the impact. For example, ITM should:
  - include change in significant water storage, as well as water withdrawal, discharge and consumption, to ensure a full water balance is disclosed; otherwise, implementation of ITM's approach to managing water related impacts is not clearly explained.
  - cover all genset emission monitoring of subcontractors and NOx content of air emissions from vehicles to demonstrate how effective ITM is managing the impact associated with air emissions.
  - enhance coverage of air emission monitoring, in terms of emission sources as well as applicable significant emission parameters. For example, emissions from all active diesel generator sets need to be included. For completeness NOx and PM emissions from non-point sources (Vehicles) should be included (in addition to SOx, which is currently the only parameter considered). This would then better reflect how ITM manages all its impacts related to air emissions.
- Reliability:
  Data management systems are established and centralised for the collection and calculation of data associated with the selected performance indicators. However, we believe that more vigorous and systematic internal verification by each business unit, and at the corporate level, will improve the reliability of reported data and information. Effectively this should prevent inconsistencies within data related to:
  - employees' man-hours in Monica IT system, finger scan and HR database
  - waste generated and especially general wastes and food waste.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

The report verification is the only work undertaken by LRQA for ITM and as such does not compromise our independence or impartiality.



Cholid Bafagih
LRQA Lead Verifier

Dated: 1 March 2024

On behalf of LRQA Group Limited
LRQA Indonesia
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LRQA reference: BGK00001007

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Lembar Umpan Balik
Feedback Form

Terima kasih telah membaca Laporan Keberlanjutan Tahun 2023 PT Indo Tambangraya Megah Tbk. Kami mengharapkan masukan, saran dan komentar dari bapak/ibu/saudara sekalian atas laporan keberlanjutan ini melalui form berikut.
Thank you for reading PT Indo Tambangraya Megah Tbk's 2023 Sustainability Report. We look forward to your feedbacks, suggestions and comments on this sustainability report via the following form.

Profil Anda | Your Profile

Nama (bila berkenan) :
Name (Optional)
Institusi/Perusahaan :
Institution/Company
E-mail :
Email
Telp/Hp :
Telphone/Mobile

Golongan Pemangku Kepentingan | Stakeholder Group

( ) Pemerintah | Government
( ) Pemegang saham | Investor
( ) Pelanggan | Customer
( ) Kontraktor | Contractor
( ) Vendor dan Pemasok | Vendor and Supplier
( ) Komunitas | Community
( ) LSM | NGO
( ) Akademisi | Academia
( ) Karyawan | Employee
( ) Lainnya | Others .....

	Setuju Agree	Netral Neutral	Tidak Setuju Disagree
1. Laporan ini mudah dimengerti This report is easy to understand	(.....)	(.....)	(.....)
2. Laporan tersebut telah menggambarkan informasi positif dan negatif dari perusahaan The report has described positive and negative information of the Company	(.....)	(.....)	(.....)
3. Informasi terkait Lingkungan, Sosial, dan Tata kelola (LST) sudah memadai Informations related to Environmental, Social and Governance (ESG) are sufficient	(.....)	(.....)	(.....)

Mohon berikan penilaian atas tingkat topik material di bawah (nilai 1=paling signifikan s/d 15=kurang signifikan).
Please provide an assessment of the level of material topics below (value 1 = most significant to 15= less significant).

- Emisi
  Emissions ( )
- Masyarakat Lokal
  Local Communities ( )
- Pascatambang
  Post-mining ( )
- Kesehatan dan Keselamatan Kerja
  Occupational Safety and Health ( )
- Air dan Efluen
  Water and Effluent ( )
- Manajemen Rantai Pasok
  Supply Chain Management ( )
- Kinerja Ekonomi
  Economic Performance ( )
- Energi
  Energy ( )
- Keanekaragaman Hayati
  Biodiversity ( )
- Ketenagakerjaan
  Employment ( )
- Hak Asasi Manusia
  Human Rights ( )
- Limbah
  Waste ( )
- Etika Bisnis
  Business Ethics ( )
- Teknologi (Digitalisasi)
  Technology (Digitalization) ( )
- Inovasi
  Innovation ( )

Mohon berikan saran/usul/komentar Anda atas laporan ini:
Kindly provide your feedbacks/suggestions/comments about this report:

.....

Terima kasih atas saran dan masukan untuk perbaikan dan kemajuan laporan ini di tahun yang akan datang. Formulir lembar umpan balik dapat disampaikan melalui:
Thank you for the feedbacks and suggestions for the improvement and progress of this report in the coming year. The feedback sheet form can be submitted via:

Email: corsecitm@banpuindo.co.id

LAPORAN KEBERLANJUTAN Sustainability Report

2023

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