PT Medco Energi Internasional Tbk and its subsidiaries

Subject matter information included in the sustainability report as of December 31, 2024 and for the year then ended with the independent practitioner's limited assurance report

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The original limited assurance report included herein is in Indonesian language

Independent Practitioner's Limited Assurance Report

Report No. 00011/2.1032/NS.0/02/0696-1/1/IV/2025

The Shareholders and the Boards of Commissioners and Directors
PT Medco Energi Internasional Tbk

Scope

We have been engaged by PT Medco Energi Internasional Tbk (the "Company") to perform a limited assurance engagement, as defined by the Standard on Assurance Engagement 3000 (Revised 2022) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" and Standard of Assurance Engagement 3410 "Assurance Engagements on Greenhouse Gas Statements" (collectively referred to as the "Professional Standards"), established by the Indonesian Institute of Certified Public Accountants ("IICPA"), here after referred to as the "Engagement", to report on the accompanying subject matter information included in the sustainability report of the Company and its subsidiaries (collectively referred to as the "Group") as of December 31, 2024 and for the year then ended (the "Sustainability Report") as specified in Appendix 1 of this independent practitioner's limited assurance report (the "Subject Matter Information").

Other than the Subject Matter Information as described in the preceding paragraph, which sets out the scope of our Engagement, we did not perform any procedures on the remaining information included in the Sustainability Report, and accordingly, we do not express an opinion, a conclusion, or any other forms of assurance on the following information:

- Data sets, statements, information, systems, or approaches other than the indicators determined and selected by the Group's management for the purpose of reporting the Subject Matter Information in the Sustainability Report.
- Any information (including sustainability information) presented or published elsewhere in the Group's reports, website, or other publications other than those presented in Appendix 1 of this independent practitioner's limited assurance report.
- Any information (including sustainability information) prior to January 1, 2024 and subsequent to December 31, 2024.

Criteria applied by management

In preparing and presenting the accompanying Subject Matter Information, the Group's management applied the definitions that are applicable and relevant to the Subject Matter Information as set out in the Global Reporting Initiative Standards 2021 (the "Criteria"). Such Criteria were used for the purpose of reporting the Subject Matter Information and its inclusion in the Sustainability Report by the Group's management. As a result, the Subject Matter Information may not be suitable for other purposes.

The original limited assurance report included herein is in Indonesian language

Independent Practitioner's Limited Assurance Report (continued)

Report No. 00011/2.1032/NS.0/02/0696-1/1/IV/2025 (continued)

Management's responsibilities

The Group's management is responsible for selecting the Criteria, and for preparing and presenting the accompanying Subject Matter Information in accordance with the Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation and presentation of the Subject Matter Information that it is free from material misstatement, whether due to fraud or error.

Independent practitioner's responsibility

Our responsibility is to express a conclusion on the preparation and presentation of the accompanying Subject Matter Information based on the sufficient and appropriate evidence we have obtained during our Engagement.

We conducted our Engagement in accordance with the Professional Standards established by the IICPA, and the terms of reference for this Engagement as agreed with the Group's management. Those standards require that we plan and perform our Engagement to express a conclusion on whether anything has come to our attention that causes us to believe that the accompanying Subject Matter Information has not been prepared and presented, in all material respects, in accordance with the Criteria. The nature, timing, and extent of the procedures selected depend on our professional judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Independent practitioner's independence and quality control

We have complied with the independence and other relevant ethical requirements of the Code of Ethics for Public Accountants issued by the IICPA, which is founded on fundamental ethic principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our Public Accounting Firm applies Standard on Quality Control 1, "Quality Control for Public Accounting Firms that Perform Assurance Engagements (Audits, Reviews, and Other Assurance Engagements) and Other Than Assurance Engagements", established by the IICPA, which requires that we design, implement and operate a system of quality control including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

The original limited assurance report included herein is in Indonesian language

Independent Practitioner's Limited Assurance Report (continued)

Report No. 00011/2.1032/NS.0/02/0696-1/1/IV/2025 (continued)

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within information technology systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing and presenting the accompanying Subject Matter Information and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Enquiring key personnel to understand the process for collecting, collating and reporting the Subject Matter Information during the reporting period.
- Comparing that the calculation criteria applied to the subject matters in accordance with the methodologies outlined in the Criteria.
- Recalculating the performance metrics to confirm quantities that are stated as replicable.
- Performing analytical review procedures to support the reasonableness of the data used.
- Undertaking site visits to oil and gas operation location, Block A, and to power operation location, Medco Ratch Power Riau.
- Checking the accuracy of data used by tracing them to the underlying source information on a sampling basis.

The original limited assurance report included herein is in Indonesian language

Independent Practitioner's Limited Assurance Report (continued)

Report No. 00011/2.1032/NS.0/02/0696-1/1/IV/2025 (continued)

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Subject Matter Information is not prepared and presented, in all material respects, in accordance with the Criteria.

Purpose of the independent practitioner's limited assurance report

This independent practitioner's limited assurance report was prepared and issued solely for inclusion in the Sustainability Report in connection with the reporting and inclusion of the accompanying Subject Matter Information in the Sustainability Report by the Group's management, and is not intended to be, and should not be, used for any other purposes.

KAP Purwantono, Sungkoro & Surja

Indrajuwana Komala Widjaja
Public Accountant Registration No. AP.0696

April 30, 2025

The original subject matter information included herein is in Indonesian language

Appendix 1. Subject matter information included in the sustainability report of PT Medco Energi Internasional Tbk and its subsidiaries as of December 31, 2024 and for the year then ended

GRI 2-7 – General disclosure – Employees

Indicators/disclosures			Type of entity and location	2024
1. Total number of employees, and a breakdown of this total by gender and by region (GRI 2-7)	Gender	Female	Oil & Gas (Oman, Thailand and Singapore)	48
		Male		256
		Female	Oil & Gas (Indonesia)	445
		Male		1,777
		Female	Power (Indonesia)	126
		Male		887
	Region	Oman	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	206
		Thailand (Bangkok Office)		50
		Thailand (Field)		37
		Singapore Office		11
		Block A		161
		South Sumatra Block		170
		Rimau		90
		South Natuna Sea Block B		272
		Lematang		18
		Tarakan		22
		Jakarta Office		1,227
		Bangkanai		39
		Sampang		10
		Corridor		213
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	137
		Pembangkitan Pusaka Parahiangan (Cianjur)		22
		Bio Jatropha Indonesia (Cianjur)		22
		Medco Cahaya Geothermal (Jakarta)		29
		Mitra Energi Batam & Dalle Energi Batam (Batam)		63
		Energi Listrik Batam (Batam)		68
		Multidaya Prima Elektrindo (Palembang)		22
		Energi Prima Elektrika (Palembang)		23
		Tanjung Jati B (Jepara)		219
		Medco Geothermal Sarulla (Tapanuli Utara)		106
		Medcopower Servis Indonesia (Pekanbaru)		46
		Medcopower Solar Sumbawa (Sumbawa)		7
		Medco Ratch Power Riau (Jakarta Head Office)		29

Indicators/disclosures			Type of entity and location	2024	
		Medco Solar Bali Timur (Bali Timur)			18
		Medco Power Energi Services (Sulawesi Utara)			193
		Medco Power Geothermal Services (Jakarta Head Office)			9
				Permanent	Temporary
2. Total number of permanent employees, and a breakdown by gender and by region (GRI 2-7) 3. Total number of temporary employees, and a breakdown by gender and by region (GRI 2-7)	Gender	Female	Oil & Gas (Oman, Thailand and Singapore)	48	-
		Male		244	12
		Female	Oil & Gas (Indonesia)	443	2
		Male		1,765	12
		Female	Power (Indonesia)	103	23
		Male		656	231
	Region	Oman	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	194	12
		Thailand (Bangkok Office)		50	-
		Thailand (Field)		37	-
		Singapore Office		11	-
		Block A		161	-
		South Sumatra Block		170	-
		Rimau		90	-
		South Natuna Sea Block B		272	-
		Lematang		18	-
		Tarakan		22	-
		Jakarta Office		1,213	14
		Bangkanai		39	-
		Sampang		10	-
		Corridor		213	-
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	118	19
		Pembangkitan Pusaka Parahiangan (Cianjur)		22	-
		Bio Jatropha Indonesia (Cianjur)		20	2
		Medco Cahaya Geothermal (Jakarta)		23	6
		Mitra Energi Batam & Dalle Energi Batam (Batam)		61	2
		Energi Listrik Batam (Batam)		66	2
		Multidaya Prima Elektrindo (Palembang)		22	-
		Energi Prima Elektrika (Palembang)		23	-
		Tanjung Jati B (Jepara)		216	3
		Medco Geothermal Sarulla (Tapanuli Utara)		99	7
		Medcopower Servis Indonesia (Pekanbaru)		37	9
		Medcopower Solar Sumbawa (Sumbawa)		7	-

Indicators/disclosures			Type of entity and location	2024	
		Medco Ratch Power Riau (Jakarta Head Office)		23	6
		Medco Solar Bali Timur (Bali Timur)		9	9
		Medco Power Energi Services (Sulawesi Utara)		13	180
		Medco Power Geothermal Services (Jakarta Head Office)		-	9
4. Total number of non-guaranteed hours employees, and a breakdown by gender and by region (GRI 2-7)			Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable	
			Power (Indonesia)		
5. Total number of full-time employees, and a breakdown by gender and by region (GRI 2-7)			Oil & Gas (Indonesia, Oman, Thailand and Singapore)	All MedcoEnergi employees are full-time employees. Please refer to Total number of permanent employees, and a breakdown by gender and by region (GRI 2-7) and Total number of temporary employees, and a breakdown by gender and by region (GRI 2-7) disclosure for the data breakdown.	
			Power (Indonesia)		
6. Total number of part-time employees, and a breakdown by gender and by region (GRI 2-7)			Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable	
			Power (Indonesia)		
7. Methodologies and assumptions used to compile the data (GRI 2-7)			Oil & Gas (Indonesia, Oman, Thailand and Singapore)	The data has been compiled from database and manual compilation.	
			Power (Indonesia)		
8. Contextual information necessary to understand the data reported under GRI 2-7 a and 2-7 b (GRI 2-7)			Oil & Gas (Indonesia, Oman, Thailand and Singapore)	All of MedcoEnergi's employees are full-time, and the majority of employees are full-time and permanent.	
			Power (Indonesia)		
9. Description of significant fluctuations in the number of employees during the reporting period and between reporting periods (GRI 2-7)			Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable	
			Power (Indonesia)		

GRI 2-23 – Policy commitments

Indicators/disclosures	Type of entity and location	2024
10. Describe its policy commitments for responsible business conduct, including: i) the authoritative intergovernmental instruments that the commitments reference; ii) whether the commitments stipulate conducting due diligence; iii) whether the commitments stipulate applying the precautionary principle; iv) whether the commitments stipulate respecting human rights (GRI 2-23)	Corporate	MedcoEnergi's commitments to responsible business conduct are defined in policies that govern the Board of Commissioners, Board of Directors, the Senior Leadership and all employees to not only ensure good business conduct, but also to achieve safe, effective, and efficient business operations in accordance with all applicable laws and regulations. Business conduct management: MedcoEnergi governance is founded on the principles of Transparency, Accountability, Responsibility, Independence and Fairness. The Good Corporate Governance (GCG) guides us on how our organisation should be governed by the MedcoEnergi Board of Commissioners (BoC) and Board of Directors (BoD). By implementing these principles, MedcoEnergi aims to mitigate negative impacts related to poor governance, which could lead to unethical practices, financial mismanagement and diminished stakeholder confidence. The GCG can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/good-corporate-governance/. Employees' ethical conduct management: MedcoEnergi developed Code of Conduct (i.e. MedcoEnergi's Code) based on benchmarks with multinational companies and international leading practices as well as input from relevant corporate divisions. MedcoEnergi's Code of Conduct is based on the corporate values of MedcoEnergi: professional, ethical, open and innovative. MedcoEnergi's Code of Conduct defines the expectations, roles and responsibilities expected from MedcoEnergi people to uphold when conducting MedcoEnergi's business. This Code is aligned with international best practices in human rights, personal data privacy, anti-corruption and anti-money laundering. The Code of Supplier is part of MedcoEnergi's Code. MedcoEnergi's Code of Conduct can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/. In March 2024, MedcoEnergi launched its Corporate Anti-Money Laundering (AML) policy No COP-AIC-EXC-POL-003 dated 12 March 2024 to strengthen our commitment to prohibit money laundering and sets out the rules and guidelines for directors, employees and business partners in relation to the prevention of money laundering across our business. The policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/. MedcoEnergi's Sustainability Policy outlines MedcoEnergi's commitments to maintain a healthy, safe workplace built upon a culture of mutual respect and MedcoEnergi's commitment to respect human rights, which is in line with the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights. Our Sustainability Policy can be accessed at

Indicators/disclosures	Type of entity and location	2024
		https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/. MedcoEnergi's HSE Policy outlines the Company's commitment to continuously improve HSE performance. It aims to achieve zero incidents, injuries and illnesses in all of MedcoEnergi's activities and to protect MedcoEnergi's employees and stakeholders as well as the environment where MedcoEnergi operates. MedcoEnergi's HSE Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/. The HSE Policy was updated in October 2024 with the following amendment/revisions for improvement: • Commitment to consult with stakeholders on environmental issues. • Commitment to report regularly on environmental issues. • Addressing the environmental dependencies, impacts, risks and opportunities. • References to relevant global environmental treaties and policy goals. MedcoEnergi Oil & Gas' Community Development Policy outlines MedcoEnergi's commitment to being a leading company in conducting social responsibility initiatives and activities in an ethical and sustainable manner and by listening and acting in response to the needs of the stakeholders wherever we operate. MedcoEnergi's Community Development Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/. MedcoEnergi Oil & Gas' Security Policy describes MedcoEnergi's commitment to providing protection for employees, assets, facilities, operations and its reputation based on the Company's Mission, Vision and Values to secure the working environment as a foundation for sustainable business growth. MedcoEnergi's Security Policy can be accessed at https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/. MedcoEnergi's Human Rights Policy describes MedcoEnergi's commitment to respect human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, comply with applicable laws of the countries where MedcoEnergi operates, promote human rights through the provision of accessible and affordable energy. The policy was signed on 10 January 2024 and can be accessed at https://www.medcoenergi.com/en/our-sustainability/human-rights/.
11. Describe its specific policy commitment to respect human rights, including: i) the internationally recognized human rights that the commitment covers; ii) the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment. (GRI 2-23)	Corporate	MedcoEnergi describes its specific commitment to respect human rights in: 1. Code of Conduct 2. Code of Supplier 3. Sustainability Policy 4. Security Policy 5. Community Development Policy

Indicators/disclosures	Type of entity and location	2024
		6. Human Rights Policy i. The internationally recognised human rights principles are stated in the following policies and relevant sections: 1. Code of Conduct, page 16 in the Safe Workplace sub-section Human Rights section: "One of our Company's commitments in doing business ethically includes respecting others who work at and for the Company, treating every individual with respect, and doing our business operations in compliance to the relevant human rights laws wherever MedcoEnergi operates." 2. Code of Supplier key elements bullet 1: "Follow the same ethical standards, including Our Code and the applied Company's policies/procedures." 3. Sustainability Policy page 1 in the Environmental and Social Development section: "We are committed to complying with all applicable laws and regulations, to respecting human rights in line with the UN Guiding Principles for Business and Human Rights and the Voluntary Principles on Security and Human Rights, and to learning from and applying industry best practice and relevant international standards." 4. Community Development Policy paragraph 1: "MedcoEnergi is committed to creating a positive impact for the communities in our operational areas by deepening our engagement and empowering the people, creating self-reliant communities that are aligned with the United Nations Sustainable Development Goals". 5. Security Policy paragraph 3: "MedcoEnergi is committed to complying with relevant laws and regulations, to respecting human rights in line with the UN Guiding Principles on Business and Human Rights and the Voluntary Principles on Security and Human Rights". 6. Human Rights Policy, MedcoEnergi is committed to respecting human rights as set out in the Universal Declaration of Human Rights (UDHR) and other instruments such as the International Labour Organization Declaration on Fundamental Principles and Rights at Work. The Human Rights Policy encompasses a management framework, commitments, grievance mechanisms, governance and applies to all MedcoEnergi companies and subsidiaries globally, including all business partners. ii. The policies also mention the categories of stakeholders: 1. Local labour, children, local communities in Code of Conduct page 16, in the Safe Workplace sub-section Human Rights section

Indicators/disclosures	Type of entity and location	2024
		2. Suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortium in the Code of Supplier 3. Local communities in Sustainability Policy page 1, in the Environmental and Social Development and Local Community Empowerment section 4. Partnerships with security stakeholders in Security Policy point 7 5. Society & local communities and business partners & their employees in Human Rights Policy page 2, in Our Commitments section 6. Directors, employees and business partners in relation to the prevention of money laundering across the Company's business. This Policy should be read in conjunction with the Code of Conduct, all relevant Company policies, procedures, and the applicable laws in all countries where the Company operations in the Corporate Anti-Money Laundering Policy page 7.
12. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this (GRI 2-23)	Corporate	Links to Policies: • Code of Conduct: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/ • Code of Supplier: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/code-of-supplier/ • Sustainability Policy: https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/ • HSE Policy: https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/Community Development Policy: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Security Policy: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ • Human Rights Policy: https://www.medcoenergi.com/en/our-sustainability/human-rights/ • Anti-Money Laundering Policy: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/ Note: MedcoEnergi summarises its commitment on Anti-Money Laundering in our website (please see https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/). The Anti-Money Laundering Policy is not publicly available as it is considered an internal company policy.
13. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level (GRI 2-23)	Corporate	All of MedcoEnergi's corporate policies are approved by the Chief Executive Officer or at least one of the Board of Directors (BoD) members. The dates of approvals are either stated in the policies or elsewhere on the websites or in the internal documents.

Indicators/disclosures	Type of entity and location	2024
		These policies were approved by MedcoEnergi's Board of Directors (BoD) and communicated to all employees and relevant external stakeholders through emails, trainings and other forms of familiarisations and engagements: • Code of Conduct: 4 May 2020 • Code of Supplier: 26 December 2022 • Sustainability Policy: 8 May 2020 • HSE Policy: October 2024 (update) • Community Development Policy: April 2020 • Security Policy: February 2020 • Human Rights Policy: 10 January 202 • Anti-Money Laundering Policy: 12 March 2024
14. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships (GRI 2-23)	Corporate	Code of Conduct: Page 5 – "Our Code shall be communicated to, implemented and followed by all stakeholders, including the Board of Commissioners, Board of Directors, employees, affiliates, business partners and guests of the Company without any exception and regardless of their geographical locations". Code of Supplier: Paragraph 1 – "All of our stakeholders, including suppliers, shall follow this commitment". Paragraph 2 – "We expect this standard to be followed by all of our suppliers, including suppliers of services, equipment, materials and other goods, agents, consultants, contractors, subcontractors and consortium or other basis". Sustainability Policy: Paragraph 6 – "This policy is mandatory and sets the expectations for all employees and business units managed by PT Medco Energi Internasional Tbk and it should be communicated to and understood by MedcoEnergi's stakeholders." HSE Policy: Last paragraph – "This policy applies to all employees and contractors of the Company and its subsidiaries." Community Development Policy: Paragraph 2 – "This policy applies to all community development initiatives and activities in all the Company's assets." Security Policy: Last paragraph – "It is the responsibility of everyone in the Company to comply with this Policy and support its implementation." Human Rights Policy: Paragraph 4 – "This commitment in this policy applies to all MedcoEnergi companies and subsidiaries globally, including all business partners from which we expect the same high standards and commitment." Anti-Money Laundering Policy: Page 7 – "This policy applies to the Company's Directors and employees although the Company expects that business partners and others performing work or services for on behalf of company will comply with this policy."

Indicators/disclosures	Type of entity and location	2024
15. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties (GRI 2-23)	Corporate	MedcoEnergi's process for the Company's Code of Conduct commitments to be read, agreed to, and regularly signed by all workers through the annual Statement of Adherence (SoA) and Conflict of Interest (CoI) Declaration. MedcoEnergi's process for the Company's Code of Supplier commitments requires them to be read, agreed to, and signed by business partners whenever contracts are signed. The contracts between MedcoEnergi and third parties using MedcoEnergi's standard contracts include clauses that the contractors in countries where MedcoEnergi operates have committed themselves to complying with. This includes all applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier). MedcoEnergi communicates the Company's policy commitments to the stakeholders through: i. Code of Conduct & Code of Supplier: 1. Posted in MedcoEnergi's website: a. Code of Conduct: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/our-code/ b. Code of Supplier: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/code-of-supplier/ 2. Internal familiarisations and engagements: Annual Statements of Adherence (SoA) – e-mail blast on May 2024 and Conflicts of Interest (CoI) declarations – e-mail blast on October 2024 3. External familiarisations and engagements: e-mail blast to business partners and suppliers for SoA (July 2024) and COI (November 2024) ii. Sustainability Policy: 1. Posted in MedcoEnergi's website https://www.medcoenergi.com/en/our-sustainability/our-approach/sustainability-policy/ 2. Internal familiarisations and engagements: a. Medco 101 (May 2024 & October 2024) for New Leader; b. South Natuna Sea Block B and Hang Tuah; c. Apprentice Presentation (September 2024); d. MRPR (November 2024); e. Block A (December 2024); f. Subsurface Academy (May 2024) 3. External familiarisations and engagements: a. Oman Vendor Day (January 2024); b. SCM Vendor Day (February 2024); c. Bualuang Vendor Day (September 2024)

Indicators/disclosures	Type of entity and location	2024
		iii. Community Development Policy: 1. Posted in MedcoEnergi's website https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ iv. Human Rights Policy: 1. Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/human-rights/ 2. Internal familiarisations and engagements: a. Internal newsletter (March 2024); b. Human Rights Socialisation and Training with BSR to all employee (March 2024); c. Human Rights Policy Socialization and Training with BSR to Thailand managers (March 2024); d. Medco Subsurface Academy (May 2024); e. Medco 101 (October 2024); f. Human Rights Socialisation for Leaders in MRPR (November 2024) & Block A (December 2024); g. Subsurface Academy 3. External familiarisation and engagements: a. SCM Vendor Day (February 2024); b. SCM Newsletter (June 2024) v. HSE Policy 1. Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/health-safety/hse-policy/ 2. Internal familiarisation and engagements: e-mail blast to all employees on October 2024 vi. Security Policy 1. Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/social-and-communities/creating-opportunities/ vii. Anti-Money Laundering Policy: 1. Posted in MedcoEnergi's website: https://www.medcoenergi.com/en/our-sustainability/governance-ethics/sustainable-compliance/ 2. Internal formalisation and engagements: refer to GRI 205-2 3. External formalisation and engagements: refer to GRI 205-2 All of MedcoEnergi policies are available in English and Indonesian and accessible through their respective websites.

GRI 2-24 – Embedding policy commitments

Indicators/disclosures		Type of entity and location	2024
16. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: (GRI 2-24)	i. How it allocates responsibility to implement the commitments across different levels within the organization;	Corporate	i. It is part of the BoD's roles and responsibilities to oversee the implementation of the policy commitments. It is written as follows: 1. MedcoEnergi's Sustainability Manual, October 2022 page 8-10 of 20 in the Sustainability Governance section: Structure & Oversight and Roles & Responsibilities. 2. Code of Conduct page 5 "MedcoEnergi defines a set of standards to govern the conduct of the Board of Commissioners, Board of Directors and all employees for the good and safety of all parties as well as to achieve an effective and efficient business operation conducted in accordance with all applicable laws and regulation". This statement is aligned with the 2023 Sustainability Report page 55 "Pursuing Excellence in Our Governance" and 2023 Annual Report page 92 "Corporate Governance" ii. There are various divisions in the organisation with day-to-day responsibilities for implementing each of the policy commitments. It is officially stated in the following documents: 1. MedcoEnergi Sustainability Manual October 2022 page 10-20 of 20 in the Sustainability Governance section: structure & oversight and roles & responsibilities for the cross-functional divisions. Appendix E page 18 of 20 for ESG Governance. 2. To support MedcoEnergi's best interests, MedcoEnergi's Code of Conduct shall be communicated to, implemented and followed by all stakeholders including the Board of Commissioners, Board of Directors, employees, affiliates, business partners and guests of the Company without any exception and regardless of their geographical locations (COC page 5). iii. The Sustainability Policy commitments are formally discussed in the regular Sustainability and Risk Management Committee (SRMC) meetings, while the Code of Conduct and Code of Supplier is formally discussed in regular Good Corporate Governance (GCG) Committee meetings. Information about SRMC can be found in MedcoEnergi's Sustainability Manual, page 8-9 of 20. Furthermore, information about both the SRMC and GCG committees can be found in the 2023 Annual Report, pages 108-109 and the 2023 Sustainability Report, pages 56. The SRMC and GCG committees' meeting notes are kept internally. iv. Discussions and engagements about responsible business conduct between different levels or divisions in the organisation are held for cross-functional,

Indicators/disclosures		Type of entity and location	2024
			employees and business partners. The activities and results are reported to the GCG (Good Corporate Governance) Committee (for BoC and BoD) by the Audit and Integrity Compliance (AIC) Division. v. The Corporate Ethics and Compliance Committee/CECC was established in October 2024 to ensure objective and fair process in addressing all reported incidents, as well as align with legal requirements, industry standards, and international best practices. All allegation reports received through whistleblowing channels were promptly followed up by applying the principles of trust, impartiality, and protection. MedcoEnergi determined the appropriate and consistent disciplinary actions in accordance with MedcoEnergi's procedures for addressing allegation reports. These procedures involved a thorough review process by the Ethics and Compliance Committee, consisting of the Board of Directors (BoD) level, the Head of Corporate A&IC, HR, Legal, and other relevant functions as deemed necessary. This information can be access through https:https://www.medcoenergi.com/en/our-sustainability/governance-ethics/good-corporate-governance/.
	ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures;	Corporate	1.a. MedcoEnergi has an Enterprise Risk Management (ERM) policy in place (MEI-CRM-GL -001 dated 1 July 2022), which is aligned with the Company's policies. All risks considered across the universe of risk categories reflect how responsible business conduct is implemented. 1.b. MedcoEnergi policies align with the following economic, environmental, social, and human rights impact assessments: • The Sustainability Policy was defined based on materiality assessments. • The human rights assessments for the corporate level were conducted in 2022, and the results were used to establish MedcoEnergi standalone human rights policy. • The Human Rights Impact Assessment (HRIA) for Block A and JOB Tomori was conducted in 2023 and finalised in January 2024. HRIA was conducted as part of lenders' request to meet Equator Principles 4/EP4 requirements. 1.c. As part of the annual Performance Management System (PMS) cycle, MedcoEnergi incorporates sustainability-related key performance indicators (KPIs) into MedcoEnergi Team Performance Contracts (TPCs). MedcoEnergi aligns TPC outcomes with the Company's reward programmes, including salary reviews and performance incentives. 2. The Sustainability Assessment Guidelines for Projects December 2020 and updated in 2024, as well as Sustainability Assessment Guidelines for Operations November 2022 documents show how Medco Oil & Gas identifies, assesses, and manages environmental and social risks across all stages in the projects and operations.

Indicators/disclosures		Type of entity and location	2024
			3. MedcoEnergi implements Operational Excellence Management System (OEMS), Anti Bribery Management System (ABMS), HSE Management System, Social Management System (SMS), Medco Security Management System (MSMS), and Contractor HSE Management System (CHSEMS). These include internal audits to monitor compliance with policy commitments. MedcoEnergi also monitors compliance with the policy commitments through the Company's Sustainability Assessment for projects and operations.
	iii. How it implements its commitments with and through its business relationships;	Corporate	MedcoEnergi's procurement practices apply pre-qualification processes, bidding criteria, or screening criteria consistent with the expectations stipulated in MedcoEnergi's Code of Conduct in the section entitled "Respecting Our Stakeholders", sub-section "Our Business Partners" and Code of Supplier. Contracts between MedcoEnergi and third parties using MedcoEnergi's contract standards include clauses that the contractors in countries where MedcoEnergi operates, has committed themselves to complying with applicable laws and regulations and MedcoEnergi's Business Ethics (Code of Conduct and Code of Supplier). MedcoEnergi's business processes consider the Code of Conduct's and Code of Supplier's commitments whenever the Company determines whether to initiate, continue, or terminate a business relationship. The latest contract template, incorporating a standalone Human Rights Policy and Sustainability Policy, was implemented in July 2024.
	iv. Training that the organization provides on implementing the commitments	Corporate	MedcoEnergi provides various capability building and engagement sessions on implementing policy commitments: • Programmes to upgrade employees' skills and transition assistance refer to GRI 404-2. • Code of Conduct training refers to GRI 205-2 e through apprentice induction and Medco 101 – for New Leader. • Code of Supplier through engagements with business partners on Vendor Day. • The security training related to human rights training refers to GRI 410 through Gada Pratama Training. The Gada Pratama training programme is designed for new security guards and candidates.

GRI 203 – Indirect Economic Impacts

Indicators/disclosures	Type of entity and location	2024
17. Extent of development of significant infrastructure investments and services supported (GRI 203-1)	Oil & Gas (Indonesia, Oman and Thailand)	USD 678,822
	Power (Indonesia)	USD 19,406
18. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant (GRI 203-1)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	Investments in infrastructure in MedcoEnergi covers among others: • Road and bridge rehabilitation or development which brings better and extended access for local communities. • Public facilities construction or renovation for mosques, schools, parks, solar streetlamps, water wells/clean water facility, housing for vulnerable groups, farming facilities, sports facilities and vehicle support. These investments bring lasting impact to the receiving communities in the form of decent and helpful public facilities for their everyday use.
19. Whether these investments and services are commercial, in-kind, or pro bono engagements (GRI 203-1)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	All investments in infrastructure are in-kind
20. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts (GRI 203-2)	Oil & Gas (Indonesia and Thailand), Power (Indonesia)	MedcoEnergi assessed the outcome of 10 (ten) projects by using Social Return of Investment (SROI) evaluation in 2024. The SROI evaluation was conducted by Inovasi Muda Foundation in Asset Sampang, Block A, Corridor and SGS (Thailand) Limited in Thailand. MedcoEnergi's analysis indicates that each program generated impact as follows: a. Sampang • Clean Water Wells aims to provide access to clean water for the community and farmer in Sejati Village. The program's SROI was calculated at 6.73. This translates to a program present value of approximately IDR1,365,855,048 from an investment of IDR202,698,000 from the implementation of the program in 2020-2024. • Fishing Tools Support Program for the fishermen in Sampang Regency. The program's SROI was calculated at 2.15. This translates to a program present value of approximately IDR4,310,954,638 from an investment of IDR2,007,476,000 from the implementation of the program in 2021-2024. b. Block A • Sustainable Agriculture Program (*Pertanian Sehat Ramah Lingkungan Berkelanjutan*/PSRLB), transforming unproductive land and boosting community in horticulture. The program's SROI was calculated at 1.61. This translates to a program present value of approximately IDR1,349,752,635 from an investment of IDR 838,456,167 from the implementation of the program in 2021-2024. • Mother and Child Empowerment Center (*Rumah Pemberdayaan Ibu dan Anak*/RPIA) to provide standard access to education and health for

Indicators/disclosures	Type of entity and location	2024
		both mothers and children. The program's SROI was calculated at 2.32. This translates to a program present value of approximately IDR5,667,052,231 from an investment of IDR2,444,574,644 from the implementation of the program in 2021-2024. c. Corridor • Village Education Strengthening Program to improve local teachers capabilities and upgrading school education management systems. The program's SROI was calculated at 1.68. This translates to a program present value of approximately IDR 5,465,351,766 from an investment of about IDR3,262,174,400 from the implementation of the program in 2021-2024. • The Posyandu Development and Strengthening Program focuses on fulfilling the nutritional needs of toddlers, pregnant women, and the elderly, as well as addressing stunting in children. The program's SROI was calculated at 1.26. This translates to a program present value of approximately IDR4,501,565,182 against an investment of about IDR3,585,365,143 from the implementation of the program in 2021-2024. • The Rubber Cultivation and Down Streaming Program aims to increase the productivity of rubber farmers. The program's SROI was calculated at 3.71. This translates to a program present value of approximately IDR11,489,469,278 against an investment of about IDR3,093,214,000 from the implementation of the program in 2021-2024. • Local Business Development Program focuses on empowering the community's economy through training and technical assistance. The program's SROI was calculated at 1.22. This translates to a program present value of approximately IDR1,646,210,599 against an investment of about IDR1,348,025,546 from the implementation of the program in 2021-2024. d. Thailand • The Learning Space Development Project at Banhadsairi School, aims to provide students with a safe space and learning areas. The program's SROI was calculated at 1.26. This translates to a program present value of approximately THB173,351.57 against an investment of about THB138,087.68 from the implementation of the program in 2021-2024. • The Sensory Room Project at Chumphon Panyanukul School, Chumpon Province, aims to help students with intellectual disabilities, multiple disabilities, and autism to improve their concentration, physical readiness, and mental preparedness for learning. The program's SROI was

Indicators/disclosures	Type of entity and location	2024
		calculated at 2.82. This translates to a program present value of approximately THB1,784,703.25 against an investment of about THB632,387.07 from the implementation of the program in 2022-2024.
21. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas (GRI 203-2)	Oil & Gas (Indonesia and Thailand), Power (Indonesia)	These efforts in Sampang, Block A, Corridor, and Thailand support the realization of the following UN SDGs: • SDG 2, 8, and 12 in Block A Sustainable Agriculture Program (PSRLB) • SDG 3, 4, and 8 in Block A Mother and Child Empowerment Center (RPIA) • SDG 4, 8, and 10 in Corridor Village Education Strengthening Program • SDG 2, 3, 6, and 8 in Corridor Posyandu Development and Strengthening Program • SDG 1, 3, 8, 10, 13, and 15 in Corridor Rubber Cultivation and Down Streaming Program • SDG 3, 4, 8, 10, 11, and 12 in Corridor Local Business Development Program • SDG 2, 3, 6, 8, 12 and 14 in Sampang Clean Water Wells Program • SDG 2, 3, 6, 8, 12 and 14 in Sampang Fishing Tools Support Program • SDG 4 and 12 in Thailand Learning Space Development Project at Banhadsairi School • SDG 1, 4, 10, 11, and 12 in Thailand Sensory Room Project at Chumphon Panyanukul School

GRI 205 – Anti-corruption

Indicators/disclosures	Type of entity and location	2024	
22. Total number and percentage of operations assessed for risks related to corruption (GRI 205-1)		Number	Percentage
	Oil & Gas (Indonesia)	11	100%
	Oil & Gas (Oman and Thailand)	2	100%
	Power (Indonesia)	10	63%
23. Significant risks related to corruption identified through the risk assessment (GRI 205-1)	Corporate	Corporate crime liability risk, procure to pay fraud risk, conflict of interest risk, OFAC violations risk and other sanction compliance violation, business ethics violation, risk of intellectual property infringement/misappropriation and risk of workplace conflict and harassment	
24. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage
	Corporate	13	100%
25. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)		Number	Percentage
	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2,526	100%
	Power (Indonesia)	1,013	100%

Indicators/disclosures		Type of entity and location	2024	
26. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to (GRI 205-2)			Number	Percentage
		Oil & Gas (Indonesia, Oman and Thailand)	655	100%
		Power (Indonesia)	2,181	100%
27. Total number and percentage of governance body members that have received training on anti-corruption (GRI 205-2)			Number	Percentage
		Corporate	13	100%
28. Total number and percentage of employees that have received training on anti-corruption (GRI 205-2)			Number	Percentage
	Light education through emails sent to employees	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2,526	100%
		Power (Indonesia)	1,013	100%
	Participative training in both Oil & Gas and Power through the Statement of Adherence forms	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2,491	98.61%
		Power (Indonesia)	1,012	99.90%
	Intensive training in both Oil & Gas and Power through face-to-face trainings, online trainings, and Ethics Liaison Officer sessions	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	590	23.36%
		Power (Indonesia)	505	49.85%

GRI 302 – Energy

Indicators/disclosures		Type of entity and location	2024
29. Total fuel consumption within the organization from non-renewable sources, in gigajoules, and including fuel types used (GRI 302-1)	Fuel consumption in gigajoules	Oil & Gas (Indonesia, Oman and Thailand)	34,899,653.31
	Fuel type used		- Compressed Natural Gas (CNG) - Natural gas - Gasoline - Aviation Gasoline - Jet Fuel (Kerosene) - Diesel - Fuel Oil - Crude Oil
	Fuel consumption in gigajoules	Power (Indonesia)	24,567,004.39
	Fuel type used		- Gasoline - Diesel - Natural gas
30. Total fuel consumption within the organization from renewable sources, in gigajoules, and including fuel types used (GRI 302-1)	Fuel consumption in gigajoules	Oil & Gas (Indonesia and Thailand)	332,816.77
	Fuel type used		- Gasohol (E5) - Diesel (B7) - Biodiesel (B30) - Biodiesel (B35) - Solar energy
	Fuel consumption in gigajoules	Power (Indonesia)	434.40
	Fuel type used		- Biodiesel (B35) - Solar energy
31. In gigajoules, the total: (GRI 302-1)	i. Electricity consumption;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	246,981.54
		Power (Indonesia)	6,674.70
	ii. Heating consumption;	Oil & Gas (Indonesia,	-

Indicators/disclosures		Type of entity and location	2024
		Oman, Thailand and Singapore)	
		Power (Indonesia)	-
	iii. Cooling consumption;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iv. Steam consumption.	Oil & Gas (Oman)	487,971.87
		Power (Indonesia)	-
32. In gigajoules, the total: (GRI 302-1)	i. Electricity sold;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	10,005,930.07
	ii. Heating sold;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iii. Cooling sold;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
	iv. Steam sold.	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	-
		Power (Indonesia)	-
33. Total energy consumption within the organization, in gigajoules (GRI 302-1)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	35,967,423.49
		Power (Indonesia)	14,568,183.42
34. Standards, methodologies, assumptions, and/or calculation tools used (GRI 302-1)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	- American Petroleum Institute (API) Compendium 2009 - The Greenhouse Gas (GHG) Protocol for Corporate Accounting and Reporting Standard from World Business Council for Sustainable Development (WBCSD) and World Resources Institute (WRI) 2004 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals
35. Source of the conversion factors used (GRI 302-1)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and Intergovernmental Panel on Climate Change (IPCC) Guidelines for

Indicators/disclosures		Type of entity and location	2024
			National Greenhouse Gas Inventories - Volume 2 2006
		Power (Indonesia)	Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006
36. Energy intensity ratio for the organization (GRI 302-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2.86
		Power (Indonesia)	5.23
37. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 302-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	GJ/TOE HC product (Gigajoules per Tonne of Oil Equivalent of Hydrocarbon product)
		Power (Indonesia)	GJ/MWh (Gigajoules per Megawatt-hour)
38. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all (GRI 302-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Fuel (renewable and non-renewable), electricity and steam
		Power (Indonesia)	Fuel (renewable and non-renewable) and electricity
39. Whether the ratio uses energy consumption within the organization, outside of it, or both (GRI 302-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Within the organisation

GRI 305 – Emissions

Indicators/disclosures		Type of entity and location	2024
40. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	3,738,219.65
		Power (Indonesia)	1,379,610.21
41. Breakdown of gross direct (Scope 1) GHG emissions by type of source for Oil & Gas (GRI 305-1)	i. Gross direct (Scope 1) GHG emissions from combustion;	Oil & Gas (Indonesia, Oman and Thailand)	3,360,378.45
	ii. Gross direct (Scope 1) GHG emissions from flaring;		312,829.22
	iii. Gross direct (Scope 1) GHG emissions from venting;		23,000.46
	iv. Gross direct (Scope 1) GHG emissions from process (feedstock) emissions;		863.64
	v. Gross direct (Scope 1) GHG emissions from fugitives		41,147.88
42. Gases included in the calculation (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	CO_2, CH_4, N_2O, HFCs
		Power (Indonesia)	CO_2, CH_4, N_2O
43. Gross direct and percentage of gross direct (Scope 1) GHG emissions from CH_4 for Oil & Gas (GRI 305-1)	i. Gross direct (Scope 1) GHG emissions from CH_4 in metric tons of CO_2 equivalent;	Oil & Gas (Indonesia, Oman and Thailand)	88,938.97
	ii. Percentage of gross direct (Scope 1) GHG emissions from CH_4.		2.38%

Indicators/disclosures		Type of entity and location	2024
44. Biogenic CO_2 emissions in metric tons of CO_2 equivalent (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	23,924.14
		Power (Indonesia)	12.47
45. Base year for the calculation, if applicable, including: (GRI 305-1)	i. The rationale for choosing it;	Oil & Gas (Indonesia, Oman and Thailand)	MedcoEnergi has selected 2019 as MedcoEnergi's base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.
		Power (Indonesia)	Not applicable
	ii. Emissions in the base year;	Oil & Gas (Indonesia, Oman and Thailand)	5,419,585.82 tCO_2e
		Power (Indonesia)	Not applicable
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas (Indonesia, Oman and Thailand)	Not applicable
		Power (Indonesia)	Not applicable
46. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	Source of emissions factors: Internal calculation with reference to American Petroleum Institute (API) Compendium 2009, United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42) and Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006. Source of GWP rates: IPCC Fourth Assessment Report
		Power (Indonesia)	Source of emissions factors: - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 Source of GWP rates: IPCC Fourth Assessment Report
47. Consolidation approach for emissions (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	Operational control
48. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-1)		Oil & Gas (Indonesia, Oman and Thailand)	- API Compendium 2009 - US EPA AP-42 - IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - EPA Mandatory Greenhouse Gas Reporting 2016 - US EPA Greenhouse Gas Inventory Guidance 2016 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals - James G. Speight, Natural Gas (Second Edition), Gulf Professional Publishing, 2019

Indicators/disclosures		Type of entity and location	2024
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals - Republic of Indonesia Implementation Guidance of National Greenhouse Gas Emissions Inventory Book II - Volume 1 Year 2012
49. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	72,584.14
		Power (Indonesia)	1,726.21
50. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	60,359.02
		Power (Indonesia)	Not applicable for Medco Power operations
51. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	CO_2, CH_4, N_2O
		Power (Indonesia)	CO_2
52. Base year for the calculation, if applicable, including: (GRI 305-2)	i. The rationale for choosing it;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	MedcoEnergi has selected 2019 as MedcoEnergi's base year as the data is the best representation of MedcoEnergi's normal operations and production before the pandemic.
		Power (Indonesia)	Not applicable
	ii. Emissions in the base year;	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	587.62 tCO_2e
		Power (Indonesia)	Not applicable
	iii. The context for any significant changes in emissions that triggered recalculations of base year emissions	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Not applicable
		Power (Indonesia)	Not applicable
53. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Source of emissions factors: - API Compendium 2009 - IPCC Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - Indonesia: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia - Oman: The International Financial Institution (IFI) Dataset of Default Grid Factors v.3.0, United Nations Framework Convention on Climate Change (UNFCCC) - Thailand: CO_2 Emissions per kilowatt-hour (kWh), Energy Policy and Planning Office, Ministry of Energy of the Kingdom of Thailand - Singapore: Electricity Grid Emission Factor and Upstream Fugitive Methane Emission Factor, Energy Market Authority of the Republic of Singapore - Scope 2 market-based emissions of South Sumatra Block, Lematang and Bangkanai

Indicators/disclosures		Type of entity and location	2024
			are calculated using the emission factor from Renewable Energy Certificates (RECs) Source of GWP rates: IPCC Fourth Assessment Report
		Power (Indonesia)	Source of emissions factors: GHG Emissions Factor of Electricity System Year 2021, Directorate General of Electricity, Ministry of Energy and Mineral Resources of the Republic of Indonesia
54. Consolidation approach for emissions (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Operational control
55. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-2)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	- API Compendium 2009 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals
56. Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent (GRI 305-3)	Gross other indirect (Scope 3) GHG emissions in metric tons of CO_2 equivalent	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	24,971,600.20
		Power (Indonesia)	235,682.82
	i. Scope 3 Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	50,447.12
		Power (Indonesia)	235,682.82
	ii. Scope 3 Category 10: Processing of sold product	Oil & Gas (Indonesia and Thailand)	1,841,562.30
	iii. Scope 3 Category 11: Use of sold product	Oil & Gas (Indonesia and Thailand)	23,079,590.78
57. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all (GRI 305-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	CO_2, CH_4, N_2O
58. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation (GRI 305-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Categories included: - Category 3 (Fuel- and energy-related activities (not included in Scope 1 or Scope 2)) - Category 10 (Processing of sold product) - Category 11 (Use of sold product)
		Power (Indonesia)	Category included: - Category 3 (Fuel- and energy-related activities (not included in Scope 1 or Scope 2))
59. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source (GRI 305-3)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	Source of emissions factors: - Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI (2011), GHG

Indicators/disclosures	Type of entity and location	2024
		Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI (2011), Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2022 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2021 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2017 - Emissions from Oil and Gas Operations in Net Zero Transitions from International Energy Agency (IEA), 2023 - Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 4 2006 - Emission intensity from downstream value chain companies Source of GWP rates: IPCC Fourth Assessment Report
	Power (Indonesia)	Source of emissions factors: - Internal calculation with reference to GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI (2011), GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI (2011), Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories - Volume 2 2006 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2022 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2021 - UK Government GHG Conversion Factors for Company Reporting from Department for Business, Energy & Industrial Strategy and Department for Environment Food & Rural Affairs, 2017 Source of GWP rates: IPCC Fourth Assessment Report
60. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-3)	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI, 2004 - The GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI, 2011 - The GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI, 2011

Indicators/disclosures		Type of entity and location	2024
			- Estimating Petroleum Industry Value Chain (Scope 3) Greenhouse Gas Emissions from Ipieca and API, 2016 - American Petroleum Institute (API) Compendium 2009 - GHG emissions related to categories 10 and 11 are calculated based on product sold and considering an estimated destination of use, based on buyer's information, buyer's publication and literature data (World Oil Final Consumption per Product from IEA, 2022)
		Power (Indonesia)	- The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI, 2004 - The GHG Protocol for Corporate Value Chain (Scope 3) Accounting and Reporting Standard from WBCSD and WRI, 2011 - The GHG Protocol for Technical Guidance for Calculating Scope 3 Emissions (Version 1.0) from WBCSD and WRI, 2011 - American Petroleum Institute (API) Compendium 2009
61. GHG emissions intensity ratio for the organization (GRI 305-4)	i. Scope 1	Oil & Gas (Indonesia, Oman and Thailand)	297.76
		Power (Indonesia)	0.50
	ii. Scope 1 + Scope 2	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	302.57
		Power (Indonesia)	0.50
62. Organization-specific metric (the denominator) chosen to calculate the ratio (GRI 305-4)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	tCO_2e/1,000 TOE HC product (tonnes of carbon dioxide equivalent per 1,000 Tonnes of Oil Equivalent of Hydrocarbon product)
		Power (Indonesia)	tCO_2e/MWh (tonnes of carbon dioxide equivalent per Megawatt-hour)
63. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3) (GRI 305-4)		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	- Direct (Scope 1) GHG emission sources - Direct (Scope 1) + energy indirect (Scope 2) GHG emission sources
64. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, or all (GRI 305-4)		Oil & Gas (Indonesia, Oman, Thailand and Singapore)	CO_2, CH_4, N_2O, HFCs
		Power (Indonesia)	CO_2, CH_4, N_2O
65. Significant air emissions, in tonnes, for each of the following: (GRI 305-7)	NO_x (tonne/year)	Oil & Gas (Indonesia, Oman and Thailand)	5,652.53
		Power (Indonesia)	6,547.47
	SO_x (tonne/year)	Oil & Gas (Indonesia, Oman and Thailand)	598.22
		Power (Indonesia)	371.43
	Volatile organic compounds (VOC) (tonne/year)	Oil & Gas (Indonesia, Oman and Thailand)	1,214.47
		Power (Indonesia)	Not applicable

Indicators/disclosures		Type of entity and location	2024
	Particulate matter (PM) (tonne/year)	Oil & Gas (Indonesia, Oman and Thailand)	247.13
		Power (Indonesia)	634.07
66. Source of the emissions factors used (GRI 305-7)		Oil & Gas (Indonesia, Oman and Thailand)	Internal calculation with reference to American Petroleum Institute (API) Compendium 2009 and United States Environmental Protection Agency Air Pollutant-42 (US EPA AP-42)
		Power (Indonesia)	Not applicable
67. Standards, methodologies, assumptions, and/or calculation tools used (GRI 305-7)		Oil & Gas (Indonesia, Oman and Thailand)	- API Compendium 2009 - US EPA AP-42 - The GHG Protocol for Corporate Accounting and Reporting Standard from WBCSD and WRI 2004 - ISO 14064-1:2006 regarding specification with guidance at the organisation level for quantification and reporting of greenhouse gas emissions and removals - Minister of Environment of the Republic of Indonesia Regulation Number 12 Year 2012 regarding Guidelines for Calculation of Emissions for Oil and Gas Industry Activities
		Power (Indonesia)	Minister of Environment and Forestry of the Republic of Indonesia Regulation Number 15 Year 2019 regarding Emission Quality Standards for Thermal Power Plants

GRI 401 – Employment

Indicators/disclosures			Type of entity and location	2024	
68. Total number and rate of new employee hires during the reporting period, by age group, gender and region (GRI 401-1)				Number	Percentage
	Age group	Under 30 years old	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	31	1.23%
		30-50 years old		25	0.99%
		Over 50 years old		5	0.20%
	Age group	Under 30 years old	Power (Indonesia)	98	9.67%
		30-50 years old		76	7.50%
		Over 50 years old		4	0.39%
	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	14	0.55%
		Male		47	1.86%
	Gender	Female	Power (Indonesia)	15	1.48%
		Male		163	16.09%
	Region	Oman	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	16	0.63%
		Thailand (Bangkok Office)		3	0.12%
		Thailand (Field)		-	-
		Singapore Office		1	0.04%
		Block A		8	0.32%
		South Sumatra Block		1	0.04%
		Rimau		-	-

Indicators/disclosures			Type of entity and location	2024	
		South Natuna Sea Block B		-	-
		Lematang		-	-
		Tarakan		-	-
		Jakarta Office		32	1.27%
		Bangkanai		-	-
		Sampang		-	-
		Corridor		-	-
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	14	1.38%
		Pembangkitan Pusaka Parahiangan (Cianjur)		-	-
		Bio Jatropha Indonesia (Cianjur)		1	0.10%
		Medco Cahaya Geothermal (Jakarta)		3	0.30%
		Mitra Energi Batam & Dalle Energi Batam (Batam)		1	0.10%
		Energi Listrik Batam (Batam)		12	1.18%
		Multidaya Prima Elektrindo (Palembang)		-	-
		Energi Prima Elektrika (Palembang)		-	-
		Tanjung Jati B (Jepara)		2	0.20%
		Medco Geothermal Sarulla (Tapanuli Utara)		8	0.79%
		Medcopower Servis Indonesia (Pekanbaru)		2	0.20%
		Medcopower Solar Sumbawa (Sumbawa)		-	-
		Medco Ratch Power Riau (Jakarta Head Office)		5	0.49%
		Medco Solar Bali Timur (Bali Timur)		7	0.69%
		Medco Power Energi Services (Sulawesi Utara)		114	11.25%
		Medco Power Geothermal Services (Jakarta Head Office)		9	0.89%
69. Total number and rate of employee turnover during the reporting period, by age group, gender and region (GRI 401-1)				Number	Percentage
	Age group	Under 30 years old	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	2	0.08%
		30-50 years old		37	1.46%
		Over 50 years old		74	2.93%
	Age group	Under 30 years old	Power (Indonesia)	33	3.26%
		30-50 years old		31	3.06%
		Over 50 years old		6	0.59%
	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	19	0.75%
		Male		94	3.72%

Indicators/disclosures			Type of entity and location	2024	
	Gender	Female	Power (Indonesia)	8	0.79%
		Male		62	6.12%
	Region	Oman	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	4	0.16%
		Thailand (Bangkok Office)		3	0.12%
		Thailand (Field)		1	0.04%
		Singapore Office		1	0.04%
		Block A		9	0.36%
		South Sumatra Block		3	0.12%
		Rimau		1	0.04%
		South Natuna Sea Block B		11	0.44%
		Lematang		-	-
		Tarakan		1	0.04%
		Jakarta Office		62	2.45%
		Bangkanai		3	0.12%
		Sampang		2	0.08%
		Corridor		12	0.48%
	Region	Medco Power Indonesia Head Office	Power (Indonesia)	15	1.48%
		Pembangkitan Pusaka Parahiangan (Cianjur)		1	0.10%
		Bio Jatropha Indonesia (Cianjur)		-	-
		Medco Cahaya Geothermal (Jakarta)		2	0.20%
		Mitra Energi Batam & Dalle Energi Batam (Batam)		-	-
		Energi Listrik Batam (Batam)		3	0.30%
		Multidaya Prima Elektrindo (Palembang)		1	0.10%
		Energi Prima Elektrika (Palembang)		2	0.20%
		Tanjung Jati B (Jepara)		6	0.59%
		Medco Geothermal Sarulla (Tapanuli Utara)		5	0.49%
		Medcopower Servis Indonesia (Pekanbaru)		1	0.10%
		Medcopower Solar Sumbawa (Sumbawa)		1	0.10%
		Medco Ratch Power Riau (Jakarta Head Office)		33	3.26%
		Medco Solar Bali Timur (Bali Timur)		-	-
		Medco Power Energi Services (Sulawesi Utara)		-	-
		Medco Power Geothermal Services (Jakarta Head Office)		-	-
70. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of			Oil & Gas (Indonesia,	1. Education/Scholarship Assistance (Oman) 2. Emergency Loan/Loan Salary Advance (Oil & Gas Domestic)	

Indicators/disclosures			Type of entity and location	2024
operation.These include, as a minimum: (i) Life insurance; (ii) Health care; (iii) Disability and invalidity coverage; (iv) Parental leave; (v) Retirement provision; (vi) Stock ownership; (vii) Others (GRI 401-2)			Oman, Thailand and Singapore)	3. Pension programme - "Penghargaan Atas Pengabdian" (Oil & Gas Domestic, excluding Bangkanai & Sampang) 4. Pension programme - Dana Pensiun Lembaga Keuangan/DPLK (Oil & Gas Domestic) 5. Service Award (Oil & Gas Domestic) 6. Housing Loan Assistance (Oman) 7. Provident Fund (Thailand) 8. General Loan (Oil & Gas - MEPI) 9. Home Ownership Assistance Program/HOAP (Oil & Gas Domestic - Malaka/Block A)
			Power (Indonesia)	1. Rest and Relax Allowance (Medco Power Indonesia) 2. Emergency Loan (Medco Power Indonesia, Tanjung Jati B, Energi Listrik Batam, Medco Power Ratch Riau) 3. Pension Programme - Dana Pensiun Lembaga Keuangan/DPLK (Medco Power Indonesia, Tanjung Jati B, Mitra Energi Batam/Dalle Energi Batam, Medco Geothermal Sarulla)
71. The definition used for 'significant locations of operation (GRI 401-2)			Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	As stated in the list of benefits above
72. Total number of employees that were entitled to parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	493
		Male		1,883
	Gender	Female	Power (Indonesia)	126
		Male		661
73. Total number of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	12
		Male		39
	Gender	Female	Power (Indonesia)	1
		Male		17
74. Total number of employees that returned to work in the reporting period after parental leave ended, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	12
		Male		39
	Gender	Female	Power (Indonesia)	1
		Male		17
75. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	14
		Male		52
	Gender	Female	Power (Indonesia)	4
		Male		5
76. a. Return to work rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	100%
		Male		100%
	Gender	Female	Power (Indonesia)	100%
		Male		100%
b. Retention rates of employees that took parental leave, by gender (GRI 401-3)	Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	100%
		Male		98.11%
	Gender	Female	Power (Indonesia)	100%

Indicators/disclosures			Type of entity and location	2024
		Male		100%

GRI 403 – Occupational Health and Safety

Indicators/disclosures	Type of entity and location	2024	
77. For all employees: the number and rate of fatalities as a result of work-related injury (GRI 403-9)		Number	Rate
	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
78. For all employees: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)		Number	Rate
	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
79. For all employees: the number and rate of recordable work-related injuries (GRI 403-9)		Number	Rate
	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
80. For all employees: the main types of work-related injury (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	Not applicable	
	Power (Indonesia)	Not applicable	
81. For all employees: the number of hours worked (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	4,997,392	
	Power (Indonesia)	1,321,089	
82. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of fatalities as a result of work-related injury (GRI 403-9)		Number	Rate
	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
83. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of high-consequence work-related injuries (excluding fatalities) (GRI 403-9)		Number	Rate
	Oil & Gas (Indonesia, Oman and Thailand)	-	-
	Power (Indonesia)	-	-
84. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number and rate of recordable work-related injuries (GRI 403-9)		Number	Rate
	Oil & Gas (Indonesia, Oman and Thailand)	3	0.11
	Power (Indonesia)	3	0.57
85. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the main types of work-related injury (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	Head wound injury, left thumb got pinched by wrench and laceration/bruises elbow injury	

Indicators/disclosures	Type of entity and location	2024
	Power (Indonesia)	Laceration on the head, laceration on the left arm and laceration on the left hand finger
86. For all workers who are not employees but whose work and/or workplace is controlled by the organization: the number of hours worked (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	26,163,724
	Power (Indonesia)	5,239.420
87. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	As a continuation for good safety culture, all sites and facilities conducted hazard identification, risk assessment, risk mitigation and develop preventive actions aligned with MedcoEnergi Management System and all related procedures and guidelines. Continuation of review and audit are also performed to enable each asset to minimise or eliminate potential major hazard incident and high potential events occurrence and reduce the risk within operations. Leading Metric with specific focus area is also developed to improve site/function awareness and capabilities to prevent incidents. Identified hazards that pose a risk of high-consequence injury are: • Well activities causing potential blow out • Loss of containment from hydrocarbon processing facility • Gas blowby in the processing facility • Toxic gas exposure due to loss of primary containment • Aviation operation • Marine operation, including potential vessel collision with facility and boat transfer • Land transportation • Use of explosive material & detonator to support activity • Pressurised gas cylinder • Lifting activity • Forest/bush fire • Health issue
	Power (Indonesia)	Medco Power has identified work-related hazards for power plant operation and project. In the process of identifying potential hazards in the work environment, Medco Power utilises the HIRADC (Hazard Identification Risk Assessment and Determine Control) method. HIRADC is established before commencement of any work and is updated regularly, especially when there are new activities in the work process. However, there are several cases of medical treatment and first aid, where the main causes are slip, trip, fall (STF) hazards, contact with moving equipment parts, and contact with hot materials. These hazards are classified into Life Saving Rules (LSR) related to the line of fire, work at height, lifting, and work authorisation. Medco Power encourages all leaders to make sure that everyone is aware and understands the Life Saving Rules. Medco Power conducted regular review for hazard identification and risk assessment to identify any potential hazards related to LSR which may cause high-consequence work accidents. Several actions were also conducted by Medco Power as a follow-up action and prevention for reoccurring incidents, such as eliminating the risk by using safe and proper equipment, developing work procedures and instructions for safe work methods, providing appropriate personal protective equipment for all workers, increasing Life Saving Rules safety awareness, and conducting mandatory HSE training for all workers.

Indicators/disclosures	Type of entity and location	2024
88. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	MedcoEnergi eliminates and minimises risks by continually improving the hazard observation programme through Safety Card and Life Saving Rules (LSR) Field Verification, improving safety campaigns, monitoring leading metrics related to occupational safety and process safety, conducting Health Risk Assessment (HRA) including mitigation actions required, health monitoring through Medical Check Up (MCU) compliance and its follow up, conducting Audit SIAP SELAMAT in Offshore Asset (Sampang, Matak & Belida) and Onshore Asset (Well Operations South Sumatra Block), engaging contractor through Contractor HSE Forum and Contractor Safety Ambassador, sharing learning from incidents and investigation results, conducting leadership visit to site, performing regular emergency drill exercise including for incident involving mass casualty, which is required to prevent any incident to occur. As part of continual improvement, MedcoEnergi evaluates HSE Management System (HSEMS) practices which support organisation to systematically identify, assess, control and monitor operational risks to MedcoEnergi's business, employees, contractors, stakeholders and the environment. MedcoEnergi also develop digitalisation aspect of safety campaign, safety observation and medical requirement as an effort to maximise coverage of information, process, or system into a digital format and integrating technology to improve efficiency, effectiveness, and accessibility.
	Power (Indonesia)	Medco Power has integrated the Health, Safety, and Environmental Protection aspects into the HSE Card programme, which allows workers to conduct hazards observations, report the hazards/risks, as well as take the proper action. The HSE Card can be filled manually and through iOS and Android applications. All reports will be collected on the web-based dashboard to be further analysed and assessed by the HSE team. Minor corrective actions can be taken immediately once the report is received, while more complex corrective actions will be reported to the relevant parties to be analysed and given the appropriate recommendations. Referring to HIRADC in hazard management, Medco Power reviews the existing hazard control, and in the case of a hazards/risks value that is still high, Medco Power will add the following control methods: 1.Elimination; 2.Substitution; 3.Engineering and Isolation; 4.Procedure and Warning Sign; 5.Training and Monitoring; 6.PPE to reduce the hazards/risk value into the acceptance level.
89. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	The rates of work related fatalities, high-consequence work-related injuries (excluding fatalities) and recordable work-related injuries are calculated based on 1,000,000 hours worked.

Indicators/disclosures	Type of entity and location	2024
90. Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	No employees or workers have been excluded from this disclosure.
91. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used (GRI 403-9)	Oil & Gas (Indonesia, Oman and Thailand)	The injury rates are calculated as follow: The rate of fatalities as a result of work-related injury per 1,000,000 work hours= (number of fatality)/manhour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours=(number of high-consequence injuries (excluding fatalities))/manhour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours= (number of recordable injuries)/manhour x 1,000,000) Safety statistics and incident data are collected from each asset based on the Incident Management Document Guideline. This system is widely used for industrial incident rate calculation and classification in accordance with local Government Regulations and refers to Occupational and refers to Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.
	Power (Indonesia)	The injury rates are calculated as follow: The rate of fatalities as a result of work-related injury per 1,000,000 work hours=(Number of fatality)/manhour x 1,000,000 The rate of high-consequence work-related injuries (excluding fatalities) per 1,000,000 work hours=(Number of high-consequence injuries (excluding fatalities))/manhour x 1,000,000 The rate of recordable work-related injuries per 1,000,000 work hours=(Number of recordable injuries)/manhour x 1,000,000 Medco Power's safety statistics are calculated from subsidiaries based on incident/accident investigation and reporting procedures (A800/C01/SOPR010014), which complies with the Indonesian Government Regulation (Minister of Manpower Regulation Number 03/MEN/98 regarding Procedure in Reporting and Investigating Occupational Accident and Ministry of Manpower and Transmigration Regulation Number PER.01/MEN/1981 regarding Obligation to Report Occupational Illness) and Occupational Safety and Health Administration (OSHA) 29 CFR Part 1904 - Standard for Reporting and Recording Occupational Injuries and Illness.

GRI 404 – Training and Education

Indicators/disclosures	Type of entity and location	2024
92. Type and scope of programs implemented and assistance provided to upgrade employee skills (GRI 404-2)	Oil & Gas (Indonesia)	MedcoEnergi offers a comprehensive internal training program with courses in four key areas: • Leadership/Softskill • Technical • Operations, and • HSE

Indicators/disclosures			Type of entity and location	2024
				The training programs are primarily designed for permanent and direct contract employees. While some specialised programs cater to senior management (Senior Manager, Vice President, and Senior Vice President), most courses are open to employees at all levels within the company. In addition to internal training, MedcoEnergi offers an Employee Education Assistance programme to support permanent employees pursuing higher education. This program helps employees financially with obtaining Bachelor's and Master's degrees. This programme is applicable for all permanent employees with minimum 3 (three) years of services in the company and with 'Good' performance rating for the last 3 (three) years.
93. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment (GRI 404-2)			Oil & Gas (Indonesia)	MedcoEnergi offers a pre-retirement program designed to prepare permanent employees for a smooth transition into retirement. The programme details are aligned with the applicable Pre-Retirement Guideline, which typically allows employees aged 50 and over to begin participating.
94. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period (GRI 404-3)	i.Gender	Female	Oil & Gas (Indonesia)	98.65%
		Male		98.87%
	ii.Employee category	SVP & VP	Oil & Gas (Indonesia)	95.00%
		Superintendent & supervisor		99.20%
		Senior manager		100.00%
		Manager		98.81%
		Staff		98.74%

GRI 405 – Diversity and Equal Opportunity

Indicators/disclosures			Type of entity and location	2024
95. Percentage of individuals within the organization's governance bodies in each of the following diversity categories (GRI 405-1)	i. Gender	Female	Corporate	15.38%
		Male		84.62%
	ii. Age group	Under 30 years old	Corporate	-
		30-50 years old		15.38%
		Over 50 years old		84.62%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		Corporate	Not available
96. Percentage of employees per employee category in each of the following diversity categories (GRI 405-1)	i. Gender	Female	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	19.52%
		Male		80.48%
		Female	Power (Indonesia)	12.44%
		Male		87.56%
	ii. Age group	Under 30 years old	Oil & Gas (Indonesia, Oman, Thailand and Singapore)	4.51%
		30-50 years old		69.28%
		Over 50 years old		26.21%

Indicators/disclosures			Type of entity and location	2024
		Under 30 years old	Power (Indonesia)	24.88%
		30-50 years old		64.76%
		Over 50 years old		10.37%
	iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).		Oil & Gas (Indonesia, Oman, Thailand and Singapore), Power (Indonesia)	Not available

GRI 410 – Security Practices

Indicators/disclosures	Type of entity and location	2024
97. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security (GRI 410-1)	Oil & Gas (Indonesia)	99.86%
	Power (Indonesia)	100%
98. Whether training requirements also apply to third-party organizations providing security personnel (GRI 410-1)	Oil & Gas (Indonesia), Power (Indonesia)	Human rights policies and procedures training is also applied to third-party security personnel

GRI 413 – Local Communities

Indicators/disclosures	Type of entity and location	2024
99. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of (i) Social impact assessments, including gender impact assessments, based on participatory processes; (ii) Environmental impact assessments and ongoing monitoring; (iii) Public disclosure of results of environmental and social impact assessments; (iv) Local community development programs based on local communities' needs; (v) Stakeholder engagement plans based on stakeholder mapping; (vi) Broad-based local community consultation committees and processes that include vulnerable groups; (vii) Work councils, occupational health and safety committees and other worker representation bodies to deal with impacts; (viii) Formal local community grievance processes (GRI 413-1)	Oil & Gas (Indonesia, Oman and Thailand)	100%
	Power (Indonesia)	100%

GRI 415 – Public Policy

Indicators/disclosures	Type of entity and location	2024
100. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary (GRI 415-1)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	MedcoEnergi does not support any political party and does not make contributions or donations to any political party or affiliated organisation in any location we operate.
101. If applicable, how the monetary value of in-kind contributions was estimated (GRI 415-1)	Oil & Gas (Indonesia, Oman and Thailand), Power (Indonesia)	Not applicable

All indicators in the subject matter information covered data for PT Medco Energi Internasional Tbk and its subsidiaries (collectively referred to as the "Group") which are included in the scope of the Group's sustainability report as follows:

Type of asset	Location	Name of asset
Oil & Gas	Oman	Oman
	Thailand	Bangkok Office
		Thailand (Field)
	Singapore	Singapore Office
	Indonesia	Block A
		South Sumatra Block
		Rimau
		South Natuna Sea Block B
		Lematang
		Tarakan
		Madura Offshore
		Sampang
		Bangkanai
		Jakarta Office
		Corridor
		Palembang Office
		Banda Aceh Office
Power	Indonesia	Mitra Energi Batam
		Dalle Energi Batam
		Energi Listrik Batam
		Medco Geothermal Sarulla
		Tanjung Jati B
		Bio Jatropha Indonesia
		Pembangkitan Pusaka Parahiangan
		Medco Power Indonesia Head Office
		Multidaya Prima Elektrindo
		Energi Prima Elektrika
		Medco Cahaya Geothermal
		Medco Ratch Power Riau
		Medcopower Servis Indonesia
		Medcopower Solar Sumbawa
		Medco Solar Bali Timur
		Medco Power Energi Services
		Medco Power Geothermal Services