



**AGINCOURT**  
RESOURCES  
MEMBER OF ASTRA



## **Moving Towards Resilient Society and Biodiversity**

Sustainability Report  
**2022**

# ABOUT THIS REPORT **[2-2, 2-3, 2-4, 2-5]**

PT Agincourt Resources (PTAR) presents the 2022 Sustainability Report by focusing on information on the Company's environmental, social and economic impacts. This report covers the performance disclosures from 1 January to 31 December 2022 with a comparison of the previous three years' numerical data. All information presented in this report covers the Jakarta Head Office and operational sites of the Martabe Gold Mine including all material topics.

This Sustainability Report was prepared following the Global Reporting Initiative (GRI) Standards: Comprehensive option and the Mining and Metal (MM) of the GRI. This report is a continuation of the 2021 Sustainability Report published on June 2022. Entities included in this report and the consolidated financial statements are PTAR, including the Martabe Gold Mine and the Jakarta Head Office. This report does not cover other entities, as PTAR has no subsidiaries. The Company's 2022 Financial Statement was audited by Tanudiredja, Wibisana, Rintis & Rekan (PwC Indonesia).

External assurance for this report has been carried out by a third party, National Centre for Corporate Reporting (NCCR). This appointment is based on the approval of the Board of Directors and there is no business relationship or conflict of interest with any third party. An independent statement on the assurance process for this report is available at the end of the report. There is no restatement in this report. There are no significant changes in reporting practices or material topics. **[2-4]** The GRI content index is available at the end of the report. In addition, an appendix containing comprehensive data and statistical information on the Company's sustainability performance is available at the end of the report.

## THEME EXPLANATION



### “Moving Towards Resilient Society and Biodiversity”

PT Agincourt Resources (PTAR) is committed to not only prioritising profit but also striving to be a driving force for community development and empowerment, especially the communities around the area of operations. The Company realised such commitment by promoting economic recovery towards a resilient society, in line with the implementation of biodiversity conservation.

The Company is aware that its business operations must take into account the environment. Therefore, PTAR also prioritises biodiversity conservation to support the 3 (three) pillars of sustainable development, economic, social, and environmental pillars. This is carried out because PTAR understands that the sustainability of a company depends on how its natural resources are managed for the welfare of the surrounding communities.



# TABLE OF CONTENT

I	About This Report	48	Duties of the Board of Directors in Sustainability Governance
1	Theme Explanation	50	Risk Management
2	Table of Content	51	Stakeholder Engagement
4	Sustainability Performance Overview	53	Material Topic Identification
6	Significant Events in 2022		
13	Award		
18	Association Membership		
18	Significant Changes		
19	External Initiatives and Certification		
20	Report of the Board of Directors		



## Company Profile

24

26	Company Identity
27	Markets Served
28	Sustainability Milestones for the Past Three Years
30	Business Process
32	The Company's Organisational and Management Structure
34	Vision, Mission, and Core Values
35	Organisational Scale
35	Operational Areas
36	Supply Chain
37	Key Material Inputs and Outputs of Martabe Gold Mine in 2022



## Sustainability Strategy And Governance

38

40	Supporting the Sustainable Development Goals (SDGs)
44	Sustainability Strategy and Principles
45	Key Impacts, Risks, and Opportunities of Operations
46	2023 Sustainability Roadmap
47	Sustainability Governance Structure



44



## Environmental Management

56

58	Compliance and Regulation
59	Environmental Compliance Management Monitoring
60	Wastewater Management
62	Tailing Placement
64	Tailings Disposal Achievement
65	Disposal of Waste Rock
66	Hazardous Waste Management
68	Water Management
70	Water Management System
71	Site Water Management Achievements
72	Energy Conversion
74	Energy Conservation
75	Management and Reduction of Greenhouse Gas Emissions
78	Biodiversity Management
80	Site Rehabilitation
81	Site Rehabilitation and Reclamation Achievements



85



## Empowering Our Community

86

- 88 Significant Actual and Potential Impacts on Local Communities
- 89 Community Empowerment
- 92 Master Plan for Community Development and Empowerment In 2022
- 93 CDEP Programme
- 102 Programme Evaluation
- 102 New Initiatives During the Covid-19 Pandemic
- 103 Beneficiaries
- 103 PTAR'S Guidelines for Complaint Handling Procedures
- 105 Complaints in 2022
- 106 Responsibility for Sustainable Product/Service Development



## Sustainable Economic Performance

108

- 110 Economic Value Generated and Distributed
- 112 Fiscal Economic Benefits
- 113 PTAR Suppliers



154



## Employee Diversity and Equality

116

- 118 PTAR Employee Demographics
- 121 Human Resources Management
- 123 Diversity and Equality
- 125 Results Achieved in 2022
- 126 Local and National Employment
- 127 Employee Training and Development
- 128 Code of Ethics and Business Conduct



## Occupational Health and Safety is Our Priority

130

- 132 General Management Approach
- 133 Major Workplace Hazards
- 133 Operational Safety and Occupational Health Controls
- 134 Emergency Response
- 134 Key Programmes and Standard Procedures at the Martabe Gold Mine Addressing Safety Risk
- 136 Incident Management
- 136 OHS Management
- 137 OHS Performance in 2022
- 139 Occupational Health Programmes
- 140 OHS Innovation in 2022
- 141 Adapting to the COVID-19 Pandemic
- 141 Work Safety Management Improvement in 2022
- 144 Feedback Form
- 145 Response to the Feedback on the Previous Year's Report
- 146 Appendix 3 Cross-Reference to the SDGs
- 148 GRI Index
- 153 POJK No. 51/POJK.03/2017
- 155 Appendix II: Glossary



# SUSTAINABILITY PERFORMANCE OVERVIEW

## BIODIVERSITY AND ENVIRONMENT [B.2]

### Total Energy Consumption (Gigajoule)



2020	1,086,670*
2021	1,110,022
2022	1,152,351

\*) Restatement of the 2020 Sustainability Report

### Total Direct GHG Emissions (CO<sub>2</sub> Tonnes Equivalent)

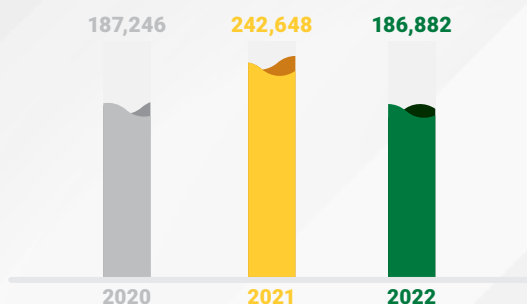


2020	63,102
2021	64,582
2022	58,884

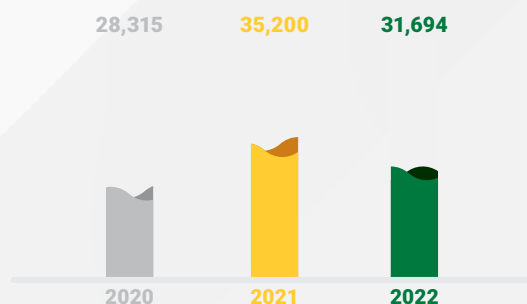
## ECONOMIC PERFORMANCE [B.1]

In USD ('000), unless otherwise stated

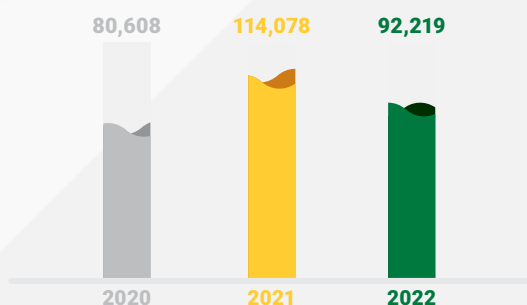
### Net Profit After Tax (NPAT)



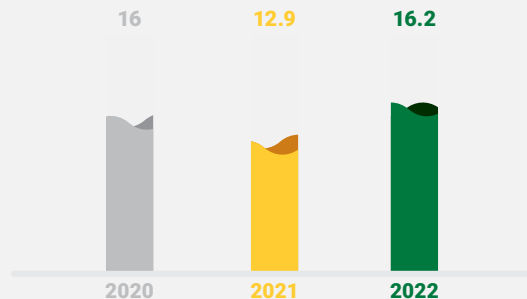
### Wage and Benefit Payments to Employees



### Total Tax and State Revenue



### Procurement of Goods and Services from Local Contractors and Suppliers (in millions of USD)



## OPERATIONAL PERFORMANCE (OUTPUT)

[B.1, B.2]

Gold (Tonnes)



9.5

2020

10,0

2021

25.92

2022

Silver (Tonnes)



73.4\*

2020

43.5

2021

157

2022

Waste Production (Tonnes)



4,664

2020

4,777

2021

3,624.45

2022

Water Management (m<sup>3</sup>/year)



16,083,790

2020

14,775,098

2021

17,893,748

2022

Seedlings Planted



2,399

2020

8,000

2021

7,914

2022

## SOCIAL PERFORMANCE [B.3]

Community Empowerment Costs (Million Dollars)



1.9

2020

1.0

2021

1.6

2022

Lost Time Injuries



0

2020

1

2021

1

2022

Percentage of Local Employees (%)



2020



73.71

2021



73.92

2022



75.72

Mining Safety Management System (SMKP)

Minerba Audit Score (%)



2020



91.31

2021



80.64

2022



75.42

Percentage of Local Employment in Senior Management Positions (%) [202-2]



7

2020

7

2021

3

2022

\*) Restatement of the 2020 Sustainability Report



# SIGNIFICANT EVENTS IN 2022

## January



18 January 2022

Throughout 2022, PT Agincourt Resources (PTAR) provided heavy equipments as engineering practice tools for SMKN 2 Batangtoru several times. The practical tools provided were one steering gear unit, one steering pump unit, and one water pump unit. On a different occasion, 6 (six) cutaway components for the Komatsu PC 200 class hydraulic excavator heavy equipment, a basic electrical system simulator, as well as special tools for the Machine Inspection Program (PPM) and the Lubricant Analysis Programme (PAP) were also provided.

## April



7 April 2022

The Board of Directors of PT Agincourt Resources (PTAR) inaugurated 3 (three) new facilities at the Martabe Gold Mine that support sustainable and world-class mining practices. The three facilities are the development of processing plant milling capacity through the construction of a Vertical Mill, the construction of the New Lime Warehouse, and the installation of a 1,766 kWp solar photovoltaic (PV).



20 April 2022

To strengthen the commitment to the implementation and management of Environmental, Social and Corporate Governance (ESG) in all aspects of business operations PT Agincourt Resources (PTAR) established a special committee.



28 April 2022

PT Agincourt Resources (PTAR) through the Stakeholder Relations Department held a Workshop on Mycorrhizal Sampling Methods.



## June



2 June 2022

In commemoration of the 2022 World Environment Day, which is celebrated every 5 June, PT Agincourt Resources (PTAR) through the Community Relations Department together with the regional government and the people of Batu Horing Village, Batangtoru District, released 5,000 seeds of jurung fish which is an endemic species and 10,000 tilapia fish seeds in the *lubuk larangan* (river area restricted for fishing) of the Batu Horing River.



6 June 2022

In strengthening the commitment to continuously having a positive impact on the environmental preservation and biodiversity, PT Agincourt Resources (PTAR) has planted more than 41,000 tree seedlings to date both in the operational area of the Martabe Gold Mine and in its surrounding area. At the opening of the 2022 World Environment Day commemoration series, at SMKN 2 Batangtoru, PTAR handed over another 1,200 tree seedlings to be planted by the community in Batangtoru District and Muara Batangtoru District.



7-8 June 2022

PT Agincourt Resources (PTAR) supported the Sumatran tiger conservation efforts by releasing two Sumatran tigers "Surya Manggala" and "Citra Kartini" to the Kerinci Seblat National Park (TNKS). This release is unique because those tigers are cubs of a female tiger currently under treatment for her injuries resulting from previous conflicts with humans. This is clear evidence of the success of world-class animal conflict management.



20-22 June 2022

PT Agincourt Resources (PTAR) through the Environment Department held a knowledge sharing session on environmental management efforts through the bio pore method with students at three schools namely SDN No.100707 Perkebunan Batangtoru, SMPN 1 Batangtoru, and SMAN 1 Batangtoru through PTAR Goes to School activities.



## SIGNIFICANT EVENTS IN 2022

### July



June 2022

PT Agincourt Resources (PTAR) ensured that the quality of water biota in the waters around Batangtoru District, especially in the Batangtoru River is always maintained and the impact from the wastewater from the Martabe Gold Mine process is minimised. PTAR through the Environment Department and the Centre for Natural Resources and Energy Studies at the University of North Sumatra (USU) conducted routine monitoring of aquatic biota every 3 (three) months. As of mid-2022, the aquatic biota has been monitored twice, namely in February and June.



18-21 July 2022

PT Agincourt Resources (PTAR) consistently supports the empowerment of women around the mining area. Various proofs of this commitment were shown by the Company at the Women 20 (W20) Summit which was held in Parapat, Lake Toba.

### August



20 July 2022

PTAR supported the initiative of Tuberculosis-free Tapanuli Regency by launching Towards a Tuberculosis-Free South Tapanuli (ENTAS-TB) Programme. This programme involves the South Tapanuli Health Office and the Koninklijke Nederlandse Centrale Vereniging tot bestrijding der Tuberculose Foundation (KNCV) Indonesia.



10 August 2022

288 outstanding students from elementary school (SD) level to university students from underprivileged families from South Tapanuli received the Martabe Prestasi Scholarship given by PT Agincourt Resources (PTAR), at the Martabe Prestasi Scholarship Award ceremony. This is the sixth year that the Martabe Prestasi Scholarship programme has been held. In 2022, the total value of the scholarships reached IDR1.87 billion.



## September



12 September 2022

PT Agincourt Resources (PTAR) announced the winners of the 2022 Martabe Innovation Award (MIA). The 2022 MIA is a programme launched by PTAR to encourage and appreciate innovators in the environmental field for programmes or initiatives that benefit the environment in Padangsidimpuan, South Tapanuli, Central Tapanuli, and Sibolga. Selection and assessment were carried out in August 2022 by involving a panel of judges from PT Agincourt Resources (PTAR) Management representatives.



12 September 2022

To maintain transparency regarding the management of wastewater at the Martabe Gold Mine, especially the results of laboratory tests, PT Agincourt Resources (PTAR) disseminated the announcement of the results of laboratory tests of wastewater. This dissemination was carried out in front of all Regional Work Units (SKPD) from the North Sumatra Provincial and South Tapanuli Regency governments, the Integrated Team, and community representatives, in Medan. The event, which was attended by around 70 people, was also attended by the Regent of South Tapanuli H. Dolly Putra Parlindungan Pasaribu, the North Sumatra Environmental Service, a team of experts, and the South Tapanuli Environment Service.



15 September 2022

Handover of building assistance for supporting facilities for Level IV Batangtoru Hospital. The supporting facilities handed over were the Radiology Room and Mortuary with an area of 72 m<sup>2</sup> and a Wastewater Treatment Plant (WWTP) building with an area of 32.34 m<sup>2</sup>.



22 September 2022

The Scorpion Foundation Indonesia inaugurated the Macaque Rescue Centre in Hapesong Baru Village, Batangtoru District. The Macaque Rescue Center is the first animal rescue facility to operate in Batangtoru District. Some of the facilities available at the Macaque Rescue Centre include cages for interacting, quarantine shelters, animal clinics, and operational offices. To preserve biodiversity in the Martabe Gold Mine area and its surroundings, PT Agincourt Resources (PTAR) has so far supported the activities of the Scorpion Foundation Indonesia, including the construction of a 2.5-hectare Macaque Rescue Centre.



## SIGNIFICANT EVENTS IN 2022

### October



1 October 2022

PT Agincourt Resources (PTAR)'s Waste Sortation Facility (WSF) officially began its operation. Located within the Martabe Gold Mine area, the WSF is a facility that functions to sort non-hazardous and toxic waste (B3) generated from the operational activities of Martabe Gold Mine. Domestic waste, which was previously disposed of temporarily, has now been managed at the WSF. Based on its function, WSF is included in the category of Waste Treatment Sites - Reduce, Reuse, Recycle (TPS 3R). TPS 3R is an integrated waste management system to reduce the volume of waste disposed of in municipal landfills.



6 October 2022

PT Agincourt Resources (PTAR) through the Environment Department conducted training and tree phenology surveys. Tree phenology is part of the effort to determine the response of plants to changes in seasons and climate in certain ecosystems.

### November



31 October 2022

For the first time in North Sumatra, PT Agincourt Resources (PTAR) held a capacity building programme for 15 Agricultural Educator Centres (BPP) and capacity building for 30 agricultural educators in South Tapanuli. This programme aims to prepare qualified, tough, and sustainable farmer groups in managing the farming business in South Tapanuli, especially the area around the operational area of the Martabe Gold Mine.



19 November 2022

To anticipate flood, as well as in celebration of Indonesia's Tree Planting Day 2022, PT Agincourt Resources (PTAR) and the South Tapanuli Regional Disaster Management Agency (BPBD) held a Mass Tree Planting Action by planting 1,000 productive tree seedlings and bamboo trees on the banks of the Garoga River, Garoga Village, Batangtoru District, as well as an Extreme Weather Disaster Preparedness Ceremony.



24 November 2022

PT Agincourt Resources (PTAR) once held another series of Free Cataract Surgery activities "Open Your Eyes, See the Beauty of the World". A total of 827 eyes with cataracts in North Sumatra were successfully cured, far exceeding the 600 eyes previously targeted. More than 10,000 eyes and 8,000 patients had been cured since 2011.



25 November 2022

The core zone of Gunung Leuser National Park, Aceh witnessed the return of a Sumatran tiger (*Panthera tigris sumatrae*) named "Bestie". This activity involved various parties, such as the Directorate of Biodiversity Conservation, Directorate General of Natural Resources and Ecosystem Conservation (KSDAE) Ministry of Environment and Forestry (KLHK), North Sumatra KSDA Centre, Gunung Leuser National Park Centre, Aceh KSDA Office, District Government Gayo Lues, Gayo Lues Police, Kodim 0113 Gayo Lues, Blangkejeren Airport Authority, Parsamuhuan Bodhicitta Mandala Medan Foundation, Leuser Conservation Forum (FKL), Wildlife Conservation Society (WCS) Indonesia Programme, Leuser Partnership Programme, Orangutan Information Centre (OIC), including PT Agincourt Resources (PTAR). This release support is another proof of the Company's commitment to the conservation of biodiversity in Indonesia.



November-  
December 2022

PT Agincourt Resources (PTAR) assisted in the handling of the earthquake in Cianjur, West Java by involving the Emergency Response Team (ERT) which is also part of the Emergency Response Group (ERG) of the Ministry of Energy and Mineral Resources (ESDM) Cianjur Disaster Alert. Commanded by Safety Supervisor Triana Primadewi, ERT PTAR deployed four people, including 3 (three) rescuers and 1 (one) nurse. In addition to logistical assistance distribution, there were two other activities such as an earthquake victims search and provision of health services for the disaster victims, including physical examinations of child victims and trauma healing.



## SIGNIFICANT EVENTS IN 2022

### Desember



17 December 2022

PT Agincourt Resources (PTAR) held the 2022 Agincourt Resources Olympiad (OlympiAR) with the theme "Mineral Discovery, Unearthing Sustainable Future." The Olympiad, which targets mining engineering and geological engineering study programme students from 12 universities in Indonesia, was officially opened at the Bandung Institute of Technology (ITB) and was attended by around 250 students from various universities throughout Indonesia.



21 December 2022

PT Agincourt Resources (PTAR) through the Community Development Department held a Declaration to Stop Open Defecation (BABS) in the Batangtoru and Muara Batangtoru Districts, in Sopo Daganak. The Stop Open Defecation Declaration was also held to support the realisation of independent hygienic community behaviour to improve health quality, prevent environment-based diseases, increase access to drinking water and sanitation, support the vision of the South Tapanuli Regency Government, and contribute to government programmes through Regulation of the Minister of Health No. 3 of 2012 concerning Community-Based Total Sanitation (STBM) and Sustainable Development Goal 6. The Stop Open Defecation Declaration was attended by more than 500 people.

# AWARD

## January



### Active Contribution in the Handling of COVID-19 Pandemic



Government of Tapanuli Regency



5 January 2022



### Runner-up of the Conservation and Biodiversity Subcategory for the Aek Pahu Rice Field Organic Farming Development Programme at 2021 Astra Corporate Affairs Awards



PT Astra International Tbk



12 January 2022



### Award for being proactive in reporting the presence and activities of Foreign Citizens (WNA) regularly and periodically



Class II Immigration Office Checkpoint (TPI)



26 January 2022

## March



### Bronze Winner of the PR Indonesia Award for Private Company Category, E-Magazine Sub-Category



PR Indonesia Award



25 March 2022



### Indonesia Inhouse Magazine Awards (InMA) for the Internal Communication Media



Indonesian Press Worker Union (SPSI)



29 March 2022

## June



### Reporting of Wage Data, Timely Payment and Never Committing Delinquent Dues



BPJS Ketenagakerjaan (Workers Social Security Agency), Padangsidimpuan Branch



2 June 2022



## AWARD

### July



#### Land Use & Biodiversity Sustainable Business Awards Indonesia 2020/2021



Global Initiatives



2 June 2022



#### First Place of Best Growth Company in 2022



BPJS Ketenagakerjaan (Workers Social Security Agency), Padangsidempuan Branch



3 June 2022



#### Silver Award from the 2022 Australasian Reporting Awards (ARA)



The Australasian Reporting Awards



18 July 2022

### August



#### Honor ARC Awards International XXXVI for the Script/Writing Category



MerComm, Inc



11 August 2022

### September



#### Aditama Award for the Aspect of Mining Environmental Management for groups of business entities holding Contract of Work (KK) and Special Mining Business Permits (IUPK) - Application of Good Mining Practices (GMP) Award 2022



Energy and Mineral Resources Ministry (ESDM).



29 September 2022



#### Main Award for Aspects of Mining Engineering Management for Group of Business Entities Holding KK, IUP BUMN, IUP PMA, IUPK Mineral Commodities



Energy and Mineral Resources Ministry (ESDM).




29 September 2022

## November




**Pratama Award for the Aspect of Implementation of Mineral and Coal Conservation for Group Business Entities Holding KK, IUP, and IUPK Mineral Commodities**

 Energy and Mineral Resources Ministry (ESDM).

 29 September 2022




**Pratama Award for Aspects of Management of Standardisation and Mining Services for Group of Business Entities Holding KK, PKP2B, IUP, and IUPK for Mineral and Coal Commodities**


 Energy and Mineral Resources Ministry (ESDM).

 29 September 2022



**Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)

 22 November 2022



**The Most Committed Corporate on SDGs for Economy Pillars - Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)

 22 November 2022




**Platinum Award for Aek Pahu Environmentally Friendly Agricultural Development - Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)

 22 November 2022



**Gold Award for Assignment of Specialist Doctors at Community Health Centres-Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)


 22 November 2022



## AWARD



**Gold Award for Creating Access to Business Opportunities for Women's Groups through the Development of MSMEs Based on Skills and Village Potential - Indonesian Sustainable Development Goals Award (ISDA) 2022**


 Corporate Forum for CSR Development (CFCD)

 22 November 2022



**Sopo Daganak Education and Informal Education Approach Gold Award for Creative and Cultured Children-Indonesian Sustainable Development Goals Award (ISDA) 2022**


 Corporate Forum for CSR Development (CFCD)

 22 November 2022



**Gold Award for Disaster Resilient Village Development (DESTANA) - Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)

 22 November 2022



**Silver Award for Competency Strengthening Programme for Journalists and Mass Media-Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)

 22 November 2022




**Silver Award for E-Coaching Jam - Indonesian Sustainable Development Goals Award (ISDA) 2022**

 Corporate Forum for CSR Development (CFCD)

 22 November 2022



**Gold Rank at the 2022 Asia Sustainability Reporting Rating (ASRRAT) event**

 National Center for Sustainability Reporting

 24 November 2022

## December



### Best Loyalty Customer



PLN North Sumatra UID



28 December 2022



### First Rank in the Highest Energy Consumption in 2022



PLN North Sumatra UID



28 December 2022



### Most Purchases of Renewable Energy Certificate (REC) Units



PLN North Sumatra UID



28 December 2022



### Blue PROPER



Environment and Forestry  
Ministry (KLHK)



29 December 2022



# ASSOCIATION MEMBERSHIP [2-28] [C.5]

Association Name	Position in the Organisation
Association of Indonesian Mining Professionals (PERHAPI) of North Sumatra	Chairman
Indonesian Mining Association	Member

## SIGNIFICANT CHANGES [C.6]

There were no changes in the Company's activities, products, services, market share, supply chain, and ownership structure throughout the year.

# EXTERNAL INITIATIVES AND CERTIFICATION

## **Guidelines for the Australian National Committee on Large Dams (ANCOLD) and the International Committee on Large Dams (ICOLD)**

Applicable ICOLD and ANCOLD dam safety guidelines are referenced as minimum requirements by the PTAR Code of Practice for Safe Tailings Disposal and design reports produced by Tailings Storage Facilities (TSF) design consultants engaged by PTAR.

## **Position Statement of the International Council on Mining and Metals (ICMM) on Preventing Catastrophic Tailings Storage Facility Failures (2016)**

The critical controls documented in this position paper are referenced in the revised PTAR Guidelines for Safe Tailings Disposal Practices.

## **ISO 14001 (2004) and ISO 45001 (2021)**

The PTAR Health, Safety, and Environment (HSE) Management System was developed under international standards for environmental and safety management systems.

## **United Nations Sustainable Development Goals (2015) and ICMM Community Development Toolkit (2015)**

These and other sources became a reference in the development of the current PTAR Community Development Plan.

## **Equator Principles (2013)**

The Martabe Gold Mine has been audited several times as a due diligence measure for the benefit of third parties.

## **Balanced Business Standards and Biodiversity Programme (BBOP) on Biodiversity Balance (2012)**

The BBOP standard was referenced in a biodiversity offset study conducted by PTAR.

## **International Financial Corporation (IFC) IFC Performance Standard 6: Conservation of Biodiversity and Sustainable Management of Living Natural Resources (2012)**

IFC Performance Standard No 6 was referenced in the development of the PTAR Code of Practice for Biodiversity Protection and environmental risk assessment.

## **ICMM's 10 Principles for sustainable development (2003)**

Referenced in the development of the PTAR Sustainability Policy.

# REPORT OF THE BOARD OF DIRECTORS [D.1]



## Respected Shareholders and Stakeholders,

On behalf of the Board of Directors, I am pleased to present the 2022 Sustainability Report of PT Agincourt Resources (PTAR), which elaborates on the Company's contribution to sustainable development in Indonesia. This report contains information on the Company's governance and approach to sustainability, management of the environment, society, health, safety, and diversity.

Based on the data from World Health Organization up to November 2022, COVID-19 has greatly affected all aspects of life on a global scale as reflected in both the changing patterns of human activity and the global economic conditions, namely the disruption to various economic sectors that plunged most countries into economic recession. However, with efforts such as social restriction and vaccination, COVID-19 has begun to be under control, both in terms of its spread and severity.

The Board of Directors believes that the ongoing health protocol and the fact that COVID-19 is now under control allow the Company to carry out its operations and contribute more to Indonesia's sustainable development.





**MULIADY SUTIO**  
President Director

## SUSTAINABILITY COMMITMENT AND STRATEGY

The Company's strategy to ensure sustainability is by integrating aspects of sustainability as the core of all of the Company's operations. We encourage stakeholders to work together to achieve sustainability in the Company's operations. In maintaining its business continuity in an increasingly competitive business environment, the Company regularly holds discussions with various stakeholders and involves external consultants and carries out continuous innovation and related studies.

To demonstrate its commitment to sustainability, the Company has targeted sustainability focuses set forth in the Company's Public Contribution Strategy, namely: (1) Implementing an international standard environmental

management system, (2) Managing biodiversity, (3) Reducing Greenhouse Gas (GHG) emissions through decarbonisation, offset and nature-based solution projects, (4) Reducing the intensity of water intake and maintaining the quality of discharge water, (5) Solid and liquid waste management, (6) Community empowerment, (7) Creating a work environment that encourages equity, diversity and inclusion.

The Company believes that balanced and sustainable implementation of those strategies and initiatives will provide maximum benefits to all stakeholders and contribute positively to supporting the achievement of sustainable development goals in Indonesia.



## BIODIVERSITY AND ENVIRONMENTAL PERFORMANCE

PT Agincourt resources acknowledges its significant responsibilities as a mining Company and producer of gold and silver, and therefore is committed to following the industry's best practices in the sustainable management of its mining operations. Through this Sustainability Report, the Company continues to analyse and report its greenhouse gas (GHG) emissions, water usage, management of hazardous waste, and management of biodiversity from the Company's operational and supporting activities. In 2022, the Company continued its fundamental, structured, and collaborative environmental programmes with all stakeholders.

Protecting biodiversity in and around the Martabe Gold Mine operational area is the moral and ethical responsibility of the Company. The Company operates on the edge of the Batangtoru Forest. Former mining areas are regularly rehabilitated and reclaimed, making them some of the Company's efforts to protect biodiversity.

The Company continues to improve sustainable operating systems and supports the preservation of endemic fauna and flora. The Company established a Code of Practice for Biodiversity Management, which sets out mandatory operational biodiversity protection requirements, such as minimising unnecessary land clearing and re-building forest habitat during mine closure.

In addition, the Company actively involves competent Indonesian academics in all planning related to biodiversity activities. The quantity and quality of the revegetation programme are improved by intensifying the dispersion of local seeds using seed balls. In 2022, 20,000 seed balls were sown and 12,000 tree seeds were planted. Furthermore, fauna monitoring using camera traps has been expanded and more routinely carried out.

In terms of tailing disposal safety, the waste from the operations are disposed at the Tailing Disposal Facility (TSF). The safety of tailings disposal is the top priority of the Company, therefore a comprehensive range of measures has been taken to ensure that risks associated with the TSF are minimised through the industry's leading practices.

## COMMUNITY RELATIONS

The Company continued its Community Development and Empowerment (PPM) Programme as part of a comprehensive implementation of social and environmental responsibility (CSR) activities which cover 5 (five) main pillars, namely Health, Education, Business Development and Local Economy, Public Infrastructure, and Community Relations with the target communities in 15 villages around the Martabe Gold Mine.

The Company has carried out 72 Corporate Social Responsibility (CSR) programmes with 30,565 beneficiaries and spent USD1,569,097 to support the implementation of community development and empowerment activities. The Company obtained several awards for its CSR programme performance including the Platinum and Gold Awards at the 2022 Indonesian Sustainable Development Award.

## ECONOMIC DEVELOPMENT SUPPORT

Despite the internal and external challenges and uncertainties affecting the Company's business and operations throughout 2022, production and sales of gold and silver metal have proceeded according to plans approved by the Company's parent. To gain a comprehensive understanding of our economic and financial performance, we recommend that you read this Report in tandem with our 2022 Annual Report.

## CLOSING

The Company concluded the challenging year of 2022 with a positive performance, thanks to hard work and cooperation of various parties, including the supervision and direction of the Board of Commissioners, support from shareholders, partners, suppliers, government, and other stakeholders, as well as the dedication of efforts of all employees. On behalf of the Board of Directors, I would like to express my gratitude and appreciation for the support and cooperation.

The Company believes that by taking a holistically integrated approach with all stakeholders, we can improve and balance economic, social and environmental performance. Going forward, the Company will continue to improve the quality of its sustainability programmes so that the benefits can be enjoyed by stakeholders and all levels of society.

Jakarta, April 2023



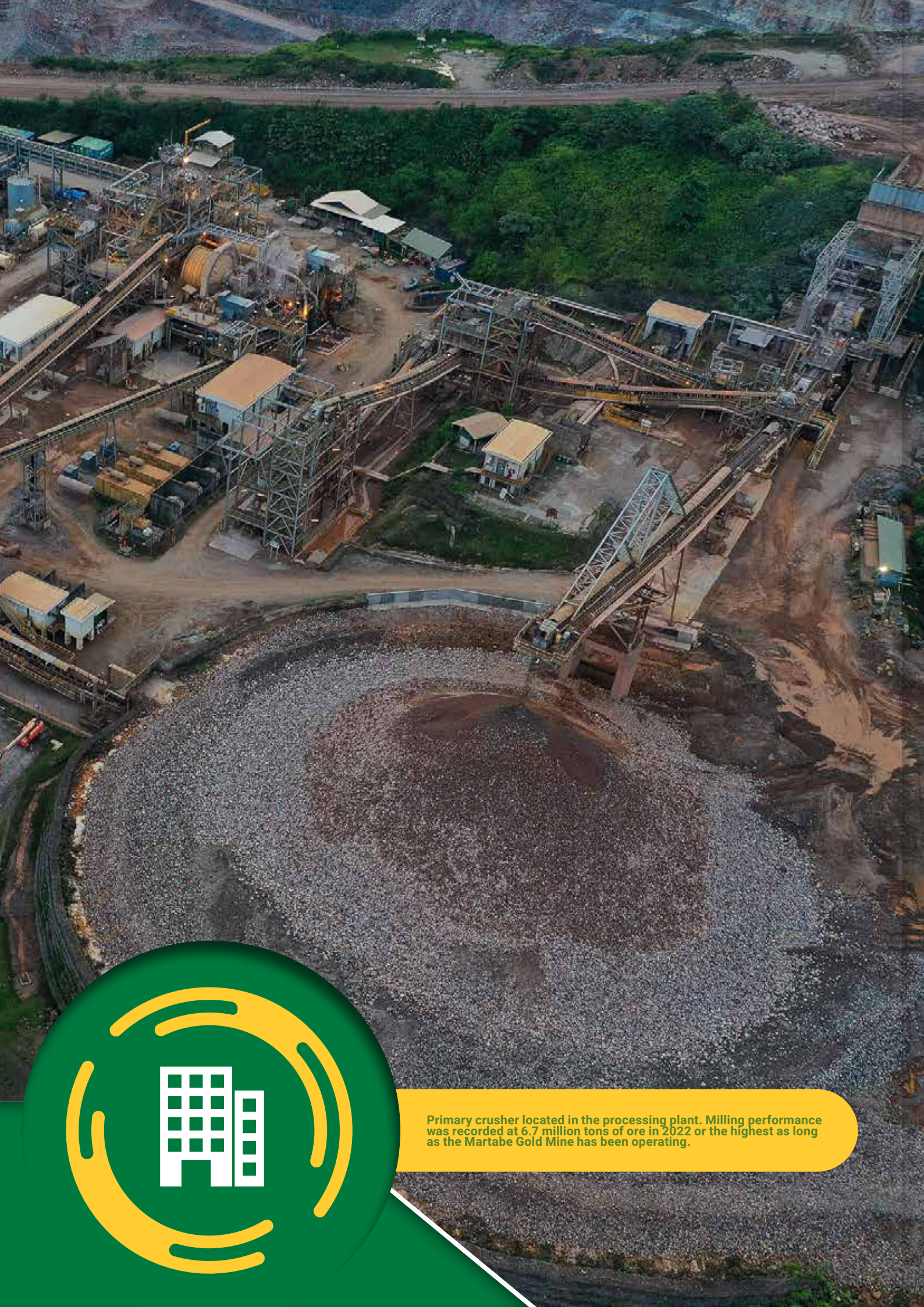
**Muliady Sutio**  
President Director

“

PT Agincourt Resources (PTAR) is a prominent mining Company in Indonesia, specialising in the exploration and mining of precious metals such as gold and silver. The Company has one operating site is the Martabe Gold Mine in South Tapanuli, North Sumatra, Indonesia, while our head office in Jakarta manages the corporate functions of the Company. The Company's majority shareholder is PT Danusa Tambang Nusantara (95%), which is owned by PT United Tractors Tbk (60%) and PT Pamapersada Nusantara (40%). The remaining 5% of the shares are held by the local governments of South Tapanuli Regency and North Sumatra Province via PT Artha Nugraha Agung. Furthermore, until the end of 2022, no changes were made to the location of the Company's operational activities or its share capital structure.

”

# COMPANY PROFILE



Primary crusher located in the processing plant. Milling performance was recorded at 6.7 million tons of ore in 2022 or the highest as long as the Martabe Gold Mine has been operating.



# COMPANY IDENTITY [2-1, 2-6], [C.2, C3, C.4]

Company Name



**PT AGINCOURT RESOURCES**

Date of Establishment



14 April 1997

Head Office Address



Pondok Indah Office Tower II, Lantai 12, Suite 1201  
Jalan Sultan Iskandar Muda Kav V-TA  
Pondok Pinang, Kebayoran Lama, Jakarta Selatan, DKI Jakarta, 12310  
Telephone: 6221 – 80672000  
Facsimile: 6221 – 7592 2818  
Email: [Martabe.CorporateCommunications@agincourtresources.com](mailto:Martabe.CorporateCommunications@agincourtresources.com)

Website



[www.agincourtresources.com](http://www.agincourtresources.com)

Mining Location



Jl. Merdeka Barat KM 2,5,  
Kelurahan Aek Pining, Kecamatan Batangtoru,  
Kabupaten Tapanuli Selatan, Sumatra Utara, Indonesia 22738

Legal Basis of  
Incorporation



Deed No. 281 dated 14 April 1997, made before Notary H.M Afdal Gazali, SH. This Deed has been amended several times, the last being Deed No. 192, No 24, dated 31 March 2022, made before Moeliana Santoso S.H, M.Kn., The notary at Tangerang Regency

Company Status



Domestic Investment

Shareholders



PT Danusa Tambang Nusantara (95%)  
PT Artha Nugraha Agung (5%)

Authorised Capital



USD85,000,000, consisting of 5,000,000 Series A shares and 80,000,000 Series B shares.

Issued and fully paid  
capital (shares)



USD85,000,000, consisting of  
5,000,000 Series A shares and  
80,000,000 Series B shares.

Line of Business  
and Product



Mining, Gold and Silver

Total Employees



956 permanent and contract  
employees as of 31 December  
2022.





The Engineer and Senior Engineer of the Tailing Storage Facility (TSF) Department discussing at the lookout rock toe. 6.7 tonnes of tailings were safely disposed of at the TSF throughout 2022, in accordance with the safe Tailing Placement Practices.

PT AGANCOURT RESOURCES

27

Sustainability Report 2022

## MARKETS SERVED [2-6] [C.4]

Bullions from the Martabe Gold Mine are refined in a the housing facility in Jakarta for export and sale. PTAR does not brand or advertise its products because gold and silver are commodities. Purity percentage and physical form (granules) are the primary specifications for customer purchases. Our primary customers are banks based in Singapore.





# SUSTAINABILITY MILESTONES FOR THE PAST THREE YEARS

The sustainability roadmap and milestones established by PT Agincourt Resources (PTAR) reflect the Company's commitment to and pursuit of excellence in its sustainability performance. The following highlights some of the significant milestones we have achieved thus far.

## 2022

PTAR supported the infrastructure quality improvement in South Tapanuli by renovating the longest hanging bridge (*rambin* bridge) in South Tapanuli Regency, located in Bandar Hapinis Village. Constructed in 2009 with a total length of 154 metres, this *rambin* bridge serves as the main access connecting the people in the 3 (three) districts: Batangtoru, Muara Batangtoru, and Angkola Sangkunur. The handover of the renovation completion was carried out on Tuesday, 29 March 2022, in Bandar Hapinis Village. In December 2022, PTAR also carried out renovation of 3 (three) bridges in Aek Pining Regency, which serve as vital access for the people to their plantation land.

PTAR supported South Tapanuli in eradicating tuberculosis through the Towards South Tapanuli Free of Tuberculosis Programme (ENTAS-TB) on 20 July 2022. This programme involved the South Tapanuli Public Health Office and Indonesia Koninklijke Nederlandse Centrale Vereniging tot bestrijding der Tuberculose (KNCV) institution.

288 outstanding students from Elementary School (SD) level to university students from underprivileged families from South Tapanuli received the Martabe Prestasi Scholarship given by PT Agincourt Resources (PTAR), at the Martabe Prestasi Scholarship awarding ceremony on Wednesday, 10 August 2022 in Sopo Daganak. This is the sixth year that the Martabe Achievement Scholarship programme has been held. In 2022, the total value of the scholarships reached Rp1.87 billion.

PTAR held a series of activities for Free Cataract Surgery "the 8th "Open the Eyes, See the Beauty of the World" this year. 827 eyes in North Sumatra were successfully cured, far exceeding the 600 eyes previously targeted. More than 10,000 eyes and 8,000 patients had been cured since 2011.

PTAR held a Declaration to Stop Open Defecation (BABS) in Batangtoru and Muara Batangtoru Districts, on Wednesday, 21 December 2022 in Sopo Daganak. The Stop Open Defecation Declaration was also held to support the realisation of independent hygienic community behaviour to improve health quality, prevent environment-based diseases, increase access to drinking water and sanitation, support the vision of the South Tapanuli Regency Government, as well as contribute to government programs through Minister of Health Regulation No. 3 of 2012 concerning Community-Based Total Sanitation (STBM) and SDGs goal 6. These two sub-districts are currently the first sub-districts to successfully declare Stop Open Defecation in South Tapanuli District.

# 2021

Construction of clean water facilities in the Village of Batuhoring, Batangtoru District, including a water reservoir (intake), 1,520 metres of high-density polyethylene (HDPE) pipe and five water pipes furnaces with two water taps are to be used by six villages in Batuhoring.

Handed over the construction of dug wells for clean water access at four locations in Telo village, Batangtoru District. This facility has given access to clean water to 100 heads of families and supports the Open Defecation-Free Programme as one of the Community Based on Total Sanitation pillars.

Secured the Best Award in the Indonesia Sustainable Business Award (SBA) 2019 in Indonesia initiated by the Global Initiatives and PwC Singapore and Indonesia in Jakarta.

Secured an award from the Director-General of Conservation of Natural Resources and Ecosystem (DJKSDAE) for the support in releasing the Sumatran tiger 'Sri Nabilla' into Gunung Leuser National Park.

Gained the Pratama Achievement Award for the Application of Good Mineral and Coal Mining Engineering Principles (Bronze) in the Mineral Mining Safety Management category from the Directorate General (Ditjen) of Mineral and Coal, the Ministry of Energy and Mineral Resources (KESDM).

Received the Occupational Health and Safety (OHS) Award for the year 2020 for zero accident commitment from the Directorate General of Fostering of Supervision Manpower and Occupational Health and Safety.

The laying of the first stone for the Tower of View of the Sipirok South Tapanuli Botanical Gardens with an area of approximately 580 m2 and a height of 31.5 metres above sea level, consists of 7 floors connected by an elevator.

Distributed Rp 1.51 billion to 246 outstanding students for the 2021/2022 academic year.

Became Best of the Best in the CSR Indonesia Awards 2021. Won eight awards in various categories, namely Annual Report, Micro, Small and Medium Enterprises, Agricultural, Disaster Risk Reduction Programme, Education, Art and Culture Preservation and Health.

Handed over the renovation of the Batuhula Village Suspension Bridge and Clean Water Pipeline, Aek Pahu.

Planted more than 8,000 tree seedlings this year. A total of 5,000 tree seedlings were planted at several points inside and outside the Martabe Gold Mine area. PTAR has planted more than 41,000 tree seeds since 2012, with the potential oxygen production of approximately 18 million kgs per year and carbon gas absorption of around 1 million tonnes per year.

Continued our partnership with the Persamuhan Bodhicitta Mandala Medan Foundation (YPBMM) for the Sumatran tiger conservation programme by donating one unit of a Toyota Hilux Single Cabin animal rescue car and work and safety equipment to Barumun Nagari Wildlife Sanctuary (BNWS), along with animal cages and rescue equipment under the specifications of the Regulation of the Director-General of Resources Conservation.

Received the Soebroto Award for Non-Tax State Revenue in the Mandatory Payer category with the highest level of payment compliance in the subcategory of Contract of Work (COW) holders from the Ministry of Energy and Mineral Resources and Main Award of Good Mining Practices Award in the environmental management aspect of mineral and coal mining.

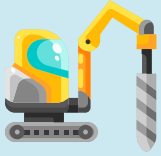
# 2020

Handed over Rambin Martabe, a hanging bridge located in a Sumuran Village in the Batangtoru Subdistrict. The Rambin Martabe Bridge, which stretches for 70 metres above the Garoga River in Sumuran Village, was built to help the people of the village carry out their day-to-day activities.

The handing over of corn processing facilities for postharvest activities was also inaugurated to be managed by the Karya Mulia Bhakti Cooperative in Sumuran village, Batangtoru Subdistrict.

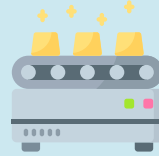


# BUSINESS PROCESS



## EXPLORATION

Exploration activities on the site are generally limited to drill pads and several camps for workers. Material and personnel movement to the drill pads is normally by helicopter, minimising disturbance due to ground travel. The pads are rehabilitated following the completion of drilling.



## PROCESSING

The Martabe Gold Mine's processing plant is a conventional carbon-in-leach (CIL) plant with a capacity of over 7 million tonnes of ore per year. Except for maintenance shutdowns, the plant runs continuously.

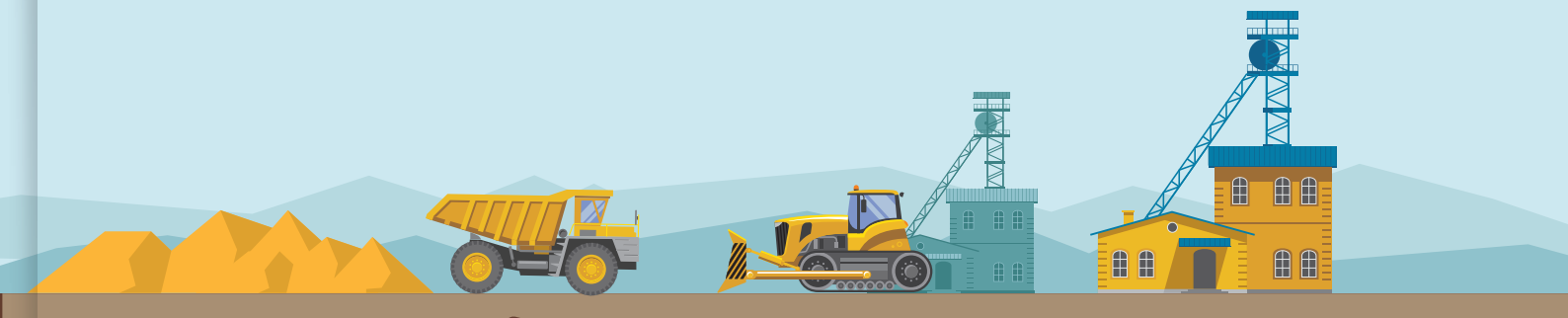
Compared with some other methods of mineral processing, the process of gold and silver extraction from the ore is relatively simple, although not necessarily easy, with the main steps being: crushing and stockpiling, grinding and conversion, leaching of gold and silver, adsorption of gold and silver, removal of gold and silver, recovery of gold and silver and smelting to produce dore bullion bars ready for shipment.



## MINING

Mining activities on the site include clearing, surveying, drilling, blasting, grade control sampling, digging and trucking waste rock and ore, ore stockpiling and pit dewatering. Waste rock from the pits is placed in the tailings storage facility ("TSF") embankment rather than in waste rock dumps at most mines.

The Martabe Gold Mine requires various inputs and produces various products in addition to gold and silver. These inputs and outputs must be managed carefully across a range of activities, including transportation, storage, handling, utilisation, collection and disposal. Since operations began, the management of these activities has been quite successful, with no significant issues. This success demonstrates the systematic application of risk mitigation controls at the Martabe Gold Mine.





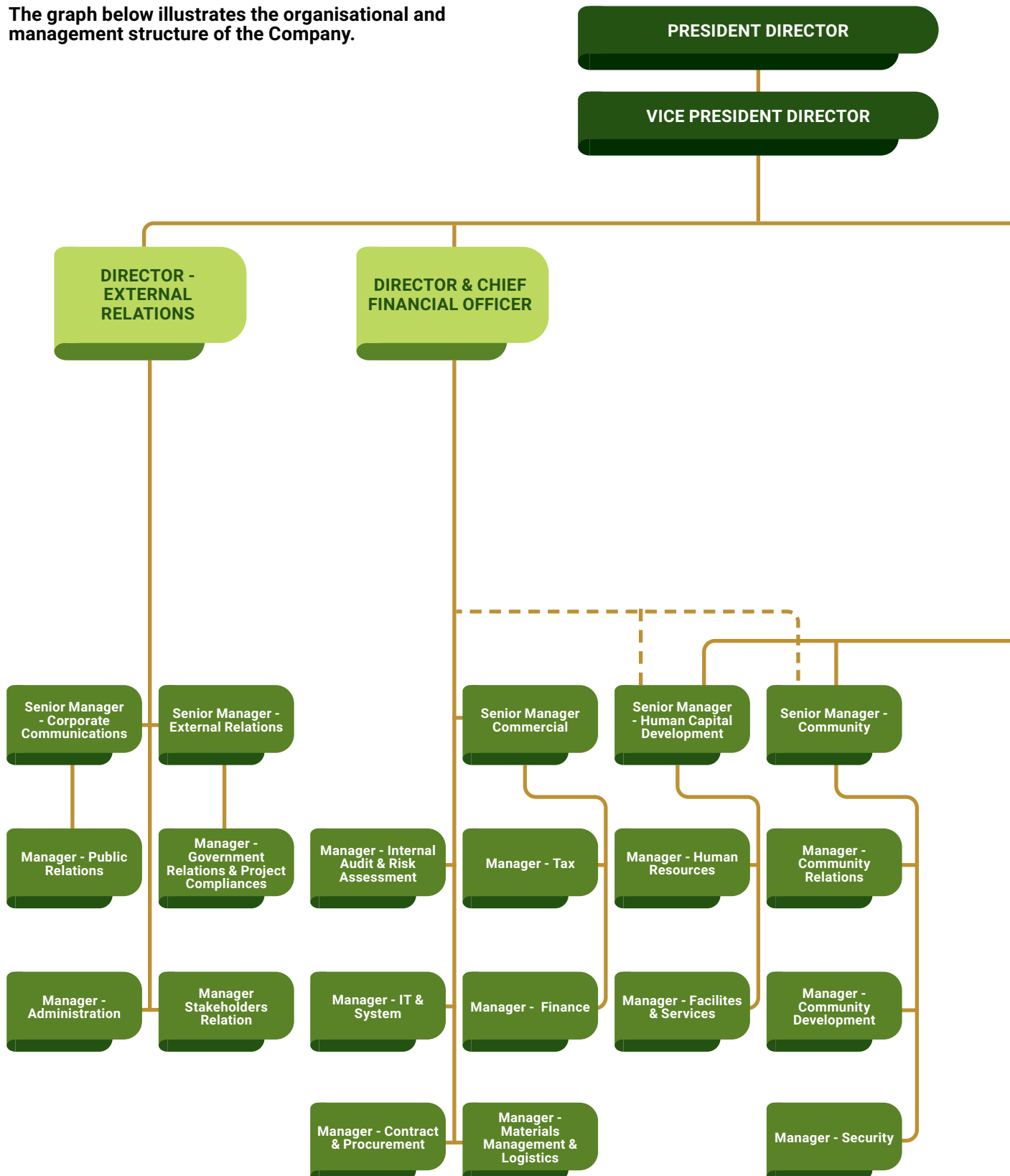
The process of pouring gold and silver into bullion bars. The pouring takes place in the Gold Room, the Martabe Gold Mine processing factory.



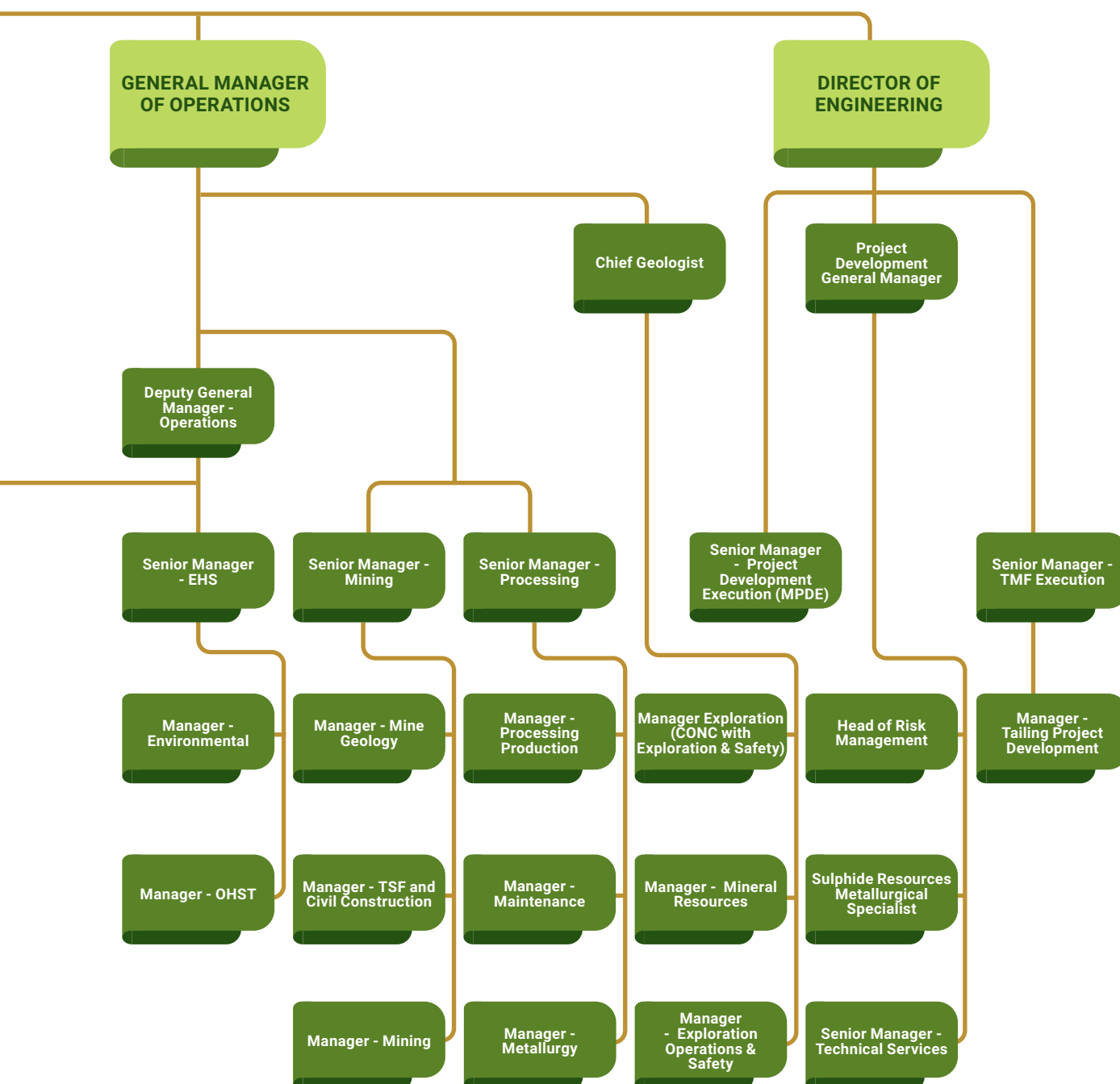


# THE COMPANY'S ORGANISATIONAL AND MANAGEMENT STRUCTURE

The graph below illustrates the organisational and management structure of the Company.



The organisational structure of PT Agincourt Resources (PTAR) is divided into Executive and Supervisory levels. The Executive branch is led by the President and Vice President Director, who are responsible for key operational aspects such as 1) External Relations; 2) Finance; 3) Operations; 4) Exploration; and 5) Engineering. Meanwhile, the Board of Commissioners oversees all supervisory functions, including the: 1) Audit Committee; 2) Remuneration Committee; and 3) Resources and Reserves Governance Committee. 4) Biodiversity Committee.





# VISION, MISSION, AND CORE VALUES [2-23, 2-24] [C.1]



## Vision

**To achieve world-class sustainable operations with top performance in the gold mining industry.**



## Mission

**To develop a long-term sustainable business, generating positive outcomes for all stakeholders.**



## Core Values



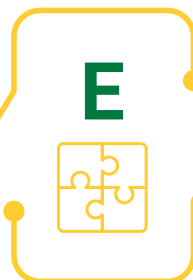
### Growth

Growth and added value for all our stakeholders.



### Respect

Respect for every individual, culture, and environment.



### Excellence

Excellence via effort, enthusiasm, and commitment.



### Action

Action via performance and delivery of our commitments.



### Transparency

Transparency via openness, listening skills, engagement, and honesty.

The highest governance body and senior executives continuously update the purpose, value, or mission statement strategies, policies and goals related to economic, environmental and social topics through dialogue and consultation with stakeholders

## ORGANISATIONAL SCALE [2-6, 2-7, 2-8]

Description	2022	2021	2020
Operational Areas (Countries)	1	1	1
PTAR Employees (People)	956	925	878
Outsourcing Employees (People)	442	417	318
Total Workforce (People)	1,398	1,342	1,196

## OPERATIONAL AREAS [2-6]

PT Agincourt Resources (PTAR) owns a head office in Jakarta and mining locations in South Tapanuli Regency, North Sumatra. PTAR has no operational areas abroad.





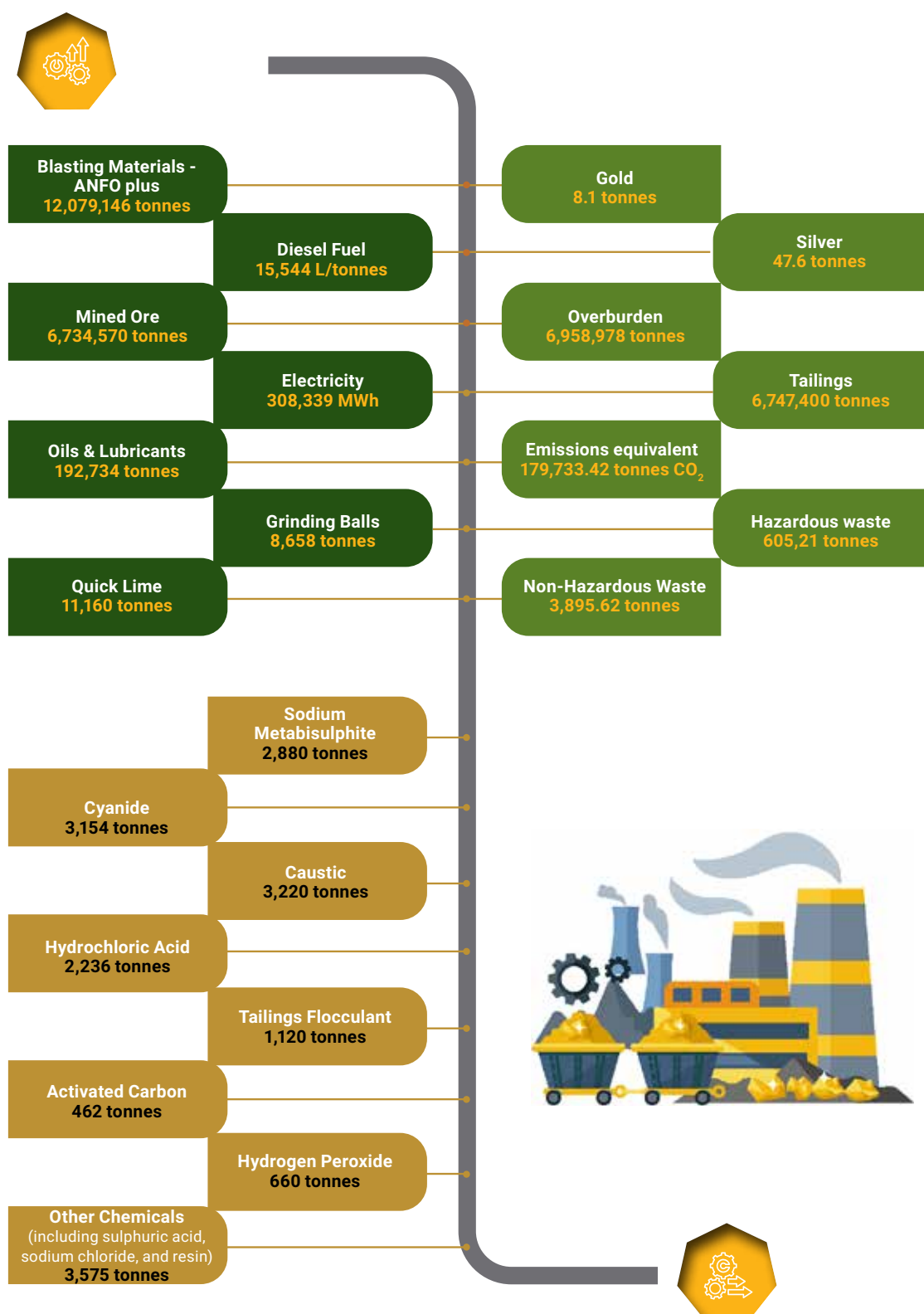
# SUPPLY CHAIN [2-1, 2-6]

PT Agincourt Resources (PTAR) seeks to encourage parties along the supply chain to follow ethical business practices. This is done to support the sustainability business of the Company. Suppliers and service providers support the operations of the Martabe Gold Mine, including:

- 1 Logistics services contractors who manage the transportation of goods purchased nationally and internationally;
- 2 Other major site contractors that are involved in the provision of medical, laboratory, site security, camp administration and catering, geotechnical engineering and drilling services;
- 3 Security service providers that are responsible for the secure transport of bullion from the site to a refinery in Jakarta and subsequent delivery of gold and silver to buyers;
- 4 Several consulting companies provide specialised recommendations and technical studies;
- 5 Other necessary purchasing contractors include materials to support the production process.

PT Agincourt Resources (PTAR) selects its partners and suppliers on a regular basis in accordance with the Regulation of the Ministry of Energy and Mineral Resources (ESDM) No. 28 of 2009. The Company also evaluates both old and new partners and suppliers on a regular basis, particularly those whose activities may have an impact on the environment and society. As a result, there were no partners or suppliers who had a negative impact on the environment or society throughout 2022. [414-1, 414-2]

# KEY MATERIAL INPUTS AND OUTPUTS OF MARTABE GOLD MINE IN 2022 [301-1]





“

**PT Agincourt Resources (PTAR)** supports Indonesia in achieving the Sustainable Development Goals (SDGs) by integrating and aligning the targets and sustainable performance strategies.

”

# SUSTAINABILITY STRATEGY AND GOVERNANCE



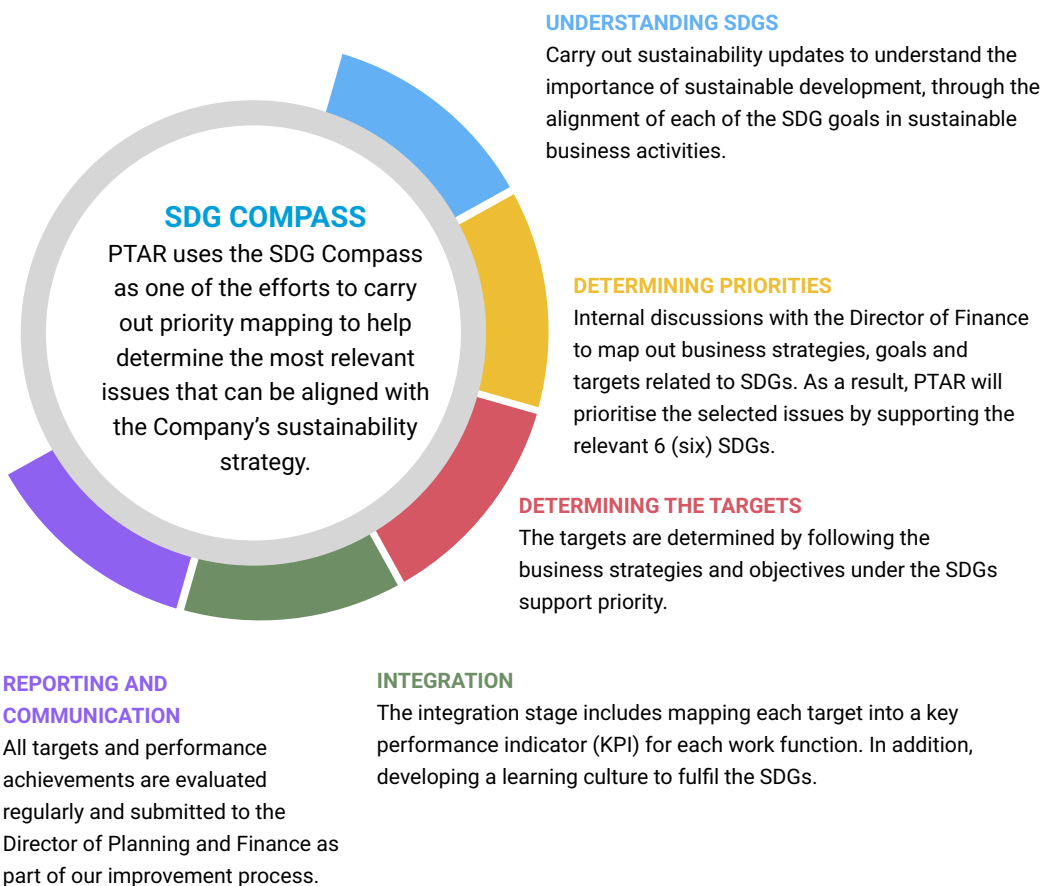
Solar panels in the Camp Pelangi area. PTAR aggressively installed solar panels throughout 2022 to use greener and more sustainable electricity. This effort is also in line with responding to the effects of climate change and contributing to the reduction of Green House Gas (GHG) emissions. The solar panel installation spans 42 buildings at the Martabe Gold Mine.



## SUPPORTING THE SUSTAINABLE DEVELOPMENT GOALS (SDGs) [2-22, 2-23, 2-24, 2-25]


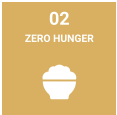





PT Agincourt Resources (PTAR) is strongly committed to realising sustainable development through the Corporate Social and Environmental Responsibility (TJSL) programme, in the form of Community Development and Empowerment (PPM) programmes. To that end, PTAR supports Indonesia in achieving the SDGs by integrating and aligning the targets and strategies for sustainability performance.



In 2022, PTAR had implemented the Sustainable Development Goals considered most relevant to the mining operations carried out by the Company, by referring to the SDG Compass. 17 SDG priorities were implemented by the Company throughout 2022.

These priorities help PTAR in determining specific targets for each SDG so that they can be integrated into the PTAR Sustainability Roadmap.

	Key Actions	Achievement
 <p>01 NO POVERTY</p>	<ul style="list-style-type: none"> <li>- Promoting community welfare.</li> </ul>	<ul style="list-style-type: none"> <li>- Increasing the capacity and access of local communities in small and medium businesses.</li> <li>- Development of small and medium businesses in communities around the mine.</li> </ul>
 <p>02 ZERO HUNGER</p>	<ul style="list-style-type: none"> <li>- Supporting food security.</li> </ul>	<ul style="list-style-type: none"> <li>- Extensification of rice seed breeding.</li> <li>- Goat Integrated Livestock Development or <i>Peternakan Terpadu</i> (PADU).</li> <li>- Capacity Development of Fisheries Group, Activation of the Aquaculture System or <i>Aktivasi Sistem Budidaya Perikanan</i> (ASIK).</li> <li>- Assistance for Sustainable Local Institution-Based Economic Development Programmes.</li> <li>- Local partner assistance.</li> <li>- Development of New Local Business Units.</li> </ul>
 <p>03 GOOD HEALTH AND WELL-BEING</p>	<ul style="list-style-type: none"> <li>- Continuous improvement of health and safety performance in the Company's operations.</li> <li>- Continuous improvement of environmental performance by reducing pollution.</li> <li>- Contribution to community health.</li> </ul>	<ul style="list-style-type: none"> <li>- Zero occupational illness.</li> <li>- 200,797 tonnes of CO2 eq in total Scope 1, 2, and 3 emissions.</li> <li>- USD1,6 million in support of the community development activities, including health programmes.</li> <li>- The Free Cataract Surgeries has successfully cured 10,000 eyes and 8,000 patients 2011.</li> </ul>
 <p>04 QUALITY EDUCATION</p>	<ul style="list-style-type: none"> <li>- Training and education through Marsipature, OHS, and Community Development and Empowerment (PPM) programmes.</li> </ul>	<ul style="list-style-type: none"> <li>- 3,793 employees attended training, with average of 13 hours of training per employee.</li> <li>- Partner employees receive 20,656 hours of training.</li> <li>- PTAR's permanent employees</li> </ul>
 <p>05 GENDER EQUALITY</p>	<ul style="list-style-type: none"> <li>- Gender diversity in the workplace.</li> </ul>	<ul style="list-style-type: none"> <li>- 21,65% of employees are women (PTAR employees and work partners).</li> </ul>

**Key Actions**

- Providing access to clean water and sanitation facilities.



- Realising clean energy.



- Improving economic performance.
- Implementing a non-discrimination policy.



- Supporting infrastructure development.



- Diversity and equal opportunity in the workplace.
- Equal remuneration for male and female employees based on their skills, experience, and performance.



- Creating Sustainable Cities and Communities.

**Achievement**







- Construction of decent clean water and sanitation facilities.
- Procurement of clean water for Sipirok Regional Hospital by constructing 160-metre artesian well and piping.
- Geoelectrical Survey in Telo Village to provide clean water.
- Plan to provide clean water facilities for several villages around the mine.
- Construction of artesian wells in Wek III and Wek IV Villages as a replacement for water channels.
- Construction of public toilets in Batuhoring to support open defecation-free villages to provide toilets with good standards.

- Development of an emissions inventory.
- Use of solar panels up to 2.1 MPA (Megawatt Peak Ampere)

- USD124,15 million in total taxes and state revenues in cash.

- Development of village facilities.
- Vocational School Infrastructure (teaching and learning place).
- Public Market Development.
- 2nd Road Paving.
- Renovation of the Pulo Goya hanging bridge.
- Construction of the BTR I High School Hall.
- Zero human rights violations. [412-1]
- Zero gender pay gap.

- Encouraging Village Independence for Good Village Governance.

	Key Actions	Achievement
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<ul style="list-style-type: none"> <li>- Responsible consumption and production.</li> </ul>	<ul style="list-style-type: none"> <li>- Processing organic waste into compost.</li> <li>- Hazardous waste management.</li> <li>- Waste management and Reduce, Reuse, Recycle (3R) Practice.</li> </ul>
 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> <li>- Addressing climate change.</li> </ul>	<ul style="list-style-type: none"> <li>- Use of solar panels up to 2.1 MPA (Megawatt Peak Ampere).</li> <li>- Stopping the usage of halocarbon refrigerants (CFCs).</li> <li>- Producing 14,178 local seeds.</li> <li>- Reclaiming 0.51 hectares of land.</li> <li>- Spreading 6,866 kilograms of ground cover plants and 19,302 seed balls for species enrichment in native forest areas.</li> </ul>
 <p>14 LIFE BELOW WATER</p>	<ul style="list-style-type: none"> <li>- Preserving marine ecosystems.</li> </ul>	<ul style="list-style-type: none"> <li>- Released 15,000 endemic fish seeds in the Batu Horing River.</li> </ul>
 <p>15 LIFE ON LAND</p>	<ul style="list-style-type: none"> <li>- Protecting land ecosystem.</li> </ul>	<ul style="list-style-type: none"> <li>- Conservation and Biodiversity Programme.</li> </ul>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<ul style="list-style-type: none"> <li>- Ethical business practices.</li> <li>- Transparent, effective, inclusive, and open engagement with all of our stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with the mine closure plan.</li> <li>- The signing of the Code of Ethics and Business Conduct by 100% of employees and suppliers.</li> <li>- Conservation and Biodiversity Programme.</li> </ul>
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<ul style="list-style-type: none"> <li>- Establishing partnerships for sustainability.</li> </ul>	<ul style="list-style-type: none"> <li>- Become a member of the Indonesian Mining Experts Association (PERHAPI) of North Sumatra.</li> <li>- Become a member of the Indonesian Mining Association.</li> </ul>

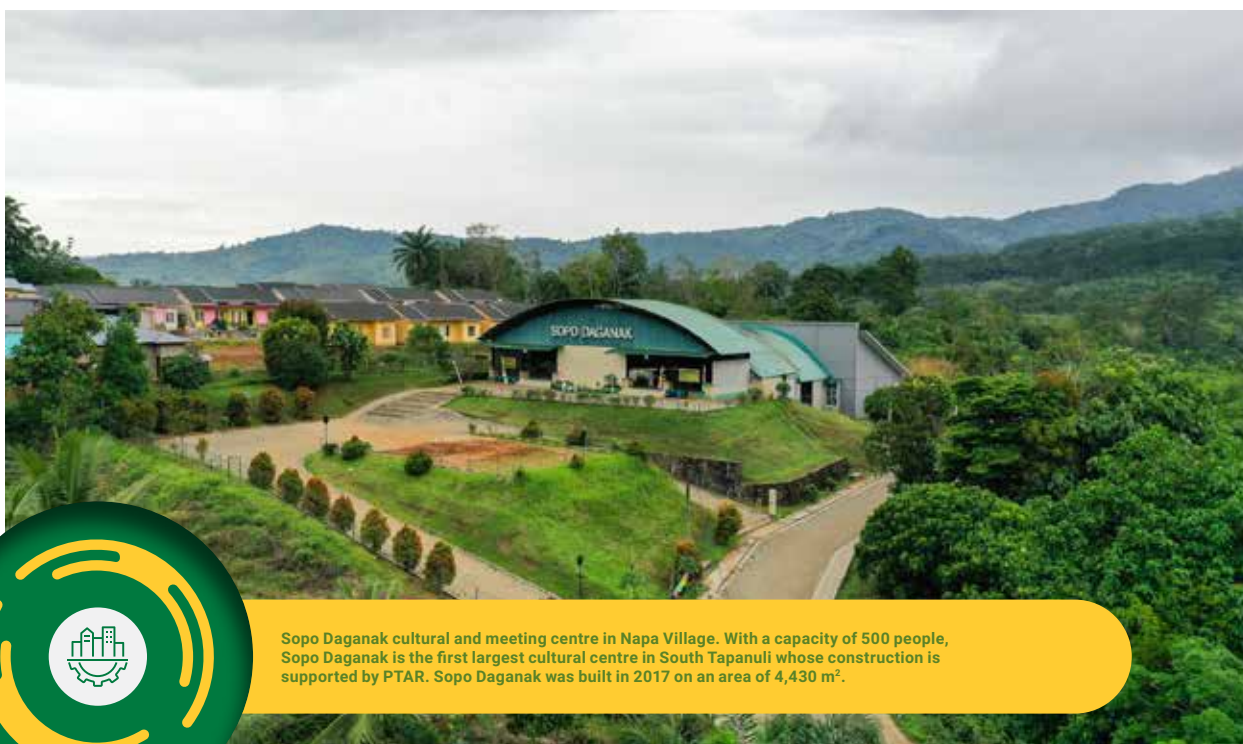


## SUSTAINABILITY STRATEGY AND PRINCIPLES

### SUSTAINABILITY STRATEGY [A.1]

To achieve optimal sustainability performance, the Company has a Sustainability Policy which explains the approaches and strategies for sustainable development. The policy was developed in accordance with 2 (two) important aspects for assessing progress in the implementation of sustainable development, namely the United Nations (UN) Sustainable Development Goals (SDGs) and the 10 Principles of the International Council on Mining and Metals (ICMM). Every year PTAR evaluates and adapts the Sustainability Policy to the needs and conditions of the Company. PTAR is committed to conducting all business activities in accordance with the objectives and principles based on the Company's Sustainability Policy:

- A firm corporate governance system that leads to ethical business practice;
- Full compliance with applicable laws and regulations; [2-27]
- Effective risk management through well-developed management systems;
- Complete environmental and social impact assessments implemented for all new projects and significant changes to existing operations;
- The continuous improvement of health and safety performance since the safety and health of our employees and surrounding local communities is paramount;
- The continuous improvement of environmental performance for the protection of biodiversity and prevention of pollution;
- Protection of fundamental human rights within the organisation and in engagements with all stakeholders.;
- Respect for all cultures, customs and values of local communities;
- Continuous contribution to the development of local communities;
- Maintaining transparent, effective, inclusive and open engagement with all stakeholders.



Sopo Daganak cultural and meeting centre in Napa Village. With a capacity of 500 people, Sopo Daganak is the first largest cultural centre in South Tapanuli whose construction is supported by PTAR. Sopo Daganak was built in 2017 on an area of 4,430 m<sup>2</sup>.

## SUSTAINABILITY PRINCIPLES

To support the Company's commitment to implementing sustainable development, all business lines are required to contribute while complying with the following guiding principle in all Company activities.



The Company has guidelines to minimise and prevent the potential of conflicts of interest. With the existence of such guidelines, the Company is expected to be able to prevent and manage potential conflicts of interest effectively, including among members of the Board of Directors.

## KEY IMPACTS, RISKS, AND OPPORTUNITIES OF OPERATIONS

The following summarises the significant social and environmental impacts, risks and opportunities associated with PTAR:

Key Impacts and Risks	Key Opportunities
<ul style="list-style-type: none"> <li>• Health and safety of employees and the community in general</li> <li>• Impacts on biodiversity.</li> <li>• Loss of land productivity.</li> <li>• Pollution of surface water and groundwater resources.</li> <li>• Disruption of community values.</li> <li>• Stakeholder uncertainty and concern.</li> </ul>	<ul style="list-style-type: none"> <li>• Fiscal and economic benefits.</li> <li>• Local employment and employee development.</li> <li>• Improvement of the local community services and infrastructures.</li> <li>• Local business development.</li> <li>• Local government capacity building.</li> <li>• Support for community values.</li> <li>• Biodiversity development.</li> </ul>



## 2023 SUSTAINABILITY ROADMAP

PT Agincourt Resources (PTAR) carries out its business strategy by integrating economic, environmental, social and governance aspects to provide long-term positive values for all stakeholders. In carrying out its sustainability performance, the Company focuses on 3 (three) pillars, namely environmental, social and economic aspects. For sustainability performance in 2023, the Company has planned the following initiatives:



### Environment

PTAR acknowledges the importance of environmental conservation for a sustainable future. On the other hand, in its business activities, PTAR is confronted with the perceptions of investors and non-government organisations regarding ESG (environmental, social, and governance) concerns. PTAR will proactively initiate programmes and manage the ESG issues and therefore can communicate them to a diverse group of stakeholders.



### Social

PTAR always complies with applicable laws and regulations. To that end, PTAR always seeks and maintains licences from a social aspect. Thus, the Company can continue to operate side by side with local communities and government stakeholders. PTAR will continue to carry out site visits for the community, although still in limited numbers and strict health protocols related to the COVID-19 pandemic. This activity is expected to have a positive impact on all stakeholders and create harmonious relationships. PTAR will continue to foster community relations by prioritising health, education, economic development and infrastructure aspects.



### Economic

The outlook of the Company's line of business remains favourable. Despite continuing global uncertainty, central banks and individuals continue to view gold and silver as "safe haven" assets. Demand for silver is also expected to strengthen due to the growth of the electronics industry and the application of solar energy.

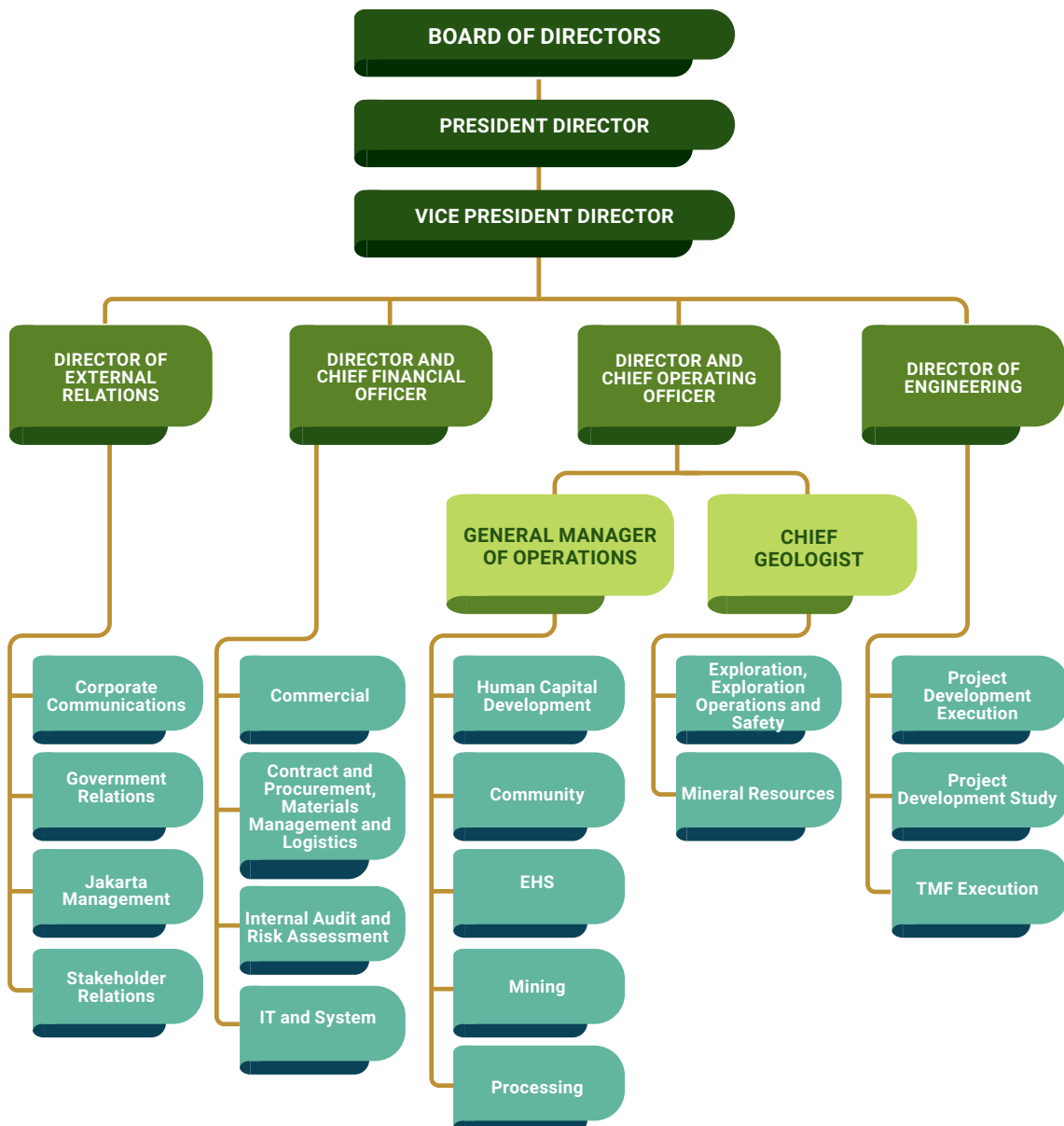
Other sustainability performance initiatives for 2023 are expected to provide significant positive value and impact on environmental, social and economic performance over the remaining mine life.

## SUSTAINABILITY GOVERNANCE STRUCTURE

[2-9, 2-10, 2-11, 2-12, 2-13, 2-14]

The Company's governance structure comprises 2 (two) tiers of boards, namely the executive function and the supervisory function. The President and the Vice President Director lead the management function, which oversees the other directors who are responsible for essential business aspects of the company: 1) External Relations; 2) Finance; 3) Operations; 4) Exploration; and 5) Engineering.

The Board of Commissioners is responsible for coordinating the supervisory function and supervising the Audit Committee, Remuneration Committee, and Resources and Reserves Management Committee. PTAR does not have a chairman of the highest governing body as an executive officer. Further information regarding the composition of the highest governance body and its committees can be seen in the PTAR Annual Report for the 2022 Fiscal Year, at pages 159-160.





### GENERAL MEETING OF SHAREHOLDERS (GMS) [2-14]

The GMS holds the highest authority. The GMS has policies regarding the appointment and dismissal of board members, distribution of dividends, and amendments to the Company's Articles of Association. The company held 1 (one) Annual GMS. The Company does not hold Extraordinary GMS. Members of the Board of Commissioners are appointed through the GMS.

The GMS appoints members of the board directly through a selection process that includes criteria, such as the independence of prospective members of the Board of Commissioners and their expertise in the economic, social and environmental fields. [2-10]

### BOARD OF COMMISSIONERS

The appointment of the Board of Commissioners is carried out through the GMS for 1 (one) term of office. [2-10] The Board of Commissioners has a supervisory function on the performance of the Board of Directors. The Board of Commissioners regularly evaluates the performance of the Board of Directors. Meetings of the Board of Commissioners and the Board of Directors can be held separately or together regularly. Information on regular meetings regarding the sustainability performance is summarised in the 2022 Annual Report in the Corporate Governance chapter. [2-14]

### BOARD OF DIRECTORS

Members of the PTAR Board of Directors are appointed under the provisions of the Company's Articles of Association and applicable laws and regulations. Reporting on the performance of the Board of Directors is carried out through the GMS, which includes topics related to sustainability. [2-10] In addition to the performance reports of the Board of Directors, PTAR also makes conclusions and recommendations for future improvements.

Further information regarding the composition of the board and highest committee, as well as performance evaluation, is available in the 2022 PTAR Annual Report, at pages 159-166. [2-18]

### SUSTAINABILITY TRAINING AND COMPETENCE DEVELOPMENT PROGRAMME [2-17] [E.2]

The Company strives to carry out sustainable performance in an effective, efficient and comprehensive manner. In 2022, the Board of Commissioners and the Board of Directors attended 20 conferences, workshops, and training programmes on mining and business economics to optimise the sustainability performance. Through these activities, the Board of Commissioners and the Board of Directors can improve their competence while broadening their insights regarding the latest industrial developments.

## DUTIES OF THE BOARD OF DIRECTORS IN SUSTAINABILITY GOVERNANCE [E.1]

PTAR has a committee that is responsible for the implementation of each material topic. [3-1] The highest governance body delegates authority to committees, such as the Tailings Management Facility (TMF) Committee led by the General Manager of Operations. [2-13]

The Director of Engineering and the Director of Operations are responsible for making decisions and managing impacts on the economic, environmental and social aspects of the Company which are directly reported to the Vice President Director. The President Director and 4 (four) other Directors share responsibility for implementing Sustainability Management, while the Director of External

Relations and the Director of Engineering act as main coordinators. The management responsibilities of the Vice President Director include economic, environmental and social performance. To maintain a harmonious working relationship, the Board of Directors always ensures that there is no conflict of interest in the aspect of sustainability management. Therefore, before officially beginning work at PTAR, all employees, officers, and directors will receive an induction programme on the Company's Code of Ethics and Business Conduct and must sign a written agreement stating their compliance with the Company's Code of Conduct. The documents will legally bind them, and employees will face disciplinary

action if there is evidence of violations. Additionally, the Company provides Conflict of Interest forms for submission to management. Employees accused of violating the code of conduct may be reported to the Director. [2-15] Stakeholders receive sustainability performance reports through the Annual General Meeting of Shareholders (GMS).

The Director of External Relations and the Director of Engineering have primary responsibility for sustainability management, including developing and implementing a culture of sustainability management throughout the organisation, ensuring the application of sustainable management principles and implementation of the Sustainability Strategy, issuing Sustainability Reports and monitoring the progress of sustainable management issues. [F.1] Meanwhile, all other members of the Board of Commissioners and the Board of Directors are responsible for supervising and supporting all management planning and implementation. The President Director officially reviews and approves the Sustainability Report and ensures the coverage of all material topics and the committees under it. [2-12, 2-14]

Furthermore, the Corporate Communications Division is responsible for reporting and coordinating sustainability in all related work units and reports to the Director of External Relations. The Corporate Communications Division works closely with other divisions, including Community, Occupational Health and Safety, Environment, Operations and Training & Development and Stakeholders to foster a culture of sustainable governance throughout our operations.

The Company's organisational structure depicting the various work units, divisions and authorities responsible for reporting and monitoring sustainability has been disclosed in the Organisation and Management Structure of the Company sub-chapter of the Company Profile chapter in the Annual Report pages 74-85.

## NOTIFICATION OF FORCE MAJEURE EVENT [2-16]

PT Agincourt Resources (PTAR) recognises the significance of anticipating potential force majeure events or critical matters. Therefore, the Company has the Martabe Critical Control Checklist Programme, which aims to prevent fatal accidents within the

Company. This Martabe Critical Control Checklist (CCCL) Programme began in 2020 and refers to a monthly report by Supervisors of 19 critical categories. For any force majeure events, the Company has a reporting system and an anticipatory resolution mechanism in place. Force majeure events will be reported to the Board of Directors. Furthermore, the Board of Directors will discuss this extraordinary incident at its meeting and will report it to the Board of Commissioners. There were no major force majeure events in 2022.

## THE ROLE OF STEERING COMMITTEES IN ADDRESSING SUSTAINABILITY ISSUES

Sustainability performance management requires collaboration with a broad range of technical specialists and team leaders from multiple departments. Therefore, the Company established several steering committees to coordinate and direct efforts. [2-13]

Each committee focuses on a particular area of operational risk or opportunity, as follows:

- Acid Mine Drainage Management Steering Committee
- Gender Diversity Committee Steering Committee
- Life of Mine Approvals Steering Committee
- Risk Management Committee Steering Committee
- Safety and Chief of Mining Engineering Steering Committee
- Water Management Steering Committee
- TSF Safety Committee
- Biodiversity Committee
- TMF Committee
- Environmental, Social and Governance (ESG) Committee

These committees are responsible to the Board of Directors and are appointed by taking into account diversity and expertise and approved by the Annual GMS.

In addition to having committees, the Company also has a Corporate Internal Control System, which is responsible for carrying out a due diligence process to manage economic, environmental and social risks that are audited by an independent party with expertise in the related field. The economic performance has been audited by an independent audit party.



In managing social and environmental impacts, the Company involves the community, independent examiners, and the Regional Government.

Throughout 2022, PTAR was not subject to fines or sanctions for any breach of law against the Ministry of Energy and Mineral Resources, the Ministry of Environment and Forestry, or other mining-related authorities. [2-27] [F.16]

### PRUDENCE PRINCIPLES [2-27, 416-2] [F.29]

The Company applies the precautionary principle by prioritising regulatory compliance and best sustainability practices. By applying the precautionary principle, PTAR can minimise, and even avoid negative impacts, so that there are no non-compliance incidents related to the health and safety impacts of products and services and there are no product recalls in the reporting year.

The Company always makes efforts to encourage increased sustainability towards predetermined targets and goals. For this reason, safety and environmental management deal with operational risk areas quickly and precisely through the implementation of integrated management.

Control over operational risks related to safety and the environment are mitigated quickly and appropriately through the implementation of integrated management, which includes the following:

- Biodiversity protection.
- General workplace safety.
- Hydrocarbon management.
- Incident management.
- Job Safety Environment Analysis (JSEA).
- Management of pregnancy-related work restrictions.
- OHS management – measurement, monitoring and Improvement.
- Safe tailings disposal.
- Site water management.
- Wastewater management.

## RISK MANAGEMENT [E.3]

PTAR's enterprise risk management programme manages risk and is overseen by the Internal Audit function. Through annual enterprise risk assessment workshops, we identify and prioritise critical risks that have the potential to jeopardise the achievement of business objectives. Risks are evaluated regularly for their impact on safety, the environment, community, government, reputation, financial viability and compliance.

The programme results are assessed and evaluated at the highest levels of management. The progress of the risk management plan is then communicated to the management team via risk management scorecards to address the most significant risks identified during this process. Additional information regarding risk management is available on the 2022 Annual Report of PTAR.

Environmental and social risks associated with the Martabe Gold Mine have been thoroughly assessed under applicable regulations in the project's Environmental impact assessment (EIA) and subsequent EIA Addendum. These evaluations include the following:

- Original EIA (2008)
- EIA Addendum addressing relocation of the plant site and other changes (2010)
- EIA Addendum addressing the Barani and Ramba Joring prospects (2016)
- EIA Addendum addressing the Tor Ulu Ala prospect and various operational changes (2018).

## STAKEHOLDER ENGAGEMENT [2-26, 2-29, 2-30] [E.4]

Stakeholders' engagement is an integral aspect of PTAR's business activities. The stakeholders have levels of interest and influence on the Company. To that end, the Company periodically review, update, and analyse its stakeholders to reassess the most significant issues of concern to the Company's stakeholders.

In updating, and reassessing the main needs and expectations of the Company's stakeholders, the Company approaches each stakeholder to map and ascertain their most important expectations and needs. Our stakeholders are inextricably linked to the Martabe Gold Mine's operations in multiple ways, thus needing a cautious and comprehensive approach.

Effective stakeholder engagement enables the Company to assess the changing sustainability landscape and comprehend and prioritise expectations and needs that matter most to the stakeholders. Since the inception of Martabe Gold Mine projects, PTAR has managed stakeholder relationships carefully. Our strategy entails the following:

- Understanding the needs, concerns and aspirations of identified stakeholder groups;
- Building trust with all stakeholder groups by seeking active dialogue, including those in potentially marginalised groups such as women, the elderly and the youth;
- Providing timely and accurate information about all aspects of operations at the Martabe Gold Mine to stakeholders;
- Genuinely respect and appreciate their viewpoints, beliefs, cultural values, and practices.

- Supporting the employment of local people as well as implementing fair and transparent processes for recruitment and procurement;
- Ensuring that regulatory bodies are supported in discharging their regulatory obligations, including the implementation of approval processes and site, goods, and services inspections;
- Ensuring that all government reporting requirements are met in an accurate and timely manner; and
- Facilitating the open reporting of stakeholders' concerns and grievances on our activities. [2-26]

PTAR understands that the Martabe Gold Mine operated by the Company is the only mine operating in South Tapanuli, so many people do not have an understanding of mining activities and their management which have environmental and social impacts. Therefore, the Company provides an active and publicly accessible communication programme to ensure that local stakeholders fully understand the operation of the Martabe Gold Mine. The main components of the communication programme include the following:

- Providing a guided tour of the mine to a broad range of stakeholder groups;
- Publication of Tona Nadenggan (which translates to 'the good message' in the Angkola language), a bi-monthly magazine for local stakeholders covering topics of interest such as community development projects, environmental management and cultural activities;
- Publication of Saroha (which means 'one heart' in the Angkola language), a weekly newsletter for employees covering community-related topics;
- Dissemination of our Sustainability Reports, in Indonesian, English and the Mandailing languages; and
- Distribution of media releases and media briefings, as well as site visits for media groups.



Stakeholders	Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
Shareholders	<ul style="list-style-type: none"> <li>Annual General Meeting of Shareholders.</li> <li>Six-Monthly General Meeting.</li> <li>Monthly Review.</li> </ul>	<ul style="list-style-type: none"> <li>Biannual update on the latest operational performance.</li> <li>Annual Report.</li> <li>Returns and benefits.</li> </ul>	<ul style="list-style-type: none"> <li>Dividend distribution.</li> <li>General Meeting of Shareholders Resolutions.</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Weekly meeting.</li> <li>Safety briefing every day and safety forum every 2 (two) weeks.</li> <li>Monthly safety campaign (OHS).</li> <li>Daily Management Meeting (DMM).</li> <li>Healthy Safety Environmental (HSE) Forum.</li> </ul>	<ul style="list-style-type: none"> <li>Remuneration and other benefits (including recognitions).</li> <li>Training and Seminars.</li> <li>Occupational Health and Safety (OHS)</li> <li>Gender equality.</li> <li>Sustainability and Business Growth.</li> </ul>	<ul style="list-style-type: none"> <li>Rewarding employees every year. [404-3]</li> <li>Training and education plan.</li> <li>Regular training takes place throughout the year.</li> <li>OHS Procedure: Golden Rules.</li> <li>Implementing operational excellence</li> </ul>
Local Communities	<ul style="list-style-type: none"> <li>Site visits.</li> </ul>	<ul style="list-style-type: none"> <li>Local employee involvement.</li> <li>Preference for local employment.</li> <li>Donations for infrastructure and others.</li> <li>Training and Seminar.</li> <li>Environmental protection.</li> <li>Rehabilitation and mine closure.</li> </ul>	<ul style="list-style-type: none"> <li>Implementing the 5 (five) pillars of the Community Empowerment Programme (PPM). The programme operates various activities throughout the year.</li> <li>Local advertisement for all job vacancies.</li> <li>Training and education for local communities.</li> <li>Meeting all environmental protection commitments sustainably.</li> </ul>
National, Regional, and Local Government as well as Agencies	<ul style="list-style-type: none"> <li>Regular meetings.</li> <li>Discussions for community development activities.</li> </ul>	<ul style="list-style-type: none"> <li>Tax and other contributions.</li> <li>Community development.</li> <li>Compliance.</li> <li>Rehabilitation and Mine closure.</li> </ul>	<ul style="list-style-type: none"> <li>Timely tax and contribution payments.</li> <li>Conducting PPM.</li> <li>Submit reports to the government regularly.</li> <li>Conducting monthly water sampling.</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>As necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Timely payments.</li> <li>The quality of services and goods.</li> </ul>	<ul style="list-style-type: none"> <li>Providing required information at the early stage of the tender</li> </ul>
Contractors	<ul style="list-style-type: none"> <li>Daily meetings for operational divisions and monthly meetings for supporting divisions.</li> <li>Healthy Safety Environmental (HSE) Forum.</li> </ul>	<ul style="list-style-type: none"> <li>Occupational Health and Safety (OHS).</li> <li>Working agreement.</li> </ul>	<ul style="list-style-type: none"> <li>Education and training as required.</li> <li>Continuous business ethics implementation.</li> </ul>
Institusi Pendidikan	<ul style="list-style-type: none"> <li>Meeting as necessary.</li> </ul>	<ul style="list-style-type: none"> <li>Internship.</li> <li>Community study.</li> </ul>	<ul style="list-style-type: none"> <li>Providing internship opportunities as needed.</li> <li>Engaging and reporting as necessary.</li> <li>Conducting e-coaching jam periodically.</li> </ul>
Media	<ul style="list-style-type: none"> <li>Meetings and briefings as necessary.</li> <li>Comparative study and site visits.</li> </ul>	<ul style="list-style-type: none"> <li>Communication publications.</li> <li>Press releases.</li> <li>Site visits.</li> <li>Training and education.</li> </ul>	<ul style="list-style-type: none"> <li>Providing news regularly, especially on important events and activities.</li> <li>Capacity building.</li> <li>Annual competition and comparative study.</li> </ul>

PTAR's comprehensive and structured approach towards stakeholder engagement and CSR has resulted in the following recognitions from external stakeholders, as follows:

1. Platinum and Gold Award at the Indonesian Sustainable Development event Awards (ISDA) 2022.
2. Second Winner of Sub-Categories Conservation & Biodiversity for Agricultural Development Programme of Aek Pahu Organic Rice Fields at Astra Corporate Affairs Awards 2021.
3. The 2022 Australasian Silver Award Reporting Awards (ARA).
4. Highest Award for the Aspect of Management of Mining Engineering Holding Business Entity Group KK, BUMN IUP, PMA IUP, IUPK Mineral Commodities.
5. Highest Award for the Application of Mineral Conservation and Coal Agency Group Business Holders of KK, IUP, and IUPK Mineral Commodities.

Information regarding the Company's awards is described in detail in the Awards sub-chapter on page 14 of this Sustainability Report.

## MATERIAL TOPIC IDENTIFICATION [2-14, 2-26] [3-1, 3-2, 3-3]










PTAR's sustainability reports are always prepared following internationally recognised standards of reporting and take into account the identified material topics. This includes consultations with internal and external stakeholders and the gathering of data about our business and the broader natural resources sector on a local and global scale. Our stakeholders communicate their concerns and suggestions to us on issues that are high on the Company's priority list each year.

Furthermore, PTAR ensures that the content of our sustainability reports meets the stakeholders' needs and informs our community empowerment plan based on the Community Management Plan (CMP). Based on the discussions and consultations by the Company's internal stakeholders, including the President Director, on 21 January 2020, 8 (eight) material topics relevant to the business process and stakeholders were determined.



## Boundary and Impact of Material Topics [3-2, 3-3]

Material Topic and Relevant SDGs	Importance	Boundary to Stakeholders	
Economic Performance	Through mining activities at Martabe, PTAR's economic performance has been able to have a positive economic impact on the local, regional and national economies.	<b>Internal:</b> Shareholders and Employees.  <b>External:</b> Government, Audit, Media, and Non-Government Organisations (NGO)	
Environmental Compliance	Operations at the Martabe Gold Mine are subject to a number of environmental laws and regulations in Indonesia. PTAR always ensures ownership of permits for every activity.	<b>Internal:</b> Shareholders, Employees, and Contractors.  <b>External:</b> Government, Media, Non-Government Organisations, Local Community, Academic, Institution.	
Rehabilitation and Mine Closure	PTAR recognises the importance of conducting responsible mining operations and returning mining areas to safe, stable and productive conditions after mining. Mining rehabilitation and closure activities always ensure the restoration of ecosystems.	<b>Internal:</b> Shareholders, Employees, Contractors.  <b>External:</b> Government, Non-Government Organisations (NGO), Media, and Local Community.	
Occupational Health and Safety	PTAR recognises the importance of conducting responsible mining operations and returning mining areas to safe, stable and productive conditions after mining. Mining rehabilitation and closure activities always ensure the restoration of ecosystems.	<b>Internal:</b> Employees and Contractors.  <b>External:</b> Government and Media.	
Gender Diversity	Gender diversity is one of PTAR's strengths compared to companies in similar industries and we are consistent to provide gender equality & diversity based on our policy	<b>Internal:</b> Employees and Contractors..  <b>External:</b> Government and Media.	
Local Community	Every year, PTAR carries out various corporate social responsibility activities, specifically related to community development to assure they can improve their wellness.	<b>Internal:</b> Shareholders.  <b>External:</b> Government, Media, Local Community, and Non-Government Organisations (NGO)	

Material Topic and Relevant SDGs	Importance	Boundary to Stakeholders	
Indirect Economic Impact	Mining operations by PTAR can bring indirect economic impacts to all stakeholders.	<b>Internal:</b> Shareholders and Employees.  <b>External:</b> Government and Local Community.	   
Employment	PTAR is concerned with aspects of employment and ensures local employment in the Company's activities in accordance with the Company's needs and the competencies of prospective workers	<b>Internal:</b> Shareholders, Contractors, Employees,  <b>External:</b> Government and Local Community.	  
Rights of Indigenous Peoples	PTAR respects the rights of indigenous communities living in the vicinity of its operational area.	<b>Internal:</b> Shareholders and Employees.  <b>External:</b> Government and Local Communities.	 

There are several topics deemed as immaterial due to their relevance to the Company's line of business, such as political contributions, customers' health and safety, labelling and marketing, and customer privacy.



# ENVIRONMENTAL MANAGEMENT

“

**PT Agincourt Resources (PTAR)** consistently ensures the management of its operational impact on the surrounding biodiversity. This commitment is demonstrated through the PTAR environmental policy and sustainability strategy.

”



The Environment Department's team undertaking reforestation initiatives within the Martabe Gold Mine's reclamation site.



As a mining company, we are committed to maintaining the environmental preservation and balance to prevent the negative impacts from the Company's business operations. We are firmly committed to operating the Martabe Gold Mine in compliance with the environmental laws and regulations. In light of this, our environmental management policies and procedures refer to the following laws and regulations:

- Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection and Management.
- Government Regulation No. 78 of 2010 concerning Reclamation and Post-Mining.
- The Minister of Environment and Forestry Regulation No. 6 of 2021 concerning Procedures and Requirements for the Management of Hazardous and Toxic Waste (B3).
- Decree of the Minister of Environment No. 68 of 2016 concerning Domestic Wastewater Quality Standards.
- Decree of the Minister of Environment No. 202 of 2004 concerning Wastewater Quality Standards for Gold/Copper Ore Mining Activities.
- Decree of the Minister of Energy and Mineral Resources No. 1827 of 2018 concerning Guidelines for the Implementation of Good Practices of Mining Engineering Principles.
- The Minister of Energy and Mineral Resources (ESDM) Regulation No. 26 of 2018 concerning Implementation of Good Mining Principles and Supervision of Mineral and Coal Mining.
- Government Regulation No. 76 of 2008 concerning Forest Rehabilitation and Reclamation.
- Ministry of Energy and Mineral Resources Ministerial Regulation No. 07 of 2014 concerning Reclamation and Post-mining Implementation in Mineral and Coal Mining Business Activities.
- The Minister of Forestry Regulation No. P.43/Menhut-II/2008 concerning the Guidelines for Borrowing and Using Forest Areas.
- The Minister of Forestry Regulation No. P.4/Menhut-II/2011 concerning Guidelines for Forest Reclamation.
- Regulation of the Minister of Environment and Forestry of 2021 No. 5 concerning Procedures for Issuing Technical Approval and Operational Eligibility Letters in the Field of Environmental Pollution Control.
- Regulation of the Minister of Environment and Forestry No. 4 of 2021 concerning List of Businesses and/or Activities Required to Have an Analysis of Environmental Impacts, Environmental Management Efforts and Environmental Monitoring Efforts or a Statement of Commitment to Manage and Monitor the Environment.

## COMPLIANCE AND REGULATION

In order to mitigate adverse environmental impacts, our environmental policy focuses on protecting and conserving, encompassing the following measures:

- Identification of potential environmental impacts, management and maintenance efforts from the planning stage of the approved Environmental Impact Analysis (EIA) document;
- Adopting world-leading environmental management practices to minimise environmental impact;

- Performing environmental management and monitoring from the planning stage based on the approved EIA for mining operations;
- Compliance with all applicable laws, regulations and operating permits;
- Safe disposal of tailings and waste rock;
- Pollution prevention;
- Biodiversity protection; And
- Restoring the function of disturbed areas to safe, stable and productive areas.

Our commitment to preserving the environment surrounding our operational areas is reflected in the implementation of environmental compliance management.

In addition, we strictly comply with the environmental requirements of the Martabe Gold Mine for several key activities, including:

- Placement of tailings.
- Handling, storage and disposal of hazardous waste.
- Discharge of water from the site.
- Groundwater quality.
- Energy management.
- Greenhouse Gas (GHG) emissions.
- Vegetation clearance.

During the procurement process in the tender process, especially in the pre-qualification stage, we check our suppliers' compliance with the environmental requirements. Only suppliers that meet environmental requirements can become our partners. **[308-1]**

## ENVIRONMENTAL COMPLIANCE MANAGEMENT MONITORING

The environmental compliance management at PT Agincourt Resources (PTAR) is the responsibility of the Chief Mine Officer (KTT). Nevertheless, each operational department is responsible for environmental management which is monitored by the Environment Department. The environmental compliance management system is audited annually by its parent company, PT Astra International Tbk, as part of their AGC (ASTRA Green Company) programme.

In addition, the Company conducts annual external audits by the Ministry of Environment and Forestry under their The Corporate Performance Rating Assessment Programme in Environmental Management (PROPER) and an Environmental Management Performance Assessment every 2 years by the Ministry of Energy and Mineral Resources (ESDM), Directorate General of Minerals and Coal (Ditjen Minerba) to verify its environmental management efforts.

To optimise environmental compliance management, the Senior Management Team must always have the most up-to-date information regarding the Company's environmental compliance status. Therefore, the Environment Department issues a monthly Environmental Compliance Report that summarises the results of compliance monitoring, applicable regulatory limits, and the status of all required environmental permits.

### ALLOCATED RESOURCES FOR ENVIRONMENTAL MANAGEMENT

In 2022, PTAR allocated environmental costs of USD10,585,434 for the environmental management and technological innovation implementation, so that environmental management practices can be implemented optimally and meet the quality standards and applicable regulations.



## REPORTED INCIDENTS [307-1]

We always make a joint effort to comply with applicable regulations and fulfil all environmental management and monitoring responsibilities, in accordance with the approved EIA, applicable laws and regulations, and operating permits. As of December 31, 2022, there were no incidents related to environmental compliance.

## ENVIRONMENTAL IMPACT MITIGATION

To understand the environmental impacts that occur, PTAR has thoroughly analysed the environmental impacts of all operational activities. Furthermore, we also analyse risks from operational activities that pose a high environmental risks, so that we can mitigate risks and manage the risk value.

### Environmental Impact Mitigation and Response [2-25]

Impact	Source of Impact	Environmental Programme
Noise	Operational facilities	<ul style="list-style-type: none"> <li>Implementation of noise monitoring activities</li> <li>Manage noise level at production sites</li> </ul>
	Transportation on site	<ul style="list-style-type: none"> <li>Maintenance of transportation equipment</li> <li>Work time management</li> <li>Traffic control on site</li> </ul>
Waste pollution	Production activities	<ul style="list-style-type: none"> <li>Increasing competencies in handling liquid waste</li> <li>Adding liquid waste handling equipment</li> <li>Storage of tailings</li> <li>Disposal of Hazardous and Toxic Materials waste in collaboration with competent and licensed independent partners</li> </ul>
	Operational activities	<ul style="list-style-type: none"> <li>Installing containers for temporary waste storage</li> <li>Disposal of Non-Hazardous and Toxic Materials waste to a license final disposal waste.</li> <li>Wastewater treatment operations, both production and domestic activities with wastewater treatment plants (IPLC)</li> <li>Routine maintenance of air emission quality control</li> </ul>
Water pollution	Production activities	<ul style="list-style-type: none"> <li>Wastewater treatment operations of both production and domestic activities with Wastewater Treatment Plants (WWTP) and re-circulation of wastewater for processing facility activities</li> </ul>
Air pollution	Emissions of production equipment, processing plants and operational vehicles	<ul style="list-style-type: none"> <li>Developing an emissions inventory</li> <li>Identification of potential mitigation actions</li> <li>Using solar panels up to 2.1 MPA (Megawatt Peak Ampere)</li> </ul>
	Dust emissions from transportation and rock crushing	<ul style="list-style-type: none"> <li>Maintenance and improvement of the performance of processing plants.</li> <li>Maintenance and inspection of leaks in fuel storage installations</li> <li>Maintenance and performance improvement of the heavy equipment transportation fleet</li> </ul>
Disruption of biodiversity	Land clearing	<ul style="list-style-type: none"> <li>Special analysis process for planned land clearing</li> <li>Collaboration with third parties on biodiversity initiatives</li> <li>Land rehabilitation activities</li> </ul>

## WASTEWATER MANAGEMENT

Mining activities must duly consider environmental concerns, a commitment that PTAR is committed to upholding. Operational activities of the Martabe Gold Mine produce wastewater and waste materials. For this reason, PTAR regularly monitors waste pollution so as not to damage the environment. In 2022, PTAR allocated funds of up to USD7,058,996 for wastewater management.

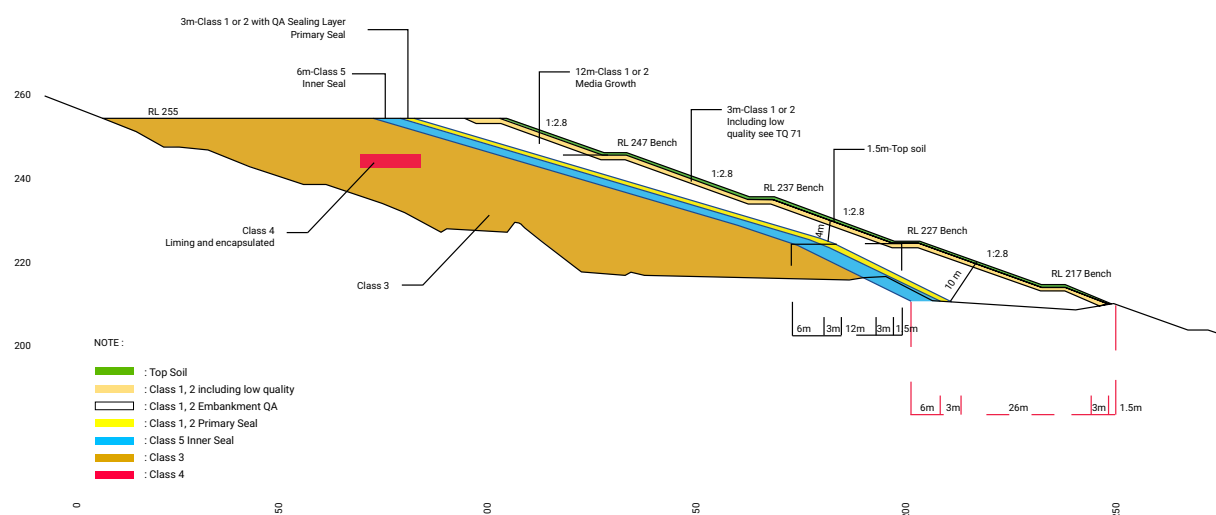
Our management of wastewater and residual materials adheres to the applicable laws and regulations. Within this framework, we operate a Tailings Storage Facility (TSF) designated for tailings containment. The management of waste rock materials at this TSF dam takes into account two aspects:

### 1. Acid Mine Drainage (AMD)

The aspect of AMD determines the placement of rock materials, ensuring that the water discharged from the TSF follows the required standards. The Mine Geology team conducts monthly monitoring of AMD.

### 2. Technical Aspects of Construction and Quality

The TSF was constructed through the utilisation of downstream lifting and compaction processes. The construction materials used in the TSF dam are mining materials that have no economic value. Quality testing is carried out on construction materials to meet the expected specifications, including sand cones, water replacement density, particle size distribution, Atterberg, and Dutch Cone penetration tests.



### Waste Material Management in the TSF [F.14]

The Company's total overburden in 2022 increased to 7.02 tonnes compared to 2021.

### Total Overburden and Tailings (Tonnes) [MM3] [F.15]

Description	Unit	2022	2021	2020
Overburden	Tonnes	7,003,170	6.355.456	4.444.614
Tailings	Tonnes	6,747,400	6.168.400	6.109.364

Note:

\*Restatement of the 2020 Sustainability Report due to the density of the tailings amount calculated from the weight of the dry milled tonnes (ore) subtracted by the weight of metal extracted.

Waste rock materials and their disposal sites pose a number of risks, such as acid-producing rock materials which can leach acid products into water systems and dams which, if not properly managed, can lead to toxic spills. If left unchecked, this can result in metal-containing acid rain leaching known as Acid Mine Drainage. [306-1] For this reason, PTAR strives to carry out appropriate waste management. By the end of 2022, there were no spills. [F. 15]

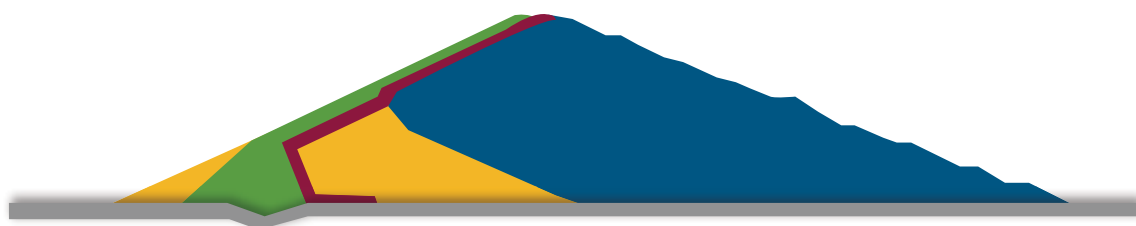


By managing waste rocks appropriately, PTAR managed to control the Environmental Impact (DAL) risk by preventing potentially acid forming materials within the TSF embankment through compacted rock layers to prevent oxygen ingress. In 2022, the Company has measured the effectiveness of this method. this AMD control method attests to the Company's best achievements. [\[MM3\]](#)

## TAILING PLACEMENT

The Martabe Gold Mine generates waste streams known as tailings as a result of the ore extraction process used to extract gold and silver. Most of these tailings are water, fine materials, lime, and cyanide residue. The Martabe Gold Mine disposes of tailings in the TSF, as do most gold mining operations. To ensure that the altitude is still within safe limits, the survey team takes elevation measurements.

PTAR is directly responsible for the management of the overburden and the processing of the tailings. For this reason, the Geology Team placed a waste block before starting the excavation. The overburden material is transported to the TSF dam according to its level by an Articulated Dump Truck (ADT). These materials are tested periodically to ensure that they meet or exceed the established technical requirements.



**Simplified Cross-Sectional View of the Martabe Gold Mine TSF Embankment**

- Rock Fill

Provided stability for the first stage of construction. The pit was not yet operational, so quarried rock was used.
- Zone 1

Low permeability material (clay) on the upstream side of the embankment was designed to limit seepage from the tailings into the embankment.
- Zone 2

A sand filter layer is designed to collect any seepage passing through Zone 1 and direct it to the base of the embankment. Water building up in the embankment can reduce stability and lead to internal erosion.
- Zone 3

The structural zone of the embankment. This zone provides stability and forms the bulk of the earthworks. It also provides a storage location for almost all waste rock from the pit.
- Zone 4

A second filter layer is designed to separate the finer sand filter layer (Zone 2) from the coarser mine waste (Zone 3) and prevent the sand from moving into the mine waste.

The TSF has critical safety objectives, including:

- No uncontrolled disposal of tailing or water (due to overflow or damage to embankments).
- Mitigation of impacts on groundwater from seepage.
- Prevention of wildlife mortality within the TSF.
- Ongoing control of acid mine drainage in the embankments.
- Rehabilitation of structures to a safe and stable condition after closure.

To minimise TSF risk, various risk controls must be implemented during the design, construction, operation and closure stages. These controls include design specifications, construction methods, Quality Control (QC)/ Quality Assurance (QA), programmes, and operational controls, such as procedures, staff training, change management, condition monitoring, inspections, reviews, and audits. The following is an important summary of those controls.

## PREVENTION AND CONTROLS IN TSF DESIGN AND CONSTRUCTION

PTAR commissioned a team of international geotechnical engineering consultants to design the TSF, with the following prevention and control mechanisms:

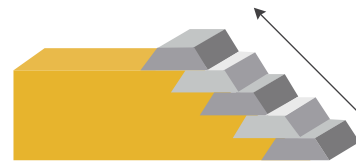
The 'downstream lifting' method is used in the progressive construction of the TSF embankment.

Dam safety guidelines published by the International Committee on Large Dams (ICOLD) are followed in the design specifications.

The overall stability of the embankment is acknowledged as a critical performance criterion. Therefore, the TSF is designed to maintain its integrity during a most credible earthquake (MCE).

The freeboard design is equivalent to the probable maximum flood (PMF). The TSF design has been reviewed and approved by the Indonesian Dam Safety Commission.

Upstream Lifting for the  
TSF Embankment



Upstream lifting uses dried tailings to expand its walls

Martabe Gold Mine TSF



Downstream lifting uses compacted engineered stone, clay and sand.



## KEY RISK CONTROLS IN TSF OPERATIONS

Operation of the TSF includes the following:

- All tailings are treated before leaving the processing plant to reduce cyanide to a low level (below 50 mg/L), as specified by the International Cyanide Management Code.
- Tailings are placed in the TSF in a thin layer to the 'shore' of tailings. Each layer is allowed to settle, and dried before a new tailings layer is overlaid.
- The TSF pond water is kept to a minimum to prevent excess water held within it.

The operation of the TSF is monitored annually by expert consultants who conduct independent reviews of all aspects of TSF safety. In addition, PTAR ensures that the design, construction and sustainable operation of the TSF adheres to the industry's best practices. Furthermore, TSF reports are provided to senior management on a monthly basis to anticipate the need for risk mitigation measures.

## TAILINGS DISPOSAL ACHIEVEMENT

In 2022, 6.7 million tonnes of tailings were placed in the TSF without any incident and in compliance with operational requirements as stipulated in the Code of Practice for Safe Tailings Placement. Some of the significant results obtained are as follows:

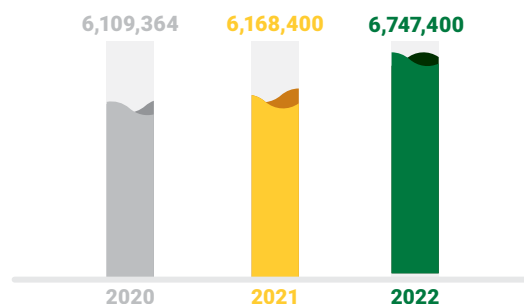
1. The tailings are evenly distributed with several discharge points along the top of the dam to ensure the consistency of the dam's carrying capacity.
2. Tailings placement successfully provided an upstream slope to avoid concentrated water in the dam core.
3. Water from the remaining processing results was collected on the north side of the tailings beach, to ensure that the processing plant's operational requirements are met.
4. Tailings raising from the deposition process is properly managed to achieve the key performance of the TSF. This primary performance objective is to maintain the allowable TSF pond capacity during storm and to prevent possible runoff.
5. Daily inspections are carried out to ensure the tailings deposition process and monitoring of the freeboard.
6. The TSF pond water is kept to a minimum to prevent excess water from held within it.

The TSF pond water is kept to a minimum to prevent excess water held within it.

TSF performance is monitored by expert consultants who conduct an independent review of all aspects of TSF safety annually. In addition, the Company ensures that

the design, construction and operation of a sustainable TSF adheres to industry best practices. Reports on TSF operations are provided to senior management on a monthly basis in anticipation of the need for risk mitigation measures, if required.

### Total Tailings Filled (Tonnes)



Furthermore, PTAR implemented a number of special initiatives in 2022 to reduce the TSF risks, including:

- Continuation of an Independent Technical Review Panel for TSF composed of international and national experts
- A seismic activity study to validate the earthquake parameters used in planning.
- Installing inclinometers, piezometers, prism monitoring instruments and other technology to monitor dam movement using the Insar satellite method.

- Collecting samples of TSF construction materials during the drilling process and testing them in the laboratory to verify the design parameter values.
- Controlling surface water in the TSF dam by creating a drainage perimeter evenly to prevent erosion of the dam wall.

## DISPOSAL OF WASTE ROCK

Waste rock is the second major waste generated by the Martabe Gold Mine, which requires proper management to prevent negative impacts on the environment. Waste rock consists of rock from mining processes with insufficient gold content for processing. Almost all of the waste rock generated by the Martabe Gold Mine's current mine plan is used to construct the TSF embankment. Therefore, the Company does not require the disposal of waste rock over large areas.

Some of the waste rock at the Martabe Gold Mine may form acid due to the naturally occurring oxidation of sulphide minerals. This is fairly common in a large number of metalliferous mines. When rainwater passes through the material, it can form acids and accumulate high levels of metals. If not managed properly, Acid Mine Drainage (AMD) processes can pose significant pollution risks.

In light of that, PTAR is firmly committed to carrying out proper waste management to prevent an adverse impact on the environment and surrounding communities. This commitment is manifested in the efforts of the Martabe Gold Mine, which has successfully implemented a number of strategies to achieve closure using layers of compacted rock or clay. Acid-forming rock is surrounded by 2 (two) metres of solid rock or clay within the TSF embankment. At the Martabe Gold Mine, waste rock is sorted into Non-Acid Forming (NAF), Potentially Acid Forming (PAF), or other more complex categories. This is due to the relatively complex geological conditions of the region, which consist of various types of rock that have been weathered and contain varying amounts of sulphide.

### Waste Rock Disposal Achievements

In 2022, 5,311 kilotonnes of waste rock were included in the TSF. Furthermore, the AMD Management Programme was implemented in the following manner:

1. Upstream placement of material with a medium to high acid risk classification to re-assess later
2. Using a low acidity material with a non-acid classification as a covering or capsule material;
3. Determine the pH value of the material removed from the pit to ensure that the material is placed according to its purpose.

In 2023, PTAR plans to conduct the following:

- The construction of the TSF Crest from RL 360 to RL 363 includes Spillway construction as well as downstream structural embankment construction following the encapsulation methodology.
- Raising the tailings spigot from bench RL 360 to bench RL 363 and positioning several discharge points along the crest of the embankment.
- Rehabilitation of downstream dam slopes.
- Added instrumentation in TSF for Inclinator, Seismometer and Piezometer.
- Continuing to comply with TSF standardisation referring to GISTM (Global Industry Standard on Tailings Management)



## HAZARDOUS WASTE MANAGEMENT

Martabe Gold Mine activities produce various types of toxic and hazardous waste, namely:

- Tailing
- Oil waste
- Waste from chemical processes
- Used paint and chemical containers
- Batteries
- Electronic waste, such as computers and printers
- Medical waste generated from clinics

Our principle is to comply with all applicable laws and regulations, including those related to B3 waste management. According to Law No. 32 of 2009 concerning Environmental Protection and Management and Regulation of the Minister of Environment and Forestry (LHK) No. 6 of 2021 concerning Procedures and Requirements for the Management of Hazardous and Toxic Material Waste, we always make sure to have a special permit in placing, storing, transportation, or processing, or utilisation of toxic and hazardous waste.

PTAR has obtained the necessary permits to store tailings in the TSF and another permit to construct an additional temporary hazardous waste storage facility on site. All hazardous waste other than tailings is transported to an off-site licensed commercial waste processor.

Our appropriate toxic and hazardous waste management demonstrates that we uphold the principle of compliance with proper practices through the implementation of several preventive measures, as follows:

- Implementation of toxic and hazardous waste management obligations on site. All PTAR employees and site work partners comply with the PTAR Code of Practice for Waste Management.
- The PTAR Workmen Compensation Insurance (WCI) Programme defines detailed toxic and hazardous waste management requirements;
- PTAR training course for toxic and hazardous waste management;
- During the HSE site orientation, new employees receive information on important toxic and hazardous waste management requirements, which are also disseminated through the HSE site poster programme;
- Monthly Environmental Compliance Report distributed to the Senior Management Team, informing them of B3 waste non-compliance as well as contract status

with toxic and hazardous waste transportation and processing work partners; And

- At the daily PTAR production meeting, the remaining capacity at the site's temporary toxic and hazardous waste storage facility is reported on a regular basis.
- Monthly Environmental Compliance Report distributed to the Senior Management Team, informing them of toxic and hazardous waste non-compliance as well as contract status with toxic and hazardous waste transportation and processing contractors; And
- At the daily PTAR production meeting, the remaining capacity at the site's temporary toxic and hazardous waste storage facility is reported on a regular basis.

As of 2022, PTAR has obtained permits related to toxic and hazardous waste management, namely:

1. Decree No. 503/08/LB3/DPMPPTSP/2018 (Permit for Temporary Storage of Hazardous and Toxic Waste)
2. SK.611/Menlhk/Setjen/PLB.3/8/2016 (Permit for the storage of hazardous waste at the DAM Tailings Facility)
3. S.192/PSLB3/PLB3/PLB.3/3/2022 (Technical Approval for B3 Waste Utilisation) and Operational Eligibility Letter (SLO) with Number S.588/PSLB3/PLB3/PLB.3/9/2022

The hazardous waste stored in the LB3 Temporary Storage Site (TPS) is sent to licensed third parties, namely PT Prasadha Pamunah Limbah Industri (PPLI) and PT Wiraswasta Gemilang Indonesia (WGI) for further management. The total toxic and hazardous waste sent to the third party company reached 567.82 tonnes. Meanwhile, the amount of tailings generated from operational activities included in the TSF facility was 10,873,729 m<sup>3</sup>. Toxic and hazardous waste is also used internally for blasting activities at Martabe Gold Mine, in the form of used lubricating oil (code: B105D). The amount of used lubricating oil used for these activities reached 37.39 tonnes.

Toxic and hazardous waste management in 2022 remained consistent with the previous years. Tailings waste is stored in the TSF in accordance with the Decree of the Minister of Environment and Forestry No. 611/2016 and other toxic and hazardous waste is sent to third parties to be processed and managed in accordance with the regulations.

**Waste by Type and Disposal Method [306-3, 306-4, 306-5]**

(Tonnes)

Description	2022	2021	2020
Total hazardous waste	605,21	579,5	419,21
Recovery	281,54	288,59	207,90
Disposal site (off site )	323,67	290,91	211,32
Total non-hazardous waste	3,895.62	4,188.65	4,850.05
Recovery	271,17	102,65	186,05
Landfill	3,624.45	4,086.00	4,664.00

## Notes:

- Data on site placement of tailings is not included but documented in MM3.
- Monthly accounts of waste disposal from site managed by PTAR Environmental staff. Off-site disposal is governed by contract.
- All hazardous waste is disposed of by a licensed waste disposal company that complies with Government regulations.

**Table of Significant Spills**

Description	Unit	2022	2021	2020
Total Amount of Spills	Total	0	1	5
Total Volume of Spills	Litre	0	20	198
Oil:				
• Soil	Litre	19	20	93
• Water		0	0	0
Fuel:				
• Soil	Litre	4	0	105
• Water		0	0	0
Waste:				
• Soil	Litre	0	0	0
• Water		0	0	0
Chemicals:				
• Soil	Litre	0	0	0
• Water		0	0	0
Others:				
• Soil	Litre	0	0	0
• Water		0	0	0

## Notes:

- All spills are recorded in the Company's incident management system.
- No significant impact resulted from the spill and all spills were cleaned up completely.

**Table of Hazardous Waste Transportation [306-2]**

Description	2022	2021	2020
Transported and Delivered to Third-Parties	567,82 Ton	564	463

Note: All waste identified under regulations as hazardous and toxic (B3) is transported off-site to a licensed waste treatment plant.

In 2022, PTAR reduced their hazardous waste by transporting and sending it to third parties. All hazardous and toxic waste (B3) identified by regulations is transported off-site to a licenced waste processor.



## WATER MANAGEMENT

Water run-off management is a frequent requirement for open-cut mining areas in wet tropical regions. To minimise the risk of non-compliance and/or downstream environmental impacts, several important risks must be taken into account when developing a mine water management system, including:

- Rainfall on large areas of exposed soil and rock disturbance, typically the result of surface mining, mobilised sediments and, in some cases, metals and acid. As a result, run-off water from the site may require treatment before discharge.
- Mineral processing plants, in general, require a large amount of water. This is especially true for gold mines that extract gold using rock slurry.
- Pits and site infrastructures such as TSF may impair natural absorbency, resulting in a significant reduction in clean water available downstream users.
- Local rural communities value waterways and groundwater as vital resources because they are typically used for irrigation and bathing and serve as the primary water source for their homes
- The significant biodiversity value of the downstream waterway must be protected.

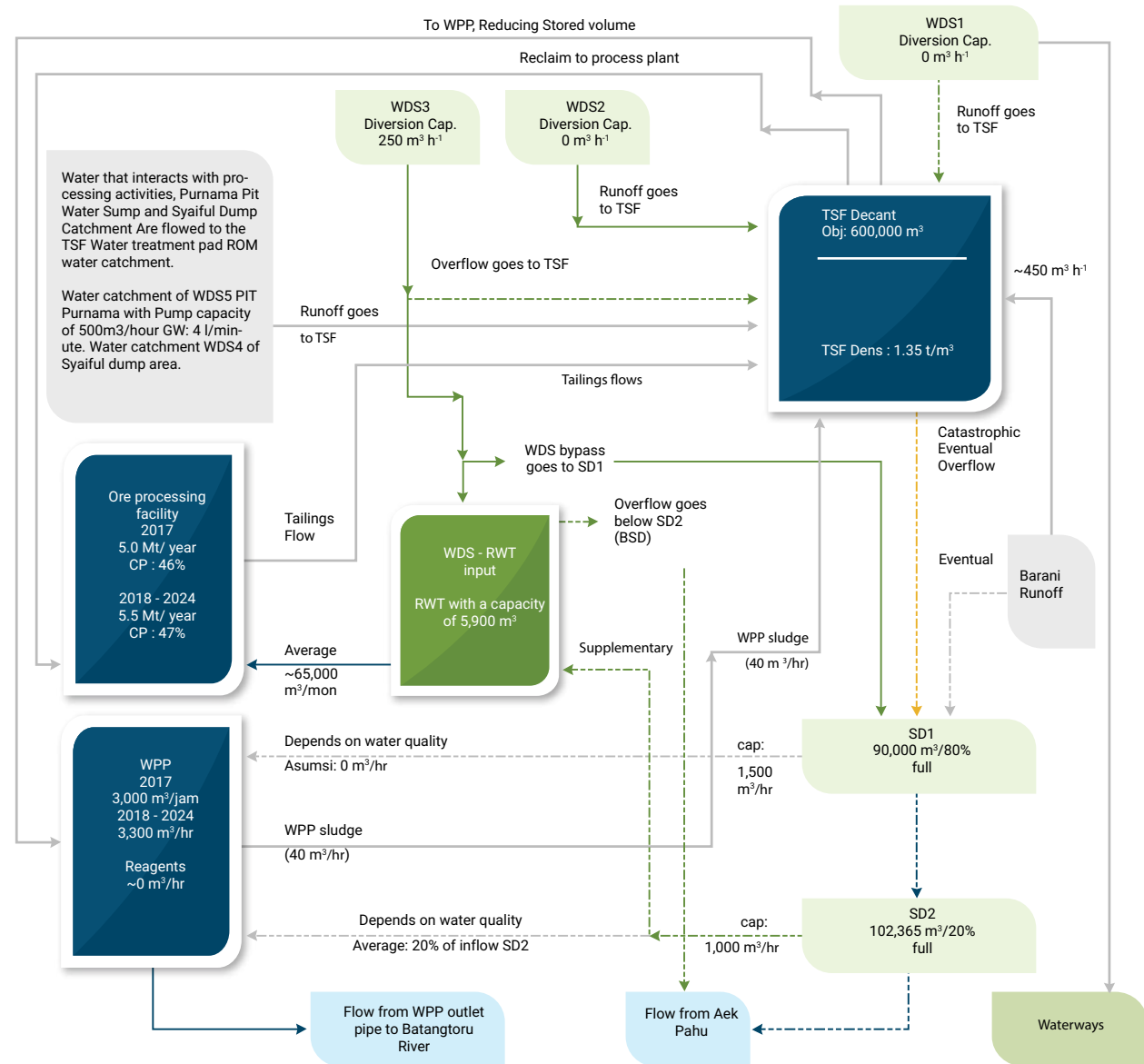
### Site Water Balance Models

The water balance model is the first step towards achieving successful water management in the mine site. This model is critical for developing a robust site water management strategy and for identifying the required water management infrastructure, such as ponds, structures, pumps, and piping systems.

We have developed a complex site water balance model for the Martabe Gold Mine. This 'probabilistic' model takes into account natural variables affecting local rainfall using different simulations of storm events to generate estimates of water accumulation over a range of probabilities. Water balance modelling undertaken during the planning stages of the Martabe Gold Mine determined that the site would have a positive net water balance. This will require the discharge of water during operations.

## Martabe Water Balance Upgrade

### Martabe Water Balance Upgrade



- Fresh Water (normally used / eventual)
- Discharge Water (normally used / eventual)
- Process / Contacted Water (normally used / eventual)
- Emergency Water (normally used / eventual)



## WATER MANAGEMENT SYSTEM [F.8]

The Martabe Gold Mine employs a meticulously designed water management system that recognises the critical nature of water management. This operation is outlined in the Code of Practice for Site Water Management.

Furthermore, water is required to support PTAR's production activities. [F.23, F.14] Two-thirds (2/3) of the water used for production is recycled water from TSF, which uses closed circulation. The sediments are separated from the recycled tailing water and the resulting water can be used for factory production. In 2022, all excess water from the TSF was evaluated for compliance with quality standards and returned to the water flow. [MM11]

### Water Management System

The implementation of the Water Management System has the following objectives:

- Minimising the risk of non-compliant releases from the site (exceedances of water quality limits mandated by the Ministry of Environment Decree No. 202/2004).
- Minimising the risk of adverse environmental impacts on downstream waters, including aquatic biodiversity protection.
- Ensuring that the raw water and processed water supplies to the processing plant are sufficient to meet the plant's production requirements.
- Reducing the amount of water retained in the TSF.
- Ensures the quality of water leaving the site is controlled

### Water Quality Control

To ensure accuracy and independence in conducting water quality assessments, we adhere to the following as a precautionary measure:

- Compliance with applicable reporting requirements associated with required permits and approvals.
- Compliance with emission limits for stacks and generators.

- Maintaining a perfect track record of compliance with water quality standards for the Water Polishing Plant (WPP) discharge since operations began.
- Compliance with applicable requirements for the handling, storage and disposal of hazardous (B3) waste.
- Compliance with the EIA Environmental and Social Monitoring Plan's (RPL) requirements for environmental monitoring and reporting; and
- Compliance with the requirements of reclamation assurance.

### Data Accuracy and Reliability

The Company takes the following steps to ensure the accuracy and independence of data on water quality compliance:

- The sampling procedure is carried out by trained technicians who adhere to a standard protocol to ensure the sample's preservation before testing.
- A certified and independent testing service provider conducts all analyses.
- To avoid unintentional bias in data reporting, a sample identification system is used to conceal the sampling location from the receiving laboratory.
- A formal quality assurance/ quality control process is in place to minimise the possibility of sampling and analytic errors (through the use of sample blanks and duplicates).
- All results are stored in a database for environmental monitoring.
- Expert consultants in tropical aquatic ecosystems review water quality monitoring data every 2 (two) years during site audits of water sampling practices.

**Water Sources Affected by Significant Impacts of Water Withdrawal (m<sup>3</sup>/hour) [303-2]**

Description	2022	2021	2020
Reduced flow of the Aek Pahu River due to disturbance of water absorption by the TSF	1,826	1,826	1,826

## Notes:

- This figure represents the reduced mean flow into the Aek Pahu River as determined by site water balance modelling and represents water captured by the TSF and sediment ponds. This water is released back into the Batangtoru River after being treated at the plant.
- The water source is not a Protected Area status.

As of the end of 2022, the Company did not have internal standards or guidelines on water quality. However, in water management, PTAR refers to the Environmental Government Regulation No. 202 of 2004 concerning Wastewater Quality Standards for Gold and or Copper Ore Mining Businesses and or Activities. In addition, PTAR always pays attention to the profile of beneficiaries of water bodies as stipulated by applicable laws and regulations. [303-2]

## SITE WATER MANAGEMENT ACHIEVEMENTS

In carrying out its operations, PT Agincourt Resources is committed to appropriately manage water so as to not give a negative impact to the ecosystem and surrounding community. [303-1] PTAR's efforts to properly manage site water are demonstrated by all mine wastewater discharged into public waters meeting the quality standards stipulated by the Decree of the Minister of Environment No. 202 of 2004 concerning Wastewater Quality Standards for Gold and or Copper Ore Mining Businesses and Activities. In addition, the waste that

is disposed of in public spaces is in accordance with the Minister of Environment Regulation No. 68 of 2016 concerning Domestic Wastewater Quality Standards.

To ensure the environmental quality in the area surrounding Martabe Gold Mine, PTAR collaborates with Universitas Sumatera Utara (USU), monitoring aquatic biota once in every 3 (three) months.

**Water Release Based on Quality and Purpose [303-4]**

Description	Unit	2022	2021	2020
Water Treatment Plant/ Water Polishing Plant (WPP) to the Batangtoru River	m <sup>3</sup> / year	17,837,949	14,720,241	16,025,878
Installation of Wastewater Treatment Plant to Aek Pahu River	m <sup>3</sup> / year	55,798	54,872	57,912
Total Active Water Discharge	m <sup>3</sup> / year	17,893,748	14,775,113	16,083,790

## Note:

- Dismissal from the WPP is fully permitted by Indonesian law.
- Site effluent treatment plant is fully permitted by Indonesian law.
- All treated water is released into natural waterways and not directly given to other parties for use.
- The displayed volume is the measured volume.
- Site run-off is generally not included in the table above.



### Water Intake by Source [303-3, 303-5] (m<sup>3</sup>/year)

Description	2022	2021	2020
Total Volume of Water Intake	846,729	16,121,222	16,120,240
Groundwater	117,397	121,222	120,240
Rainwater	729,332	16,000,000	16,000,000

Note:

- Intake of groundwater and surface water is measured.

PTAR monitors and evaluates the impact of operations on the quality of the water sources used regularly. Based on the evaluation results, the Company did not use water from drought-stricken areas or polluted water sources. [303-3, 303-5]

### Recycled and Reused Water

Description	Unit	2022	2021	2020
Volume of Recycled Water (TSF to Plant)	m <sup>3</sup>	6,948,110.00	6,559,088.00	6,479,986.00
Volume of Recycled Water (WPP to Plant)	m <sup>3</sup>	326,739.00	330,781.71	494,166.61
Volume of Water Surface Flow to Plant	m <sup>3</sup>	729,331.90	687,646.91	551,709.37
Percentage of Water Reused	%	91	91	93

Note: This is the percentage and total volume of water recycled through the flow from the TSF to the processing plant for an average of one year as determined by the site water balance.

### Amount of Clean Water Extraction and Consumption

Description	Unit	2022	2021	2020
Freshwater taken	m <sup>3</sup> / hr	846,729	121,222	120,240
Freshwater consumed	m <sup>3</sup> / hr	846,729	121,222	120,240

## ENERGY CONVERSION

Energy conversion is a critical factor in our sustainability performance, especially concerning efforts to reduce the use of fossil fuels for mining operations. PTAR implements energy management to comply with the Minister of Energy and Mineral Resources Regulation No. 70/2009, which requires industries over 6,000 tonnes of oil equivalent (TOE) to implement an energy management system. Currently, energy conversion is managed by the Company's maintenance officers.

The main sources of energy used at the Martabe Gold Mine include excavating machines, transportation, processing plants and office buildings. Currently, PTAR does not calculate the consumption of energy generated from outside the Company, such as the supply chain or other vendors.

**Total Internal Energy Consumption and Energy Intensity within the Organisation [302-1, 302-3] [F.6]**

Energy Sources	Unit	2022	2021	2020
Electricity		596,113	537,957	560,804
Diesel Fuel	Gigajoules	556,238	572,064	525,867*
<b>Total Energy</b>		<b>1,152,351</b>	<b>1,110,022</b>	<b>1,086,670*</b>
Gold Production	tonnes	8,017	9.9	9.54
<b>Energy Intensity</b>	<b>GJ/Tonne</b>	<b>143,738.43</b>	<b>121,265</b>	<b>113,955*</b>
<i>milled</i>	tonnes	6,747,400	6,148,400	6,109,346
<b>Energy Intensity</b>	<b>GJ/Tonne</b>	<b>0.17</b>	<b>0.18</b>	<b>0.20</b>

Notes:

- Calculated with tools from ASTRA

- \* Restatement of the 2020 Sustainability Report

As of 2022, the Company had not calculated the energy consumption outside the organisation. However, the Company plans to calculate energy consumption outside the organisation. [302-2]

Due to the lack of standardised values for converting 20% and 30% biodiesel from Litres to Joules, the weighted average of 20% and 30% standard biodiesel and diesel is used to calculate the energy conversion factor.

Fuel Type	Satuan	2022	2021	2020
Diesel		0	0	0
Biodiesel (B30)	L	15,563,538	14,975,510	12,745,850*
Biodiesel (B20)		0	0	979,278***
Total		15,563,538	14,975,510	13,725,128
<b>Sub Total Energy</b>	<b>GJ</b>	<b>556,238</b>	<b>572,064</b>	<b>525,867*</b>
Gasoline	L	4,192	8,913	11,451
<b>Gasoline</b>	<b>GJ</b>	<b>146</b>	<b>394.85</b>	<b>507.28</b>
Natural gas	L	66,465	104,905.88	115,542.00
<b>Natural gas</b>	<b>GJ</b>	<b>2.64</b>	<b>4.17</b>	<b>4.59</b>
Liquefied Petroleum Gas	L	12,500	104,905.88**	31,000
<b>Liquefied Petroleum Gas</b>	<b>GJ</b>	<b>617</b>	<b>4,636.84</b>	<b>1,370.20</b>
Kerosene	L	0	600	17,200
<b>Kerosene</b>	<b>GJ</b>	<b>0</b>	<b>17.52</b>	<b>753.36</b>
Aviation Turbine Fuel (AVTUR)	L	191,600	276,800	237,200
<b>Aviation Turbine Fuel (AVTUR)</b>	<b>GJ</b>	<b>6,595</b>	<b>12,206.88</b>	<b>10,460.52</b>
Sub Total Energy	GJ	7,361	17,256.09	13,091.36
<b>Total Energy</b>	<b>GJ</b>	<b>563,599</b>	<b>589,321</b>	<b>542,020*</b>

Note:

\*Restatement of the 2020 Sustainability Report due to double calculation.

\*\*There was a conversion of kerosene to use gas for exploration activities in the kitchen.

\*\*\*Switched to using Biodiesel B30 in accordance with Government directives.

**Reduction of Energy Consumption [302-4] [F.7]**

PTAR is committed to implementing the energy-saving measures consistently, so that mine operational processes can run efficiently and sustainably. For this reason, we prioritise an energy management system by taking into account the following matters:

1. Energy consumption accounts for up to 70% of total production costs.
2. Government Regulation No. 70 of 2009 mandates that every company with an annual energy consumption equal to or greater than 6,000 TOE must implement energy efficiency. This regulation applies to us due to our annual energy consumption of 1,100,000 TOE. [302-5]
3. Compliance with PROPER assessment requirements.
4. Compliance with Global Reporting Initiative (GRI) Standards and supporting the Government of Indonesia's National Determined Contribution (NDC) to achieve a low-carbon future by managing natural resources in a sustainable manner.

The Company had not calculated the energy used for production and services. [302-5]

The energy mapping programme is carried out periodically to monitor the efficiency of energy use. The results of the mapping were then used to conduct a gap analysis,

which resulted in several recommendations for improving daily operations and implementing an energy mapping improvement programme.

For this reason, as an energy efficiency measure, as of the end of 2022, PTAR used electricity from PT PLN (Persero) for the entire operations, while generators are only used as backup power.

Meanwhile, PTAR's efforts to improve efficiency are manifested in the implementation of a culture of sustainability, including: [302-4] [F.7]

1. Use of solar panels
2. Use of energy-saving/LED lamps
3. Use of Air Conditioner during office operating hours
4. Turning off electrical devices after working hours
5. Using double-sided paper
6. Carrying out electricity and water savings programme dissemination to the whole Company personnel
7. Carrying out the Save Water campaign through posters placed at certain points

In 2022, the operational performance had shown an increase in energy consumption. However, the Company plans to reduce the energy consumption and calculate the reduction for an optimal sustainability performance. [302-4]

## ENERGY CONSERVATION

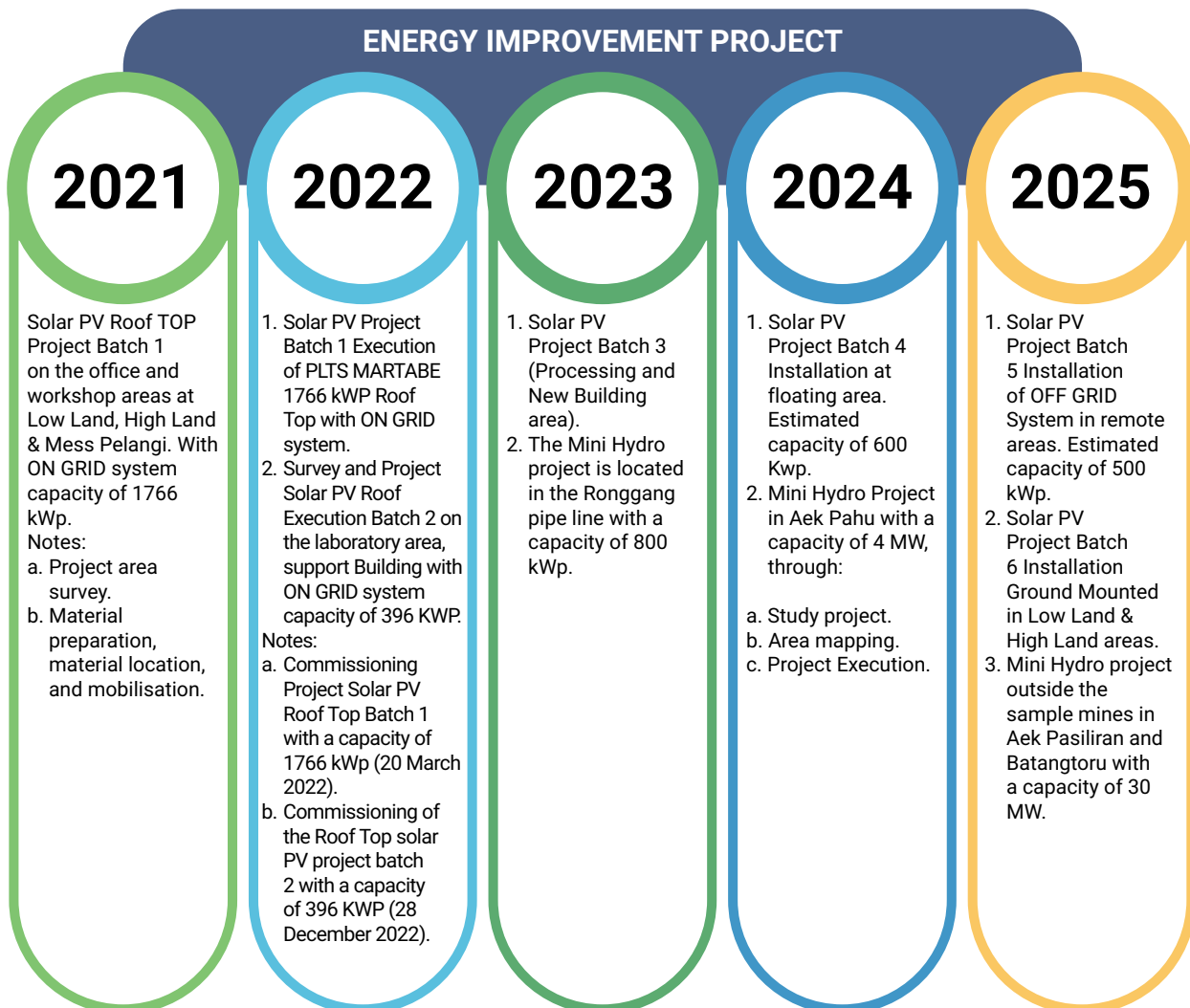
**Solar Panel Installation [E.5, F.7]**

The Company plays an active role in reducing greenhouse gas emissions by implementing energy efficiency in the mining and processing processes at the factory. PTAR uses renewable energy by installing rooftop solar panels with a capacity of 2 MWp to reduce gas emissions by around 100 tonnes of CO<sub>2</sub>e.

As of the end of 2022, the solar panels installation at the Martabe Gold Mine, with a capacity of 2 MWP, uses a rooftop on a grid system. Solar PV is installed in 3 (three) areas, namely the high land area, low land area, and the camp area in 42 buildings.

The Company continues to actively study existing opportunities to increase the share of renewable energy used. For this reason, we have a plan for the next 5 (five) years for the EBT project as follows. [F.7]

## 5 Year Planning – Martabe Gold Mine Renewable Energy Project



## MANAGEMENT AND REDUCTION OF GREENHOUSE GAS EMISSIONS

PTAR recognises the significant risks that climate change poses to global conditions. Therefore, in 2022, PTAR involved external consultants to assist and provide advice in improving greenhouse gas (GHG) accounting and reporting practices to meet the Global Reporting Initiative (GRI) standards. [305-5] The initiatives implemented by PTAR in planning for continuous improvement in managing the environment are as follows:

- Implementation of ISO (International Organization for Standardization) 14001 concerning Environmental Management System.
- The installation of solar panels which aims to reduce the use of electricity which is a non-renewable resource



- Utilising Hazardous and Toxic Material (B3) waste in reducing fuel consumption when carrying out blasting activities
- Recycling domestic waste by installing waste sorting facilities.

PTAR has identified 3 (three) categories of GHG emissions that are relevant to the results of operational activities, namely: direct GHG emissions (Scope 1), indirect GHG emissions (Scope 2), and other indirect GHG emissions (Scope 3).


Scope 1: Generator fuel consumption

Scope 2: Electricity

Scope 3: Downstream activities

Direct GHG emissions are generated when natural gas is burned to support production activities (energy sector), when natural gas is used to produce products (IPPU sector) and when liquid waste is managed. Indirect GHG emissions are generated when PTAR purchases energy from third parties in the form of electricity and steam. Other indirect GHG emissions, including those from operational activities, originate from sources not directly owned or controlled by PTAR. CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O are the gases used in calculating GHG emissions at PTAR.

The GHG emission calculation method is based on the In-Pit Crushing and Conveying (IPCC) 2006 Volume 2 guidelines for calculating GHG emissions in the energy category. Volume 3 guidelines are for calculating GHG emissions in the industrial category (which includes calculations for industrial ammonia) and the Volume 5 guidelines are used for calculating GHG emissions for the liquid waste category. GHG emissions are calculated using the following formula:



**GHG Emissions: Activity Data x Emission Factors**

Note:

- GHG Emissions = Greenhouse Gas Emissions (CO<sub>2</sub> tonnes eq)
- Activity Data (DA) = Quantity of activities that generate emissions (activity units)

PTAR uses GHG emission data for 2016 to perform a base-year calculation of emissions. This base year is determined by mutual agreement between members of the implementing team. Meanwhile, PTAR GHG emission data for 2022 uses audited data.

#### **DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (CO<sub>2</sub> TONNES EQUIVALENT) [305-1]**

Total Direct Emissions (Scope 1)

2020	63,102
2021	64,582
2022	58,884

Notes:

- Based on data from the Martabe project.
- The 2014 IFC Carbon Emissions Estimation Tool was used to calculate GHG emissions
- Consumption of fuel and electricity including gas: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O

#### **Direct Greenhouse Gas Emissions (Scope 1) [305-1]**

Description	Unit	2022	2021	2020
Fuel Use: Car Exhaust	Tonnes of CO <sub>2</sub> equivalent	38,835.54	45,718.31	47,501.65
Fuel Use: Stationary Combustion (Excluding Fuel Used in Power Plants)		227.84	170.74	107.26
Petrol Use		92.73	141.65	142.25
Explosive Use		498.75	543.92	573.94
Sodium Carbonate Use		2.59	1.30	1.30
Cooler Use		975.36	847.49	1,120.25

Description	Unit	2022	2021	2020
SF6 Use	Tonnes of CO <sub>2</sub> equivalent	9.40	9.40	9.40
Exploration		11,175.66	16,464.54	8,953.79
Land Clearing/Revegetation		553.42	685.10	474.22
<b>Total</b>		<b>52,371.30</b>	<b>64,582.44</b>	<b>58,884.06</b>

**Indirect Greenhouse Gas Emissions – Electricity Purchased from PLN (Scope 2) [305-2]**

Description	Unit	2022	2021	2020
Electricity purchased from PLN	Tonnes of CO <sub>2</sub> Equivalent	155,652	121,937	127,116

Notes

- Calculations using tools from ASTRA

**Indirect Greenhouse Gas Emissions (Scope 3 - Services) [305-3]**

Description	Unit	2022	2021	2020
Employee Business Travel (air travel)	Tonnes of CO <sub>2</sub> Equivalent	2,143.86	14,278	35,337

Notes

- Calculations using tools from ASTRA

**Greenhouse Gas (GHG) Emission Intensity [305-4] [F.11]**

Description	Unit	2022	2021	2020
GHG Emission Intensity – Gold Bars Produced	CO <sub>2</sub> Tonne Equivalent per kg of gold bars	3.75	3.73	2.7
GHG Emission Intensity – Ore Milled	CO <sub>2</sub> Tonne Equivalent per Kg of Ore Milled	31.19	32.92	37.6
GHG Emissions Intensity – Gold Poured	CO <sub>2</sub> Tonne Equivalent per Kg of Gold Poured	26.25	20.17	24.1
GHG Emission Intensity – Silver Poured	CO <sub>2</sub> Tonne Equivalent per kg Silver Poured	4.40	4.64	3.1

Notes

- Calculations using tools from ASTRA

**Ozone-Depleting Substances [305-6] [F.12]**

Since 2012, PTAR has discontinued the use of halocarbon refrigerants (CFCs), which have the potential to deplete the ozone layer, are in favour of ozone-friendly refrigerants. We have replaced refrigeration units in mines, processing plants, offices and employee housing and we have eliminated the use of ozone-depleting substances from our business processes.

**Nitrogen Oxide (NOx), Sulphur Oxide (SOx), and Other Significant Air Emissions [305-7]**

In addition to GHG emissions, PTAR's manufacturing process generates conventional gas emissions. PTAR conducts air quality measurements at our processing plants' furnace and boiler stack in accordance with the Ministry of Environment and Forestry Regulation No. 4/2014. Direct measurements of air emissions are

made by registered and accredited service providers in registered environmental laboratories at the Ministry of the Environment and Forestry. All monitoring and measurement of NO<sub>2</sub> (nitrogen dioxide) and SO<sub>2</sub> (sulphur dioxide) dust, and furnace particulate matter carried out by PTAR complies with regulations. [305-7]

**Nitrogen Oxide (NOx), Sulphur Oxide (SOx), and Other Significant Air Emissions [305-7]**

Description	Unit	2022	2021	2020
Nitrogen Oxide (NOx)	kg/year	1.6180	94.920	15.290
Sulphur Oxide (SOx)	kg/year	1.700	4.530	4.180



## BIODIVERSITY MANAGEMENT

PT Agincourt Resources (PTAR) consistently ensures the management of its operational impact on the surrounding biodiversity. This commitment is demonstrated through the PTAR Environmental Policy and Sustainability Strategy. [F.9] Therefore, in the process of land clearance for mining purposes, PTAR always takes into account biodiversity. Therefore, we perform land rehabilitation and ensure that there are no protected wildlife species at the land clearing site. In addition, we have strict regulations prohibiting all employees and work partners from hunting and capturing wildlife within the Martabe Gold Mine site area.

Additionally, we work with other third parties to protect biodiversity, especially through education, dissemination, and prevention of poaching and wildlife trade. In addition, PTAR has conducted surveys on the composition and diversity of flora and fauna in the Martabe Gold Mine development area.

The collaboration that we have carried out in the field of biodiversity management is as follows: [F.10]

### Supporting the Ministry of Environment and Forestry in nature conservation in North Sumatra

PTAR supports the Ministry of Environment and Forestry (KLHK) by participating in releasing the Sumatran tigers "Sri Nabilla", "Surya and Citra," and "Bestie" into the Gunung Leuser National Park (TNGL) and Kerinci Seblat National Park (TNKS). The Sumatran tiger previously underwent rehabilitation at the Barumon Tiger Sanctuary managed by the Bodhicitta Mandala Medan Persamuhan Foundation (YPBMM) based on a permit by the Ministry of Environment and Forestry (KLHK) through the North Sumatra Centre for Conservation of Natural Resources (BBKSDA). Support was provided in the form of transportation facilities and means, such as helicopters and pilots from Patiambang Airport in Gayo Lues, Aceh to the 'Sri Nabilla' wild release location in the Kappi Forest, TNGL. The Kappi Forest is a Core Zone within the GLNP area located in Gayo Lues District, Aceh Province.

Some of the main activities in supporting the North Sumatra BBKSDA are as follows:

- Mitigation of wildlife conflicts with the community and rescue of wild animals.
- Support for the conservation of the "Sri Nabilla" Sumatran tiger to be released into its habitat in the Gunung Leuser National Park area.
- Support for the conservation of the "Surya and Citra" Sumatran tiger to be released into its habitat in the Kerinci Seblat National Park area.
- Support for the conservation of the "Bestie" Sumatran tiger to be released into its habitat in the Gunung Leuser National Park area.

### Nature conservation partnership with Scorpion Foundation Indonesia (Yayasan Scorpion Indonesia)

PTAR works with the Scorpion Foundation Indonesia and the Natural Resources Conservation Agency (BBKSDA) to continue to support the protection and conservation efforts in South Tapanuli, including helping to save endangered birds such as Red Lories (*Eos bornea*), large-beaked birds (*Buceros sp.*) and Eagle (*Nisaetus cirrhatus*).

Meanwhile, the main activities in partnership with Scorpion Foundation Indonesia include:

- Wildlife patrols in the Batangtoru forest area.
- Community education for wildlife protection in villages within the Batangtoru District.
- Early warning for any sighting of endangered wildlife species.
- Support for the development of the Macaque Rescue Centre Yayasan Scorpion Indonesia in Hapesong Baru Village, Kec. Batang Toru, Kab. South Tapanuli as a long-tailed monkey (*Macaca fascicularis*) rehabilitation facility.
- Survey of the presence of wild animals in the Batangtoru forest area.

**Nature conservation  
partnership with  
Barumun Tiger  
Sanctuary**

PTAR collaborates with the Bodhicitta Mandala Medan Community Foundation (YPBMM) and the Natural Resources Conservation Centre (BBKSDA) in the conservation of the Sumatran tiger (*Panthera tigris sumatrae*) wildlife.

Activities conducted in collaboration with YPBMM include:

- Rescue Sumatran tigers that becomes the victims of conflicts between wild animals and humans.
- Support for animal rescue vehicles in wildlife rescue activities.
- Community education for wildlife protection in villages within South Tapanuli Regency.
- Operational financial support and tiger feed for the Barumun Tiger Sanctuary, Batu Nanggar Village, Batang Onang District, Padang Lawas Regency.
- Transportation support and helicopter transport for Sumatran tigers released wild to their habitat in conservation forest areas.

**Partnership  
Programme  
with Educational  
Institutions**

PTAR collaborated with a number of leading universities in the fields of education, science, research and conservation. This is very important to do to advance our understanding of biodiversity conservation. A number of these universities, namely IPB University, Universitas Nasional (UNAS), University of North Sumatra (USU), Universitas Muhammadiyah Tapanuli Selatan (UMTS), and Universitas Aupa Royhan (UNAR) in Padangsidempuan. All these universities have signed a Memorandum of Understanding. Activities carried out include:

- Public lectures, thematic focus group discussions and field trips to local universities;
- Regular discussions with and support from biodiversity experts from IPB University, UNAS, and USU;
- Introduction to flora and fauna training in the operational area of the Martabe Gold Mine with USU Faculty of Forestry researchers.
- Biodiversity survey with USU Faculty of Forestry researchers in the context of identifying and analysing animal food trees in the operational area of the Martabe Gold Mine.
- Biodiversity survey with USU Faculty of Forestry researchers in the context of developing phenology plots in the operational area of the Martabe Gold Mine.
- Biodiversity survey with researchers from the Faculty of Biology UNAS in order to protect the habitat of orangutans and other primates.
- Survey of the population of orangutans and other primates in the operational area of the Martabe Gold Mine.
- Study and research on the status and diversity of arbuscular mycorrhizae and their benefits for successful rehabilitation of ex-mining land by researchers from the Department of Biology of IPB University.
- Initial study of primate diversity, one of which is the long-tailed macaque (*Macaca fascicularis*) by researchers from the Department of Biology of IPB University.

**Collaboration  
with Leading  
Researchers**

As a source of independent biodiversity expert advice to the PTAR Board, the Biodiversity Advisory Panel was formed in 2019 by PTAR consisting of 4 leading Indonesian scientists with expertise in the field of forest ecosystems and orangutan conservation. All scientists who are members of the Biodiversity Advisory Panel (BAP) work independently.



In addition, PTAR held a mass biodiversity conservation with several external parties in 2022, including by:

- Commemorating Environment Day by holding a series of activities to create a culture of preserving the environment in everyday life.
- Releasing 15,000 endemic fish seeds in the Batu Horing River. In addition to being a form of protecting the environment, this effort also supports local culture as a form of respect for the rights of the local community. Therefore, in 2022, there were no incidents of violations involving the rights of indigenous peoples committed by the Company. [411-1]
- Supporting the inauguration of Macaque Rescue Centre by Scorpion Foundation Indonesia.

Throughout 2022, PTAR produced 14,178 local seeds in the nursery facilities, reclaimed 0.51 hectares of land, and planted 7,914 local plant seeds in the original area for species enrichment. PTAR has also sown 6,866 kilograms of ground cover plants and has distributed 19,302 seed balls for species enrichment in the original forest area.

To date, PTAR has always ensured that all of its operational areas are not in or near protected or conservation forests. In addition, PTAR also ensures that no species of flora and fauna are affected, especially species that are endangered or included in the International Union for Conservation of Nature (IUCN) Red List of Threatened Species category, both within or outside the operational area. [304-2, 304-4]

## SITE REHABILITATION [304-3] [MM10, MM2]

PTAR's Site Rehabilitation Programme ensures the immediate reclamation of land that is no longer in use. The rehabilitated land has the criterion of being open land which will not be used/disturbed within 1 (one) year. There is 1 (one) location with an area of 57.42 Ha identified as requiring biodiversity management plan in accordance with the Biodiversity Conservation Area Determination Letter. For the entire area, the Company implements land rehabilitation of 100% of the designated area. [MM2]

In addition, rehabilitation process is carried by spreading topsoil with initial stage of site land formation site according to the design and contours. Furthermore, used land is planted with legumes (*leguminosae*) to prevent erosion and planted with fast-growing plants to create a canopy, thereby improving the quality of the soil and environment. The land rehabilitation process uses the hydroseeding method by planting cover crops on sloping land. Routine plant care is performed to ensure the survival and growth of the plants.

Mining rehabilitation is the responsibility of the Chief Mine Officer (KTT), who is the highest-ranking person responsible for mining activities on the site. The Mining Operations Department is responsible for planning and land management at the operational level, while the Environment Department is responsible for planting and maintaining reclamation plants.

Plant nurseries in the Martabe Gold Mine area are carried out to support the Site Rehabilitation Programme while at the same time protecting the habitat of native tree species from extinction. Reclamation activities are carried out in stages.

During reclamation activities, PTAR carries out routine plant maintenance, so that the plants can grow as expected. Furthermore, every year, a team from the Ministry of Energy and Mineral Resources studies the success rate of reclamation plant growth and the condition of the area as a whole.

In rehabilitating disturbed areas, we apply the following steps:

- Reshaping the area to achieve the desired slope
- Installing runoff control structures such as contour drains
- Spreading topsoil over the entire area
- Applying fertiliser
- Seed dispersal (typically a mix of legumes)
- Hand planting of tree seedlings

## SITE REHABILITATION AND RECLAMATION ACHIEVEMENTS

PTAR is committed to carrying out mine rehabilitation based on the 2022-2026 Period Reclamation Plan and mine closure planning, with reference to applicable regulations. PTAR Mine Closure Plans are approved in 2022 for pit areas, TSF, Run of Mine (ROM), workshops, roads, sediment ponds, TMF and project areas with a guaranteed mine closure value of USD29 million. In 2022, Mine Closure Plan was developed for 1 (one) PTAR operational area, namely the Martabe site and 3 Pits (Purnama Pit, Ramba Joring Pit, and Barani Pit). [\[MM10\]](#) [\[MM2\]](#) [\[F.4\]](#)

A Revised Mine Closure Plan document was developed and approved by the Ministry of Energy and Mineral Resources (ESDM) in 2022. The document is currently in the process of being amended to cover additional mine closure plans and costs for pit areas, TSFs, ROMs, workshops, roads, sediment ponds, TMF, and project areas. [\[MM10\]](#)

By 2022, the PTAR Reclamation Plan 2017-2022, approved by the Minister of Energy and Mineral Resources, targets to carry out rehabilitation of 0 hectares of operational area and 1.86 hectares of exploration area. The 2022 rehabilitation achievements exceeded this plan, with a total area of 2.14 hectares.

### Disturbed and Rehabilitated Land [\[MM1\]](#)

Description	Unit	2022	2021	2020
Total disturbed land at the beginning of the year	Ha	554.39	515.74	496.29
Disturbed land	Ha	16.01	28.65	19.45
Rehabilitated land (Operation Area)	Ha	0	1.62	3.04
Rehabilitated land (Exploration Area)	Ha	2.7	3.94	1.22
Total disturbed land at the end of the year	Ha	560.40	544.39	515.74
Additional rehabilitated disturbed areas	Ha	0,51	4	3
Total rehabilitated disturbed area	Ha	0,51	24.02	18.94
Seedlings planted	Total	7,914	4,310	2,399*

Note:

\*2.59 Ha reclamation area converted to mine access road.

### Location of Operations Adjacent to Protected Areas or Areas of High Biodiversity [\[304-1\]](#)

Description	Satuan	2022	2021	2020
Number of Sites Owned, Managed, or Adjacent to Protected Areas and Areas of High Biodiversity Value Outside Protected Areas	amount	0	1	1
Distance from the Nearest Point	m	1,169	4	4



Description	Satuan	2022	2021	2020
Operation Location Size	km <sup>2</sup>	0.9868	5	5

Notes:

- The site does not operate on land below its surface or underground
- The mine site is about 4 km from the protected forest at the nearest point.
- Most of the landscape before construction within the mine footprint was forest, degraded forest, plantations, cleared land and trails. Due to its proximity to rural areas, small towns and large plantation areas, the area has previously experienced significant disturbances, including the existence of many roads used by rubber plantation workers.

## MINE CLOSURE

PTAR is committed to rehabilitating disturbed areas at the Martabe Gold Mine to a safe, stable and productive state following the conclusion of mining and processing operations. To that end, PTAR developed the Mine Closure Plan by Government Regulation No. 78 of 2010 on Reclamation and Post Mining, as well as the Minister of Energy and Mineral Resources Regulation No. 26 of 2018 on the Implementation of Good Mining Principles and Supervision of Mineral and Coal Mining.

In 2022, no mine closure targets or plans were carried out, given the active state of our operations.

PTAR's Environmental Policy always prioritises environmental protection to minimise adverse impacts on the environment. The rehabilitation and mine closure will incorporate the results of environmental management that are considered important during the planning process, from feasibility to mine closure, including the following:

- Compliance with all applicable laws, regulations and operating licenses;
- Biodiversity protection;
- Restoration of disturbed areas to safe, stable and productive areas; And
- Ensuring that adequate arrangements are made for all mine closure costs.

## MINE CLOSURE STRATEGY

Based on these considerations, PTAR has developed an approved Mine Closure Plan strategy as follows:

- Detailed technical studies will be carried out during operations based on the closing study timeline, which is reviewed and updated annually.

- After the processing activities are completed, the processing plant and associated infrastructure such as offices and workshops will be decommissioned. Any remaining chemicals will be collected and transported to a licensed waste processor. Site concrete foundation will be destroyed or covered with stones and earth.
- The surface of the TSF embankment will be covered with a layer of rock and soil, followed by revegetation.
- Prior to completing final rehabilitation, scheduled mining of remaining pits will seek to ensure that completed pits can be backfilled with waste rock from active mining areas.
- Soil sampling is a technique used to survey potentially contaminated areas, such as workshops and chemical storage areas, to determine if remediation is necessary prior to rehabilitation.
- Most of the trucks and haul roads that were potholed by the bulldozers will be repaired. The main haul road connecting the pit to the processing plant area will be maintained.
- Some water management infrastructure, including the WPP, will remain operational for years after closure to ensure that mine water is treated continuously until all sites are fully rehabilitated.
- A small team of workers will remain on site for several years after operations are complete to assist with remaining closure activities. In addition, we will maintain an environmental monitoring programme up to release.

The government has established a system to mitigate the risk of high mine closure costs. According to the Decree of the Minister of Energy and Mineral Resources No. 18/2008, every mining company in Indonesia is required to pay an annual closing bond based on the estimated

cost of closing the mine during operation. PTAR will receive these funds following the mine site closure. The closing bond value is calculated using the detailed mine closure cost estimate at the Mine Control Production (MCP). PTAR has an approved MCP for the Martabe Gold Mine and complies with this regulation by paying the closing bonds.

This plan is being updated gradually in response to a significant expansion of site activity. The site's initial MCP was approved in 2014. A revision incorporating the Ramba Joring, Barani and Tor Ulu Ala pits and the TSF expansion to RL 360 was submitted in 2019 and is currently undergoing evaluation.

## MOVING FORWARD

Sustainable development will continue to be used as a key principle for business management at the Martabe Gold Mine. PTAR will always provide support for the implementation of sustainable development goals. For this reason, the Company always identifies and monitors PTAR activities to comply with sustainable development goals.

In 2022, PTAR has carried out a number of work programmes, including:

### 1. Operating the Waste Sortation Facility (WSF)

In October 2022, PTAR operated the Waste Sortation Facility (WSF), a facility used to sort non-B3 waste generated from the operational activities of the Martabe site. Functionally, WSF is included in the category of Waste Treatment Sites - Reduce, Reuse, Recycle (TPS 3R). TPS 3R is an integrated waste management system with the aim of reducing the volume of waste disposed of in municipal landfills.

WSF operational activities are carried out by a team from the PTAR-assisted cooperative. Every domestic waste that enters the WSF will be sorted according to its category, namely paper (HVS, cardboard, duplex), plastic (PET, LDPE, HDPE, PP), metal/can packaging, wood, glass bottles, and organic waste (compost and animal feed).

Furthermore, the waste that has been sorted will be processed. Organic waste is processed into compost and some is sold for animal feed needs. Meanwhile, paper, plastic and can packaging waste will be compacted using a press machine before being removed from the WSF for further management. As of the end of 2022, the total of waste managed was 101.38 tonnes with a 3R percentage of 55%. **[F.13]**

### 2. 3R Activities (Reduce, Reuse , and Recycle) **[301-2, 301-3]**

PTAR does not only carry out 3R activities on non-B3 waste but also for B3 waste. PTAR owns and operates a Waste Oil Processing Plant (WOPP) facility. WOPP is a facility used to process B3 waste so that it can be used to replace diesel/biosolar in the manufacture of emulsions during blasting activities at the Martabe Gold Mine. The B3 waste that can be processed at this facility is only B3 waste of the type of used lubricating oil with waste code B105d.

The utilisation of B3 waste for blasting activities at the Martabe Gold Mine site is in accordance with Technical Approval No. S.192/PSLB3/PLB3/PLB.3.3.2022 concerning Technical Approval in the Sector of B3 Waste Management for B3 Waste Utilisation Activities for PTAR, and has an Operational Eligibility Letter (SLO) with No. S.588/PSLB3/PLB3 / PLB.3/9/2022 issued by the Ministry of Environment and Forestry of the Republic of Indonesia (KLHK RI) on 30 September 2022. As of the end of 2022, PTAR has utilised 37.39 tonnes of used lubricating oil, which made up 20.68% of all used lubricating oil usage in the blasting process. **[301-2] [F.5]**

Furthermore, the Company does not use recycled materials for packaging because PTAR's business operations do not require any packaging for their products. **[301-3]**



## ENVIRONMENTAL PERFORMANCE PLAN FOR 2023

In 2023, PTAR will remain consistent in carrying out environmental management by carrying out the following activities:

- Implementation and certification of ISO 14001 Environmental Management System.
- Implementation and certification of ISO 15001 Energy Management System.
- Green Corporate Performance Rating Assessment Programme (PROPER) Document.
- Study on AMD (Acid Mine Drainage) kinetic test.
- Biodiversity programme (Production and planting of seed balls, monitoring of vegetation and fauna and enrichment of local trees).
- Herbarium Documentation Survey by the Universitas Sumatera Utara (USU).
- Social and Governance implementation.
- Life Cycle Assessment.
- Rapid Environmental Assessment (REA).
- Environmental Audits.
- Water Audits.
- Biodiversity baselines.
- Determination of conservation areas and Nationally Determined Contribution (NDC).

The 2022 biodiversity action plan focuses on the following:

- Seed balls as a conventional method of species enrichment in the secluded area.
- Pre-clearing inspection in the area of new land clearing.
- Phenology research with the Universitas Sumatera Utara (USU).
- Orangutan den, Survey with the Primate Research Centre at the Universitas Nasional (UNAS).
- Biodiversity Survey with the Primate Research Centre of the Universitas Nasional (UNAS).
- Mycorrhizal studies with IPB University.
- Monitoring fauna using camera traps.





PTAR Environment Department installed camera traps in the wildlife monitoring locations. Camera traps are cameras equipped with motion and heat/thermal sensors used to monitor the movement of the wildlife. These sensors will be activated upon detecting moving objects or objects with different temperature with the sensor's coverage areas. This is a manifestation of the Company's commitment in preserving the wildlife and their spreading within the forests.





“

PT Agincourt Resources (PTAR) is strongly committed to fulfilling the Community Development and Empowerment Programmes (CDEP) by focusing on 5 (five) pillars, namely Education, Health, Local Business Development, Public Infrastructure, and Public Relations.

”



# EMPOWERING OUR COMMUNITY



Community Services Team from the Department of Community facilitated the Taman Baca Anak (TBA) programme to support non-formal education and develop reading culture in the area around the Martabe Gold Mine. The programme is managed by the organisation Perkumpulan Sahabat Cerdas (PERSADA).



PT Agincourt Resources (PTAR) is committed to establishing harmonious relationships with the communities around its operational areas. PTAR understands that the sustainability of the Company depends on the support and trust of the community. Therefore, PTAR always supports the community, especially those around the operational area. Furthermore, PTAR is also committed to prioritising environmental preservation around the mining area for the ecosystem sustainability.

In its implementation, community empowerment is carried out by Asset-Based Community Development (ABCD) based companies. ABCD emphasises the importance of identifying, utilising, and determining community ownership of assets. PTAR understands that the support of community assets and potential determine the success and sustainability of community development programmes.

Furthermore, we perceive that the daily life of Martabe Gold Mine community remains shaped by traditional culture, and we strive to promote this culture to the general public. This effort is our contribution to preserve the regional culture. We are aware that cultural preservation is a shared responsibility because culture plays an important role in the progress of the nation.

In 2020, PTAR founded Perkumpulan Sahabat Cerdas (PERSADA), comprises a group of youths that reside around the location of mining operations. PERSADA became the pioneer of PTAR society partner in running the economic, social, and cultural CDEP programme. PERSADA is expected to support the Company in optimising the CDEP and post-mining implementation. Therefore, a harmonious relation between PTAR and all shareholders shall be fostered.

## SIGNIFICANT ACTUAL AND POTENTIAL IMPACTS ON LOCAL COMMUNITIES

PTAR starts 100% of (all) community projects with an assessment to involve the community. In 2022, there were no significant negative impacts on the life of local communities from the Company's operational activities in 2022. PTAR also conducted an Impact Assessment of PPM Programme in Directly Affected Villages during the 2018-2022 programme to obtain feedback and programme improvements that will be implemented over the next 5 (five) years. [413-1, 413-2] [F.23]

## COMMUNITY EMPOWERMENT

The Company prioritises 15 villages adjacent to the Martabe Gold Mine area which are classified as Directly Affected Villages (DAVs) for its community empowerment efforts. PTAR also implemented the programme to a wider area within Batangtoru Sub-District, South Tapanuli District, and even North Sumatra.

Furthermore, PTAR has established the following guiding principles for developing and implementing its community development programmes:

### PTAR Community Development Guiding Principles

#### Empowerment



Community development programmes shall be aimed at promoting community empowerment and ensuring that there are processes in place to improve individual, group and community capacities.

#### Good Governance



Community development programmes shall be properly managed to ensure accountability, transparency, responsiveness, effectiveness, efficiency, equitability and inclusiveness.

#### Sustainable Development



Community development programmes shall provide sustainable benefits programmes to stakeholders after mine closure.

#### Stakeholder Values



Community development programmes shall refer to, promote and embrace traditional knowledge and local wisdom. No programme shall be detrimental to local values.

#### Maximising Benefits



Community development programmes shall maximise the benefits delivered by enabling participation by recipient communities in programme delivery.



To optimise the implementation of the CDEP programme, we have developed a plan that forms the basis of the Community Development programme. The Community Development Programmes are as follows: [F.25]

NO	ACTIVITY NAME	ACTIVITY	LOCATION
			ACTIVITY
<b>1</b>	<b>Education</b>		
	a) Scholarship	Martabe Prestasi Programme	Batangtoru District and Muara Batangtoru District
	b) Education, Training, and Skills	Skills Basic Focused Learning Programme (Tutoring) Preparation for National-Scale Leading High School and Leading State Universities Examination	Public High School 1 Batangtoru, Junior High School in Batangtoru District and Muara Batangtoru District
		National Programme Development on Environment-Based Schools (Adiwiyata)	Batangtoru District and Muara Batangtoru District
		Partnership Programme for the Development of 3 Vocational High Schools (Link and Match DUDI)	Public Vocational High School 1 Batangtoru, Public Vocational High School 1 Muara Batangtoru
	c) Educator Assistance	Teacher Empowerment and Capacity Building	Batangtoru District and Muara Batangtoru District
	d) Educational Facilities and/or Infrastructure Assistance	Guidance and Development of Children's Reading Centre	14 villages around the mine: Batu Hula, Sumuran, Aek Pining, Napa, Telo, Wek IV, Wek III, Wek II, Wek I, Hapesong Baru, Sipenggeng, B. Hapinis, Hutaraja, M. Hutaraja.
		Children's education and creativity centre	14 DAVs; Batu Hula, Sumuran, Aek Pining, Napa, Telo, Wek IV, Wek III, Wek II, Wek I, Hapesong Baru, Sipenggeng, B. Hapinis, Hutaraja, M. Hutaraja.
<b>2</b>	<b>Health</b>		
	a) The Health of Community around the Mine	Initiation of the Sustainable Settlement programme	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Malnutrition Recovery	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Youth Integrated Healthcare Centre	Batangtoru District and Muara Batangtoru District
		STBM to accelerate ODF	Batangtoru District and Muara Batangtoru District
		Cataract Surgery	North Sumatra
	b) Healthcare Workers	Improving the capacity of healthcare workers in the health centre around the mine	Batangtoru Public Health Centre and Hutaraja Public Health Centre
		Provision of specialist doctor services	Batangtoru Public Health Centre
	c) Sarana dan/atau Prasarana Kesehatan	Health programme collaboration with the South Tapanuli Health Office	South Tapanuli
<b>3</b>	<b>Real income level or employment</b>		
	a) Economic activities according to the profession, such as:		
	- Trade		
	- Plantation		
	- Agriculture	Rhizome root cluster development	Batangtoru and Muara Batangtoru Districts
		Development of conventional corn and rice clusters	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Formation of a team of reliable facilitators	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Capacity building and programme partnership with BPP	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Tabulampot development	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
	- Farm	PADU cluster development	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
	- Fisheries	Fisheries cluster development	15 villages around the mine at the Batangtoru District and Muara Batangtoru District

NO	ACTIVITY NAME	ACTIVITY	LOCATION
			ACTIVITY
<b>4</b>	<b>Economic Independence</b>		
	a) Capacity building and local community access in small and medium enterprises	Development of new local business units	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Local supplier capacity building	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
	b) Development of small and medium enterprises in communities around the mine	Cooperative Development	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
<b>5</b>	<b>Socio-Culture</b>	Repair of houses of worship	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
	a) Assistance in the construction of religious facilities and/or infrastructure and relations in the religious field	Christian Religion Development Programme	Batangtoru District
		Ramadhan Month Programme and Eid Al-Fitr Celebration	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Islamic Religious Education and Development Programme	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Donations and humanitarian aid	Batangtoru District, Muara Batangtoru District, Central Tapanuli, South Tapanuli
	b) Natural disaster relief	Preservation of Arts and Culture	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
	c) Participation in the preservation of local culture and local wisdom	Youth Development and Sports	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Disaster Risk Mitigation	Batangtoru District, Muara Batangtoru District, Central Tapanuli, South Tapanuli
		Conservation and Biodiversity	Batangtoru District, Muara Batangtoru District, Central Tapanuli, South Tapanuli
<b>6</b>	<b>Providing opportunities for the local community to participate in the sustainable environmental management of communities around the mine</b>	Support to Participate in Training/Seminar	South Tapanuli
		Community visits (Community Site Tour)	Martabe Gold Mine Site
		Village meeting	15 villages around the mine at the Batangtoru District
		Capacity building of village officials	Batangtoru District
		Village Independence Assessment	15 villages around the mine at the Batangtoru District
<b>7</b>	<b>Formation of community institutions in supporting the independence of PPM</b>	Community Institution: capacity building, coaching/mentoring, operations	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
<b>8</b>	<b>Infrastructure development that supports PPM</b>	Management of clean water for the community	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Village Facilities Building	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Repair of public facilities and agricultural assistance	15 villages around the mine at the Batangtoru District and Muara Batangtoru District
		Maintenance Building For Sopo Daganak	Napa Village
		Vocational School Infrastructure (teaching factory)	Sipenggeng, Batangtoru District
		Development of Public Market	Wek II
		Additional facility Sipirok Look Out Tower	Sipirok, South Tapanuli
		Road Pavement Jalan 2	Napa Village
		Supporting water facilities for RSUD Sipirok	Sipirok, South Tapanuli
		Renovation of Hanging bridge Pulo Goya	Pulo Goya, Bandar Hapinis, Muara Batangtoru



NO	ACTIVITY NAME	ACTIVITY	LOCATION
			ACTIVITY
	Farmer access at Lapotorop-Sumuran		Sumuran Village
	Supporting New facility for RS Bhayangkara Tingkat IV Batangtoru		Parsariran Batangtoru
	Clean Water Project		Wek III & Wek IV
	Construction of SMAN I Batangtoru Hall		Aek Pining Sub-District

## MASTER PLAN FOR COMMUNITY DEVELOPMENT AND EMPOWERMENT IN 2022

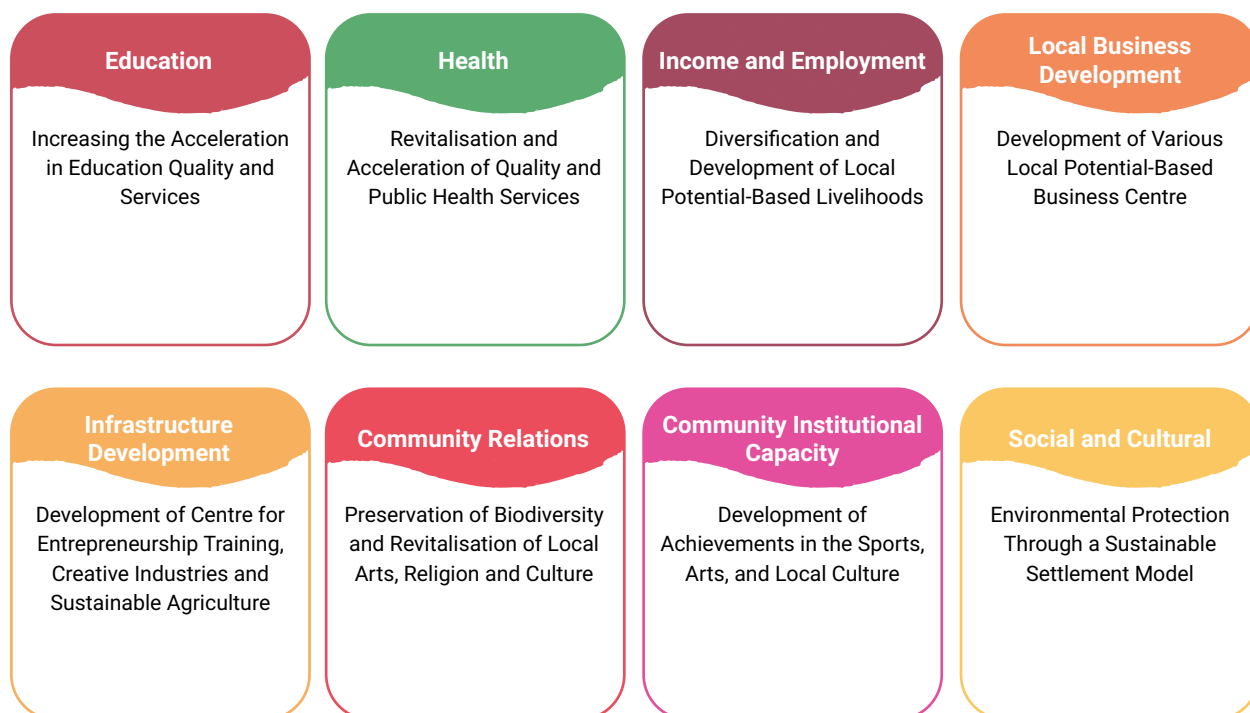
According to the implementation guidelines issued by the Ministry of Energy and Mineral Resources (ESDM), mining companies in Indonesia are required to develop and implement a Community Development and Empowerment Master Plan (PPM). The guidelines are as follows:

- UN Sustainable Development Goals.
- The International Council on Mining and Metals (ICMM) Community Development Toolkit.

- The International Finance Corporation (IFC) Strategic Community Investment Handbook.
- ISO 26000 Guidelines on Social Responsibility.

Therefore, PTAR has a PPM Master Plan for 2018-2031, with the programme details on 8 pillars as follows:

### Priority Programme - PTAR Community Empowerment and Engagement Master Plan



According to the CDEP implementation guidelines, the costs of community development and engagement programmes that are included in the CDEP Master Plan should be classified as operational costs and included in the annual Work Plan and Budget (RAKB). This fee includes a project feasibility study approved by the Ministry of Energy and Mineral Resources. This requirement supports increased transparency and accountability in the implementation of community development programmes by mining companies.

In addition to being carried out directly with the community according to their competence and potential, the CDEP is also carried out in collaboration with the Regional Government through Regional Apparatus Organisations or Offices related to the programme including the Education Office, Health Service, Agriculture Office, Industry and Trade Service, Office Manpower, Cooperative Office and organisations or consultants who have expertise in the field of technical assistance programmes, such as the Indonesian KNCV Foundation (YKI) in the TB Alleviation Programme in South Tapanuli District, Jambi Agricultural Training Centre, and so forth.

## CDEP PROGRAMME IN 2022 [F.25]

In 2022, PTAR realised a cost of USD1,569,097 million to support the implementation of the CDEP Master Plan. This amount does not include dividends paid to district and provincial governments, as well as payments made to local work partner companies for the supply of goods and services.

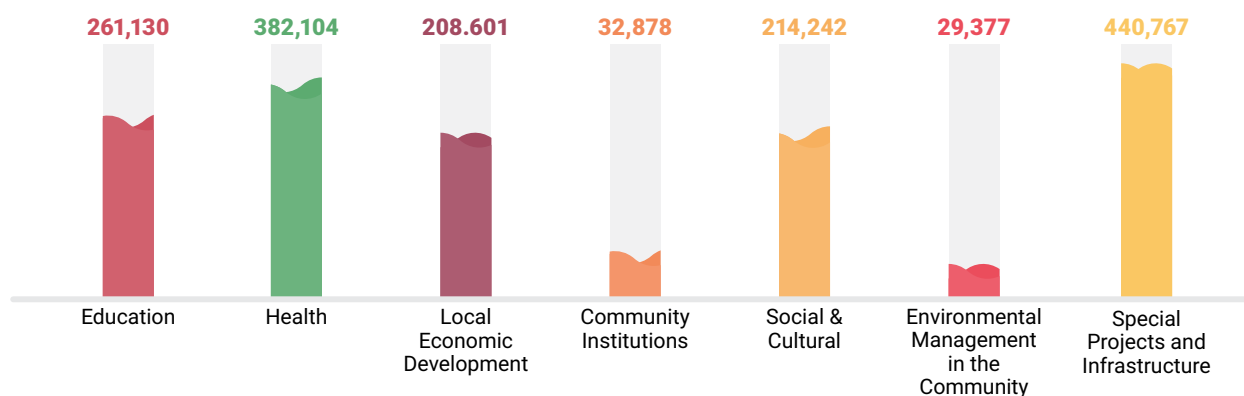
In addition, PTAR also provides various supports to the Government, including capacity building and training, event sponsorship, joint programmes, and provision of public infrastructure. During the pandemic, around 70% of the budget could be realised to support CDEP activities.

### PTAR Community Development and Empowerment Funding (PPM) 2022 [203-1] [F.4]



# USD1,569,097

In USD





## HEALTH

In 2022, PTAR has implemented a number of health programmes, including the following:

No.	Programme		Description
1	Specialist Programme	Doctor	<ul style="list-style-type: none"><li>PTAR collaborated with the South Tapanuli Regional General Hospital (RSUD), the South Tapanuli Regional Health Office, and the Batangtoru Health Centre to provide services for paediatricians, obstetricians, and internal medicine. Throughout 2022, this programme has served a total of 3,904 patients.</li><li>PTAR provided facilities for medical specialist services, including 2D ultrasound, power Doppler type DP-10, ultrasound trolley, baby digital scales and height, children's weight and height scales, and children's digital ear thermometer.</li></ul>
2	Community-Based Sanitation (STBM)	Total	<ul style="list-style-type: none"><li>This programme aims to encourage the community to manifest hygienic behaviour independently to improve the quality of the environment and related sub-districts to achieve Stop Open defecation (open defecation) as well as create a community that is aware of sanitation and has healthy behaviour. From 2015 to 2022, PTAR has been able to make the Batangtoru and Muara Batangtoru Sub-districts areas of the Open Defecation Free (ODF) programme. These two sub-districts are currently the first sub-districts that have been declared free from open defecation in South Tapanuli Regency.</li></ul>
3	Healthy Programme	Youth	<ul style="list-style-type: none"><li>The Healthy Youth Programme is a combination of Youth Care Health Services (PKPR) and School Health Enterprises (UKS). PTAR collaborated with the Health Service, Batangtoru and Hutaraja Health Centres to inaugurate 192 youth from 16 junior and senior high schools in Batangtoru and Muara Batangtoru Districts to become healthy youth cadres.</li><li>PTAR collaborated with the National Narcotics Agency (BNN) of South Tapanuli Regency, BKKBN (National Population and Family Planning Agency), and North Sumatra's Golden Generation (Genre) to develop healthy youth through a number of seminars and First Aid Accident (P3K) training activities.</li></ul>



Examination of child development at the Integrated Healthcare Centre of Telo Village. In 2022, PTAR carried out Integrated Healthcare Centre revitalisation in seven pilot villages spread across Batangtoru District, namely Hapesong Lama Village, Wek II Village, Telo Village, Napa Village, Aek Pining Village, Bandar Hapinis Village, and Terapung Raya Village. Such a revitalisation was carried out to optimise the Integrated Healthcare Centre's function and empower health cadres to become more skilled.



No.	Programme	Description
4	Sustainable Village Programme (Sustainable Settlement/Village Programme Initiation)	<p>PTAR initiated the Healthy Village pilot programme to support the Sustainable Settlement Programme in the mining area in 7 target villages (Telo Village, Napa, Hapesong Lama, Aek Pining, Wek II, Bandar Hapinis, Terapung Raya) which started with 2 (two) major programmes, namely:</p> <p><b>1. Programme Towards South Tapanuli Free of Tuberculosis (ENTAS TB).</b> This programme is in collaboration with KNCV (Koninklijke Nederlandse Centrale Vereniging tot bestrijding der Tuberculose). PTAR facilitated the South Tapanuli region to immediately have a Regional Action Plan (RAD) and Regional Health Regulation (Perkada) for Entas Tuberculosis (TB) by compiling a Draft RAD document and Perkada which had been submitted to the South Tapanuli Health Service, on 8 December 2022. In addition, PTAR has also conducted TB screening in 7 (seven) villages/wards.</p> <p><b>2. Integrated Healthcare Centre revitalisation.</b> PTAR revitalised the quality of Integrated Health Centre services in 7 (seven) target villages, by increasing the capacity of Integrated Health Centre cadres through holding training on Health Screening and Using the iPosyandu Application, a number of webinars, and public speaking training.</p> <p>PTAR also donated Integrated Health Centre equipment to 7 Integrated Health Centre, such as baby scales, measuring instruments for baby length and head, digital thermometers, adult scales, Hemoglobin (HB) meter tools, glucose cholesterol uric acid kits, first aid kits, Light Fire Extinguishers (APAR), and educational toys.</p>
5	Cataract Surgery	In collaboration with the Mencirim 77 Eye Special Hospital (RS) Medan and Bhayangkara Hospital Level IV, Batangtoru, South Tapanuli, PTAR is holding a series of Free Cataract Operations in 2022. A total of 827 eyes with cataracts in North Sumatra have successfully undergone surgery so that they are free from cataracts.
6	Malnutrition Recovery	<p>PTAR works together with the Batangtoru Health Centre and Hutaraja Health Centre to handle cases of malnutrition in toddlers. This programme aims to reduce infant morbidity and mortality.</p> <p>This programme includes checking the child's condition regularly by a paediatrician. The health centre monitors changes in the child's health condition every week. PTAR also provides additional food in the form of formula milk. In 2022, this programme has succeeded in helping 3 malnourished toddlers, so they are free from malnutrition status.</p>
7	Health programme in collaboration with the South Tapanuli Health Office	Village PKK, Posyandu cadres in Batangtoru and Muara Batangtoru sub-districts, PTAR in collaboration with South Tapanuli IDI, the South Tapanuli Health Service, and the Specialist Doctors Association held seminars to improve health services and the knowledge of health workers and staff. As many as 50 people, consisting of general practitioners at the Puskesmas and health workers at the Puskemas, took part in this seminar. Apart from the seminar, an Advanced Cardiac Life Support (ACLS) training was also held with a total of 33 participants from South Tapanuli Indonesian Doctors Association (IDI).

## EDUCATION

The education programme focuses on increasing the acceleration of educational quality and services. Following are the educational programmes that have been implemented by PTAR in 2022:

No.	Programme	Realisation
1	Martabe Prestasi Scholarship	<ul style="list-style-type: none"> <li>Martabe Prestasi is an educational assistance and scholarship programme for outstanding students at the elementary, junior high, high school and tertiary levels from underprivileged families in the mining area (Batangtoru and Muara Batangtoru Districts). In 2022, PTAR expanded the scope of this programme to the South Tapanuli Regency area, specifically for the leading State Universities (PTN).</li> <li>PTAR is committed to contributing to improving the acceleration of education quality and services, reducing the number of children dropping out of school in 2 (two) sub-districts in particular and South Tapanuli in general, as well as increasing the value of the formal education index in the South Tapanuli Regency area.</li> <li>PTAR gives awards to students in the following categories: Academic Achievement Award (PPA) for Elementary and Middle School, Continuing Achievement Award (PPB) for High School up to College/University, and Special Continuing Achievement Award (PPB) for Superior High School and Superior PTN. The number of beneficiaries of this programme in 2022 is 288 people.</li> <li>PTAR in 2022 also held 2 (two) online and in-person motivation sharing sessions for Martabe Achievement recipients by presenting a number of resource persons who are experts in their fields.</li> </ul>



One of the Adiwiyata school programme assistances conducted at SMP Negeri 1 Batangtoru through waste management training programme, both for organic and inorganic waste.



No.	Programme	Realisation
2	Taman Baca Anak (TBA) & Sopo Daganak	<ul style="list-style-type: none"> <li>Taman Baca Anak (Children's Reading Park) is an educational programme that aims to build children's character through art, literacy and cultural activities in Batangtoru and Muara Batangtoru Districts, in collaboration with PERSADA (Perkumpulan Sahabat Cerdas) as a programme partner. Activities at 14 TBA as well as arts and cultural activities at Sopo Daganak, including English classes, modern music and dance training.</li> </ul>
3	Vocational School Development	<ul style="list-style-type: none"> <li>This programme is a Heavy Equipment Engineering Vocational High School Development Programme to synchronise curriculum with the industrial world, known as the Link and Match Programme.</li> <li>In addition, PTAR works with the team from the Agricultural Vocational Education Quality Assurance Centre (BBPPMPV) team to develop a student expertise programme at Agricultural Vocational, SMKN 1 Batangtoru and SMKN 1 Muara Batangtoru, so they can be the Centre of Excellence and Curriculum and Competence of Teachers and Students according to the needs of DUDIKA (Business World and Work Industry).</li> </ul>
4	Pembelajaran Terfokus	<ul style="list-style-type: none"> <li>The focused learning programme is a support for junior and senior high school students in Batangtoru and Muara Batangtoru Districts by providing several key lessons. This programme aims to help students to be accepted at top high schools and universities. After going through administrative, academic and verification selection, 129 students were selected to take part in tutoring in collaboration with Sony Sugema College (SSC).</li> <li>In collaboration with the Indonesian Science Olympiad Training (POSI), PTAR also held a Science Olympiad for teachers and students at junior and senior high schools throughout South Tapanuli, with a total of 563 participants. The number of subjects in the Olympiad were 9 subjects, namely high school mathematics, biology, economics, physics, geography, chemistry, junior high school mathematics, natural sciences, social studies.</li> </ul>
5	Adiwiyata	<ul style="list-style-type: none"> <li>To improve the competence of school principals, teachers, administrative staff, and students related to Environmental Education and support the Caring and Cultured Environment Movement in Schools (PBLHS), PTAR is working with the South Tapanuli Regional Environmental Service (DLHD) and the Semut Merah Foundation as the the instructors conducted several trainings, such as the Water and Energy Conservation training held at SMP Negeri 1 Batangtoru and the Waste Management Training at Schools (Organic and Inorganic). A total of 7 (seven) schools were supported for the Adiwiyata Towards National Adiwiyata Programme.</li> <li>In addition, PTAR provided 7 units of organic waste chopping machines, 14 units of compost bins and 86 tree seedlings to the school.</li> </ul>

No.	Programme	Realisation
6	School Facility	<ul style="list-style-type: none"> <li>To improve the quality of education in schools and human resources, PTAR donated 10 computers and 10 headsets along with software to SMPN 1 Batangtoru.</li> <li>In addition, PTAR also renovated and built school facilities, including:               <ol style="list-style-type: none"> <li>1. Classroom renovation at SDN No.100709 Aek Pining.</li> <li>2. Renovation of SDN No. 100726 Taman Siswa in Sumuran Village.</li> <li>3. Renovation of the school building at MTs 3 Telo.</li> <li>4. New Hapesong Elementary School renovation.</li> <li>5. Assistance with new tables and chairs at SMAN 1 Batangtoru.</li> <li>6. Construction of SMAN 1 Hall..</li> </ol> </li> </ul>
7	Pentas Seni Anak	<ul style="list-style-type: none"> <li>In commemoration of Mother's Day, on 30 December 2022 a children's art performance was held with the theme "Empowered Indonesian Women Go Forward". The art performance which was held at Sopo Daganak was in collaboration with PERSADA. This activity features dance and cultural performances, music and drama, as well as a traditional snack bazaar.</li> </ul>

### LOCAL BUSINESS DEVELOPMENT

PTAR has undertaken a number of activities to support local business development programmes. The following are local business development programme activities throughout 2022:

No.	Programme	Realisation
1	Development of Peternakan Terpadu (PADU) Kambing (Goat Integrated Livestock Development)	Initiation of a goat farming model that integrates with agriculture involving animal husbandry experts and youth groups/Naposo Nauli Bulung (NNB).
2	Rhizome Root Cultivation Intensification	PTAR assisted 2 (two) community groups, namely the Makmur Jaya Group in Bandar Hapinis Village and the Torop Jaya Women Farmers Group in Sumuran Village. The two groups managed rhizome root cultivation land, with the Makmur Jaya Group managing 2 Ha of land and the Torop Jaya Group managing 1.2 Ha of land.



Assistance and empowerment of the local economy, especially for the Tapsel Batik Joint Business Group and Bator Craft. This assistance is local economic empowerment for women's business groups. PTAR focuses on diversifying community income.



No.	Programme	Realisation
3	Activation of Fisheries Cultivation System or Aktivasi Sistem Budidaya Perikanan (ASIK) Fisheries Group Capacity Building	The ASIK group in Sumuran Village remains consistent in cultivating catfish, carp, and tilapia fishery. The dependence on synthetic feeds is slowly being minimised with environmentally friendly natural feeds.
4	Extensification of rice seed breeding cultivation	Breeding of superior rice seeds was initially carried out on 2 Ha of land in Sipenggeng Village and is currently being expanded to 8 Ha, spread across several rice fields. PTAR collaborated with the Agricultural Fisheries and Forestry Extension Centre (BP3K) of Batangtoru District and UPT Seed Monitoring and Certification Centre (BPSB) of North Sumatra Province to support the Permata Hijau Farmer Group by providing assistance for the extensification of rice cultivation.
5	Cultivation of shelled corn and breeding of shelled corn seeds	Supported the Mulia Bakti Farmers Group in Sumuran Village so that it can become a centre for producing high quality loose corn seeds including their derivative products.
6	Intensification of Organic Agriculture	<p>Providing assistance to the Aek Pahu Farmer Group which focuses on organic rice cultivation, by carrying out:</p> <ul style="list-style-type: none"> <li>Planting of Cianjur and Siporang varieties.</li> <li>Continuing to produce organic compost and pesticides for organic farming needs.</li> <li>Organic certification from the Seloliman Organic Certification Institute (LeSos) which has been extended with a validity period of up to 2025.</li> </ul>
7	Strengthening the capacity of Agricultural Educator Centres (BPP) and Field Educators (PPL)	<p>In order to build qualified, resilient and sustainable farmer groups in South Tapanuli, especially the area around the Martabe Gold Mine operations, PTAR conducted a competency development programme for 15 Agricultural Educator Centres (BPP) as well as capacity building for 30 agricultural extension workers in South Tapanuli.</p> <p>The capacity building programme for Agricultural Educator Centres (BPP) and Field Extension Officers (PPL) is in collaboration with the Jambi BPP through various training and comparative studies.</p>
8	Support for Sustainable Local Institutional-Based Economic Development Programme	<p>In collaboration with Bina Swadaya Konsultan (BSK), PTAR provided assistance to revitalise business groups and cooperatives assisted by PTAR which included aspects of strengthening organisational/institutional capacity, technical business and business development as well as marketing networks for products produced by groups and cooperatives.</p> <p>The groups and cooperatives assisted are the Makmur Jaya and Torop Jaya Women Farmers Group (KWT), the Tapsel Batik Joint Business Group and Bator Craft, the Integrated Livestock Group, the Aquaculture Group and the Sarop Do Mulana Cooperative. Meanwhile, the total transactions of groups and cooperatives throughout 2022 reached IDR512,184,000.</p>
9	Local partner assistance	PTAR always empowers local partners in supporting mining operations, especially in terms of service quality, compliance with statutory regulations and managerial improvements and capacity building through training in Building Supervision and Quality Control of Civil Works in collaboration with CV. Berdiklat. 20 local work partner representatives attended this training.
10	New Local Business Unit Development	<ul style="list-style-type: none"> <li>PTAR provided assistance to the Satahi Refill Drinking Water Depot (DAMIU) in Muara Hutaraja Village, which is part of the Satahi Muara Hutaraja Village-Owned Enterprises business unit.</li> <li>PTAR provided assistance to the Culinary Business Group. PTAR also facilitated Culinary Business Groups to obtain Certificates of Home Industry Food Production (SP-IRT), registration of Taxpayer Participant Numbers/NPWP along with tax dissemination.</li> <li>In addition, PTAR also provided assistance in the form of product labels, plastic and product packaging bottles, sealer machines, palm sugar molds, and labeller tools to culinary businesses.</li> <li>Providing assistance to the Women's Sewing Business Group in Batu Hula Village and Hutaraja Village. Assistance is carried out by carrying out sewing training, so that it is expected to improve sewing skills.</li> </ul> <p>In 2022, the total costs incurred by the Company for the development of local business units was IDR240,883,500.</p>



Satahi Refill Drinking Water Depot (DAMIU) in Muara Hutaraja Village, part of the Satahi Muara Hutaraja BUMDES business unit. PTAR's assistance to DAMIU is part of a new local business unit development programme in 2022.



### INFRASTRUCTURE DEVELOPMENT [203-2]

PTAR sought to support public infrastructure in 2022, which is realised through the development of the following infrastructure:

No.	Programme	Realisation
1	Concrete Rabat Road Construction	Paving block pedestrian pavement construction to upgrade Napa Village Road 2. 433-metre of road was repaired.
2	Development of Rice Field Irrigation	Irrigation construction in the Saba Lombang rice fields, Wek 1 village is 200 metres long.
3	Irrigation Renovation And Installation Of Gabions	Irrigation renovaton at Saba Sipantang, Hapesong Baru Village by installing 30-metre gabion wire.
4	Batangtoru District Office Renovation	The renovation of the Batangtoru sub-district office, including making office markers and renovating gates and fences.
5	Construction of Public Bathroom	The construction of public bathrooms in Batuhoring was carried out to support open defecation free villages (BABS) to provide bathrooms with a good standard. A total of 1 bathroom unit was built, with 4 toilet facilities, water storage tanks, lighting installations.
6	Clean water at Sipirok Hospital	Procurement of clean water for the Sipirok Hospital by building a 160 metre deep drilled well and piping.



No.	Programme	Realisation
7	Water Investigation Survey with Geo Electric Method	The Geo-Electrical Survey in Telo Village is to detect the depth of underground water sources, as one of the efforts to provide clean water. The survey was completed by CV Salsabila and found that the water source is located at a depth of 160 metres.
8	Provision of Clean Water Plan	Plans to provide clean water facilities for several villages around the mine in Batangtoru District from the Sigumuruh River in Sipenggeng Village. Currently, it is in the stage of reviewing technical proposals and obtaining permits.
9	Construction of Drilled Wells	Drilling wells in Wek III and Wek IV villages as a replacement for the WD 1 aqueduct. A geoelectric survey was conducted to determine the water source and find a water source at a depth of 180 metres.
10	Construction of toilets at SMKN 1 Muara Batangtoru	<i>Construction of a toilet at SMKN 1 Muara Batangtoru equipped with a septic tank.</i>
11	Al Iman Mosque renovation	The renovation of the Al-Iman mosque was carried out by repairing the walls, floors and roof of the old building.
12	Renovation of the Riyadhul Muttaqin Mosque	Renovation of the Riyadhul Muttaqin mosque in Sipenggeng village.
13	Toilet Renovation in 14 Houses of Worship	Construction and renovation of toilets in 14 houses of worship in Batu Horing Village.
14	Construction of Rabat Concrete Road	The construction of a concrete road in Sipenggeng Village has reached the target, which is 550 metres long and 2 metres wide.
15	Suspension Bridge Renovation	Suspension bridge renovation on Pulo Goya in Bandar Hapinis Village.
16	Road Restoration in Aek Sirara Village	Road restoration in Aek Sirara, Napa Village, which were damaged by landslides. The restoration included bridge repairs and installation of gabions.
17	Bridge Renovation in Kampung Pasir	Renovation of 3 bridges located in Kampung Pasir Neighbourhood 4, and two bridges on Jalan 7, Aek Pining Village. The renovation of the three bridges included floor and railing repairs.
18	Construction of the Rabat Beto Road in Hutagodang	Construction of a 300-metre long concrete road to the farms and public cemetery in Hutagodang Village.
19	Continuation of the Tower of View of the Sipirok Botanical Gardens	PTAR has built the Pandang Tower in Sipirok and now it has become one of the icons of the South Tapanuli Regency. Some follow-up work is currently still being carried out including corridor work, security posts, visitor toilets, and parking areas.
20	Maintenance of Sopo Daganak	Maintenance of Sopo Daganak includes installing tile floors in the podium area, painting the steel structure and outer walls, working on drainage, and adding several other facilities.
21	Construction of WWTP, Radiology Room and Funeral Room at Bhayangkara Hospital	Construction of the Wastewater Treatment Plant (WWTP), radiology room facilities and mortuary room at Bhayangkara Hospital (RS) has reached 48%. It is hoped that with this development, hospital services will be more optimal.
22	Construction of the Hall of SMAN 1 Batangtoru	PTAR built an open multipurpose hall measuring 8x20 metres. The ground-breaking was held on 9 November 2022.

## PUBLIC RELATIONS

The primary objective of public relations is to foster trust and respect between stakeholders and PTAR. Therefore, PTAR's efforts focus on 3 (three) main areas of activity:

- 1) Increase public awareness of PTAR operations;
- 2) Appropriately managing stakeholder concerns and complaints about PTAR operations;
- 3) Respect, appreciate and preserve local wisdom.

The following is a series of Public Relations programmes that have been implemented by the Company in 2022:

No.	Programme	Realisation
1	Preservation of Local Culture: Gondang Topap and Nasyid Religious Music	<ul style="list-style-type: none"> <li>PTAR initiated gondang topap traditional music training in collaboration with the South Tapanuli Arts Council (DKTS) as a trainer. On average, 30 boys and girls from 15 villages around the mine, Batangtoru and Muara Batangtoru Districts participated in the training.</li> <li>Nasyid Religious Music is a religious music programme implemented to preserve the art of religious music and Islamic values and maintain harmonious relations with the community. This activity was attended by young people from 15 villages around the mine.</li> </ul>
2	Youth Development and Sports	<ul style="list-style-type: none"> <li>PTAR provided training to the Batangtoru Athletics Jaya Group. This group consists of teenagers who have an interest in athletics. They took part in the training accompanied by 2 experienced local trainers. In 2022, the coached athletes will succeed in making achievements in various competitions, such as the Oil Palm Marathon, the South Tapanuli Anniversary, and the Toba Caldera Marathon.</li> <li>Second place in Mandiri Jogja Marathon 2022.</li> </ul>
3	Conservation and Biodiversity Programme	<ul style="list-style-type: none"> <li>PTAR preserves the local wisdom of Lubuk Larangan and breeds ornamental fish as an endemic species to South Tapanuli. This activity is also a form of ecosystem conservation and river biodiversity. This activity was carried out in Batu Horing Village and Garoga Village, Batangtoru District. As many as 32,000 juveniles of jurung, tilapia and goldfish have been released in the two areas of the ban.</li> <li>In commemoration of Indonesian Tree Planting Day, PTAR and the South Tapanuli Regional Disaster Management Agency (BPBD) held a Joint Tree Planting Action of 1,000 productive tree seeds (such as durian, avocado, trembesi, mango, mangosteen, hibiscus) and bamboo on the banks of the Garoga River, Garoga Village. This environmental preservation effort is expected to be able to mitigate river flow damage and abrasion in Garoga Village and its surroundings, as well as reduce the risk of Garoga River overflow and climate change.</li> </ul>



PTAR provides facilitation for traditional dance training programmes for children and teenagers in Batangtoru and Muara Batangtoru Districts. This training was conducted in Sopo Daganak, and aims to increase understanding as well as preserve the local culture of South Tapanuli.



No.	Programme	Realisation
4	Assistance to Victims of Natural Disasters	• PTAR provided food assistance to 187 families in Rianaite Sub-District and 100 families in Simataniari Village, Angkola Sangkunur District, South Tapanuli.
5	Community Visit/Community Site Visit to the Martabe Gold Mine	• There were 1,007 people visiting the Martabe Gold Mine site in 2022.
6	Religious Programme	<ul style="list-style-type: none"> <li>• Organised the Ramadhan Festival by holding several Islamic competitions at Sopo Daganak such as Nasyid, Da'i Cilik, Tahfidz, Adhan, Syahril Quran and Mujawad competitions which were attended by around 400 participants. and compensation distribution for 364 orphans and 1,549 elderlyes.</li> <li>• Christmas celebration activities with work partners and the community around the Martabe Gold Mine. In this activity, 578 food packages were also distributed to underprivileged families in 27 villages in Batangtoru and Muara Batangtoru Districts.</li> </ul>
7	Disaster Risk Reduction: Capacity Building of the South Tapanuli Regency Fire Fighting Unit	• Collaborating with PTAR-Emergency Response Team (ERT) to carry out training that focuses on first aid, human anatomy, CPR and primary and secondary assessment.
8	Disaster Risk Reduction: Village Disaster Response Programme (Destana)	• Collaborating with Ready Indonesia to conduct training regarding post management, installation and dismantling of tents, emergency response Standard Operational (SOP), and facilitating a group of volunteers from the Desa Tangguh Bencana (DESTANA) in 4 villages in 3 sub-districts. In 2022, PTAR sent 4 Destana teams and 2 Tapsel Firefighters to take part in the IFRC event in Banyuwangi for 2 weeks.
9	Encouraging Village Independence for Good Village Governance	• Continuing Phase II of the Village Digitalisation Programme, in collaboration with Village Assistance Institutions in 6 villages/wards, namely Batu Hula, Telo, Napa, Muara Hutaraja, Aek Pining, and Sumuran. The Village Assistance Institute provides assistance, supervision and technical support for village site operators. Village website content is regularly updated by uploading news about the village and promoting local MSME products. Currently, the Aek Pining Village has been selected by the BPS (Central Bureau of Statistics) as a "Beautiful Village".

## PROGRAMME EVALUATION

PTAR strives to evaluate programme performance as a means of continuous improvement, ensure that the implemented programme is beneficial and provide benefits for the community and beneficiaries. PTAR together with the Atma Jaya Foundation are conducting a study to assess the socio-economic impact and satisfaction of the PTAR programme community.

## NEW INITIATIVES DURING THE COVID-19 PANDEMIC

PTAR continued to carry out Community Development and Empowerment (CDE) programmes despite the end of the pandemic in 2022. CDEP were mostly carried out on a face-to-face basis by implementing strict health protocols. With the easing of regulations from the Government and Companies during the pandemic, more programmes were being carried out on a face-to-face basis. The Company designed programmes adjusted to the new normal to reduce the risk of COVID-19 transmission for beneficiaries, PTAR employees, and programme partners.

## BENEFICIARIES

The total beneficiaries of the 2022 CDEP programme by PTAR were 30,565 beneficiaries.



## PTAR'S GUIDELINES FOR COMPLAINT HANDLING PROCEDURES

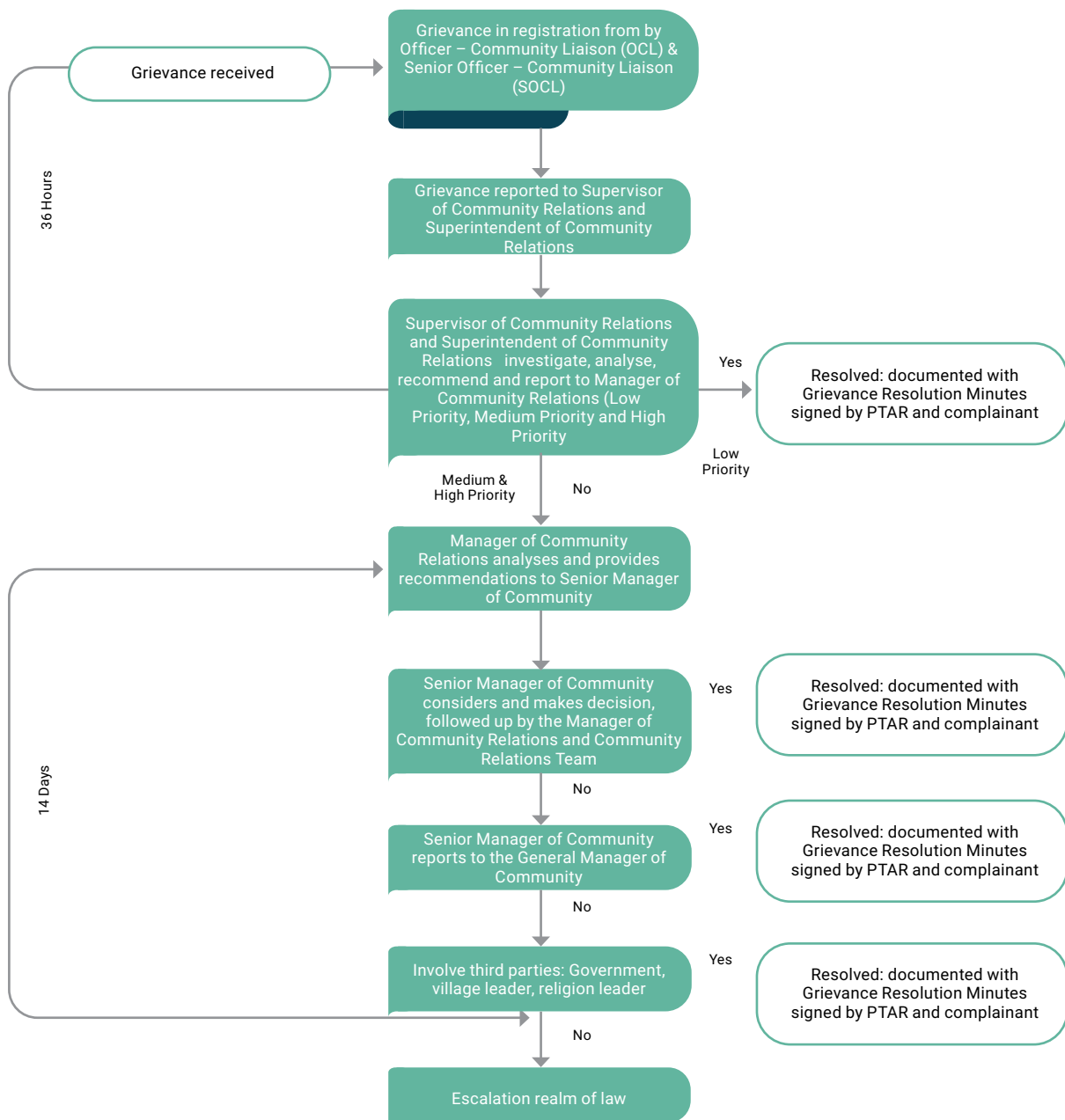
We strive to maintain harmonious relationships with all stakeholders. For this reason, PTAR has a proper Complaint Procedure in resolving complaints, including those concerning critical issues. The party responsible for managing the Complaint Procedure is the Department of Public Relations. Furthermore, the Public Relations Department reports to the Board of Directors. The Complaint Procedure applies to all aspects of society, including government agencies, citizens (individuals and groups), community organisations, and private institutions located in the DAVs and/or Batangtoru and Muara Batangtoru Districts.

Furthermore, PTAR has classified various types of complaints that arise as a result of mining operations into different impacts, such as socio-cultural life, economy, health, education, and the environment. The PTAR database ensures that all documentation is archived automatically.



The Complaint Handling Procedure is intended to guide the management of complaints raised by local stakeholders regarding the operations of the Martabe Gold Mine. The guidelines outline procedures for receiving complaints, maintaining records/registrations, resolving disputes, and communicating with all parties involved, both internally and externally. PTAR places great emphasis on prompt response to any complaints.

#### FLOW CHART OF COMPLAINT HANDLING PROCESS



## COMPLAINTS IN 2022 [F.25]

The Company resolved all complaints received in 2022 while continuing to nurture positive engagement with all related stakeholders. PTAR continues to enhance communications to develop a harmonious relationship with local employees and community members.

The harmonious relationship between PTAR and the surrounding community was demonstrated throughout 2022 by the absence of strikes, either by the community or employees that could have potentially disrupted operations for more than 1 (one) week. Additionally, the company's activity area is not directly adjacent to indigenous communities, allowing for the avoidance of disputes over land use or community land. Thus there

were no incidents of violations involving the rights of indigenous peoples. [411-1] PTAR does not, however, operate in areas directly adjacent to community mining. Additionally, there has been no instance of community resettlement to date. [411-1] [MM4, MM5, MM6, MM7, MM8, MM9].

As of 31 December 2022, the Company had not received any significant complaints from the local community. PTAR continues to improve communication because we believe that effective communication is essential to developing harmonious relationships with stakeholders, including members of the communities.

### NUMBER OF PUBLIC COMPLAINTS RECEIVED AND FOLLOWED UP [F.24]

Type of Complaints	2022		2021		2020	
	Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Complaints Resolved	Number of Complaints Received	Number of Grievances Resolved
Significant Disputes Related to Land Use, Customary Rights and Indigenous People and the Environment - Quality of the River	1	1	3	3	0	0

Note: Number of public complaints received by the Department of Public Relations.



Assistance for the second phase of the Village Digitalisation programme. This programme was held to improve the quality of service for village government officials in Batangtoru District to the community and promote the village.





## RESPONSIBILITY FOR SUSTAINABLE PRODUCT/SERVICE DEVELOPMENT [F.17]

### INNOVATION AND DEVELOPMENT OF SUSTAINABLE FINANCIAL PRODUCTS/SERVICES [F.26]

The Company constantly strives to provide the best products and services to its customers. Therefore, PTAR works hard to implement various technological innovations in product development, production processes, and distribution. The Company ensures that the safety of the products and services provided to customers have been evaluated. [F.27]

### IMPACT FROM PRODUCTS/SERVICES [F.28]

To ensure that there is no negative impact on customers, the Company always assesses and re-examines all its products. In the event that an impact is discovered as a result of the products and services provided, the Company always provides customers with accurate and transparent information.

### TOTAL RECALLED PRODUCTS [F.29]

As of the end of 2022, there were no product recalls made by the Company because the Company always maintains the quality of its products. There had been no compliance incidents related to the health and safety impacts of the Company's products as of the end of 2022.

### CUSTOMER SATISFACTION SURVEY ON SUSTAINABLE FINANCIAL PRODUCTS/SERVICES [F.30]

The Company prioritises customer satisfaction. However, the Company did not conduct a customer satisfaction survey for sustainable financial products/services by the end of 2022.



The team from the Exploration Department of PTAR discussed the progress of drilling and rock sampling within Martabe Gold Mine and the region in which it operates. As of June 2022, mineral resources comprised 6.5 ounces of gold and 64 million ounces of silver. Meanwhile, ore reserves comprised 3.9 million ounces of gold and 36 million ounces of silver.



“

PT Agincourt Resources' (PTAR) positive economic performance has an impact on the Company's growth, so the Company can continue to give a positive benefit to the stakeholders.

”



# SUSTAINABLE ECONOMIC PERFORMANCE



Mining Department and Mine Geology Department employees coordinated the mining process. In 2022, PTAR produced 260,658 ounces of gold and 1.53 million ounces of silver.



Economic performance can reflect the Company's capability to manage its resources to achieve the Company's sustainability goals. Therefore, the economic performance becomes one of the important aspects of the Company's sustainable development. Based on this knowledge, PT Agincourt Resources (PTAR) is strongly committed to achieving positive growth, not only to provide benefits for the Company but also for the community around Martabe Gold Mine's operational area.

Considering that the Company's operational area is located in a rural area, where the majority of the local population relies on agriculture as their main source of livelihood, PTAR strives to involve the community in the economic value chain. Therefore, they can gain economic benefits.

The Company also seeks to provide employment opportunities for the local community. As of December 2022, 75.72% of PTAR's employees were locally hired. The percentage exceeded the Environmental Impact Analysis' (EIA) target of 70%.

In addition, PTAR also provides cooperation opportunities for local entrepreneurs to be involved in the Company's business activities. This is reflected in PTAR's support towards the local and national suppliers, involving 77% of the total supply chain in 2022. Therefore, our efforts in providing economic opportunities for the local and national community can impact positively on both local and regional economic growth. [203-2]

Nevertheless, PTAR understands that not everyone on the local communities can take advantage of the economic opportunities provided by the Company. For this reason, we propose other actions that have an impact on the community's economy, namely through community development and empowerment programmes (PPM).

[203-2]

## ECONOMIC VALUE GENERATED AND DISTRIBUTED

The management of the Company's economic performance aims to maximise values for all stakeholders, including customers, suppliers, employees, shareholders, society, government, and environment. To date, our economic performance grows positively that it contributes to the Company's sustainable development.

In practice, the parties responsible for managing economic performance that includes taxes are the President Director and the Directors. The Board of Directors reports financial performance monthly. Furthermore, the Board of Commissioners and shareholders play a role in supervising and monitoring the management of the Company's economic performance. [207-2] The Board of Commissioners and shareholders also have a role in approving the Company's annual budget. The budget is prepared taking into account the Company's resources, mine life and market conditions. [207-3]

Furthermore, the approved budget is then submitted for approval by the Ministry of Energy and Mineral Resources. Then the results will be reported to the Government and all shareholders. [207-1, 207-3]

Economic performance management also involves the Audit Committee, which is tasked with conducting a comprehensive review of the Company's operations, reviewing financial statements, managing and monitoring Company risks, and supervising internal audit activities. To ensure quality and credibility for shareholders, the Company appoints an independent auditor to audit the Company's annual financial statements. [207-2] Further information regarding economic performance can be found in the annual report which is available through the Company's website.

#### Direct Economic Value Generated and Distributed [201-1] [207-4] (USD '000)

Description	2022	2021	2020
Total Economic Value Generated – Revenues (A)	516,171	580,603	481,420
Total Economic Value Distributed (B)			
Total Operating Cost	203,801	187,672	183,391
Wages and Benefits to Employees and Directors	31,694	35,200	28,315
Community Investment	1,575	1,004	1,859
Total Payments to Government	92,219	114,078	80,608
Royalties Expense	25,595	29,398	26,231
Tax Expenses	55,333	74,652	45,874
Other Taxes	11,291	10,028	8,504
Total Economic Value Distributed (B)	329,289	337,954	294,173
<b>Total Economic Value Retained (A-B)</b>	<b>186,882</b>	<b>242,649</b>	<b>187,247</b>

Note:

\* Uses Accrual Basis Approach.

\* Details on the topic of tax management can be found in the 2022 Annual Report of the Company.

## TARGET AND REALISATION

To maintain the Company's financial performance, production performance is sought to run in accordance with the targets set. Comparison of targets and production performance, revenue and profit and loss for the past 3 (three) years is as follows.

#### Comparison of Targets and Production Performance, Revenue and Profit and Loss [F.2]

Year	Comparison of Targe and Gold Product Realisation (ounce)		Comparison of Target and Revenue Realisation (USD '000)		Comparison of Target and Profit/Loss Realisation (USD '000)	
	Target	Realisation	Target	Realisation	Target	Realisation
2022	274,044	259,157	503,201	516,171	188,279	186,881
2021	316,875	322,887	641,409	580,603	277,428	242,648
2020	332,284	305,283	501,287	481,420	186,140	187,246

In 2022, the number of sales equivalents to gold decreased from 329.8 million ounces to 286.4 million ounces. This resulted in an increase in the average selling price and an increase in sales volume, so that PTAR recorded USD516.1 million, an increase of USD580.6 million compared to that of 2021.

Net profit after tax (NPAT) was recorded at USD186.9 million. NPAT margin of 38.5%, exceeding the NPAT record margin of 41.8% reported in 2021. In 2022, PTAR distributed USD177.7 million dividends to shareholders as a result of strong financial performance.



Achievement of excellent company operational and financial performance in 2022 can provide positive value to its stakeholders, including: [201-1]

- Total royalty payments to the government amounted to USD25.59 million.
- Wages and benefits of USD31.7 million paid to PTAR employees and contract employees. PTAR does not disclose fixed payments or certain variables for the highest governance or senior executive as we are not a public company. Furthermore, information regarding the process of determining remuneration, remuneration ratios between the Governance Agency, and employees cannot be disclosed in this report. In the future, PTAR plans to make disclosures in the upcoming report. [2-19, 2-20 2-21]
- Dividend payments to shareholders in 2022 were USD USD177.7 million, increased from 2021 at USD85.4 million.

- Payment of USD7.1 million for procurement of goods and services by local suppliers;
- PTAR incurred USD1.6 million for community development programmes in accordance with the plan, initiative, and the need for our stakeholders (the amount of costs will increase or decrease each year, depending on the value of infrastructure projects).

### TARGET COMPARISON AND REALISATION OF INVESTMENTS IN ENVIRONMENTALLY SENSITIVE PROJECTS [F.3]

PT Agincourt Resources (PTAR) understands the importance of raising environmental awareness. Based on this understanding, the Company uses hazardous and toxic waste in the form of used lubricating oil (code: B104D) for blasting activities at Martabe Gold Mine.

The following is a comparison of the targets and realisation of environmentally sound investments carried out by the Company:

Types of B3 Waste	2020 (Ton)		2021 (Ton)		2022 (Ton)		2023 (Ton)*	
	Target	Realisation	Target	Realisation	Target	Realisation	Target	Realisation
0								
Lubricant	0	196.829	0	235.266	0	191.616	0	78.41

\* Data last updated in June

## FISCAL ECONOMIC BENEFITS [201-4] [207-1, 207-3]

In carrying out its business activities, PTAR is principled to comply with the applicable laws and regulations, including those related to income and taxes. The economic activities carried out by PTAR as a form of compliance to the laws and regulations are divided into 2 (two) categories, namely fiscal (payment to the government) and the economy (payment to the general public).

Company fiscal contribution, includes:

- Corporate income tax;
- Various other taxes at the central and regional governments, such as property taxes;
- Individual income tax on employee salaries;
- Royalties for gold and silver sold;
- Dividend.

The Company made a fairly large contribution to state revenue, namely 38.5% of net profit after tax (NPAT) in 2022 and 43% of NPAT in 2021. In accordance with Law No. 33 of 2004, PTAR complies its obligations to pay other taxes, such as Land rent and royalties where the company operates. Through voluntary divestment, 5% ownership of PTAR is owned by PT Artha Nugraha Agung (PT ANA) which is 70% shares owned by the South Tapanuli Regency Government and 30% is owned by the North Sumatra Provincial Government. There was no noncompliance with laws and regulations in the social and economic fields as of the end of 2022. [419-1]

In terms of taxation, PTAR engages tax stakeholders, namely the Directorate General of Taxes (DJP) of the Ministry of Finance regarding changes to tax regulations by disseminating the most recent tax regulations. Furthermore, the Company is actively involved in implementing dissemination, discussion, and education or training programme within PTAR. [207-3]

As of 31 December 2022, the Company had complied with all state revenue and taxation laws and regulations.

Regarding financial assistance from the government as an effort to encourage the private sector to rise after Pandemic, in 2022 PTAR did not receive any financial assistance from the government. [2-30, 202-1]

## ECONOMIC BENEFITS

PTAR is committed to providing economic value to the community around the operational area through various Community Development and Empowerment (CDE) programmes, including providing jobs, education, public facilities around the Martabe gold mine, as well as providing health support outside the Community Management Plan Programme, especially during the COVID-19 Pandemic period.

PTAR's efforts to open up employment opportunities to local people bring economic benefits to the community. In terms of wages, PTAR through a Collective Labour Agreement (PKB) states that salaries, wages, and benefits have met or exceeded the government's minimum requirements at the local and national levels. [202-1] In 2022, all PTAR employees had signed the PKB. [2-30]

## PTAR SUPPLIERS

Our business operations is inseparable from the involvement of the suppliers. We are striving to maximise the contribution of the supply of products and services produced by the community around the Martabe gold mining operation. This is done as a form of our support for the local and national economy. [204-1] As a result, the participation of local partners can aid in the absorption of local revenue.

In addition, PTAR offers medical treatment in place for all employees and family of employees. The Company provides work accident insurance, life insurance, old age insurance (JHT), health insurance, and pension benefits, in accordance with the Indonesian Labour Law.

For pension benefits, PTAR has a pension programme for all employees. Funding of Pension Benefits Programme refers to the provisions of BPJS Ketenagakerjaan. The Company defines retirement in 2 (two) schemes: [201-3]

1. Normal Retirement that is intended for employees who have reached the age of 58 years and then add 1 (one) year for every 3 (three) subsequent years until they reach the Retirement Age of 65 years.
2. Early retirement that is intended for employees who have reached the age of 50 years and have worked at PTAR for 10 years in a row. Employees who meet these criteria can write retirement proposals to management.

In 2022, the Company's pension obligation was recorded at USD11 million. However, the Company did not participate in the pension programme other than BPJS Ketenagakerjaan. The pension payment at PTAR is adjusted to the Government Regulation which is also outlined in PTAR PKB. The Company also fully paid the pension for its employees. [201-3]

In 2022, PTAR did not have an additional retirement programme or education and training programme for employee retirement preparation. [404-2]

Considering that PTAR is in a rural area, we seek to develop a special logistics strategy to ensure the supply of goods and services is not interrupted. Furthermore, the strategy exists to answer problems related to the nature, origin and volume of goods needed to operate the mine, as well as the most efficient routes and transportation modes. The Company also applies standardisation of methodology to ensure the effectiveness of strategy and cost efficiency.



The Company prioritises buying from local suppliers in South Tapanuli, Central Tapanuli and Sibolga, which can supply goods competitively, both from prices, quality, delivery time, warranty, and other commercial requirements compared to suppliers located in other locations.

PTAR memiliki 4 (empat) kategori pemasok, yaitu:

1. Suppliers around the mine, which comes from 15 Directly Affected Villages (DAV).
2. Local suppliers originating from the South Tapanuli, Central Tapanuli, Sibolga, and Padangsidimpuan.
3. National suppliers from other regions in Indonesia.
4. International suppliers from abroad.

PTAR is also committed to supporting local suppliers with the procurement of products and services based on cost and quality considerations, as well as providing technical consultations. In selecting its work partners, the Company refers to the Ministry of Energy and Mineral Resources (ESDM) Regulation No. 28 of 2009. [308-1] As of the end of 2022, supply chains did not make any negative impacts on the environment. [308-2]

Suppliers involved in 2022; Overall the proportion of local and national suppliers spending is 77%, with a total procurement amounted to USD16.2 million for local suppliers, USD107.3 million for national suppliers, and USD36.6 million for international suppliers. [204-1]

#### Total and Percentage of Suppliers [204-1]

Description	2022		2021		2020	
	Supplier	%	Supplier	%	Supplier	%
Local	97	10	79	12	52	9
National	459	67	436	66	405	70
International	127	23	142	22	121	21
<b>Total</b>	<b>683</b>	<b>100</b>	<b>657</b>	<b>100</b>	<b>578</b>	<b>100</b>

Note:

\* Local suppliers are suppliers listed in the South Tapanuli and Central Tapanuli areas.

\* National suppliers are suppliers listed in other regions in Indonesia.

## SUSTAINABILITY IN BUSINESS

The Company's financial condition is currently in good health, so that it can take advantage of new opportunities and achieve growth in the future. We believe that future company business growth can continue to be achieved through exploration activities and project development. To realise this, we run the Martabe Improvement Programme (MIP).

### MARTABE IMPROVEMENT PROGRAMME

As the manifestation of one of the core values of the Company, Growth, the Company is committed to always making sustainable improvements in all business functions through the culture of innovation in the MIP. The Company believes that innovation is a fundamental factor for business growth. Starting in 2013, MIP has increased the optimisation of assets and is able to reduce costs.

In 2022, as a step to improve employee involvement and improve the quality of innovation projects, an education was carried out related to the Problem-Solving Framework and Design Thinking to all departmental representatives. The introduction of cost evaluation forms and benefits is also carried out so that the impact of each project can be measured better. Project management system investment is also carried out to accelerate and facilitate the execution of the existing innovation projects. In addition, the Company is also actively sending employee representatives to take part in the external innovation convention as a form of further development and appreciation.

MIP projects in 2022 had a broader scope, not only in the efficiency of the mining and factory processes, but also targeting environmental and safety aspects. Some of the main projects carried out in 2022 are the construction and

utilisation of used oil processing facilities as explosive raw materials, reduction of the grade of Pit Ramba Joring access roads, adjustment management efficiency in Jaw gaps to minimise downtime, Critical Risk Management (CRM) application development and use of waste sorting facilities and installation of solar PV rooftop to reduce carbon emissions.

In the future, the Company will consistently innovate to increase the involvement of all levels and improve the quality of innovation projects to provide a more significant positive impact on the organisation.

## CLIMATE CHANGE

PTAR also monitored climate change closely which is one of the factors related to business sustainability. High rainfall, as one of the impacts of climate change, can interfere with mining operational activities. Therefore, we have developed infrastructure and mining schedules that take into account the rainy season. Throughout 2022, rainfall remained consistent in accordance with expectations so that there is no significant impact of identified climate change. PTAR has not conducted research that specifically examines the impact of climate change on company operations. However, we have anticipated annual rainfall by developing a water balance and managing dams with sufficient capacity. [201-2]



Solar panel intallations at the lowland site of the Martabe Gold Mine as PTAR's effort to reduce electricity consumption from non-renewable resources.



“

Human Resources (HR) is one of the important keys to the success of PT Agincourt Resources (PTAR). Therefore, the Company always fulfils its commitment to managing Human Resources (HR) properly. The Company's principle is to provide equal employment opportunities to everyone, regardless of ethnicity, religion, race, social status, gender, or physical condition. **[F.18]**

”



## EMPLOYEE DIVERSITY AND EQUALITY



PT Agincourt Resources (PTAR) believes that gender diversity of employees will increase the breadth of ideas and innovations for success and mutual progress. One example is the gender diversity that exists in the Maintenance Department.



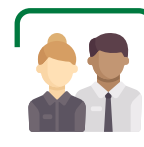
## EMPLOYEE DEMOGRAPHICS [2-7, 2-8] [C.3]

In 2022, PT Agincourt Resources (PTAR) employed 3,386 people, consisting of 956 PTAR employees and 2,430 partnership employees. Of the overall workforce, 75.72% were recruited locally and 0.63% were foreigners.

Meanwhile, Company employees accounted for a total of 883 permanent employees and 73 contracted employees. A total of 919 of the Company's employees worked at the Martabe Gold Mine, while 37 employees were based in Jakarta. Partner companies' employees played a major role in PTAR's operational activities.

Meanwhile, a total of 442 outsourced employees work in several departments such as the Exploration Department and the Mining Department. Their employment status is Fixed-Term Contract (PKWT) and temporary daily workers, such as those replacing employees who are on maternity leave, long-term leave, and those who do other short-term work. The majority of outsourced employees work on the Martabe Gold Mine site. 2022 PTAR employee demographics are as follows:

### Employee Composition by Employment Status and Gender [C.3]




Description	Gender	2022		2021		2020	
		Number	%	Number	%	Number	%
PTAR Employees	Male	702	74	683	74	650	74
	Female	254	26	242	26	228	26
	<b>Total</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>	<b>878</b>	<b>100</b>
Outsourced Employee	Male	428	97	409	98	310	97
	Female	14	3	8	2	8	3
	<b>Total</b>	<b>442</b>	<b>100</b>	<b>417</b>	<b>100</b>	<b>318</b>	<b>100</b>
<b>Total</b>			<b>1,398</b>		<b>1,342</b>		<b>1,196</b>



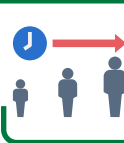
## Employee Composition by Assigned Work Location and Employment Status [C.3]

Assigned Work Location	Permanent Employee	Contract Employee
Martabe Site	849	70
<b>Total</b>		<b>919</b>
Jakarta	34	3
<b>Total</b>		<b>37</b>




## Employee Composition by Age Group [C.3]

Age	2022		2021		2020	
	Number	%	Number	%	Number	%
<25	39	4	35	3.78	85	9.68
26-30	139	15	136	14.7	108	12.30
31-35	170	18	157	16.97	140	15.95
36-40	180	19	191	20.65	184	20.96
41-45	184	19	168	18.16	153	17.43
46-50	114	12	124	13.14	165	18.79
>50	130	14	114	12.32	43	4.90
<b>Total</b>		<b>965</b>		<b>925</b>		<b>878</b>



## Employee Composition by Education Level [C.3]

Education Level	2022		2021		2020	
	Total	%	Total	%	Total	%
Master's Degree	24	3	21	2.27	21	2
Bachelor's Degree	340	35	319	34.49	302	34
Associate's Degree	63	7	58	6.27	49	6
D2	3	0	3	0.32	3	0
D1	10	1	9	0.97	10	1
High School	468	49	470	50.81	446	51
Junior High School	35	4	32	3.46	33	4
Elementary School	13	1	13	0.01	14	2
<b>Total</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>	<b>878</b>	<b>100</b>





## Employee Composition by Position

Position	2022		2021		2020	
	Number	%	Number	%	Number	%
Head of Division	15	1.57	15	1.6	11	1.25
Head of Unit	23	2.41	24	2.6	24	2.73
Specialist	56	5.86	53	5.73	58	6.61
Staff	862	90.17	833	90.05	785	89.41
<b>Total</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>	<b>878</b>	<b>100</b>



Note: The 2020-2022 data shows the total of permanent and Contract employees, staff, and non-staff

## Members of Management and Committee in 2022 By Age Group and Gender [405-1]

Position	2022		2021	
	Male	Female	Male	Female
Below 30	-	-	-	-
31-40	-	-	-	-
41-50	2	1	-	-
Di atas 50	1	-	-	1
<b>Total</b>	<b>3</b>	<b>1</b>	<b>-</b>	<b>1</b>



Note: Total permanent employees



Representing a gender diversity in the Gold Room, the Department of Processing. PTAR is committed to creating a gender-friendly working environment through various policies.



## HUMAN RESOURCES MANAGEMENT

PTAR acknowledges that employees are the Company's assets. Employees who are superior, capable, loyal, and competent can help advance the Company. To that end, PTAR strengthens its 3 (three) main employment pillars, namely:

- 1) Gender diversity;
- 2) Local employment;
- 3) Capacity improvement and employee development.

In Human Resources (HR) management and development, the Company always maintains harmonious relations both within the Company's work environment and other stakeholders outside the Company, including the government such as the Office of Manpower and Immigration at various levels, such as in the sectors of labour and immigration, including the central, provincial, and local governments of South Tapanuli.

In addition, the Company has a close relationship with the Unions, namely the Martabe Mining Workers Union (SPTM) and the Work Unit Leaders (PUK) of the All Indonesian Workers Union (SPSI) and partners. [407-1] PTAR consistently holds monthly meetings to discuss matters related to employment, both within the Company and those that are being implemented on a national scale. The Company will immediately notify all Company personnel of the meeting's results. In the event that there is an operational change affecting the employees, such as employee lay off, the Company will inform such changes at least 30 days before the work term ends. However, it does not apply to certain cases. Therefore, the Company makes considerable efforts to uphold human rights and fulfill the rights of all employees in accordance with applicable laws and regulations. [402-1]

### Remunerasi Karyawan [F.19, F.20]

In its business operations, PTAR always complies with all applicable regulations regarding HR management, including Law No. 13 of 2003 concerning Manpower, Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation, and Law No. 1 of 1970 concerning Occupational Safety, as well as other laws

and regulations. PTAR's compliance with laws and regulations shows that the Company does not employ child labours or forced labours. [408-1] [409-1] [F.19] This is in accordance with the Collective Labour Agreement (PKB) in Chapter 3 Article 11. [2-30]

PTAR's compliance is reflected in one of the Company's policies which takes into account the fairness of wages received by employees according to the regional minimum wage set by the Regional Government. In terms of payroll, the Company has a wage structure and scale with a composition from the lowest to the highest wage levels for each position, which consists of salary and bonus, and non-cash benefits or employee benefits. These benefits include health insurance, educational assistance for employees' children, payment of premiums under the Social Security Programme (BPJS), and bereavement allowances. The Company uses the following principles to determine employee remuneration:

- Compliance with Indonesian laws and regulations and minimum wage provisions.
- Benchmark or comparison with similar national mining companies.
- Competency-based remuneration system, which takes into account job grades and individual work performance.
- Equal remuneration regardless of gender, concerning roles and responsibilities.
- Remuneration is reviewed and adjusted annually, based on an annual performance evaluation.

### Performance Assessment [404-3]

PTAR conducts a periodic assessment of the employees' competency development. 100% of its employees were assessed throughout 2022.



## Entry Level Employee Wages by Gender Compared to Regional Minimum Wage [202-1] [F.20]

Description	2022	2021	2020
PTAR Minimum Wage for Male Employees Vs Regional Minimum Wage	1,0	1,0	1,0
PTAR Minimum Wage for Female Employees vs Regional Minimum Wage	1,0	1,0	1,0

Note: Minimum wage data is only relevant for national PTAR employees

In addition to receiving a basic salary, PTAR employees are also entitled to other facilities provided by the Company, including:

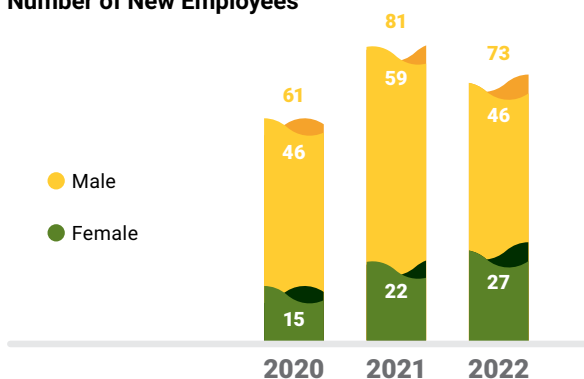
## Employee Benefits by Employment Status Status [401-2, 401-3]

Description	Permanent Employee	Contract Employee
Life Insurance	✓	✓
Healthcare	✓	✓
Maternity Leave	✓	✓
Pension Plan	✓	X
Retirement Plan	✓	X

## New Employees [401-1]

PTAR strives to create a low employee turnover rate through HR policies. These efforts have shown positive results, as reflected in the relatively low number of issues or complaints received by the HR Department

### Number of New Employees



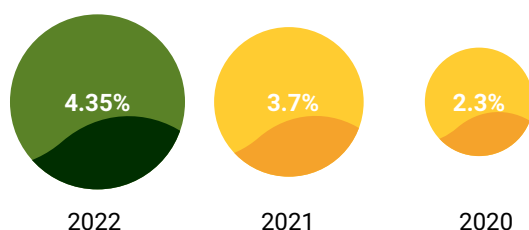
## Employee Turnover Rate by Gender and Area

Gender	2022	2021	2020
Male	26	25	28
Female	15	9	5
<b>Total</b>	<b>41</b>	<b>34</b>	<b>33</b>
<b>Age Group (year)</b>			
<30	11	7	4
30-50	21	12	13
>50	9	15	16
<b>Total</b>	<b>41</b>	<b>34</b>	<b>33</b>
<b>Area</b>			
DAV	3	8	7
Local	2	2	3
Non-Local	34	24	23
<b>Total</b>	<b>39</b>	<b>34</b>	<b>33</b>

Note:

2 foreign workers resigned in 2022 (Chief Geologist & Director & Chief Operation Officer)

## Employee Turnover Rate (%)



## DIVERSITY AND EQUALITY [F.18]

Diversity and equality in the work environment bring several benefits, such as increasing employee productivity, creating safe and comfortable conditions, and enhancing the Company's reputation. To that end, PTAR has implemented the Company's Diversity Policy as well as several other HR policies and codes of conduct, including:

- Anti-Harassment Policy;
- Code of Practice on Managing Pregnancy-Related Work Restrictions;
- Lactation Policy;
- Maternity and Paternity Leave Policy [401-3]
- Gender Diversity Policy.

The Company strives to create a decent, safe, and comfortable work environment. [F.21] Therefore, PTAR implements the Anti-Harassment Policy to prevent acts of discrimination, intimidation, threats, and harassment in the workplace. Meanwhile, the implementation of the PTAR Code of Practice for Managing Pregnancy-Related Work Restrictions protects pregnant employees from

workplace hazards while allowing them to continue working until their due date approaches. Meanwhile, the Lactation Policy aims to support female employees who are breastfeeding. PTAR also provides 4 (four) months of paid maternity leave and 2 (two) weeks of paternity leave whose wives are in labour. [401-3]

Throughout 2022, the Company optimally implemented the Gender Diversity Policy. This is evident in the number of female employees by the end of 2022 which amounted to 733 or 21.65% of the total workforce in PTAR and partners. A total of 65 female employees, or 25.69% of the total female employees, held management positions (Supervisory and Managerial). Meanwhile, at the highest management level, 2 (two) women serve as Commissioner and Director.



The PTAR Emergency Response Team (ERT) conducts a simulation of first aid in an accident (P3K). Diversity and gender equality in PTAR are implemented across all departments as a whole.





### Commitment to Gender Diversity Practices

To realise gender diversity in the Company, PTAR took several steps in 2022, as follows:

1. 21.65% of the total workforce has been employed by PTAR and partners. At PTAR, 65 female employees or 25.69% occupy management positions (first, middle & upper line management roles). [GRI 405-1]
2. Employment and promotions are considered regardless of gender.
3. Promoting gender diversity in the workplace at all levels.
4. Building a culture and work environment that promotes dignity and respect for a workplace that is free from discrimination, intimidation, intimidation or harassment.
5. Provide lactation facilities for breastfeeding mothers.
6. Provide clean work facilities for male and female employees.
7. Implement training programmes and activities for employees to increase their understanding of gender diversity and equality issues.
8. Implement programmes that support work-life balance and flexibility to fulfil family responsibilities.

In optimising the implementation of diversity policies within the Company, PTAR has analysed several obstacles and has taken solutional steps, including: **[F.18]**

- Local employment strategy with equal opportunities for all employees;
- Setting gender diversity targets and commitments for all parties involved in PTAR operations;
- Mapping potential employees through recruitment;
- Removing barriers to achieving gender diversity targets;
- Implementation of development programmes with training to provide equal career opportunities for male and female employees;
- Conducting wage surveys between male and female workers to address pay gaps between positions with equal responsibility;
- Making policies that support gender diversity programmes;

- Creating a schedule for reviewing/monitoring the contributions and achievements of each department in the gender diversity programme;
- Including gender diversity targets in the KPI/KPI of each department head; And
- Conducting campaigns about Gender Diversity programmes.

On account of those efforts, there were no discrimination incidents within the Company as of the end of 2022. **[406-1]**

### Remuneration Equality **[F.20]**

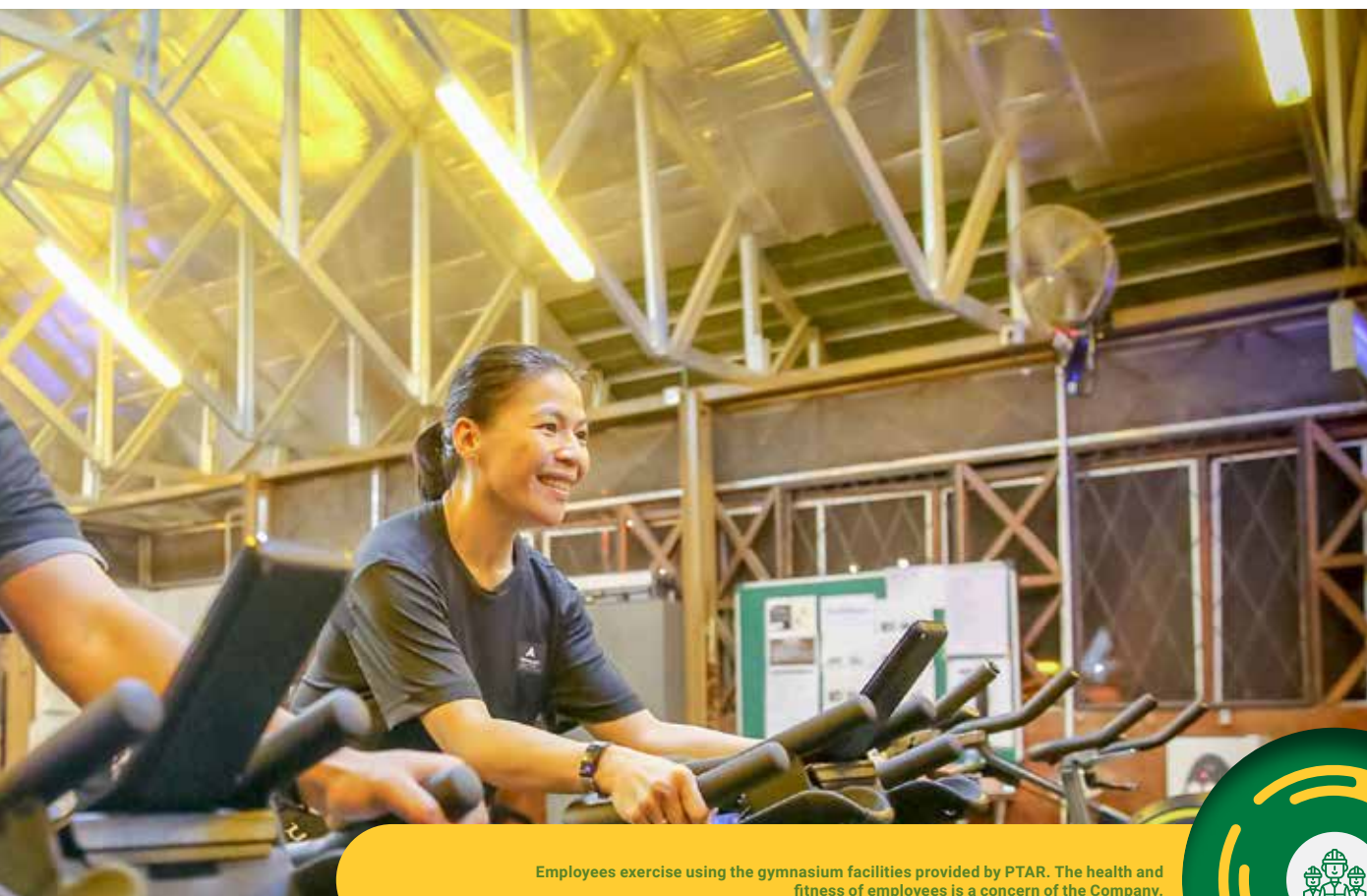
PTAR always complies with applicable minimum wage regulations, not only for employees at operational locations but also for all employees. The Company implements an equal payment ratio of basic salaries and wages between male and female employees in the



Company. All employees (100%) have received wages higher than the minimum remuneration required by government regulations, especially at our significant operating location, namely the Martabe Gold Mine. [\[405-2\]](#)

#### Returning Employees and Retention Rates After Maternity Leave [\[401-3\]](#)

Description	2022		2021		2020	
	Male	Female	Male	Female	Male	Female
Number of Employees Entitled to Maternity Leave	626	143	589	135	561	124
<b>Total</b>		<b>769</b>		<b>724</b>		<b>685</b>
Number of Employees Taking Maternity Leave	60	33	28	18	33	31
<b>Total</b>		<b>93</b>		<b>46</b>		<b>64</b>
Number of Employees Returning to Work After Giving Birth and Number of Employees Still Working 12 Months After Returning to Work	60	31	28	17	32	31
<b>Total</b>		<b>91</b>		<b>45</b>		<b>63</b>
Retention Rate after Giving Birth (%)		97.85		97.8		98.4



Employees exercise using the gymnasium facilities provided by PTAR. The health and fitness of employees is a concern of the Company.





## LOCAL AND NATIONAL EMPLOYMENT [413-1]

PTAR strives to be able to provide positive values for all stakeholders. One of PTAR's efforts is to provide opportunities for Indonesian employees to occupy managerial and other strategic positions. Currently, there are 32 national employees holding the Senior Manager level up to General Manager Operations, and only 3 expatriates working serving at the managerial level or higher at the Company. [202-2]

Other efforts made by PTAR to provide benefits to stakeholders, namely contributing to improving the welfare of local communities, are through the employment of local workers. PTAR provides employment opportunities for local people. The local employees in question are those who live in South Tapanuli Regency, Padangsidimpuan City, Central Tapanuli Regency, and Sibolga City.

Until the end of December 2022, the total number of local employees in MARKET was 75.72%, which exceeded the percentage set in the Environmental Impact Assessment target of 70%. To improve human resource competency, the company provides opportunities for local employees to take part in the training and skills needed to support their work.

In 2022, PTAR, in collaboration with the Politeknik Perkapalan Negeri Surabaya (PPNS), implemented an Apprentice programme for local employees to be trained and educated for 3 years at both the Martabe Gold Mine site and PPNS. As of December 2022, the number of local employees who joined our Apprentice programme are:

- 8 apprentice employees in the field of Mechanical Fitters.
- 3 apprentice employees in the field of Electrical & Instrumentation.
- 4 apprentice employees in the Boilermaker field.

On 10 December 2022, 4 apprentices (Welding & Fabrication) graduated from the Company. With the increasing number of challenges ahead, the Company has initiatives and plans to develop local employees in the future to respond to workforce needs in accordance with organisational needs.

### Marsipature Programme

PTAR is committed to increasing local workforce employment while strengthening the development of local employees. For this reason, the Company established the Marsipature Programme in 2017, which specifically focuses on developing employee competencies. The name Marisipature comes from the Batak language and means "Let's Build". This name is also the original name of Martabe and is also an abbreviation of "Marsipature Huta Nabe."

Under the Department of Training & Development and Localisation Development (LD), the Company implements competency development programmes. Through the Marsipature employee development programme, PTAR strives to improve employee competency, so that the Company has indirectly provided opportunities for local employees to be able to develop their potential as well as develop their future careers. [F.22]

The Company periodically evaluates the Marsipature Programme in the form of monthly reports. The report presents the progress of the cross-departmental gender diversity programme, as well as the results of assessments and solutions for overcoming obstacles to meet the Gender Diversity Programme's targets. The evaluation report also contains information on the composition of female employees in PTAR and partners and other activities of the Marsipature Programme. PTAR also conducts audit activities with evaluation, setting targets, evaluating target achievement, and discussing and implementing improvements to achieve targets.

## EMPLOYEE TRAINING AND DEVELOPMENT

Employee development and training are critical to the long-term sustainability of the Martabe Gold Mine. To that end, PTAR established a Training and Development Policy. Based on this policy, there are 4 (four) main types of training provided to PTAR employees and site partners:

- Health, safety and environmental training;
- Self-development training;
- Technical skills development training;
- Training to obtain a licence to operate vehicles and equipment.

HR development is managed by the Training & Development. Each employee is given a list of required training and the implementation of the development is delegated to a Training Needs Analysis (TNA) appointed by the Head of the respective Department.

PTAR emphasises the importance of safety training in preventing occupational accidents. Therefore, in addition to providing various types of safety training, PTAR also requires all employees to have core safety competencies. **[403-5]** In 2022, employee training programmes focused primarily on occupational safety and the Supervisory Development Programme.

In addition, the Company also focused on training for Frontline Operational Supervisor (POP) or Junior Operations Supervisor,, Middle Operational Supervisors (POM) or Main Operations Supervisor, and Senior Operational Management (POU). All employees received periodic performance evaluations and career development. This evaluation process applies to positions at managerial and higher levels and general staff and non-staff. **[404-3]**

In 2022, PTAR conducted 300 trainings, with a total of 3,793 employees participating in the training with an average time of 13 hours per employee. Partnership employees receive 20,656 hours of training, while permanent PTAR employees receive 30,276 hours per year.

79 PTAR employees and partners have completed the POP training, with 40 people receiving new competency tests/certifications and 39 people receiving updates; 26 PTAR employees and partners received BPOM training, with 13 people getting new competency tests/certifications and 13 people getting renewal; and 5 PTAR employees and contractors who received the new POU Training competency test/certification. While the Supervisory Development Programme was attended by 134 functional supervisors **[403-5] [404-2]**

### Employee Training Based on Gender and Training Hours in 2022 **[404-1]**

Training Type	Female			Male			Total		
	Training Hours	Total Employee	Average Hours	Training Hours	Total Employee	Average Hours	Training Hours	Total Employees	Average Hours
Language skills *	614	15	41	291	10	29	905	25	36
Technical skills	2,680	113	24	3,450	235	15	6,130	348	18
Health, Safety, and Environment <b>[403-5]</b>	5,461	640	9	24,825	2,980	8	30,286	3,597	8
Training to obtain a licence to operate vehicles and equipment	1,095	87	13	5,795	475	12	6,890	560	12
Self-development	1,929	167	12	4,792	379	13	6,721	546	12



### Human Rights Training Programme [404-2]

In conducting its business, the Company always takes into account human rights aspects. This is evident in the various human rights training programmes attended by its security personnel, who are expected to learn about human rights categories and principles, as well as types of human rights violations. Therefore, in carrying out their duties, the security personnel shall uphold the human rights principles.

Human rights training programmes attended by the Company's security personnel are as follows: [410-1]

No.	Date	Total Participants
1	11 January 2022	10 participants
2	16 October 2022	10 participants
3	31 December 2022	10 participants
4	25 January 2023	10 participants
5	16-20 March 2023	20 participants

## CODE OF ETHICS AND BUSINESS CONDUCT

The company has a Code of Ethics and Business Conduct (KEPU) which must be complied by all Company personnel. PTAR has implemented a Code of Ethics and Business Conduct ('KEPU') which promotes high standards of business conduct that are carried out by all employees and officials of the Company. The implementation of KEPU is a realisation of the Company's compliance with applicable policies and laws and regulations. In addition, KEPU is also used as a guideline by the Company in carrying out business operations in a responsible and integrated manner. [2-27, 205-1]

To optimise the application of KEPU within the Company's environment, during the recruitment process, PTAR requires all Company personnel to attend KEPU training and sign a written agreement stating compliance with the Company's Code of Ethics. Currently, all PTAR employees have signed the KEPU, which partly states that the

Company provides retirement and early retirement to all employees who meet the requirements in accordance with the applicable laws and regulations.

In addition, to create business operations with integrity, the Company provides a Conflict of Interest Form that can be submitted to management if an employee is suspected of violating the Code of Ethics. Furthermore, the form is reported to the director for follow-up. [2-15]

PTAR's efforts have resulted in positive performance, as evidenced by the absence of corruption-related incidents within the Company. The Company had not conducted a corruption risk assessment. [205-1, 205-3]

Furthermore, PTAR maintains its principles of adhering to laws and regulations and refraining from engaging in monopoly, anti-trust, and other illegal activities. [206-1]

### ANTI-CORRUPTION POLICIES AND PROCEDURES DELIVERY AND TRAINING [205-2]

Description	Gender	2022	2021	2020
<b>The Signing of PTAR's Code of Ethics and Business Conduct</b>				
Senior Management	Male	26	22	20
	Female	11	12	9
	<b>Total</b>	<b>(3.89%) 37</b>	<b>34</b>	<b>29</b>
Staff	Male	361	346	325
	Female	136	127	121
	<b>Total</b>	<b>(52.32%) 497</b>	<b>473</b>	<b>446</b>
Non-Staff	Male	309	308	297
	Female	107	103	98
	<b>Total</b>	<b>(43.79%) 416</b>	<b>411</b>	<b>395</b>

Description	Gender	2022	2021	2020
All Employees	Male	696	676	642
	Female	254	242	228
	<b>Total</b>	<b>(100%) 950</b>	<b>918</b>	<b>870</b>

Note:

- The anti-corruption policy and procedure are described in the Company's Code of Ethics and Business Conduct (KEPU)
- Clauses related to anti-corruption are included in the General Terms and Conditions for Suppliers.
- Anti-Corruption is covered in the Company Introduction Programme presentation by HR. Employees are required to sign the Code of Conduct as part of HR's Company Induction Programme.

Furthermore, in 2022, PTAR conducted anti-corruption outreach to work partners or suppliers. [205-2]

### Whistleblowing System (WBS) Implementation

PTAR has implemented a Whistleblowing System (WBS) which is a Company mechanism to respond to reports of alleged violations, harmful fraud, and other matters related to KEPU, Company policies, the integrity of tailings facilities, and/or the prevailing laws and regulations.

The Company has established a Special Whistleblowing Team (TKPP) which evaluates every report received, for further follow-up to be carried out appropriately. PTAR is committed to optimising the application of the principles of Good Corporate Governance, which include accountability, responsibility, independence, equality, and fairness.



Supply Chain Management (SCM) Department employees check and ensure the stock of goods inventory at the Warehouse facility.





“

The Company is committed to prioritising the aspect of Occupational Health and Safety (OHS) to achieve zero accidents and incidents in all operational areas. The implementation of OHS as a whole can create maximum operational performance.

”

**OCCUPATIONAL HEALTH AND  
SAFETY IS OUR PRIORITY**



Employees of the Occupational, Health & Safety (OHS) Department of PT Agincourt Resources (PTAR) together with PT International SOS Indonesia discussed the performance of monitoring and handling employee health.



## GENERAL MANAGEMENT APPROACH

The Company implements Occupational Health and Safety (OHS) policies effectively, efficiently, and comprehensively, by focusing on:

- Identifying, assessing and managing all health and safety risks associated with the activities of the Company and the activities of field contractors.
- Providing the necessary resources, equipment and training for employees to work safely.
- Fully integrating health and safety outcomes as a priority in all planning processes from project feasibility to mine closure.

To create a safe work environment, the Company has implemented a Safety, Security, and Environments (K3L) Management System, as stipulated in the Minister of Energy and Mineral Resources Regulation No. 26 of 2018 concerning the Implementation of Good Mining Principles and Supervision of Mineral and Coal Mining. Therefore, the Company requires that every contract or transaction carried out with work partners is in accordance with the procedures contained in the Integrated Safety, Occupational Health & Environment (K3L) System and applicable laws and regulations.

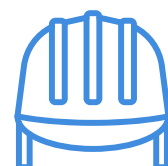
[403-1] [403-8]

The Company's occupational health and safety management system protects up to 956 or 100% of its employees.

The Company supervises the implementation of OHS by referring to the code of practice which is a mandatory requirement in the risk management system related to OHS in certain areas. The occupational health and safety management code of practice includes:

- Audits and Inspections
- Emergency Management
- General Workplace Safety
- OHS Accountability
- OHS Compliance
- Incident Management
- Industrial Hygiene Monitoring and Measurement
- Monitoring and Management of Employee Health
- Job Safety Environment Analysis
- Managing Pregnancy-Related Work Restrictions
- OHS Management (Measurement, Monitoring and Improvement)
- Operational Risk Assessment and Control
- Permit to Work
- Personal Protective Equipment
- Work at Height
- Management of OHS Training Needs

In addition to implementing the PTAR Code of Practice, each Department also implements various standard operating procedures regarding OHS.



## MAJOR WORKPLACE HAZARDS [403-2] [403-9]

PT Agincourt Resources (PTAR) has used a digital database system accessible to all employees to report hazards. Reports received by the digital database system will be investigated and followed up by the project manager in charge of the OHS. PTAR will classify incidents, follow-up, and corrective actions.

In terms of potential hazards, PTAR has identified 17 major hazards, namely:

1. Contact with electricity;
2. Falling objects;
3. Exposure to hazardous substances;
4. Lifting operations using a helicopter;
5. Lifting operations;
6. Lightning strike;
7. Slope failure;
8. Tree felling;
9. Uncontrolled release of energy;
10. The vehicle was hit or overturned;
11. Unplanned initiation of explosives
12. Impact of vehicles on people
13. Clearing of forests;
14. Fall from a height
15. Limited space;
16. Drowned;
17. Twisted and grinded.

## OPERATIONAL SAFETY AND OCCUPATIONAL HEALTH CONTROLS [403-3]

The risk of workplace accidents is mitigated at the Martabe Gold Mine through various programmes and standard operating procedures that takes into account workplace conditions, safe work practices, worker competency, and worker behaviour. The Company has implemented an occupational health programme at the Martabe Gold Mine that addresses the risks of noise, vapour, dust and metal exposure. Monthly exposure monitoring is used to develop engineering, procedural and Personal Protective Equipment (PPE) controls.









PTAR always prioritises the safety and health of employees who are currently pregnant and breastfeeding. The Company requires female employees who are pregnant and breastfeeding to temporarily limit their work locations and activities. This was carried out based on a health risk assessment given by the OHS officers and doctors.





## EMERGENCY RESPONSE [403-9]

To minimise the risks of incidents, an essential step that must be taken is implementing emergency response actions. In the operational area of the Martabe Gold Mine, the Company has a full-time Emergency Response Team (ERT), which includes emergency response personnel and three radio station operators. The emergency response equipment owned by the Company includes fire trucks, rescue trucks, rescue vehicles, ambulances and rescue equipment. The Company has thoroughly trained ERT to be able to respond to various emergencies that occur, including:

	Fires		Helicopter crashes
	Chemical spills		Medical evaluations
	Vehicle accidents		Mass casualty incidents
	Search and rescue		Water and mud rescue

To optimise the implementation of emergency response, the Company has medical facilities, including clinics that are professionally managed by doctors and paramedics. For the process of medical evacuations to hospitals, the Company has facilities, such as ambulances and helicopters, with the assistance of the leading medical service providers.

## KEY PROGRAMMES AND STANDARD PROCEDURES AT THE MARTABE GOLD MINE ADDRESSING SAFETY RISK [403-9] [403-7]

Nama	Objek	Rincian
Golden Rules	Designed to safeguard workers against serious hazards that are the leading cause of fatal accidents in the mining industry.	The Martabe Gold Mine Rules are mandatory simple rules governing safe work practices that are directly under the worker's control. Before starting their work at the Martabe Gold Mine, all employees are trained in the Golden Rules. Any employee who knowingly violates a Golden Rule may receive a final written warning or be fired. [403-5]
Take 5	Designed to assist a worker in identifying the hazards inherent in a task and the necessary controls to complete the task safely.	Take 5 is the simplest safety procedure. It consists of a simple checklist that each employee should complete prior to beginning work. A Take 5 takes less than five minutes to complete, as the name implies.
Job Safety and Environmental Analysis (JSEA)	Designed to assist work teams in identifying and planning for the controls necessary to complete a job safely.	The analysis is carried out by the team to plan work that requires step-by-step details, identify the hazards associated with each activity and implement the necessary safety controls. Each team member must sign the completed JSEA to demonstrate their understanding of the hazards and necessary controls.

Nama	Objek	Rincian
Permit to Work (PTW) System	Designed to ensure the safety of workers engaged in servicing, repairing, or modifying equipment, particularly in complex and hazardous industrial environments.	A permit to work is an agreement between a work team and the supervisor of an operational area that details the controls that will be implemented to protect the team from uncontrolled energy releases, such as electricity, liquids, or pressurised gas. One of the main precautions taken is to put isolators on equipment that uses a lock to prevent the equipment from starting, transferring energy, or releasing pressure suddenly.
Active Safety Agreement (ASA)	Designed to address unsafe behaviour in the workplace and support safety systems	Various workplace accidents are attributable in part to unsafe behaviour. This can include failing to follow procedures, taking shortcuts, ignoring risk, or working carelessly. At PTAR, such unsafe behaviours are mitigated by the Active Safety Agreement (ASA) programme. The ASA is a technique used to motivate employees to consider the potential consequences of their actions and the importance of working safely regularly, based on a conversation initiated by a management team member.
Critical Risk Management (CRM)	A critical risk control system designed to prevent serious accidents and deaths	A critical risk control system is all the necessary controls related to hazards in the workplace to prevent serious injury and death (common examples include safety belts in vehicles and safety valves in pressure vessels). This critical risk control is to increase awareness of critical risk controls in the work area, increase the reliability of controls through routine inspections and reporting, and manage ineffective controls or areas where there are no controls.



PTAR OHS Department employees monitor the Forwood Safety Critical Risk Management Portal. In 2022, the OHS Department carried out several innovations to digitally monitor OHS management.





## INCIDENT MANAGEMENT

PTAR implements the policy requiring all safety incidents in the operational area of the Martabe Gold Mine to be reported within 24 hours, including:

- Work-related injuries and “near misses”;
- Work-related illnesses;
- All vehicle accidents;
- Fires within the area of operations;
- Chemical spills and the improper storage of hazardous chemicals;
- Any inoperable safety system or fire control system

To minimise the occurrence of accidents in the workplace, PTAR implements corrective actions. However, the causes of workplace incidents are complex and invisible. For this reason, it is necessary to adopt an incident investigation approach based on the best Incident Cause Analysis Method (ICAM) methodology. Incident management is supported by the use of an online incident management system that facilitates automatic and online reporting of incidents, implementation of incident investigations, and tracking of corrective actions.

## OHS MANAGEMENT

PTAR's Occupational Health and Safety Department is responsible for supporting all other departments with the following functions:

- Collation and reporting of safety statistics and KPIs;
- OHS reporting to government agencies;
- Administration of incident investigations and associated corrective actions;
- Coordination of site inspection programmes;
- Administration of site-wide programmes addressing safety risk and related reporting;
- Minimising repeated incidents at work;
- Industrial hygiene monitoring;
- Management of a site medical clinic;
- Implementation of fitness for work programme for all PTAR employees, including annual medical examinations;
- Risk assessment facilitation;
- Safety awareness programme.

Each Head of the Department is a member of the Committee for the Development of Occupational Safety and Health (P2K3). The Head of the Department directly

leads every meeting which is routinely held once a month for all staff regarding the OHS system at PTAR and the discussions that have been determined at the HSE Forum. 3 (three) additional organisational bodies are involved in the implementation of OHS management: [\[403-4\]](#)

1. **Department HSE Committees.** This committee is led by the Department Head, tasked with reviewing and coordinating the department's safety management efforts.
2. **A Site-level Safety Steering Committee.** This committee is led by General Manager of Operations, responsible for the ongoing review of the Company's safety management performance, the continuous improvement of the OHS management system, safety special programs and campaigns, the legal responsibilities of the Technical Mine Manager (KTT) and the supervision of investigations into high risk and near-miss incidents.
3. **The Martabe HSE Forum.** This forum brings together PTAR and site contractor management to discuss safety incidents, share thoughts and knowledge, provide feedback on OHS programmes and training and keep each other informed regarding revisions to operational controls such as the Codes of Practice.

### HSE Committee and Forum Representatives in 2022 [\[403-1\]](#)

Description	Total (People)	Total PTAR Employees (People)	Percentage (%)
Departmental Safety Committee	805	956	84
KTT Safety Steering Committee	956	956	100
HSE Forum	956	956	100

## OHS PERFORMANCE IN 2022

PTAR has developed 13 Key Performance Indicators (KPIs) to measure accident rates and safety management performance at the Martabe Gold Mine, reported in a monthly report, namely the Safety KPI Dashboard. In 2022, the site KPI score was 98%. This achievement demonstrates that PTAR has established a high level of compliance and the effectiveness of its monitoring and control system in reducing incidents. The main activities of the control system carried out include:

- Mandatory safety training;
- Report unsafe acts and conditions;
- On-site inspections;
- Investigation of incidents is carried out according to the deadline.

- Active participation of the management team in the Active Safety Agreement (ASA) Programme;
- Participation of the Operations Supervisor in the Critical Control Programme.

As of the end of 2022, PTAR recorded 7,607,126 hours of time lost without injury. A total of 1 Lost Time Injury was recorded, and the Lost Time of Injury Frequency Rate (LTIFR), which is the ratio of injuries to lost time per one million working hours, recorded at 0.12. [\[403-9\]](#)

### Safety Efforts 2022 - Martabe Gold Mine Safety Awareness and Communication Safety Competency and Monitoring

<b>Safety Awareness and Communication</b>	Active Safety Agreements (ASA) Completed	1,274
	Departmental Safety Committee Meetings	142
	Hazard Reporting Recognition Awards	12
	HSE Alert Health Advisory	40
	Safety Poster Topics	12
	Monthly Martabe HSE Forum Meetings	12
	Safety and Health Competitions	8
<b>Safety Competencies</b>	Safety Training Course Attendance (Hours)	16,751
<b>Monitoring and Assurance</b>	Formal Vehicle and Equipment Inspections	787
	HSE Workplace Inspections	124
	Hazards and non-conformances reported	50
	Workplace Industrial Hygiene Surveys	71
<b>Incident Management</b>	Accidents and Near-misses Investigated	35
	Corrective Actions Completed	85
<b>HSE Management Systems</b>	HSE Standard Procedures	63
	Standard Operating Procedures	685
	SMKP Minerba Compliance Audit Score	75.42%



## Rate and Number of Occupational Accidents

Tidak	Category	2022	2021	2020*
<b>PTAR Operational Activity</b>				
1	Occupational Accident	1	1	1
	Minor	0	0	0
	Major	1	1	1
	Fatal	0	0	0
2	Injury Rate (IR)	0	0.40	0
3	Lost Day Rate (LDR)	0	0	0
4	Absentee Rate (AR)	59.18	104.98	78.31
<b>Partner Companies Operational Activity</b>				
1	Occupational Accident	1	3	1
	Minor	0	0	0
	Major	1	3	1
	Fatal	0	0	0
2	Injury Rate (IR)	0.17	0.53	0.22
3	Lost Day Rate (LDR)	21.23	3.17	0
4	Absentee Rate (AR)	21.22	227.47	33.02

Note:

This table is the reporting standard provided by the Ministry of Energy and Mineral Resources

\*Restatement of the 2020 Sustainability Report

## Lost Time Injuries (LTI) and Lost Time Injury Frequency Rate (LTIFR) in the Martabe Gold Mine In 2022

Keterangan	2022	2021	2020	2019	2018
Total Lost Time Injury (LTI)	1	1	0	0	0
Lost Time of Injury Frequency Rate (LTIFR)	0.12	0.12	0	0	0

## Skor Key Performance Indicator (KPI) 2020-2022

No.	KPI	Measure	Target	2022	2021	2020
<b>KPI scores to measure accidents and safety management performance scores</b>				<b>98%</b>	<b>97%</b>	<b>96%</b>
1	LTIs	Number of LTIs	Target, 0 = 100%	99%	99%	100%
2	MTIs	Number of MTIs	Recorded	7	13	11*
3	FAIs	Number of FAIs	Recorded	18	9	13*
4	High Risk Incidents	Number of High Risk Incidents	Recorded	19	14	16
5	Hazards Reported	Number of Hazards Reported	Recorded	50	58	53
6	Incident Investigations	Overdue Safety Incident Investigations (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	99%	93 %
7	Corrective Actions	All Overdue Corrective Actions from Incident - Safety, Incident - Environment, Hazard/Non-conformance & HSE WCI Events (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	99%	99%
8	Departmental HSE Committee meetings	Department HSE Committee Meetings Held	Target, 12 = 100%	100%	100%	100%

No.	KPI	Measure	Target	2022	2021	2020
9	Workplace Inspections	Quarterly Workplace Inspection Score (Site average Workplace Inspection Score)	Target 90%	93%	93%	93%
10	Industrial Waste Inspection	Number of Industrial Waste Inspection Findings	Target 100%	98%	96%	96%
11	Safety Training	% Mandatory Safety Competencies completed	Target 90%	98%	98%	96%
12	Sayap	% Total ASAs conducted against the target (YTD completed)	Target 100%	100%	100%	99%
13	CCCLs	% Total CCCLs completed against a target (YTD completed)	Target 100%	100%	100%	91%

Note:

\*Restatement of the 2020 Sustainability Report

## OCCUPATIONAL HEALTH PROGRAMMES

**[403-3] [403-6] [403-10]**

This programme aims to prevent work-related illnesses and diseases amongst the workers by focusing on the 4 pillars of occupational health, namely promotive, preventive, curative and rehabilitative. Implementation of promotional activities including Health Information, Nutrition Bulletins, Submission of Health Materials, Healthy Food (Traffic Light Systems programme). Preventive activities include medical check-ups (MCU) before work and periodically, and the implementation of the Wellness Programme as a follow-up to the results of the MCU analysis. Curative activities include medical services, referrals to specialist doctors, and health consultations at the Company clinics. The Rehabilitative Programme is a process or effort to recover or the stages in the process of someone who has recovered from illness or injury, so they can return to work.

### MEDICAL CHECK-UPS

To ensure the physical and mental health of its employees, PTAR requires all employees to undergo a Periodic Medical Check Up (MCU) every year. The Company facilitates all MCU activities through collaboration with health facilities. During the reporting period, 2,853 workers underwent MCU. MCU for employees consists of:

- Physical examination;
- Electrocardiography (ECG);
- Treadmill test;
- Audiometry;
- X-ray; and
- Blood and urine laboratory examination

Employee medical check-up aims to provide a medical assessment to determine the eligibility of a person to work in certain locations and job categories, improve and maintain the degree of physical, mental and social health so that they are able to work more efficiently and achieve high productivity. Maintaining the health status of employees is carried out by assessing the possibility of influence from work as early as possible and efforts to prevent and detect early health problems both from external factors and internal factors from work and the work environment. This includes work-related aspects such as occupational health and fitness, as well as non-work-related aspects such as employee exposure to non-communicable diseases.



Employee medical check-ups are carried out by the Company in collaboration with hospitals or health facilities that are licensed according to PTAR standards.

Following up on the results of medical check-ups, PTAR facilitates employees to be able to consult with the Company's doctors regarding the findings of the examination results. The analysis of the results of the health examination has been carried out by a third party in the Framingham Score and Health Risk categories of Non-Communicable Diseases. Follow-up to the results of this analysis is prioritising consultations with employees with high health risks, re-checking Hemoglobin Glyca (HbA1C) and blood lipids, analysing the results of re-examination by company doctors, referring employees with abnormal results to specialist doctors, and distributing digital blood pressure measuring devices to employees with high blood pressure.

Special medical check-ups are also carried out on employees with high occupational health risk, as follows:

- Exposure of medical and ERT team members to blood or body fluids: Hepatitis B Surface Antigen (HBsAg) and Hepatitis B Antibodies (Anti-HBs) laboratory examinations;
- Exposure to food ingredients for food handlers (cooks): anti-HAV immunoglobulin M (IgM) lab examination and stool analysis; and
- Hazards associated with heavy metal exposure for gold room employees: Heavy metal analysis of urine and blood samples.

To support the implementation of K3, we equip the PTAR work environment with health facilities and clinics that can be accessed by all employees and contractors. In addition, as part of the early prevention of work incidents, each workplace is equipped with a First Aid Box (OHS).

In addition, PTAR offers health insurance coverage for which includes glasses, dental, and mental health treatments (psychologists and psychiatrists).

Throughout 2022, the Company optimally implemented OHS, so that no employees were diagnosed with work-related illnesses.

## WORK ENVIRONMENT MANAGEMENT AND MONITORING

Work environment management and monitoring at PTAR includes management and monitoring of dust, noise, vibration, lighting, quality and quantity of working air, radiation carried out by radiation detection officers supported by radiation testers and officers must wear the specified radiation badge at any time when carrying out inspections in the area along with inspection procedures, chemicals, biological factors and work environment cleanliness. Management and monitoring of the work environment in mining working areas has been carried out by PTAR in accordance with Government Regulation No. 55 of 2010, and Ministerial Decree No. 1827.K/30/MEM/2018.

## OHS INNOVATION IN 2022

In 2022, PTAR launched several additional programmes and methods to identify, address and prevent accidents through:

### 1. Critical Risk Management (CRM) Digital Platform.

Started in August 2022, this programme was transformed into digital or online programme through the CRM mobile application. CRM is software designed to provide an online checklist tool focused on preventing occupational serious accidents and deaths. Besides being environmentally-friendly by saving paper, this CRM can save time in providing KPI statistics and findings so that the time needed to find discrepancies and determine follow-up will be shorter. This programme also involves Superintendents and Managers to perform CRM with the aim of finding non-conformances at a higher level.

### 2. Active Safety Agreement (ASA) Digital Platform.

This programme started in November 2022 and has shifted to an online digital platform, so it is environmentally friendly because it saves paper use. As with the CRM programme, this online ASA is expected to save time in providing statistical KPI data and findings so that the time needed to find discrepancies and determine follow-up will be shorter.

## ADAPTING TO THE COVID-19 PANDEMIC

In 2022, the COVID-19 pandemic remained a threat to the world, including Indonesia. For this reason, PTAR continued to carry out its commitment to maintaining the safety and health of all employees by ensuring the continuation of business operations. To prevent the COVID-19 transmission and in line with the decline in the number of cases in 2022, we carry out a number of activities, including:

1. Conduct antigen and/or PCR tests for employees entering the site.
2. Continue the efforts to prevent the spread of COVID-19 on the site, including:
  - a. Measuring body temperature using a gun/digital thermometer or thermal human temperature monitoring at the Main Gate and Mess hall.
  - b. Disinfecting the work areas, quarantine places and isolation places.
  - c. Face-to-face internal meetings and training with virtual methods.
3. Providing education/awareness programmes to employees regarding health information, pandemics and the latest situation through posters, banners, newsletters, SMS, e-mail and social media.

4. Teleconsultation in collaboration with health care providers.
5. PTAR weekly reporting of COVID-19 status to the Ministry of Energy and Mineral Resources.

In addition, PTAR has implemented a booster vaccination programme for employees and their families to support the government's effort to handle the COVID-19 pandemic. Vaccination is performed as a form of self-protection against a disease. Not only to protect yourself, but also those around you.

As of 2022, the total number of employees who have received the first dose of vaccination is 2,894 or 100% of employees, 2,893 have received the second dose of vaccination or 99.9% of employees, 2,886 or 99.8% of employees have received the booster vaccine. PTAR also requires that new employees and arriving guests to have received complete vaccinations. Through these efforts, PTAR successfully reduced the impact of COVID-19 on the workforce so that it can maintain normal operational performance at the Martabe Gold Mine.

## WORK SAFETY MANAGEMENT IMPROVEMENT IN 2022

In 2022, PTAR has implemented a number of significant initiatives regarding workplace safety management with the following details:

1. **Martabe Critical Control Programme Strengthening.**  
PTAR has developed an OHS Management System since the construction stage, and has been working to adapt to PTAR's needs and ongoing regulatory changes. The OHS Management System update aims to restructure the PTAR OHS Management System & meet the requirements of ISO 45001, SMK3 & SMKP (OHS Management System) & Kepmen 1827 of 2018 Appendix V (Environmental Management System).

2. **Strengthening the risk control programme for critical risks (CRM).**

We have involved consultants who have competence and experience in this programme to improve the quality of implementation and effectiveness of critical controls for critical risks carried out by Managers and Supervisors.



### 3. ISO45001 Internal Audit.

ISO45001 internal audit refers to the ISO 45001:2018 occupational health and safety management system standard. The main objective of implementing an internal audit is to ensure that information about the Occupational Health and Safety Management System and the Environment has:

- o Complied with PTAR's requirements for its environmental management system (eg PTAR environmental policy, EMS Manual and procedures) and the requirements of ISO Standard 14001:2015.
- o Been effectively implemented and maintained.
- o Assisted the Company in improving safety, health and environmental performance, comply with regulations and achieve safety, health and environmental goals.

In addition, the implementation of Internal Audit is a means of preparation for conducting External Audits to obtain ISO45001 certification.

### 4. ISO45001 External Audit.

It is an audit conducted by a reputable vendor which is carried out in 2 (two) stages. In 2022, the first phase was carried out. The first stage of the audit process begins with an assessment of the Management System documentation and the desired scope of certification. This is to determine compliance with standards and prepare working documentation that the auditor will use during the second phase of the audit. The results of the first phase audit will outline any deficiencies identified to enable immediate action to be taken before undergoing the second phase.



PTAR ERT conducts a work rescue simulation at height.





## FEEDBACK FORM [G.2]

### Your Profile

Name :  
Email :  
Telephone :

### Stakeholder Group to which you belong:

- Shareholder
- Employee
- Government
- Media
- Supplier
- Local Community
- Contractor
- Educational Institutional
- Other, please state : .....

The 2022 PT Agincourt Resources Sustainability Report aims to provide an overview of the financial and sustainability performance. We would like to receive your input, criticisms and suggestions by e-mail or through this form.

1. This report is easy to understand.

☐

Setuju

☐

Netral

☐

Tidak Setuju

2. This report describes the Company's performance in sustainability development.

☐

Setuju

☐

Netral

☐

Tidak Setuju

3. This report is useful to you.

☐

Setuju

☐

Netral

☐

Tidak Setuju

4. Material topic(s) which is (are) the most important to you: (score 1=most important up to 4 = Least important)

- Economic Performance
- Mining Rehabilitation and Closure
- Indirect Economic Impact
- Gender Diversity
- Environmental Compliance
- Occupational Health and Safety
- Local Communities
- Employment

5. Kindly provide your inputs/suggestions/comments about this report .....

Please return this feedback form back to:

### PT Agincourt Resources

Pondok Indah Office Tower 2, Suite 1201

Jl. Sultan Iskandar Muda Kav. V-TA Pondok Indah, Jakarta 12310

Telp: (021) 80672000

Email: Martabe.CorporateCommunications@agincourtresources.com

## RESPONSE TO THE FEEDBACK ON THE PREVIOUS YEAR'S REPORT [G.3]

Throughout 2022, the Company did not receive a specific response regarding the 2021 Sustainability Report. Nevertheless, the Company strives to improve the contents of the report in accordance with the GRI Standard guidelines and POJK No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies. The Company hopes that this report can become a useful and trusted reference and source of information for all stakeholders.



## APPENDIX 3 CROSS-REFERENCE TO THE SDGS

Goal	SDGs Target	Corporate Action	Page
<b>01</b> NO POVERTY 	1.5	Improvement of the capacity and access of local communities in small and medium businesses	91
		Development of small and medium businesses in communities around the mine	91
<b>02</b> ZERO HUNGER 	2.3	Extensification of rice seed breeding	98
	2.5	Goat Integrated Livestock Development or <i>Peternakan Terpadu</i> (PADU)	97
		Capacity Development of Fisheries Group, Activation of the Aquaculture System or <i>Aktivasi Sistem Budidaya Perikanan</i> (ASIK)	98
	2.c	Assistance for sustainable local institution-based economic development programmes	98
		Local partner assistance	98
<b>03</b> GOOD HEALTH AND WELL-BEING 	3.3	Towards Tuberculosis-Free South Tapanuli (ENTAS-TB) Programme	8, 28, 95
	3.4	Health insurance coverage	121, 122, 140
	3.5	Healthy Youth Programme	94
	3.8	Stop Open Defecation Declaration	12, 28, 94, 99
<b>04</b> QUALITY EDUCATION 	4.1/ 4.2/ 4.3	Martabe Prestasi Scholarship	8, 28, 29, 90, 95
	4.4	Employee Training and Development	45, 121, 126, 127
	4.6	Sopo Daganak and Children's Reading Park (TBA)	87, 90, 96
	4.a	School facilities	97
	4.c	Educator assistance	90, 96
<b>05</b> GENDER EQUALITY 	5.1	New Employee Recruitment	122
	5.4	Employee leave	118, 122, 123, 125
	5.5/5.6	Commitment to diversity and equality	123, 124
	5.a	Employee remuneration	112, 113, 121, 122, 124
	5.b	Marsipature Programme	126
	5.c	Gender diversity policy	49, 52, 116, 120-124, 126
<b>06</b> CLEAN WATER AND SANITATION 	6.1	Procurement of clean water for Sipirok Regional Hospital	91, 92, 99
		Geoelectrical Survey in Telo Village to provide clean water	100
		Plan to provide clean water facilities for several villages around the mine.	100
	6.2	Construction of public toilets in Batuhoring to support open defecation-free villages to provide toilets with good standards.	99
<b>07</b> AFFORDABLE AND CLEAN ENERGY 	7.3	Reduction of energy consumption	74
	7.2	Use of solar panels up to 2.1 MPA (Megawatt Peak Ampere)	74
<b>08</b> DECENT WORK AND ECONOMIC GROWTH 	8.1	Martabe Improvement Programme	114
	8.3	CSR Programme	22, 40, 90, 103
	8.5	Gender Equality Programme	52, 124
	8.7/8.8	Collective Labor Agreement (CLA)	113, 121

Goal	SDGs Target	Corporate Action	Page
<b>09</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.1	Development of village facilities	91
	9.1	Vocational school infrastructure (teaching and learning place)	91
	9.1	Public Market Development	91
	9.1	Construction of the BTR I High School Hall	92, 97
	9.1	Renovation of the Pulo Goya hanging bridge	91, 100
	9.2	Road paving	91
<b>10</b> REDUCED INEQUALITIES	10.2	Competency Development Programme	48
	10.3	Commitment to diversity and equality	123, 124
	10.4	Employee remuneration	112, 113, 121, 122, 124
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES	11.a	Good Village Governance/encouraging village independence for Good Village Governance	102
<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION	12.3	Processing organic waste into compost	96
	12.4	Hazardous Waste Management	66
	12.5	Waste Management and Reduce, Reuse, Recycle (3R) Practice	10, 83
<b>13</b> CLIMATE ACTION	13.1	Reduction of CO <sub>2</sub> emissions by 12,211 Tonnes of CO <sub>2</sub> Equivalent	75
		Use of solar panels up to 2.1 MPA (Megawatt Peak Ampere)	74
		Stopping the usage of halocarbon refrigerants (CFCs)	77
		Producing 14,178 local seeds	80
		Reclaiming 0.51 hectares of land	80
		7,914 local plant seeds Planting	80
		Spreading 6,866 kilograms of ground cover plants and 19,302 seed balls for species enrichment in native forest areas	80
<b>14</b> LIFE BELOW WATER	14.7	Released 15,000 endemic fish seeds in the Batu Horing River.	80
<b>15</b> LIFE ON LAND	15.1	Producing 14,178 local seeds	80
		Reclaiming 0.51 hectares of land	80
		7,914 local plant seeds planting	80
		Spreading 6,866 kilograms of ground cover plants and 19,302 seed balls for species enrichment in native forest areas	80
	15.4	Supporting the Ministry of Environment and Forestry (KLHK) by participating in releasing the Sumatran tigers "Sri Nabilla", "Surya and Citra" and "Bestie" into the Gunung Leuser National Park (TNGL) and Kerinci Seblat National Park (TNKS).	11, 78
<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS	16.1/16.2	Collective Labor Agreement (CLA)	13, 1
	16.5	Anti-Corruption Policy	128, 129
	16.6	Good Corporate Governance	129
	16.7	General Meeting of Shareholders (GMS)	48
	16.10	Information Disclosure (Website)	26
	16.b	Code of Conduct	128
<b>17</b> PARTNERSHIPS FOR THE GOALS	17.16	Become a member of the Indonesian Mining Experts Association (PERHAPI) of North Sumatra	18
		Become a member of the Indonesian Mining Association	18



# GRI INDEX

## GRI CONTENT INDEX

Statement of Use	PT Agincourt Resources has reported in accordance with the GRI Standards for the period 1 January 2022 – 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure		Page
	No	Description	
<b>GRI 2:</b> General Disclosure	<b>The Organisation And ITS Reporting Practices</b>		
	2-1	Organisation Detail	26, 36
	2-2	Entities included in the organisation's sustainability reporting	i
	2-3	Reporting Period, Frequency, and Contact Point	i
	2-4	Restatements of Information	i
	2-5	External Assurance	i
	<b>Activities and Workers</b>		
	2-6	Activities, Value Chain, and Other Business Relationships	26, 27, 35, 36
	2-7	Employees	35, 118
	2-8	Workers Who Are Not Employees	35, 118
	<b>Governance</b>		
	2-9	Governance Structure and Composition	7
	2-10	Nomination and selection of the highest governance body	47, 48
	2-11	Chair of the highest governance body	47
	2-12	Role of the highest governance body in overseeing the management of impacts	47, 49
	2-13	Delegation of responsibility for managing impact	47, 48, 49
	2-14	Role of the highest governance body in sustainability reporting	47, 48, 49, 53
	2-15	Conflict of Interest	49, 128
	2-16	Communication of Critical Concerns	49
	2-17	Collective knowledge of highest governance body	48
	2-18	Evaluation of the performance of the highest governance body	48
	2-19	Remuneration Policies	112
	2-20	Process for determining remuneration	112
	2-21	Annual total compensation ratio	112
	<b>Strategy, Policies, and Practices</b>		
	2-22	Statement on Sustainability Development Strategy	40
	2-23	Policy Commitment	34, 40
	2-24	Embedding Policy Commitment	34, 40
	2-25	Processes to Remediate Negative Impacts	40
	2-26	Mechanism for seeking advice and raising concerns	51, 53
	2-27	Compliance With Law and Regulation	44, 50, 128
	2-28	Membership Association	18
	<b>Stakeholder Engagement</b>		
	2-29	Approach to Stakeholder Engagement	51
	2-30	Collective Bargaining Agreements	51, 113, 121
<b>GRI 3:</b> Material Topics 2021	3-1	Process to determine material topics	48, 53
	3-2	List of material topics	53, 54
	3-3	Management of material topics	53, 54

GRI Standard	Disclosure		Page
	No	Description	
Topic-Specific Disclosure			
GRI 3: Material Topics 2021	Economic Performance		
	3-3	Management of Material Topics	3, 54
GRI 2021: Economic Performance 2016	201-1	Direct economic value generated and distributed	111, 112
	201-2	Financial implications and other risks and opportunities due to climate change	115
	201-3	Defined benefit plan obligations and other retirement plans	113
	201-4	Financial assistance received from government	112, 113
GRI 3: Material Topics 2021	Market Presence		
	3-3	Management of Material Topics	53, 54
GRI 2021: Economic Performance 2016	202-1	Direct economic value generated and distributed	113, 122
	202-2	Financial implications and other risks and opportunities due to climate change	5, 126
GRI 3: Material Topics 2021	Indirect Economic Impacts		
	3-3	Management of Material Topics	53, 54
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	93
	203-2	Significant indirect economic impacts	99, 110
GRI 3: Material Topics 2021	Procurement Practices		
	3-3	Management of Material Topics	53, 54
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	112, 113, 114
GRI 3: Material Topics 2021	Anti-Corruption		
	3-3	Management of Material Topics	53, 54
GRI 205: Anti-Corruption 2016	205-1	Operation assessed for risks related to corruption	128
	205-2	Communication and training about anti-corruption policies and procedures	128, 129
	205-3	Confirmed incidents of corruption and actions taken	128
GRI 3: Material Topics 2021	Anti-Competitive Behaviour		
	3-3	Management of Material Topics	53, 54
Competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	128
GRI 3: Material Topics 2021	Tax		
	3-3	Management of Material Topics	53, 54
GRI 207: Tax 2019	207-1	Approach to tax	110, 112
	207-2	Tax governance, control, and risk management	110, 111
	207-3	Stakeholder engagement and management of concerns related to tax	110-113
	207-4	Country-by-country reporting	111
GRI 3: Material Topics 2021	Materials		
	3-3	Management of Material Topics	53, 54
GRI 301: Materials 2016	301-1	Materials used by weight or volume	37
	301-2	Materials used by weight or volume	76, 83
	301-3	Reclaimed products and their packaging materials	83
GRI 3: Material Topics 2021	Energy		
	3-3	Management of Material Topics	53, 54



GRI Standard	Disclosure		Page
	No	Description	
<b>GRI 302:</b> <b>Energy 2016</b>	302-1	Energy consumption within the organisation	73
	302-2	Energy consumption outside of the organisation	73
	302-3	Energy intensity	73
	302-4	Reduction of energy consumption	74
	302-5	Reduction in energy requirements of products and services	74
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Water and Effluents</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 303:</b> <b>Water and Effluents 2018</b>	303-1	Interactions with water as a shared resource	72
	303-2	Management of water discharge-related impacts	71
	303-3	Water withdrawal	72
	303-4	Water discharge	71
	303-5	Water consumption	72
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Biodiversity</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 304: Biodiversity 2016</b>	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	81
	304-2	Significant impacts of activities, products and services on biodiversity	80
	304-3	Habitats protected or restored	80
	304-4	IUCN Red List species and National Conservation List species with habitats in areas affected by operations	80
	<b>MM1</b>	Disturbed and rehabilitated land.	81
	<b>MM2</b>	Number and percentage of sites requiring a management plan biodiversity (BMP) in accordance with established criteria and the number (percentage) of areas that already have plans.	80, 81
<b>GRI 3:</b> <b>Topics Material 2021</b>	<b>Emissions</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 305:</b> <b>Emisi 2016</b> <b>Emissions 2016</b>	305-1	Direct (Scope 1) GHG emissions	76
	305-2	Energy indirect (Scope 2) GHG emissions	77
	305-3	Other indirect (Scope 3) GHG emissions	77
	305-4	GHG emissions intensity	77
	305-5	Reduction of GHG emissions	75
	305-6	Emissions of ozone-depleting substances	77
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	77
<b>GRI 3:</b> <b>Topik Material 2021</b>	<b>Waste</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 306:</b> <b>Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	61
	306-2	Management of significant waste-related impacts	67
	306-3	Waste Generated	67
	306-4	Waste Diverted from Disposal	67
	306-5	Waste Directed to Disposal	67
	<b>MM3</b>	Number of strikes and lockouts exceeding one week duration, by country.	61, 62
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Supplier Environmental Assessment</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 308:</b> <b>Supplier Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	59, 114
	308-2	Negative environmental impacts in the supply chain and actions taken	114

GRI Standard	Disclosure		Page
	No	Description	
<b>GRI 3:</b> Material Topics 2021	<b>Employment</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 401:</b> Employment 2016	401-1	New employee hires and employee turnover	122
	401-2	Benefits Provided to Full-Time Employees That are Not Provided to Temporary or Part-Time Employees	122
	401-3	Parental leave	122, 123, 125
<b>GRI 3:</b> Material Topics 2021	<b>Labour/Management Relations</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 402:</b> Labour/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	121
	MM4	Number of strikes and lockouts exceeding one week duration, by country.	105
<b>GRI 3:</b> Material Topics 2021	<b>Occupational Health and Safety</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 403:</b> Occupational Health and Safety 2018	403-1	Occupational health and safety management system	132, 136
	403-2	Hazard identification, risk assessment, and incident investigation	133
	403-3	Occupational health services	133, 139
	403-4	Worker participation, consultation, and communication on occupational health and safety	136
	403-5	Worker training on occupational health and safety	127, 134
	403-6	Promotion of worker health	139
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	134
	403-8	Workers covered by an occupational health and safety management system	132
	403-9	Work-related injuries	133, 134, 137
	403-10	Work-related illness	139
<b>GRI 3:</b> Material Topics 2021	<b>Training and Education</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 404:</b> Training and Education 2016	404-1	Average hours of training per year per employee	127
	404-2	Programmes for upgrading employee skills and transition assistance programmes	113, 127
	404-3	Percentage of employees receiving regular performance and career development reviews	52, 121, 127
<b>GRI 3:</b> Material Topics 2021	<b>Diversity and Equal Opportunity</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 405:</b> Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	124, 120
	405-2	Ratio of basic salary and remuneration of women to men	124
<b>GRI 3:</b> Material Topics 2021	<b>Non-Discrimination</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 406:</b> Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	124
<b>GRI 3:</b> Material Topics 2021	<b>Freedom Of Association and Collective Bargaining</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 407:</b> Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	121
<b>GRI 3:</b> Material Topics 2021	<b>Child Labour</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 408:</b> Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	121



GRI Standard	Disclosure		Page
	No	Description	
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Forced Or Compulsory Labour</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 409:</b> <b>Forced or Compulsory Labour 2016</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	121
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Security Practices</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 410:</b> <b>Security Practices 2016</b>	410-1	Security personnel trained in human right policies or procedures	128
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Rights of Indigenous People</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 411:</b> <b>Rights of Indigenous People 2021</b>	411-1	Violation of the rights of indigenous peoples	80, 105
	<b>MM5</b>	Total number of operations occurring in or adjacent to indigenous peoples' territories, and the number and percentage of operations or sites where there are formal agreements with indigenous communities.	105
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Local Communities</b>		
	3-3	Significant investment agreements and contracts that include human rights clauses or that undergo human rights screening	53, 54
<b>GRI 413:</b> <b>Local Communities 2016</b>	413-1	Operations with local community engagement, impact assessments, and development programs	88, 90
	413-2	Operations with significant actual and potential negative impacts on local communities	88
	<b>MM6</b>	Disputes related to land use, customary rights of local communities and indigenous people.	105
	<b>MM7</b>	As long as the complaint mechanism is used to resolve related disputes with land use, customary rights of local communities and indigenous populations.	105
<b>GRI 3:</b> <b>Material Topics 2021</b>	<b>Supplier Social Assessment</b>		
	3-3	Management of Material Topics	53, 54
<b>GRI 414:</b> <b>Supplier Social Assessment 2016</b>	414-1	New suppliers that were screened using social criteria	36
	414-2	Negative social impacts in the supply chain and actions taken	36
<b>Artisanal and Small-Scale Mining</b>			
<b>MM8</b>		The number (and percentage) of the company's operating locations where small-scale and artisanal mining (ASM) occurs on, or adjacent to, those locations; related risks and actions taken to manage and reduce those risks.	105
<b>Resettlement</b>			
<b>MM9</b>		The area where residential relocation occurred, the number of households relocated, and the changes and impacts of relocation on their lives.	105
<b>Post-mining Closure</b>			
<b>MM10</b>		Number and percentage of operations with closure plans.	80, 81
<b>Material Stewardship</b>			
<b>MM11</b>		Programs and progress related to materials management.	70

## POJK NO. 51/POJK.03/2017

Index Number	Disclosure	Information or Position Disclosure
<b>SUSTAINABILITY STRATEGY</b>		
A.1	Sustainability Strategy Explanation	44
<b>SUSTAINABILITY PERFORMANCE HIGHLIGHTS</b>		
B.1	Economic Aspect	4, 5
B.2	Environmental Aspect	4, 5
B.3	Social Aspect	5
<b>COMPANY PROFILE</b>		
C.1	The Company's Vision, Mission, and Sustainability Values	34
C.2	Name, address, telephone number, facsimile, e-mail, and official website	26
C.3	Business Scale (total assets or asset capitalisation, total liabilities, number of employees by gender, position, age, education, and employment status), Percentage of share ownership (public and government), Operational area	26, 118-120
C.4	Brief explanation on the products, services, and business activities	26, 27
C.5	Membership in associations	18
C.6	Changes in the Company that are significant, such as the closing or opening of branches, and ownership structure	18
<b>STATEMENT OF THE BOARD OF DIRECTORS</b>		
D.1	Statement of the Board of Directors	20
<b>SUSTAINABILITY GOVERNANCE</b>		
E.1	Description of the duties of the Board of Directors and Board of Commissioners, employees, officers and/or work units responsible for implementing Sustainable Finance	48
E.2	Explanation regarding competency development carried out for members of the Board of Directors, members of the Board of Commissioners, employees, officials and/or work units responsible for implementing Sustainable Finance	48
E.3	Explanation of Public Company procedures in controlling sustainability risk	50
E.4	Explanation of stakeholders (stakeholder involvement and the approach taken by the Company in involving stakeholders in the implementation of Sustainable Finance through dialogues, surveys, seminars, etc.)	51
E.5	Issues in Sustainable Finance Implementation	77
<b>SUSTAINABILITY PERFORMANCE</b>		
F.1	Activities to build a culture of sustainability within a Public Company	52
<b>ECONOMIC PERFORMANCE</b>		
F.2	Comparison between Production Target and Performance, Financing or Investment Target, Revenue and Profit or Loss	111, 112
F.3	Comparison of production targets and performance, portfolios, financing targets, or investments in financial instruments or projects that are in line with the implementation of Sustainable Finance	112
<b>GENERAL</b>		
F.4	Environmental Cost	81, 93
<b>MATERIAL ASPECT</b>		
F.5	Use of Environmentally Friendly Material	83
<b>ENERGY ASPECT</b>		
F.6	Amount and Intensity of Energy Used	73
F.7	Efforts and Achievements of Energy Efficiency and the Use of Renewable Energy	74



Index Number	Disclosure	Information or Position Disclosure
<b>WATER ASPECT</b>		
F.8	Water Usage	70
<b>BIODIVERSITY ASPECT</b>		
F.9	Impacts of Operational Area in the Proximity of or in Conservation Areas or Areas with Biodiversity	78
F.10	Efforts for Biodiversity Conservation	78
<b>EMISSION ASPECT</b>		
F.11	Amount and Intensity of Emissions Produced by Type	77
F.12	Efforts and Achievements of Emission Reduction	77
<b>WASTE AND EFFLUENTS ASPECT</b>		
F.13	Amount of Waste and Effluents Produced by Type	83
F.14	Waste and Effluents Management Mechanism	61, 70
F.15	Occurring Spills (if any)	61
<b>ENVIRONMENTAL COMPLAINT ASPECT</b>		
F.16	Number and Subjects of Environmental Complaints Received and Resolved	50
<b>SOCIAL PERFORMANCE</b>		
F.17	Commitment of Financial Services Institution or Public Company to Providing Equal Service on Products and/or Services to Consumers	106
<b>LABOR ASPECT</b>		
F.18	Equal Work Opportunity	115, 123, 124
F.19	Child Labor and Forced Labor	121
F.20	Regional Minimum Wage	121, 122, 124
F.21	Proper and Safe Working Environment	123
F.22	Employee Training and Competency Development	126
<b>COMMUNITY ASPECT</b>		
F.23	Impacts of Operations to the Surrounding Community	70, 88
F.24	Community Complaints	105
F.25	Social and Environmental Responsibility Activities	90, 93, 105
<b>RESPONSIBILITY FOR SUSTAINABLE PRODUCTS/SERVICES DEVELOPMENT</b>		
F.26	Innovation and Development of Sustainable Financial Products/Services	106
F.27	Products/Services Evaluated for Customer Safety	106
F.28	Impacts of Products/Services	106
F.29	Number of Recalled Products	50, 106
F.30	Survey of Customer Satisfaction with Sustainable Financial Products and/or Services	106
<b>OTHERS</b>		
G.1	Written Verification by Independent Party (if any)	158
G.2	Feedback Form	144
G.3	Response to the Feedback on Previous Year Report	145
G.4	List of Disclosures Based on POJK 51/2017	153

## APPENDIX III: GLOSSARY

### GENERAL TERMS

#### All In Sustaining Cost (AISC)

A standardised way to calculate gold production costs introduced by the World Gold Council in 2013. Includes direct mining and processing costs (cash costs) plus mining life cycle costs related to ongoing production from exploration to mine closure.

#### Biodiversity

The diversity of flora and fauna in an ecosystem, and their ways of life and interactions.

#### Biodiversity Offsets

Biodiversity offsets are measurable conservation outcomes that result from actions designed to compensate for residual adverse biodiversity impacts that arise from project development and persist after avoidance, minimisation and restoration actions have been taken.

#### Contractors

Service provider for an organisation or company based on a written agreement in a contract.

#### Sustainability Governance

Sustainability Governance can be defined as a system of rules, practices and processes by which the Company is directed and controlled in implementing a business that is in line with the goals of sustainable development.

#### Downstream Waters

Rivers, streams and lakes that receive water flow from a certain area.

#### Environmental Impact Analysis (EIA)

One of the main mandatory approvals required in Indonesia for a mine to operate. AMDAL consists of several documents including Terms of Reference, Environmental Impact Analysis (EIA) and Environmental Management Plan and Environmental Monitoring Plan (RKL & RPL).

#### Transport Road

Roads designed for use by large dump trucks at mining sites.

#### Lost Time Injuries (LTI)

Work-related injuries that prevent the employee from working the next work schedule.

#### Lost Time Injury Frequency Rate (LTIFR)

Ratio of the number of LTIs per million hours worked:  
 $LTIFR = LTIs \times 1,000,000 / \text{total hours worked}$ .

#### Mineral Resources

A defined quantity of gold or silver in a deposit from which there is a reasonable prospect of later economic extraction. Mineral resources are determined from exploration and sampling.

#### Mine Closure Plan

A plan documenting all the rehabilitation, revegetation and other activities needed to make an ex-mining area safe, stable and productive to an agreed standard after mine closure. The plan also includes details of costs associated with mine closure.

#### Ore Reserves

The economically mineable part of a mineral resource. Ore reserves are a determinant of mine life, together with production rates.

#### Oxidation

Material reactions that usually occur due to exposure to oxygen and water (rust is the result of oxidation).

#### Plant Nursery

A facility where trees and plants are propagated and grown to a size ready for planting.

#### Processing Factory

A facility where ore is processed to extract metals such as gold and silver.

**Raw Water**

Clean water (such as rainwater runoff or water from a small stream or river).

**Rehabilitation**

The process of returning disturbed soil conditions due to mining activities to safe, stable and productive conditions.

**Remuneration**

Basic wages or salary plus additional amounts paid to employees such as bonuses, overtime pay and special allowances.

**Tailings Dam**

Dams are used to store water for a period of time to allow sediment (fine soil and rock particles) to settle.

**Social license to operate**

Reference for local community acceptance or approval of a project or company presence in an area.

**Supplier**

Organisations or people who provide products or services that are used by other organisations or companies.

**Surface Mining**

A method of extracting minerals located near the surface of the ground, by mining from open pits (as opposed to underground mining using shafts and tunnels).

**Continuity**

Development that meets the needs of the current generation without disrupting the ability of future generations to meet their own needs.

**Tailings**

The fine rock sludge that remains after valuable minerals have been extracted at a processing plant.

**Tailings Storage Facility (TSF)**

Structures that function as permanent tailings storage (usually in the form of embankments or walls that contain tailings).

**Waste Rock**

Rocks mined from pits that do not have enough mineralisation to be processed and have no economic value.

**Water Balance**

Calculation of the total water stored in a system or structure by taking into account the flow of water in and out over time.

**Water Treatment Plant (WPP)**

Facilities at the Martabe Gold Mine that remove contamination from the site's treatment water making it safe for disposal.

## GRI TERMS

### Disclosure

Information about a company and its relationship with stakeholders reported in a sustainability report.

### General Disclosure

Disclosures set the overall context for a sustainability report, providing a description of the organisation and its reporting processes. These disclosures apply to all organisations regardless of the identified material aspects.

### Global Reporting Initiative (GRI)

An international non-profit organisation that promotes the use of sustainability reporting as a way for companies and organisations to become more sustainable and contribute to a sustainable world economy.

### Topic Boundary

A description of where the impacts occur for the material topic, and the organisation's involvement with those impacts.

### Indicator

GRI reporting requirements that address specific issues from a material perspective.

### Material Topics

Aspects of an organisation that reflect significant economic, environmental and social impacts, or that substantively influence the assessments and decisions of stakeholders.

### Stakeholders

Stakeholders are defined as groups or individuals who can reasonably be expected to be significantly affected by the activities, products and services of an organisation; and whose actions can reasonably be expected to affect an organisation's ability to successfully implement its strategy and achieve its objectives.



**PT Agincourt Resources**

Pondok Indah Office Tower II 12th Floor Suite 1201  
Jl Sultan Iskandar Muda Kav V-TA Pondok Pinang,  
Kebayoran Lama, Jakarta Selatan, DKI Jakarta 12310

[www.agincourtresources.com](http://www.agincourtresources.com)



Agincourt Resources