

Fact Sheet

OUR PEOPLE

Growing Through Contribution, Empowering Together



People is a key foundation of Agincourt Resources' sustainable operations at the Martabe Gold Mine. The Company is committed to managing its human resources professionally, with a focus on developing the potential of every employee.

Agincourt Resources applies the principle of equal employment opportunity, ensuring fair and equal opportunities for every individual regardless of ethnicity, religion, race, social status, gender, or physical condition.

Agincourt Resources ensures that all employees have equal opportunities to contribute, grow, and make an impact, regardless of gender. The Company believes that diversity enriches perspectives, drives innovation, and strengthens organisational performance, supporting sustainable growth.



Local Employment

76%

Currently, 76% of the workforce comprises local employees, reflecting the Company's commitment to creating employment opportunities for surrounding communities.



One of Agincourt Resources' key strategies is to prioritise local employment, enabling surrounding communities to directly benefit from the presence and operations of the Martabe Gold Mine.

People Development



Development of character and emotional intelligence, leadership, integrity, and collaboration skills



Competency development and professional certification



Development of technical skills to support productivity and workplace safety

The Marsipature Program



The Marsipature Programme is Agincourt Resources' flagship initiative for local workforce development.



2017

The program aims to increase local employment while providing broader career development opportunities for surrounding communities. The Marsipature Programme is Agincourt Resources' flagship initiative for local workforce development. The naming process of Martabe is an important part of the "Marsipature Huta Nabe" design.

The Marsipature Program consists of:

- ✦ ***Professional Development: leadership, professional capabilities, and soft skills development.***
- ✦ ***Technical Development: technical training through trade skills, apprenticeships, and other competency development programmes.***





AGINCOURT
RESOURCES
MEMBER OF ASTRA



January 2019

Agincourt Resources collaborated with Politeknik Perkapalan Negeri Surabaya (PPNS) to implement the Apprenticeship Programme as part of its skilled workforce development initiatives. The Apprenticeship Programme runs for three years, with the following learning composition:



Mechanical
System



Electrical &
Instrumentation System



Welding

Training
Composition:

25% Theory **75%** Practical Training



2023

Professional
Development

5

Processing &
Production

3

Supply Chain
Management

2

Exploration

1

Occupational Health &
Safety (OHS) & Training

2

Facilities & Services

Apprentice

8

Mechanical

3

Electrical &
Instrumentation

4

Welding
system



2024

Apprentice

8

Mechanical

3

Electrical &
Instrumentation

4

Welding
system



Gender Diversity



19 Female
serving as
Superintendents, Managers,
and Senior Managers

3 Female
serving as
Commissioners and Director

Agincourt Resources views gender diversity as an important part of an inclusive and productive work culture. The Company therefore integrates gender considerations into its recruitment, development, and HR management systems through its Gender Diversity Policy.

The policy aims to increase employment opportunities for women at all levels across Agincourt Resources and its contractor at the Martabe Gold Mine. The Company also conducts gender diversity training and thematic focus group discussions (FGDs) at least once a year.



Anti-Harassment Policy

Prevents and addresses all forms of discrimination, intimidation, threats, and harassment in the workplace.



Code of Practice for Managing Work Restrictions Related to Pregnancy

Protects pregnant employees from potential workplace hazards while enabling them to continue working safely, subject to appropriate work restrictions.



Lactation Policy

Provides appropriate facilities to support breastfeeding employees.



Maternity and Paternity Leave Policy

Provides four months of fully paid maternity leave and two weeks of paternity leave.

