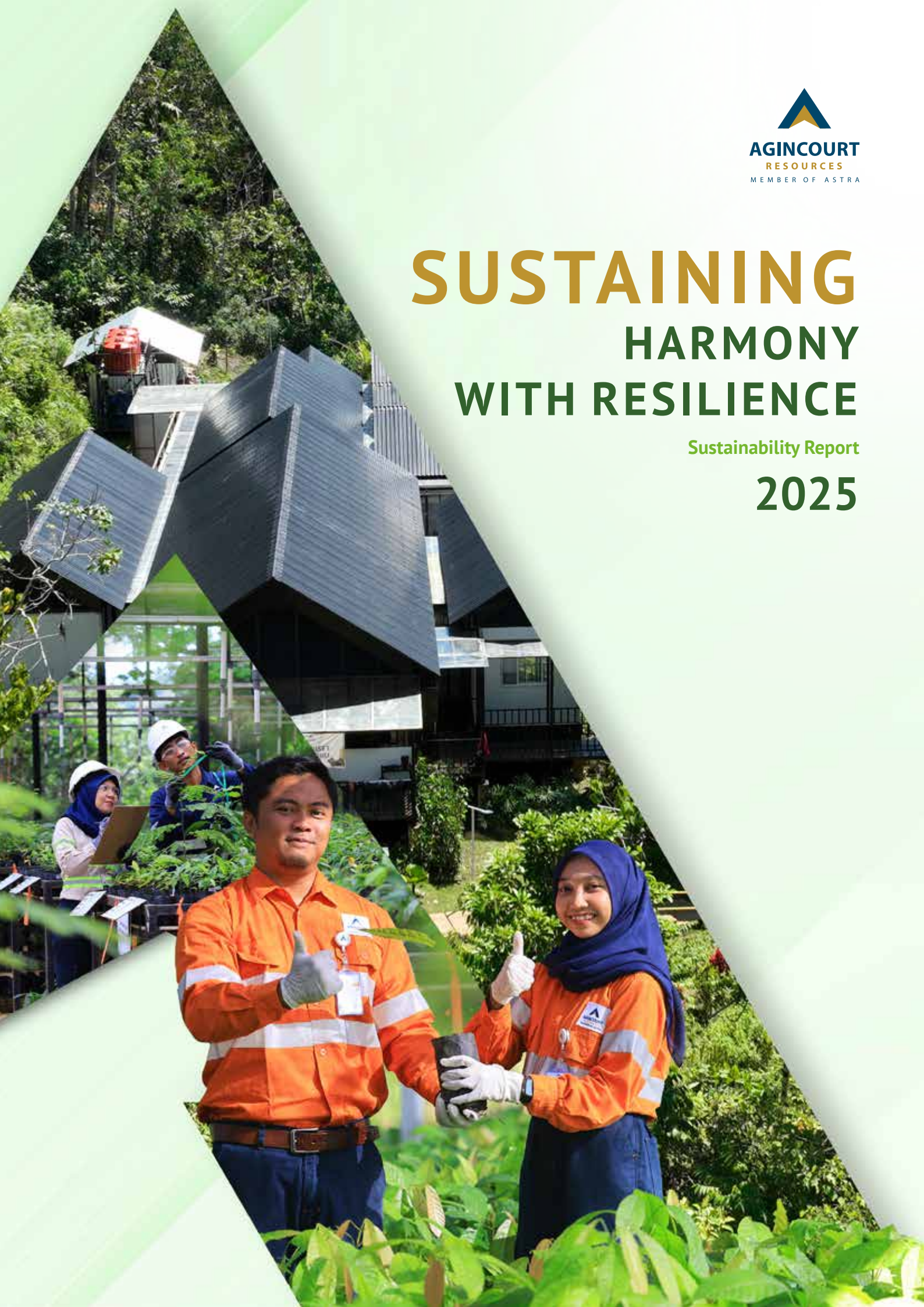
AGINCOURT
RESOURCES
MEMBER OF ASTRA

SUSTAINING HARMONY WITH RESILIENCE

Sustainability Report

2025



Disclaimer

This Sustainability Report is published by PT Agincourt Resources for informational purposes only and covers the reporting period, scope, organisational boundary and methodologies described in the Report. The Report includes environmental, social and governance information derived from internal records and, in certain cases, management estimates and assumptions, including the use of emission factors, sampling and other measurement limitations. Sustainability measurement and reporting methodologies continue to evolve and PTAR may update calculations and disclosures over time. Certain information may be unaudited and may not have been prepared in accordance with financial reporting standards. Figures may be rounded and totals may not equal the sum of individual amounts due to rounding.

This Report contains forward-looking statements within the meaning of applicable law, including statements regarding plans, projections, strategies, targets, objectives, expectations, exploration programmes, potential mineral resources, exploration targets and prospects, mining and processing considerations, project infrastructure, marketing, future plans and anticipated demand for specific metals.

References to "the Company" and "PTAR" refer to PT Agincourt Resources and references to "we", "us" and "our" refer to PTAR unless the context indicates otherwise. All tables and charts in this Report present numerical data in accordance with English conventions for the presentation of numbers, except where otherwise indicated.

For stakeholder convenience, the digital version of this Report is available at: https://agincourtresources.com/sustainability-reports/. PTAR welcomes questions and feedback through the contact details below: [2-3]

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Theme

SUSTAINING
HARMONY WITH RESILIENCE

PT Agincourt Resources (PTAR) maintains a balance between business operations, the environment and society through transparent, accountable and responsible governance. PTAR continues to strengthen its ability to adapt to evolving environmental and social challenges and address stakeholder expectations through regulatory compliance and meaningful stakeholder engagement. In 2025, PTAR completed the construction of the Batang Toru Research Station, which commenced operations to support research and biodiversity conservation in the Batang Toru area. These efforts aim to build trust and create long-term value for the Company, the environment and surrounding communities.



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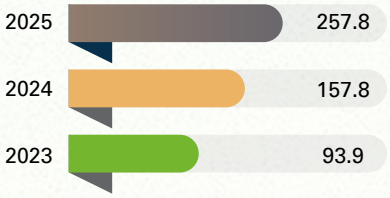
PT Agincourt Resources is committed to sustainable operations. In 2025, the company recorded total greenhouse gas (GHG) emissions of 124,427.2 tonnes of CO_2 equivalent (tCO_2e).

Sustainability Performance Highlights

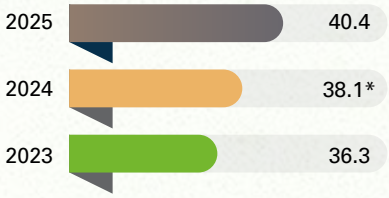
Economic Performance [B.1]

USD million, unless otherwise stated

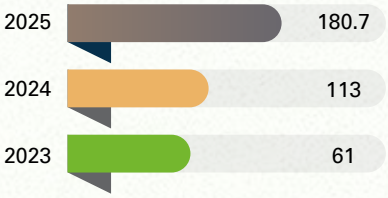
Net Profit After Tax (NPAT)



Employee Wages and Benefits Paid

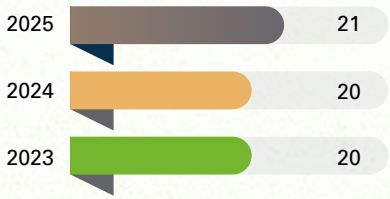


Total Taxes and Non-Tax Payments to the Government

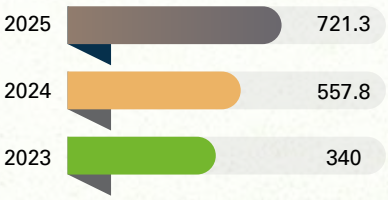


Note:
* The 2024 figure has been restated following corrections and adjustments [2-4]

Procurement Spending with Local Contractors and Suppliers



Total Revenue

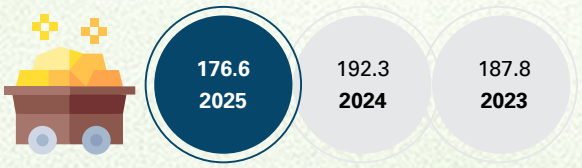


Operational Performance (output)

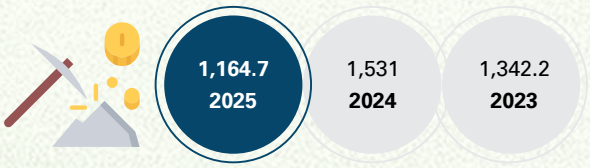
Gold and Silver Revenue

In USD Millions, Unless Otherwise Stated

Gold (kilo ounces)

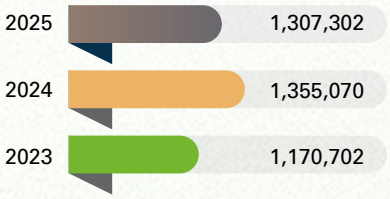


Silver (kilo ounces)

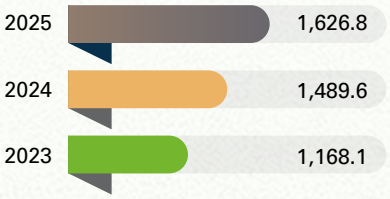


Environmental Performance [B.2]

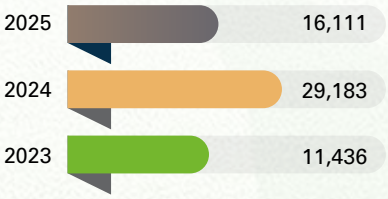
Energy Consumption (gigajoule)



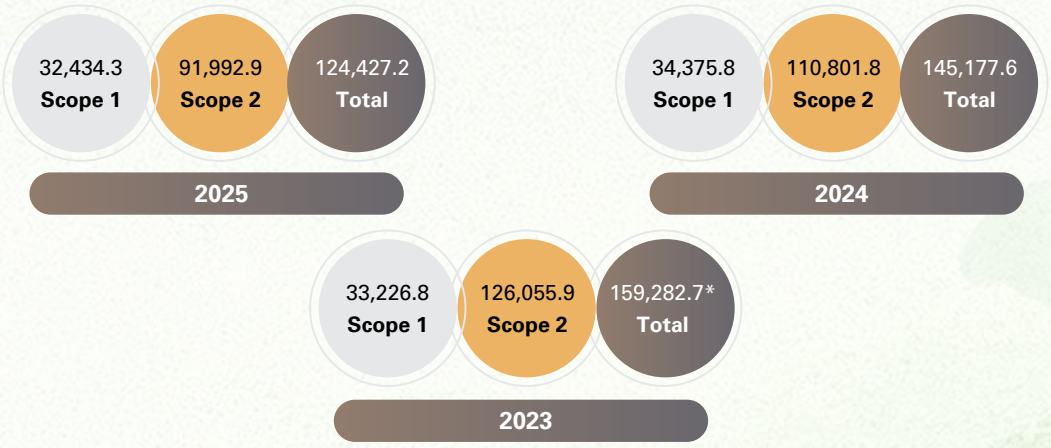
Waste Production (tonnes)



Seedlings Planted

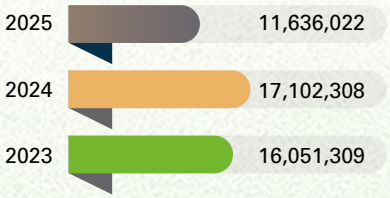


Total GHG Emissions (CO_2 tonnes equivalent)

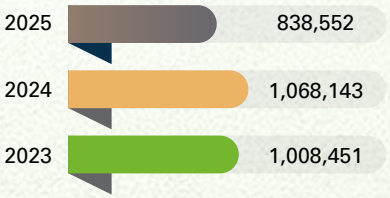


Note: Direct GHG emissions are calculated using Astra Tools.
* 2023 data have been restated due to data corrections. [2-4]

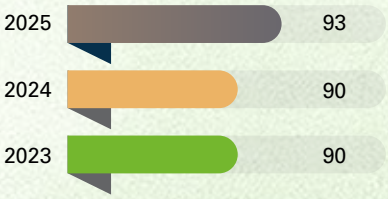
Water Management (m^3/year)



Water Consumption (m^3/year)

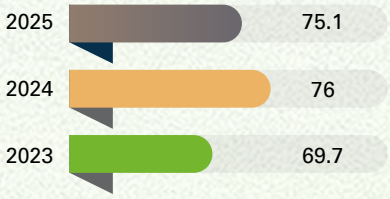


Percentage of Water Reused (%)

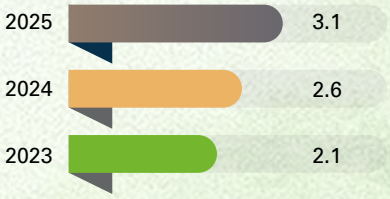


Social Performance [B.3]

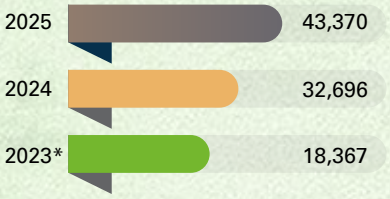
Local Employees (%)



Community Empowerment Expenditure (USD million)



Community Empowerment Programme Beneficiaries (people)



Note: * Excludes beneficiaries for infrastructure project

Awards in 2025



21-26 January 2025
First Place – Best Paper
"Advancing Blasting Using Drone Mapping and Artificial Intelligence for Comprehensive Blast Performance Analysis"
International Society of Explosives Engineers (ISEE)



3 February 2025
Third Place – Community Health and Wellbeing Category 2024 Astra Corporate Affairs Awards
PT Astra International Tbk



24 February 2025
Green Rating – PROPER 2024
Ministry of Environment Republic of Indonesia



26 February 2025
Gold Winner – Annual Report
PR INDONESIA AWARDS (PRIA)



6 May 2025
Predicate Moderate - INDONESIA CORCOMM DREAM TEAM 2025
MIX Marcomm



23 May 2025
Silver Award – Corporate Social Media Category 2025 Indonesia Digital Media Awards (IDMA) in the Corporate Social Media Category
Indonesian Press Companies Association



11 June 2025
TOP CSR Awards 2025 - Five-Star Rating
TOP Business Magazine



11 June 2025
TOP Leader on Corporate Social Responsibility Commitment 2025, awarded to the President Director of Agincourt Resources, Muliady Sutio
TOP Business Magazine



18 June 2025
Top Cooperative Company Award for Excellence in Participant Registration and Data Management
BPJS Kesehatan, Padangsidimpuan Branch Office



19 June 2025
Bronze Award at the 4th Indonesia Diversity, Equity and Inclusion & Environmental, Social and Governance Awards (IDEAS) 2025
PR Indonesia



14-17 August 2025
The Emergency Response Team (ERT) of Agincourt Resources proudly achieved remarkable success at the Indonesia Mining Emergency Rescue Competition (IMERC) 2025
Indonesia Emergency Rescue Competition (IMERC)



28 August 2025
Best Improving Company in People Strategy Award at the 2025 Indonesia Human Capital Awards (IHCA)
United Tractors



3 September 2025
Seven Awards at the Eco-Tech Pioneer and Sustainability Award (EPSA) 2025
Department of Environmental Engineering, Universitas Diponegoro (DTL Undip)



30 September 2025
BISRA 2025 Award: Agincourt Resources Secures Silver through Program Petani Milenial
Indonesia Business Awards 2025



24 October 2025
Subroto Award 2025
Ministry of Energy and Mineral Resources (MEMR) of the Republic of Indonesia



15 October - 15 November 2025
First Place Fitness Drill Category and Third Place Vehicle Accident Rescue Category at the Indonesia Rescue Summit 2025
Coordinating Ministry for Human Development and Cultural Affairs of the Republic of Indonesia



24-29 November 2025
Platinum Award – Stream 5 "Increase Ore Recovery and Material Movement"
The 29th National Quality and Productivity Convention (TKMPN) 2025



26 November 2025
Top 1 Customer with Highest Energy Usage
PLN North Sumatra Main Distribution Unit



28 November 2025
Gold Rating – ASRRAT 2025
National Center for Corporate Reporting (NCCR), in collaboration with the Institute of Certified Sustainability Practitioners (ICSP)



16 December 2025
Second-Best Participant
Astra Environment Summit 2025
Solid Waste Management Project 2025 Astra Sustainability Aspirations

Award for PTAR Foster Partners



8 August 2025
Best Waste-Wise School Participant Award – Junior High School Category SMP Negeri 1 Batang Toru, a partner school in PT Agincourt Resources' Adiwiyata programme Festival Astra 2025
PT Astra International Tbk.



11 December 2025
Three schools supported by PT Agincourt Resources from South Tapanuli Regency have received the 2025 National Adiwiyata Award
Ministry of Environment of the Republic of Indonesia

Significant Events in 2025

JANUARY



7 January 2025
PTAR welcomed participants of Graduate Development Programme (GDP) at the Martabe Gold Mine Recreation Hall.



10 January 2025
PTAR conducted Behaviour Improvement (BI) Methodology training for Jakarta office employees to help them address complex performance issues.



12 January 2025
PTAR collaborated with the Hapesong Lama Village Government to support local biodiversity conservation while respecting local traditions and knowledge.



13-15 January 2025
PTAR successfully held the 7th Biodiversity Workshop and officially inaugurated the Batang Toru Research Station, which was completed and began operating in 2025.



13 January 2025
A total of 4,000 m^2 of land in Hutabaru Siagian Village became the first location for a watermelon cultivation programme.



14 January 2025
PTAR provided 40 computers, 40 headsets and 40 desk-and-chair sets to MTsN 3 South Tapanuli to support learning activities.



16 January 2025
PTAR held the opening ceremony for the National Occupational Safety and Health (OHS) Month at Martabe GREAT Hall, Martabe Gold Mine site.



17 January 2025
PTAR continued to share water quality test results with stakeholders.



23-25 January 2025
PTAR demonstrated its commitment to environmentally friendly management of Hazardous and Toxic Materials (B3) waste through a Technical Approval application to obtain an Operational Eligibility Certificate (SLO PLB3).

FEBRUARY



3 February 2025
PTAR held the "Safety Sharing Sessions 1" on "Fatigue Management on Mental and Physical Health", at the Martabe Gold Mine Recreation Hall.



3-6 February 2025
PTAR conducted training to strengthen the competency of Senior High School (SMA) Principals and equivalent in South Tapanuli Regency.



4-5 February 2025
PTAR evaluated academic support programmes in two schools at South Tapanuli, SMA Negeri 1 Batang Toru and SMP Negeri 3 Tapanuli Selatan.



5 February 2025
As members of Danusa Tambang Nusantara, Agincourt Resources and Stargate Group held the 2025 President Message event under the theme "Living in Harmony – New Phase".



7 February 2025
PTAR held an internal briefing on the Collective Labour Agreement (CLA) for the period of January 1, 2025 to December 31, 2025 at the Martabe Gold Mine Recreation Hall.



10 February 2025
The integrated Team responsible for monitoring process wastewater quality at the Martabe Gold Mine visited PTAR.



11 February 2025
PTAR implemented the "Martabe Goes to School" programme at SMA Negeri 1 Batang Toru.



11 February 2025
PTAR held a Mamborgo-borgoi event in the Sopo Nauli yard, Martabe Gold Mine site.

MARCH



2-5 March 2025
PTAR conducted patrol training using the Spatial Monitoring and Reporting Tool (SMART) in the Barani Training Room, Martabe Gold Mine.



5 March 2025
PTAR held a kick-off activity for the Monitoring and Evaluation Forum (Monev) programme with a monitoring team comprising representatives from 15 villages surrounding the mine, designated as Directly Affected Villages (DAVs).



26 March 2025
PTAR and PT Dyno Nobel Indonesia (DNX) jointly handed over supplies, medical equipment and educational play materials to integrated health posts (Posyandu) in Batang Toru and Muara Batang Toru Districts.

APRIL



April 2025
PTAR collaborated with Ovata Indonesia, a sea turtle conservation organisation, to release 177 turtle hatchlings in stages into their natural habitat along the coast of Muara Upu, South Tapanuli. The initiative also recorded 422 newly laid turtle eggs.



10 April 2025
PTAR held a ceremony to hand over assistance valued at Rp2.76 billion under its Community Development and Empowerment Programme (PPM).



11-13 April 2025
PTAR accompanied by biodiversity experts, visited Head of Balai Besar Konservasi Sumber Daya Alam Sumatera Utara (BBKSDA Sumatera Utara).

APRIL



15 April 2025
PTAR hosted a working visit by representatives of Military District Command (Kodim) 0212/South Tapanuli at Sopo Nauli, the Martabe Gold Mine site.



17 April 2025
PTAR held a Health, Safety and Environment (HSE) Forum every month at the Martabe Gold Mine Recreation Hall, attended by 94 participants, including employees and partners from various departments.



21 April 2025
PTAR officially opened its new Supply Chain Management (SCM) office building named "Sopo Najogi".



21-23 April 2025
PTAR conducted its strategy and financial review for the first quarter of 2025 at the Martabe Gold Mine Recreation Hall.



23 April 2025
Hundreds of Agincourt Resources employees gathered at GREAT Hall on Wednesday, 23 April 2025, for the culmination of Peran Sepadan 2025, themed "Harmony in Diversity, Synergy towards Shared Goals," to celebrate diversity, equality, and collaboration while reaffirming the Company's long-term commitment to an inclusive, fair, and discrimination-free workplace.



26 April 2025
PTAR, in collaboration with the South Tapanuli Regency Health Office and the South Tapanuli Regional General Hospital (RSUD), delivered the "Specialist Medical Outreach to Villages" programme, providing free specialist medical services to local communities.



28 April 2025
PTAR hosted 11 representatives from four affiliated mining entities at the Martabe Gold Mine for a learning visit focused on the implementation of good mining practices (GMP).

MAY



3 May 2025
PTAR in collaboration with the South Tapanuli Health Service again held the "Specialist Doctors Enter Villages" programme.



3 May 2025
PTAR carried out a large-scale planned shutdown, exceeding the scale of the regular 328-hour shutdown conducted once every five years.



5 May 2025
PTAR in collaboration with the local community and government, released 6,000 jurung fingerlings into Lubuk Larangan Nurul Huda in Perkebunan Hapesong Village.



9 May 2025
PTAR conducted fire management training for representatives of eight Micro, Small and Medium Enterprises (MSMEs) under its development programme.



10 May 2025
PTAR and the Animal Health Volunteer Group (Sukakeswan) officially opened an integrated biogas facility in Batang Toru District.



9, 14, 19 May 2025
PTAR in collaboration with PT Orica Mining Services, the South Tapanuli District Health Office and Batang Toru Public Health Centre (Puskesmas), conducted an integrated tuberculosis (TB) early detection programme.



19-23 May 2025
The Directorate of Mineral and Coal Engineering and Environment together with the Center for Human Resource Development for Geology, Minerals and Coal held a Technical Guidance activity on the Implementation of Good Mining Practice (GMP) at PTAR.



19 May 2025
PTAR and Garoga Village community, held fish harvest in the Garoga River's lubuk larangan, a community-based river conservation zone. The activity followed Agincourt Resources 2024 fish restocking programme, which released 4,100 jurung and carp fingerlings.

JUNE



16-28 June 2025
PTAR conducted industry- and workplace-based upskilling and reskilling training for vocational school teachers specialising in plant agribusiness and fisheries agribusiness.



21-28 June 2025
PTAR conducted skills training for 25 community health volunteers (Posyandu cadres) and held a Posyandu innovation bootcamp in Batang Toru and Muara Batang Toru Districts.

JULY



2 July 2025
PTAR launched the "Aksi Bikin Ecobrick dari Hati untuk Bumi" in Garoga Village, Batang Toru District.



2-4 July 2025
PTAR hosted a monitoring and evaluation visit by representatives of the Ministry of Energy and Mineral Resources (ESDM) to review mineral mining performance, particularly the planning and implementing of advanced exploration activities at the Martabe Gold Mine.



8-15 July 2025
PTAR conducted training on the implementation of the Mining Safety Management System for 23 participants, including employees and business partners.

AUGUST



13 August 2025
PTAR held a Free Health Check (CKG) programme at the community health sub-centre (Puskesmas Pembantu) in Roccitani Hamlet, Pardomuan Village, South Angkola District.



13-15 August 2025
The 2025 Employee Service Recognition Award (ESRA) honoured 134 employees for their dedication and contributions over 5, 10, 15 and 20 years of service.

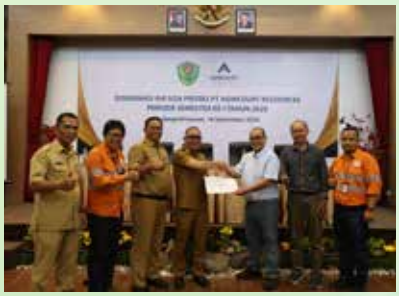


20 August 2025
PTAR handed over a Toyota Hiace Commuter 3.0 M/T Diesel minibus to Military District Command (Kodim) 0212/South Tapanuli.



25-27 August 2025
PTAR underwent an external audit of its ISO 9001, ISO 45001 and ISO 14001 management systems at the Martabe Gold Mine.

SEPTEMBER



16 September 2025
PTAR held a dissemination session on the Processed Wastewater Results for the First Semester of 2025.



18 September 2025
PTAR conducted an anti-harassment policy awareness session at the Martabe Gold Mine.



26 - 28 September 2025
Agincourt Resources' 2025 free cataract surgery programme, "Buka Mata Lihat Indahnya Dunia," targeted 1,400 eyes across five hospitals in North Sumatra by November 2025, with 357 eyes operated on during 26–28 September, building on its support for 10,684 people through surgery on 12,173 eyes between 2011 and 2024.

OCTOBER



16 October 2025
PTAR conducted corn planting and inaugural cocoa planting activities in Sumuran Village and Hutagodang Village, South Tapanuli Regency.

NOVEMBER

27 November 2025



PTAR provided food, medical assistance and clothing to communities affected by the flash floods in areas surrounding its operational site.



PTAR and PT Macmahon Mining Services deployed heavy equipment to restore road access and support post-disaster recovery in affected areas.



PTAR provided evacuation shelters for affected residents at locations including Batu Hula, Sumuran, Sopo Daganak (Napa Village), Balai Marguna (Batang Toru District Office Complex), HKBP Multipurpose Hall (Wek II Pasar Batang Toru), Batang Toru Community Health Centre and Garoga.



27 November 2025

Agincourt Resources' Emergency Response Team (ERT) worked alongside a joint response team to improve the safety of an emergency bridge in Garoga Village, South Tapanuli, during the November 2025 flood and landslide emergency.



30 November 2025

To support transparency, PTAR management invited journalists from national, provincial and local media outlets to an aerial visit and media briefing to observe conditions in areas affected by flash floods in South Tapanuli.

DECEMBER



11 December 2025

PTAR collaborated with Ministry of Energy and Mineral Resources' Emergency Response Group (ERG) to support disaster response efforts, prioritising areas with the greatest needs and those that were difficult to reach with relief supplies.



19 December 2025

PTAR provided cash assistance to employees affected by floods and landslides in South Tapanuli together with Nurani Astra, PTAR also distributed essential food packages to affected employees and communities in Anggoli and at the Sopo Daganak and Balai Marguna relief posts, as well as to mangrove farmers in coastal areas of Central Tapanuli Regency.



31 December 2025

PTAR supports the distribution of relief supplies from the Ministry of Energy and Mineral Resources (ESDM) through the South Tapanuli Regency Government, comprising 267 units of tents in various sizes, 10 jet cleaner machines, chainsaws, mattresses and emergency lighting to support basic needs and the recovery of affected residents.

Sustainability Milestones in 2025

General

In 2025, PTAR began operating Filtration Plant 2 to support safe and responsible tailings management. The Company also completed construction of the Batang Toru Research Station and brought it into operation during the year. As the first flora and fauna research facility in Batang Toru, the station serves as a hub for biodiversity research in South Tapanuli and supports broader conservation efforts.

Environment

In the environmental field, PTAR received seven awards at the 2025 Eco-Tech Pioneer and Sustainability Award (EPSA), organised by Diponegoro University in Semarang on 3 September 2025. These awards reflect the Company's efforts in environmental management and the application of technologies that support environmental management.

Social

In the social field, PTAR received the TOP CSR Awards 2025 - Five Star and TOP Leader on Corporate Social Responsibility Commitment 2025, which was presented to PTAR President Director, Muliady Sutio, at the TOP CSR Awards 2025 organised by Top Business Magazine. PTAR also received two 2025 Subroto Awards from the Ministry of Energy and Mineral Resources for the Most Innovative Mineral Community Development and Empowerment Programme through the Bagas Silua programme and for Economic Contribution. These awards reflect the Company's efforts in community development, local economic empowerment and contributions to the mining sector.



A total of 187,615 seedlings of native plant species were grown at the Martabe Gold Mine Nursery from 2021 to 2025 to support land reclamation and support ecosystem restoration.

Message from the Board of Directors [D.1] [2-22]



Muliady Sutio
President Director

Sustainability Commitment and Strategy

Throughout 2025, PTAR strengthened its commitment to sustainability by integrating sustainability principles into business strategy and decision-making. For us, sustainability is reflected in the way the Company manages its business responsibly, creates economic value and manages environmental impacts, communities and stakeholders through good corporate governance.

In conducting our business, we paid close attention to sustainability issues affecting the Company, including climate change, regulatory developments, industry dynamics and increasing stakeholder expectations. These developments provided an important basis for shaping strategies that strengthen operational resilience, improve risk management and support long-term growth.

This approach is reflected in "Sustaining Harmony with Resilience," which represents PTAR's commitment **to building corporate resilience through responsible mining practices**, good governance, innovation and collaboration with stakeholders.

Challenges in Achieving Sustainability Performance

The year 2025 was marked by changes in the business environment, industry development that affected the business environment, including regulatory changes, increasing stakeholder expectations and evolving environmental and social issues. We viewed these conditions as an opportunity to further strengthen governance, improve risk management and ensure that business decisions are made transparently, based on data and oriented towards long-term value creation.

The floods that affected Aceh, North Sumatra and West Sumatra at the end of November 2025 presented a particular challenge for the Company. In response, the Company acted promptly and was able to contribute as fully as possible to the response efforts. This reflected the Company's commitment to fulfilling its social responsibility and reaffirmed its role in supporting community resilience and wellbeing in and around its operational areas.

Sustainable Finance Implementation

Economic Aspect

Amid mining industry dynamics and global economic conditions, PTAR maintained solid business performance. In 2025, the Company recorded revenue of USD721.3 million and net profit after tax of USD257.8 million. PTAR also contributed USD180.7 million in taxes and non-tax payments to the government, allocated USD40.4 million for employee wages and benefits and increased procurement of goods and services from local contractors and suppliers to USD21.3 million. These achievements demonstrate how business growth can generate economic value for the state, communities, workforce and business partners.

Environmental Aspect

PTAR continued to strengthen environmental management through resource efficiency, water and waste management, greenhouse gas emission reduction, land rehabilitation and biodiversity conservation. In 2025, the Company achieved water reuse rate of 93%, reduced water consumption to 838,552 m^3, recorded total greenhouse gas emissions of 124,427.2 tonnes CO_2e and PTAR also planted 16,111 seedlings as part of land rehabilitation efforts. These initiatives supported operational efficiency while helping maintain environmental quality around the operational area.

Social Aspect

PTAR developed its human capital by maintaining a safe, healthy and inclusive work environment while strengthening employee competence and leadership. In 2025, the Company conducted 5,999 training sessions attended by 967 employees, with an average of 6.2 training hours per participant. These initiatives supported the development of an adaptive and professional organisation that is prepared to respond to industry developments.

PTAR also sought to deliver benefits to communities through its Community Development and Empowerment Programme, covering education, health, local economic strengthening, infrastructure development and environmental conservation. In 2025, social investment reached USD3.1 million and benefited more than 43,370 people. The programmes were implemented in collaboration with the government, communities, educational institutions and various partners to support inclusive development.

Governance Aspect

PTAR continued to reinforce good corporate governance through effective oversight, compliance with applicable laws and regulations, integrated risk management and accountable decision-making. The Company also strengthened the roles of the Board of Commissioners, Board of Directors and supporting committees in overseeing corporate strategy, including the integration of environmental, social and governance aspects into business processes. This approach supports transparency, accountability and sustainable corporate performance.

Strategy to Achieve Targets

Looking ahead, PTAR will continue to strengthen strategy implementation to achieve its long-term targets through improved operational performance, adaptive risk management and stronger innovation and collaboration with stakeholders. We will also continue to improve resource efficiency, strengthen environmental management, develop human capital capacity, support community economic growth and reinforce corporate governance as a foundation for competitive growth.

In implementing this strategy, PTAR will continue to prioritise data-based decision-making, compliance with applicable laws and regulations and the application of responsible mining practices. This approach is expected to strengthen the Company's resilience in responding to industry dynamics while creating long-term value for all stakeholders.

Appreciation to Our Stakeholders

On behalf of the Board of Directors, we extend our appreciation and gratitude to the Board of Commissioners, shareholders, employees, government, communities, business partners, contractors, customers and all stakeholders for their trust, support and collaboration throughout 2025. This continued synergy has been an important foundation for maintaining Company performance, strengthening operational resilience and advancing responsible mining practices and long-term value creation.

Moving forward, we will continue to strengthen collaboration, governance, innovation and risk management to improve competitiveness and support sustainable growth. With the spirit of "Sustaining Harmony with Resilience," we are optimistic that PTAR can navigate industry dynamics while delivering sustainable benefits for the economy, environment, communities and all stakeholders.

Jakarta, September 2026
On behalf of the Board of Directors,



Muliady Sutio
President Director

About PT Agincourt Resources

Vision, Mission

[C.1] [2-23] [2-24]

Vision

To become a sustainable world-class gold mining company.

Mission

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

Corporate Values

Success at PT Agincourt Resources (PTAR) is driven by our people who embody our GREAT values:

GREAT

Growth

We continuously make improvements to be better and able to provide quality performance.

Respect

We treat each other with respect, each of us is equal and we work together in a positive work environment to be productive and rewarding organisation.

Excellence

We are always proactive and ready to respond to challenges and changes and always give our best efforts in completing any tasks.

Action

We act and behave with integrity and responsibility, prioritise Occupational Health, Safety & Environment (OHSE) and uphold the Company's Code of Ethics and Code of Conduct.

Transparency

We always open our minds and hearts to listen and are honest in our commitments, face the problems and find the best solution for our stakeholders.

Company Profile [C.1] [C.2] [C.3] [C.4] [2-1] [2-6]

Company Name [2-1]

PT Agincourt Resources

Operational Area [C.3][2-1]

Republic of Indonesia

Date of Establishment

14 April 1997

9th-Generation Production Contracts pursuant to Presidential Decree No. B- 43/ Pres/3/1997, dated March 17, 1997

Company Status

Domestic Investment

Business Sector [C.4][2-6]

Gold and silver mining

Designated as a National Vital Object (OBVITNAS) through the SK Menteri ESDM No. 2684.K/90/MEM/2015, dated April 7, 2015.

Mining Site
Martabe Gold Mine

Jl. Merdeka Barat KM 2.5,
Aek Pining Sub-district, Batang Toru District,
South Tapanuli Regency, North Sumatra, Indonesia 22738

Head Office Address [2-1]

Pondok Indah Office Tower II, 12th Floor, Suite 1201
Jalan Sultan Iskandar Muda Kav V-TA
Pondok Pinang, Kebayoran Lama, South Jakarta, DKI Jakarta, 12310

Phone : 6221 - 80672000
Fax : 6221 - 7592 2818
E-mail : Martabe.CorporateCommunications@agincourtresources.com
Website : www.agincourtresources.com

Markets Served [C.4][2-6]

PTAR does not engage in marketing or advertising, as gold and silver are traded as commodities. Gold and silver bullion produced at the Martabe Gold Mine are refined in Jakarta and exported, with purchases primarily made by banks in Singapore based on purity and granule form.

Legal Basis of Incorporation

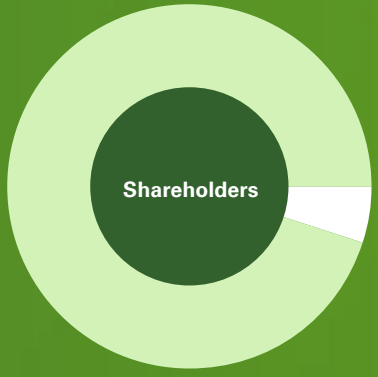
Deed No. 281 dated 14 April 1997, made before Notary H.M Afdal Gazali, SH. This Deed has been amended several times, the last being Deed No. 192, No 24, dated 31 March 2022, made before Moeliana Santoso S.H, M.Kn., The notary at Tangerang Regency

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 USD80,000,000 Series B shares



95%

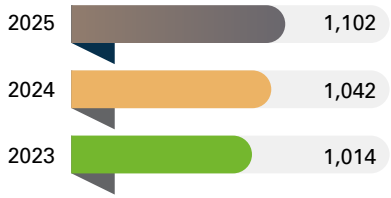
PT Danusa Tambang Nusantara

5%

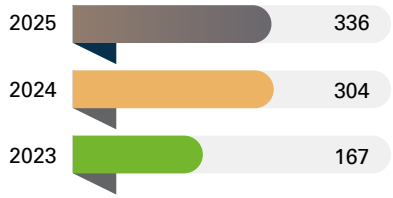
PT Artha Nugraha Agung

Business Scale [C.3][2-6][2-7][2-8]

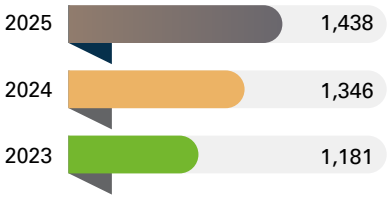
Total PTAR Employees (permanent + fixed-term)



Total Outsourcing Employees (people)



Total Employees (PTAR + Outsourcing Employees)



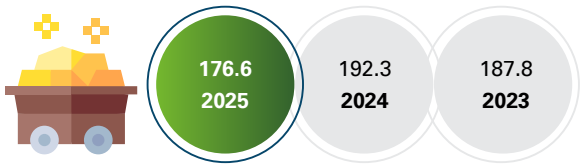


RCGC drilling is conducted to collect rock samples for laboratory analysis to determine whether the material is classified as ore or waste rock.

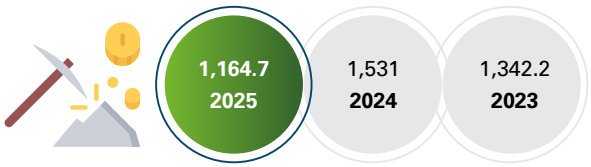
Description	Unit	2025	2024	2023
Total Sales	USD million	721.3	557.8	340
Gold	kilo ounce	196.9	214.4	156.7
Silver		1,475.7	1,361.8	1,608.3
Total Capitalisation	USD million	563	583	609
Total Assets		1,085.8	1,033.5	910.7

Output (ounces)

Gold (kilo ounces)



Silver (kilo ounces)



Significant Changes [C.6]

During 2025, PT Agincourt Resources (PTAR) did not undertake mergers or business combinations, nor did it close or open branch offices, factories or new business units that materially changed the Company's organisational structure or operational footprint.

During the year, PTAR also recorded significant developments in its operational and environmental management activities. The Company commenced the operation of Filtration Plant 2 to support the safe and responsible management of tailings. In addition, PTAR completed the construction of the Batang Toru Research Station, the first flora and fauna research facility in Batang Toru, which serves as a centre for research on rare flora and fauna in South Tapanuli and supports broader biodiversity conservation efforts.

The reporting year was nevertheless affected by a significant operational disruption. In late November 2025, extreme weather triggered floods and landslides in parts of South Tapanuli, with severe impacts in communities around Garoga, Huta Godang, Batu Horing and Aek Ngadol Sitinjak, including loss of life, injury, displacement and damage to homes and critical infrastructure. PTAR extends its deepest condolences to everyone affected and recognises the ongoing hardship faced by many.

In line with the local government's emergency response period from 25 November 2025, PTAR mobilised the Crisis Management Team and Emergency Response Team from the first day. The response prioritised resident safety, restoring access and orderly delivery of assistance, while maintaining site safety and protecting employees and contractors.

As part of these measures, production activities at the Martabe Gold Mine were temporarily suspended from 6 December 2025 in line with government direction. PTAR continues to provide public updates and supports government-led verification and oversight through formal mechanisms.

These developments reflect temporary operational measures and disaster response activities and do not change the Company's corporate structure, scope of business or organisational boundary for reporting purposes.

Furthermore since natural disaster happened, PTAR adjusted its operational activities and participated in assisting the surrounding community. As part of efforts to mitigate the disaster's impact, PTAR suspended production for 5 months and complied with all applicable regulations.



As part of water management at the Martabe Gold Mine, water collected at Polishing Pond is pumped to the Water Polishing Plant (WPP) for treatment to meet applicable water quality standards before being discharged into the environment.

Operations [2-6]

The Martabe Gold Mine is located in South Tapanuli Regency, North Sumatra and covers 646 Ha as of December 2024. The mine operates under a 30-year Contract of Work (CoW) with the Government of Indonesia and commenced operations on 24 July 2012. Since operations began, the mine has processed more than 6 million tonnes of ore per year, producing more than 200,000 ounces of gold and around 1–2 million ounces of silver annually.

The concession area was initially granted at 6,560 km² in 1997 and has since been reduced to more than 130,000 Ha (1,303 km²), spanning the regencies of South Tapanuli, Central Tapanuli, North Tapanuli and Mandailing Natal. Within this licensed area, PTAR operates three open-pit mines: Pit Purnama (2011), Pit Barani (2016) and Pit Ramba Joring (2017). Operations are supported by key infrastructure, including haul roads, tailings storage, water management systems, substations, fuel facilities and warehousing. The site also includes residential camps, administrative offices, laboratories, recreational amenities and a health clinic.

PTAR engages with 15 Directly Affected Villages (DAV) and integrates community development into broader sustainability commitments. The surrounding landscape includes forested areas, plantations and rural settlements while the site remains connected via the Trans-Sumatra Highway.

Further information on PTAR's operations and the Martabe Gold Mine is available in the Company's 2025 Annual Report and on the Company website.



Mining Site
Martabe Gold Mine
Jl. Merdeka Barat KM 2.5,
Aek Pining Sub-district, Batang Toru District,
South Tapanuli Regency, North Sumatra, Indonesia 22738

Business Process [2-6]



Exploration

The Martabe Gold Mine remains an active exploration area, supported by existing mineral reserves, areas that have not yet been fully explored and ongoing programmes within the Contract of Work area and other Contract of Work agreement areas. Since 1997, drill core has been systematically collected and stored at a dedicated core facility, with samples analysed for gold, silver and copper by external laboratories. In 2025, the Company completed 37.2 thousand metres of drilling at an average cost of USD283 per metre, supported by mine logistics, including helicopter support where required.

Mining

Mining at the Martabe Gold Mine is conducted through a structured open-pit mining methods to supply ore for processing. Key activities include surveying, geotechnical assessment, mine planning, drilling and blasting, hauling and controlled stockpiling of ore and waste rock. Operations commenced with the Purnama Pit in 2011, followed by the Barani Pit in 2016 and the Ramba Joring Pit in 2017. Unlike conventional practice, waste rock at Martabe is directly placed in the Tailings Storage Facility, reflecting the mine's integrated waste management design.

Processing

The processing plant at the Martabe Gold Mine uses a conventional Carbon-in-Leach (CIL) circuit with an annual capacity of more than 7 million tonnes of ore and is designed for continuous operation. The process recovers gold and silver from ore. Residual tailings are treated at the ReCyn Plant to recover cyanide and copper and are then detoxified to reduce cyanide concentrations in accordance with applicable requirements. Processed tailings are subsequently stored in the Tailings Storage Facility, completing the processing cycle.

Key Material Inputs and Outputs of the Martabe Gold Mine in 2025 [301-1]

Material Input

- **3,931.187 tonnes** Explosives - ANFO plus
- **19,192,001 liters** Diesel Fuel
- **5,772,263.1 tonnes** Mined Ore
- **166,265 MWh** Electricity
- **41 tonnes** Oil and Lubricants
- **163,045 liters** Avtur and Gasoline
- **9,529 tonnes** Grinding Balls
- **11,260 tonnes** Quicklime
- **5,688 tonnes** Sodium Metabisulphite
- **4,915 tonnes** Cyanide
- **3,360 tonnes** Caustic
- **1,934 tonnes** Hydrochloric Acid
- **480 tonnes** Tailings Flocculants
- **220 tonnes** Activated Carbon
- **2,765 tonnes** Hydrogen Peroxide
- **2,836 tonnes** Other Chemicals

Material Output

- **196,940 ounces** Gold
- **1,475,726 ounces** Silver
- **7,571,741.5 tonnes** Overburden
- **6,052,080 tonnes** Tailings
- **124,427.2 CO_2** Emissions Equivalents
- **930.5 tonnes** Hazardous Industrial Waste
- **696.3 tonnes** General Waste

Note:

Environmentally Materials
- Electricity
- Fuel Oil
- Activated Carbon

Non Environmentally Material
- Explosives - ANFO Plus
- Mined Ore
- Oil and Lubricants
- Grinding Balls
- Sodium Metabisulphite
- Caustic
- Tailings Flocculants
- Hydrogen Peroxide
- Other Chemicals

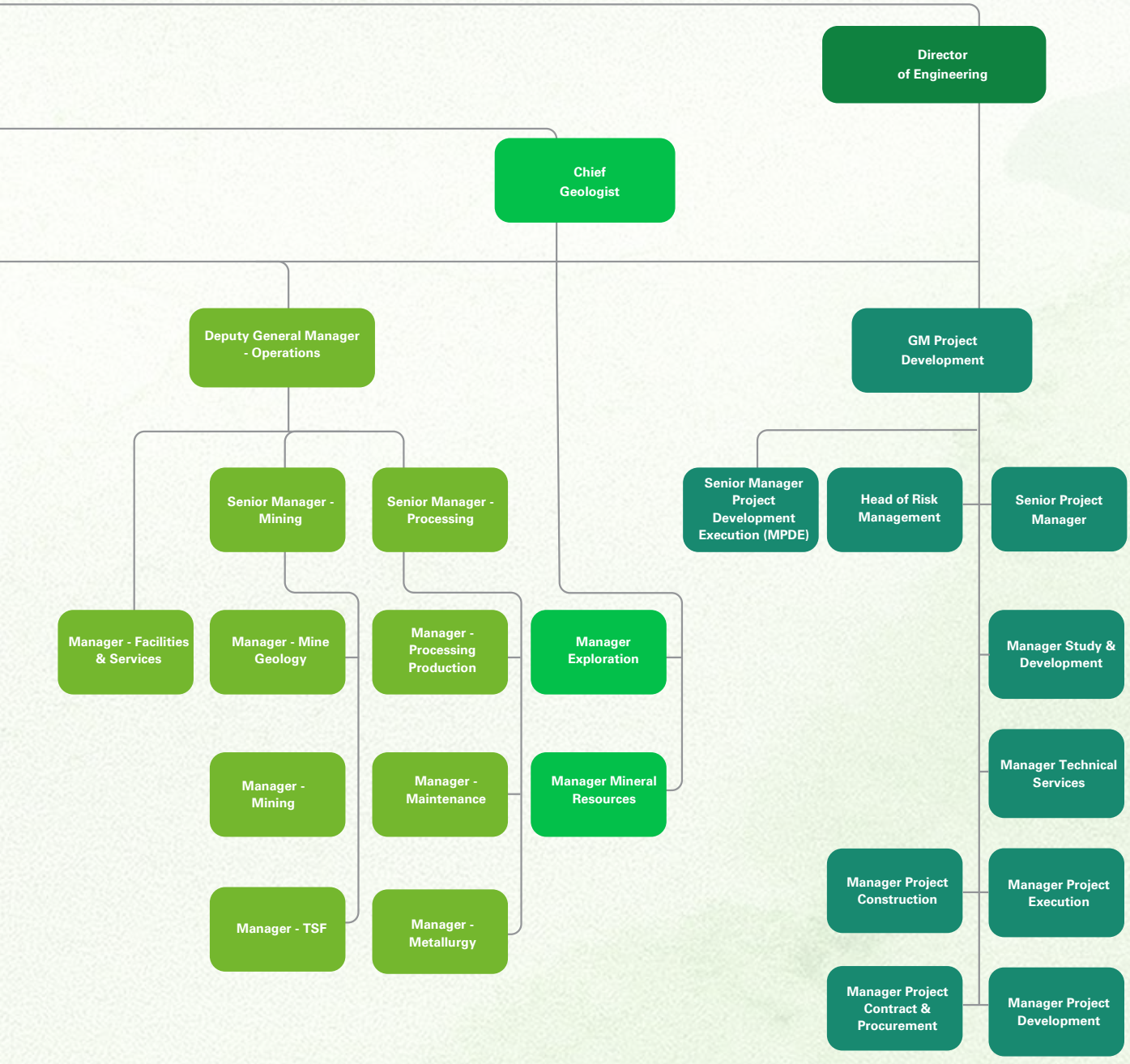



PRESIDENT DIRECTOR
VICE PRESIDENT DIRECTOR
Director – External Relations
Director & Chief Financial Officer
Director & Chief Operating Officer
GMO & Deputy Director Operations
Senior Manager - Corporate Communications
Senior Manager - External Relations
Senior Manager Commercial
Senior Manager - Human Capital Development
Senior Manager - Community
Senior Manager EHS
Manager - Public Relations
Manager - Government Relations & Project Compliances
Manager - Internal Audit & Risk Assessment
Manager - Tax
Manager - HC
Manager - Community Relations
Manager - Environmental
Manager - Administration
Manager Stakeholders Relation
Manager - IT & System
Manager - Finance
Manager - Training & Development
Manager - Community Development
Manager – OHS
Manager - Contract & Procurement
Manager - Materials Management & Logistics
Manager - Security

Organisational and Management Structure [2-9]

PT Agincourt Resources (PTAR) has a governance structure that separates management and supervisory responsibilities with the Board of Directors responsible for management and day-to-day operations and the Board of Commissioners providing oversight and advice. The Board of Commissioners reviews strategy and approves key matters, including the business plan and annual budget, with oversight supported by the Audit Committee, Remuneration Committee, Resources and Reserves Governance Committee and Biodiversity Committee.

The Board of Directors leads core functions including External Relations, Finance, Operations, Exploration and Engineering and oversees compliance, enterprise risk management and the implementation of corporate social responsibility initiatives. Appointment, term of office and composition of the Board of Directors are determined through the General Meeting of Shareholders in accordance with Law No. 40 of 2007 on Limited Liability Companies and the Company's Articles of Association.

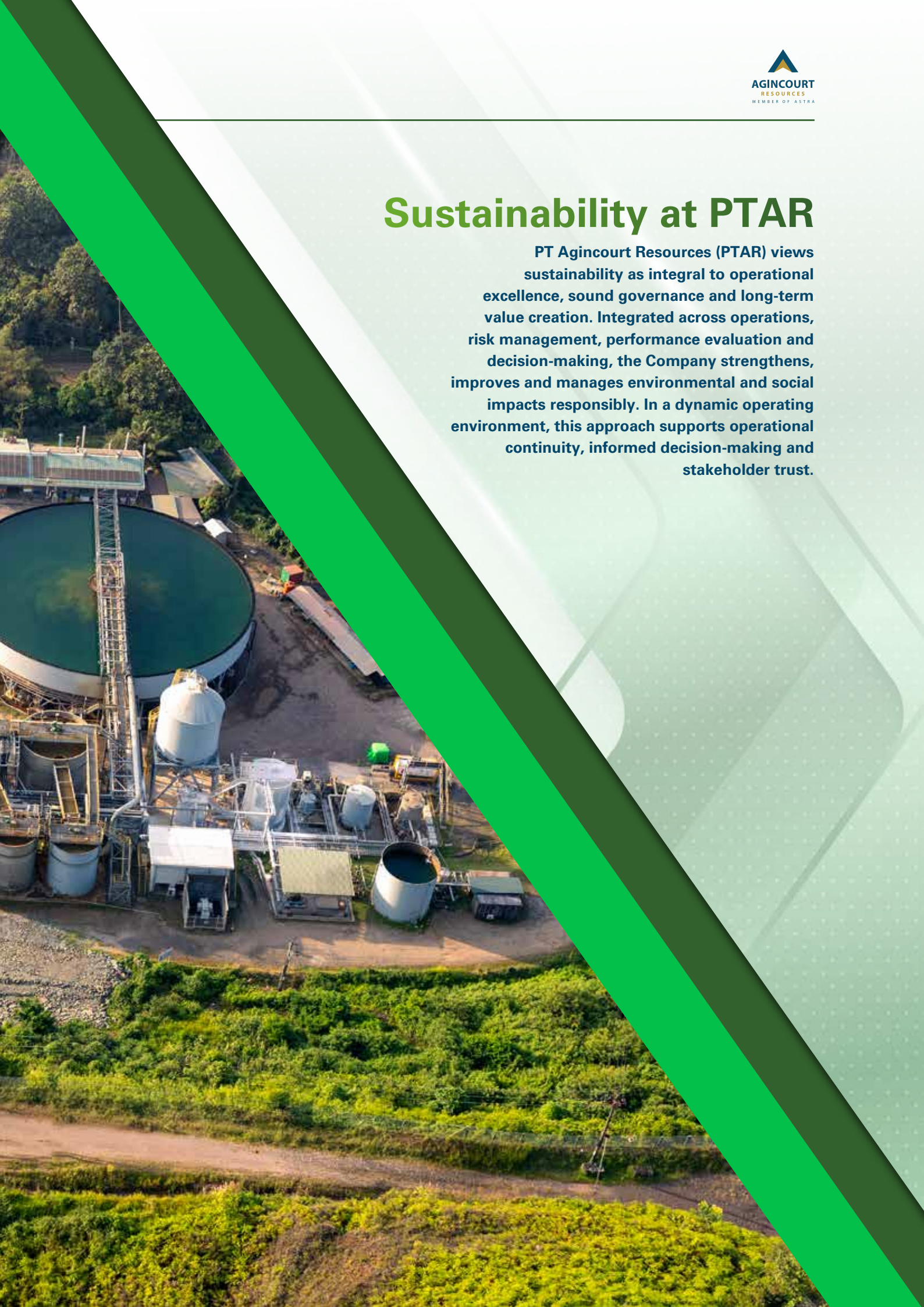


Association Memberships [C.5][2-28]



External Initiatives and Certifications

Year	Certification	Description
2025	ISO 9001:2015, ISO 27001:2022, ISO 50001:2018, ISO 45001:2018 and ISO 14001:2015.	PTAR's Integrated Management System was developed with reference to international standards for quality management, information security, energy, occupational health and safety and environmental management.
2024	Guidelines for the Australian National Committee on Large Dams (ANCOLD) and International Commission on Large Dams (ICOLD)	Applicable ICOLD and ANCOLD dam safety guidelines are referenced as technical references by the PTAR Code of Practice for Safe Tailings Disposal and design reports produced by Tailings Storage Facilities (TSF) design consultants engaged by PTAR.
2021	ISO 45001 (2021)	The PTAR HSE Management System was developed with reference to these international standards for environmental and safety management systems.
2004	ISO 14001 (2004)	
2017	Global Reporting Initiative (GRI) Standards (2017)	The GRI Standards and GRI-G4 Reporting Guidelines are continuously adhered to in the Company's Sustainability Report.
2016	Position Statement of the International Council on Mining and Metals (ICMM) on Preventing Catastrophic Tailings Storage Facility Failures	The Company continues to apply the GRI Standards and, where relevant, the GRI G4 Reporting Guidelines.
2015	United Nations Sustainable Development Goals and ICMM Community Development Toolkit	These and other sources served as references in the development of the current PTAR Community Development Plan.
2013	Equator Principles	The Martabe Gold Mine has undergone several audits as a due diligence measure for the benefit of third parties.
2012	International Financial Corporation (IFC) IFC Performance Standard 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources.	IFC Performance Standard No 6 was referenced in the development of the PTAR Code of Practice for Biodiversity Protection and environmental risk assessment.
2012	Business and Biodiversity Offsets Programme (BBOP) – Standard on Biodiversity Offsets	The BBOP standard was referenced in a biodiversity offset study conducted by PTAR.
2003	International Council on Mining and Metals (ICMM's) 10 Sustainable Development Principles.	The development of the PTAR Sustainability Policy references ICMM's 10 Principles for sustainable development.



Sustainability at PTAR

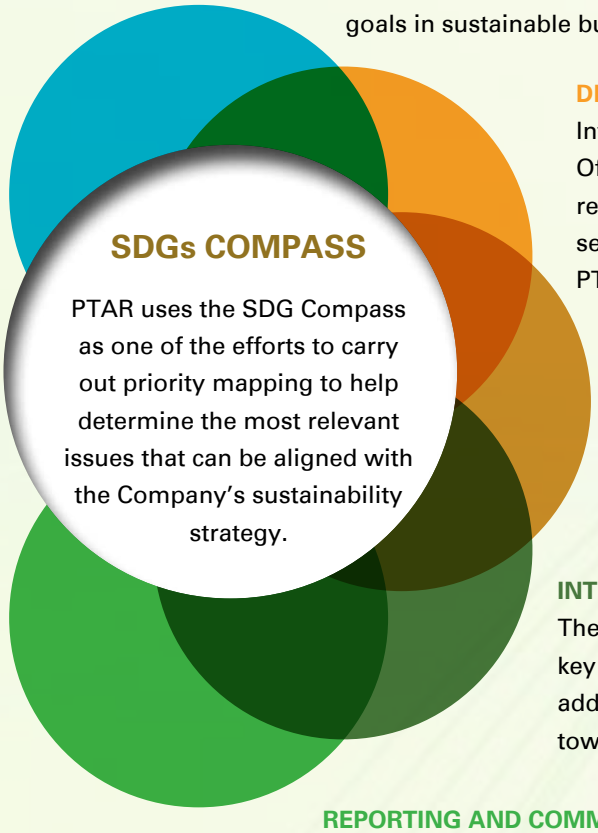
PT Agincourt Resources (PTAR) views sustainability as integral to operational excellence, sound governance and long-term value creation. Integrated across operations, risk management, performance evaluation and decision-making, the Company strengthens, improves and manages environmental and social impacts responsibly. In a dynamic operating environment, this approach supports operational continuity, informed decision-making and stakeholder trust.

Sustainability Framework and Foundation [A.1]

To support implementation across the business, the Company has established a sustainability framework based on relevant standards and industry practices. This framework provides a basis for managing sustainability priorities, commitments and performance and for communicating them to stakeholders.

Supporting the Sustainable Development Goals [2-22] [2-24] [2-25]

PT Agincourt Resources (PTAR) aligns its sustainability priorities and performance targets with the Sustainable Development Goals (SDGs) using the SDG Compass as a guiding framework. This approach helps the Company identify priority issues, align relevant SDG targets with business objectives and integrate them into key performance indicators across functions. Progress is regularly reviewed and reported to the Director & Chief Financial Officer as part of PTAR's continuous improvement. Details of PTAR's contributions to the SDGs in 2025 are provided in Appendix 1.



UNDERSTANDING SDGS

Carry out sustainability updates to understand the importance of sustainable development, through the alignment of each of the SDGs goals in sustainable business activities

DETERMINING PRIORITIES

Internal discussion with the Director & Chief Financial Officer to map out business strategies, goals and targets related to SDGs. As a result, PTAR will prioritise the selected issues by prioritising the SDGs most relevant to PTAR's activities and impacts.

DETERMINING TARGET

The targets are determined by following the business strategies and objectives aligned with the Company's SDG priorities.

INTEGRATION

The integration stage includes mapping each target into a key performance indicator (KPI) for each work function. In addition, developing a learning culture to support progress towards the SDGs.

REPORTING AND COMMUNICATION

All targets and performance against targets are evaluated regularly and submitted to the Director & Chief Financial Officer as part of our improvement process.

Astra 2030 Sustainability Aspirations

As a member of PT Astra International Tbk Group, PT Agincourt Resources (PTAR) refers to Astra's 2030 Sustainability Aspirations as a reference in shaping its sustainability approach. Relevant priorities are aligned with the core pillars of Astra's Triple-P Strategy, namely Portfolio, People and Public Contribution, while implementation remains grounded in PTAR's operational context and business priorities.

Triple-P Strategy

Portfolio	People	Public Contribution
SUSTAINABLE & RESILIENT	**DIVERSE & INCLUSIVE**	**EMPOWERING COMMUNITIES**
		
We are transitioning to become a more sustainable and resilient business that has a positive impact on the planet and its climate, our business and the communities we serve	We remain committed to a diverse and inclusive workplace to attract and retain Indonesia's best talent, enabling our people to develop, succeed and prosper with the nation.	We are empowering and supporting communities for a better future for all.

ASTRA'S SUSTAINABILITY COMMITMENTS

Sustainability Strategy and Principles [A.1] [2-23]

The Company's Sustainability Policy provides a framework for integrating sustainability considerations into business management, decision-making and stakeholder engagement. Aligned with the Sustainable Development Goals (SDGs) and the 10 Principles of the International Council on Mining and Metals (ICMM), the policy guides responsible business practices and improvement in sustainability performance. To maintain its relevance and effectiveness, the policy is reviewed annually in line with evolving priorities and operating conditions.

PTAR's sustainability policy is accessible in Sustainability Report has published on the Company's website. Additionally, the policy is accessible to all employees through the Company's internal website. However, in 2025 PTAR did not provide specific sessions on the implementation of the sustainability policy for vendors; vendors are, nevertheless, informed of this at the start of their business relationship with PTAR.

Sustainability Principles

1. Uphold strong corporate governance and ethical business practices.
2. Ensure compliance with applicable laws and regulations. [2-27]
3. Manage risks effectively through robust systems and procedures.
4. Conduct comprehensive environmental and social impact assessments for new projects and major operational changes.
5. Continuously improve health and safety performance in the Company's operations to protect the workforce and local communities.
6. Continuously improve environmental performance to protect biodiversity and prevent pollution.
7. Respect and protect basic human rights in operations and stakeholder engagement.
8. Respect the culture, customs and values of local communities.
9. Contribute to inclusive and long-term local community development.
10. Maintain transparent, effective, inclusive and open engagement with stakeholders.

Upholding Human Rights [2-23]

PTAR is committed to safeguarding fundamental human rights both within the organisation and in all interactions with stakeholders. While PTAR has not yet established a dedicated specific Human Rights Policy as of 2023, the Company continuously strives to integrate human rights principles into its operational framework and business practices. These principles are reflected in the following policies and arrangements implemented by PTAR:



Key Operational Impacts, Risks and Opportunities

PTAR's operations give rise to significant social and environmental impacts, risks and opportunities that require careful management and ongoing engagement with stakeholders.

Key Impacts and Risks

- Health and safety of employees and surrounding communities
- Impacts on biodiversity
- Loss of land productivity
- Pollution of surface water and groundwater resources
- Disruption to community values
- Uncertainty and concerns among stakeholders

Key Opportunities

- Fiscal and economic benefits
- Local employment and workforce development
- Improvement of local community services and infrastructure
- Local business development
- Strengthening local government capacity
- Support for community values
- Biodiversity enhancement

As the only operating mine in South Tapanuli, PTAR recognises the importance of transparent communication on its environmental and social impacts. To help local stakeholders stay informed, the Company has established a multilingual outreach programme comprising:

- **Guided mine tours for diverse stakeholder groups**
- **Tona Nadenggan, a publication issued every two months featuring updates on community development, environment and culture**
- **Saroha, a weekly employee newsletter highlighting community-related topics**
- **Sustainability Reports issued in Indonesian, English and Mandailing**
- **Media releases, briefings and site visits for journalists**

2025-2030 Sustainability Roadmap and Strategy

The 2025–2030 Sustainability Roadmap and Strategy outlines PTAR's medium-term direction for integrating sustainability into its business operations. Aligned with Astra's Sustainability Aspirations and guided by the Triple-P (Portfolio, People and Public Contribution) framework, the roadmap translates the Company's priorities, policies and targets into a structured implementation plan.

Portfolio	People	Public Contribution
Scope 1 and 2 GHG Emissions Reduction **2025: 26.4%** **Target: 30% reduction by 2030 (baseline 2019)** Reducing carbon emissions through more efficient and lower-emission operations.	**Lost Time Injury Frequency Rate (LTIFR)** **2025: 0.0** **Astra Group 2030 target: LTIFR ≤0.3** Advancing a safer workplace through stronger safety management and awareness.	**Surrounding Villages Supported** **2025: Coverage 15 villages (DAV)** **Target: Coverage 15 villages (DAV)** Maintaining engagement and support for communities surrounding the operation.
Renewable Energy Share **2025: 39.2%** **Target: 30% by 2030** Expanding the use of renewable energy to support a more diversified energy mix.		**Community Beneficiaries** **2025: 43,370 individuals** **Target: 385 individuals by 2030** Delivering programmes that support health, education and community development.
Water Withdrawal Intensity Reduction **2025: 25.4%** **Target: 15% reduction by 2030** Improving water efficiency to support more responsible resource use.		
Waste Segregation **2025: 47.4%** **Target: 50% by 2030** Strengthening waste management practices through better segregation and treatment.		

Material Topics [2-14] [3-1, 3-2, 3-3]

Sustainability programmes, initiatives and reporting priorities are guided by the material topics considered most relevant to the Company and its stakeholders. These topics are identified through focused consultations with internal and third party (as external) also reflect the issues closely linked to the Company's operating context and long-term objectives. The insights derived from this process inform programme design, disclosures and the implementation of community initiatives through the Community Development and Empowerment Master Plan (CDEMP), ensuring the Company's approach remains relevant and responsive.

In 2025, following discussions with internal stakeholders, including the Board of Directors, PTAR identified nine material topics with significant relevance to its business, stakeholders and long-term sustainability outcomes.

Determining Material Topics

[2-14] [3-1] [3-2]

In preparing the 2025 Sustainability Report, PT Agincourt Resources conducted a Double Materiality Assessment (DMA) to identify material sustainability topics from both impact and financial materiality perspectives. This assessment supports more effective risk management, decision-making and sustainability disclosure.

The assessment applied a qualitative approach through interviews with representatives from the Risk Management, Finance, Business Development and Corporate Communication functions.

The DMA considered two dimensions:

- **Impact materiality**, which assesses the actual and potential impacts of the Company's operations and value chain on the environment and society.
- **Financial materiality**, which evaluates how environmental, social and governance (ESG) issues may affect the Company's financial performance, financial position and business prospects.

The assessment began with a review of the 2024 material topics to evaluate their continued relevance and identify any necessary updates.

Material Topics [3-2]

Following approval by the Board of Directors, the 2025 PTAR Sustainability Report discloses nine material topics as the basis for sustainability reporting. These topics differ from those reported in the previous reporting period due to changes in the materiality assessment approach and the development of sustainability issues during 2025.

No.	Material Topics	Impacted Stakeholders	Impact Materiality	Financial Materiality
1	Emergency Preparedness and Response	National, regional and local government; Local Communities; Media	●●●●●	●●●●●
2	Tailings Management	National, regional and local government, Educational Institutions; Media	●●●●●	●●●●●
3	Water Management	National, regional and local government, Educational Institutions; Media	●●●●●	●●●●○
4	Occupational Health and Safety	National, regional and local government; Employees; Work Partner	●●●●●	●●●○○
5	Biodiversity and Land Management	National, regional and local government; Media; Educational Institutions	●●●●●	●●○○○
6	Human Capital Management	Employees; Local communities	●●●●○	●●○○○
7	Diversity and Equity	Employees	●●●●○	●●○○○
8	Indirect Economic Impact	National, regional and local government; Local communities; Suppliers, Media	●●●●○	●●○○○
9	Energy and Emissions	Shareholders; National, regional and local government; Work Partner; Educational Institutions	●●●○○	●●●○○

Note Triple-P Strategy:
- ●: Portfolio
- ●: People
- ●: Public Contribution

Scale 1–5 (Very Low – Very High):
- ●○○○○ = 1 (Very Low)
- ●●○○○ = 2 (Low)
- ●●●○○ = 3 (Medium)
- ●●●●○ = 4 (High)
- ●●●●● = 5 (Very High)

Management Approach to Material Topics [3-3]

Emergency Preparedness and Response

Emergency preparedness and response is an important part of PTAR's operations, as emergency situations can affect employee safety, operational activities and surrounding communities. PTAR strengthens emergency preparedness through timely coordination, geotechnical and hydrogeological assessments and clear controls and follow-up actions to manage risks before, during and after an emergency. Support is also provided to affected employees to protect employees and communities, maintain operational readiness and ensure accountable emergency management.

Tailings Management [3-3][14.6.1]

Tailings management demands disciplined oversight to protect environmental quality and maintain community safety. PTAR applies monitoring and operational controls throughout the process to reduce potential impacts and meet applicable regulatory requirements.

Water Management [3-3][14.7.1]

Water management is closely linked to environmental compliance, operational continuity and the protection of downstream water quality. Key priorities include responsible management of residual process water, increasing the capacity of the Water Polishing Plant (WPP), adding retention pond facilities and considering watershed (DAS) conditions in water-related planning and control. Together, these measures support more effective treatment, storage and discharge management, helping the Company maintain safe, compliant and accountable operations at the Martabe Gold Mine.

Occupational Health and Safety [3-3][14.16.1]

Occupational health and safety depends on consistent performance, competent supervision and effective control of critical risks. Maintaining strong Lost Time Injury (LTI) performance requires not only compliance with safety systems, but also the capability of contractor supervisors to guide safe work practices in the field. The renewal of the Golden Rules and Critical Risk Management (CRM) programme further strengthens this approach by clarifying expected behaviours, reinforcing critical controls and helping reduce the potential for serious incidents across operations.

Biodiversity and Land Management [3-3][14.4.1][14.8.1]

Land management is closely linked to biodiversity protection and the preservation of ecosystem functions around PTAR's operations. Through careful land use planning and stewardship, the Company works to limit disturbance, meet regulatory expectations and support the long-term condition of the surrounding environment.

Human Capital Management [3-3][14.17.1]

Workforce capability, culture and local participation directly support long-term operational performance. Employee training and leadership development help build the competencies needed for current and future roles, while digitalisation of human capital processes, strengthens data, process efficiency and workforce management. At the same time, embedding the Company's core values in daily work and developing local workers support a more capable, aligned and sustainable workforce across the Company's operations.

Diversity and Equity

A diverse and equitable workplace enables employees to contribute, develop and receive fair recognition. By fostering inclusion and respecting differences, the Company strengthens teamwork, broadens perspectives and supports stronger decision-making across the business.

Indirect Economic Impact

PTAR's economic contribution extends beyond its mining operations through initiatives that support community income, local economic independence and broader regional development. Through its Community Development and Empowerment Programme (PPM) in education, health and infrastructure, the Company supports conditions that enable improved community wellbeing and economic participation. These contributions are further strengthened through opportunities for local suppliers and businesses to participate in the Company's supply chain.

Energy and Emissions [3-3] [14.1.1]

Managing energy use and emissions supports PTAR's cost discipline, regulatory alignment and long-term business resilience. By improving energy efficiency and monitoring emissions, the Company enhances operational performance while preparing for evolving policy, market and stakeholder expectations.

Stakeholder Engagement [E.4][2-29]

Stakeholder engagement supports the Company's management of operational and sustainability responsibilities. Through a structured and inclusive approach, the Company seeks to understand stakeholder concerns, respond to evolving expectations and maintain transparent communication.

This approach is supported by ongoing consultation and analysis, which inform decision-making, strengthen accountability and help the Company remain responsive to changing conditions. Since the start of operations at the Martabe Gold Mine, stakeholder engagement has focused on understanding stakeholder needs and concerns, building trust through inclusive dialogue, providing accurate and timely information, respecting local cultures and values, supporting fair local employment and procurement practices, cooperating with regulators, meeting reporting obligations and maintaining accessible channels for feedback and grievances.

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
Shareholders		
• Annual General Meeting of Shareholders. • Six-Monthly General Meeting. • Monthly Review.	• Biannual update on the latest operational performance • Annual reports • Investment returns	• Dividend distribution • Results from the General Meeting of Shareholders
Employees		
• Weekly meeting • Daily safety briefings and safety forum every two weeks • Monthly safety campaign (OHS) • Daily Management Meeting (DMM) • Health, Safety and Environment (HSE) Forum • HR PTAR & Contractor Monthly Meeting • LKS Bipartite Monthly Meeting • Serikat Pekerja & Management Monthly Meeting • Department Weekly Meeting	• Remuneration and other benefits (including recognitions) • Training and education • Occupational Health & Safety (OHS) • Gender equality • Sustainability and Business Growth.	• Annual employee recognition programme • Training and education plan • Regular training takes place throughout the year • OHS Procedure: Golden Rules
Local communities		
Site visits	• Local employee involvement • Preference for local employment • Donations for infrastructure and others • Training and education • Environmental protection • Rehabilitation and mine closure	• Implementing the Eight Pillars of Community Empowerment Programme (PPM). The programme operates various activities throughout the year • Local advertising of job vacancies • Training and education for local communities implemented throughout the year • Implementation and monitoring of environmental commitments

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
National, regional and local government and relevant agencies		
• Regular meetings • Discussions on community development programmes • Mid year meeting with Disnaker Propinsi • Mid year meeting with Disnaker Kabupaten • Mid year meeting with Wasnaker Propinsi • Mid year meeting with Wasnaker Kabupaten • 1 time a year, meeting with Immigration Tapsel/ Provinsi • 1 time a year, meeting with BPJS TK, BPJS Kesehatan • 1 time a year, meeting with Kemenakertrans Jakarta • Meeting as necessary	• Tax and other contributions • Community development • Compliance • Rehabilitation and Mine Closure	• Timely tax and contribution payments • Implementation of PPM activities • Regular submission of reports • Conducting monthly water sampling
Suppliers		
• As necessary • Quarterly Meeting with Contractor under HC Dept with SCM • Mid year meeting with Contractor Outsourcing under HR Meeting as necessary	• Timely payments • The quality of services and goods	• Providing required information at the early stage of the tender
Business Partner		
Daily meetings Health, Safety and Environment (HSE) Forum	• Occupational health & safety (OHS) • Employment agreement	• Education and training as required • Ongoing application of business ethics standards
Educational Institutions		
• Meeting as necessary • Meeting with Campus in Jakarta as necessary • Meeting with Campus in Sumatera, Surabaya, Bandung, etc as necessary • Meeting with PPNS Surabaya, as necessary • Meeting with provider Training	• Internship • Community research	• Provide internship opportunities as needed • Engage and report as necessary • Conducting quarterly E-coaching Jam (ECJ) sessions
Media		
• Meetings and briefings as required • Site visits	• Communication & publications • Press releases • Site visits • Training and education	• Regular provision of information on significant Company events and activities • Capacity building • Annual competition & comparative study

Sustainability Governance

PTAR integrates sustainability governance into the way the Company is directed, managed and supervised. Guided by legal compliance, business ethics and accountability, the Board of Commissioners, Board of Directors, management and employees within their respective roles and responsibilities that business activities align with the Company's core values of Growth, Respect, Excellence, Action and Transparency (GREAT).



Wet Bulb Globe Temperature (WBGT) measurements are conducted regularly to assess workplace heat stress and inform appropriate control measure workers.

Sustainability Governance Structure and Composition [2-9] [2-10] [2-11] [2-12] [2-13] [2-14]

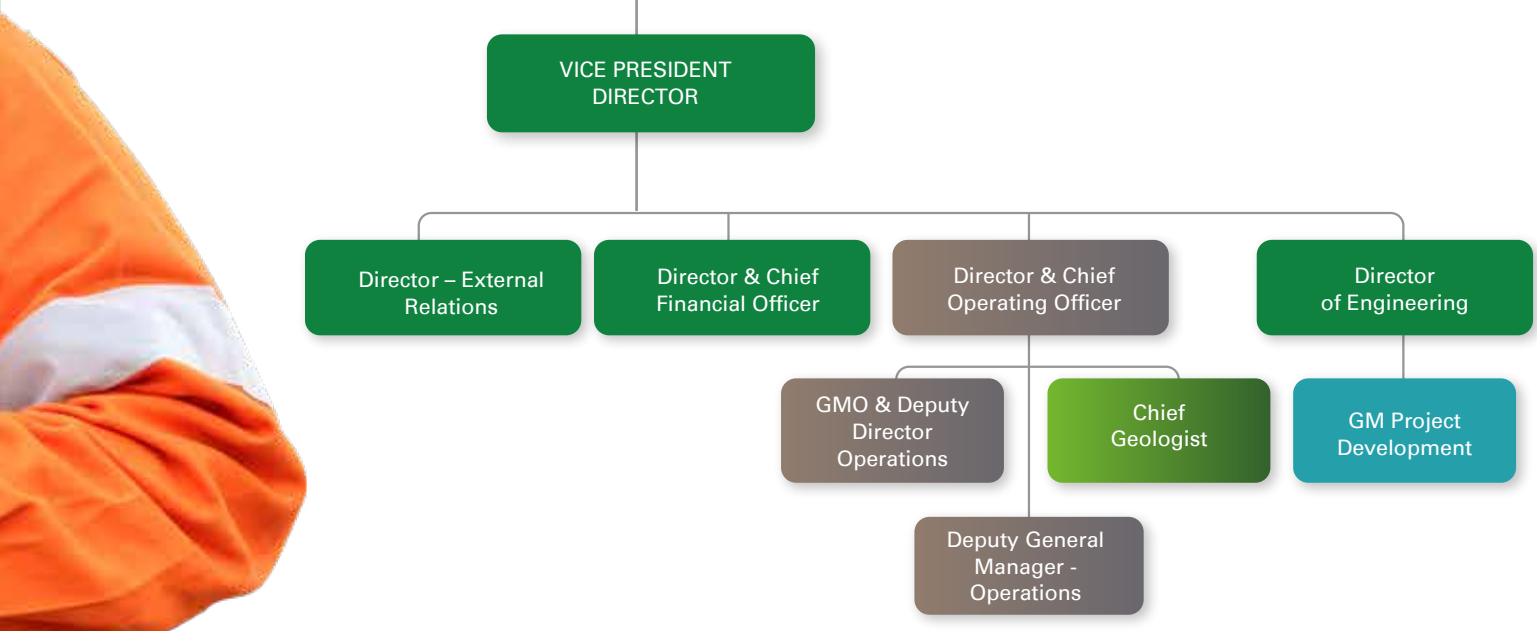
PTAR's sustainability governance framework is based on the principles of good corporate governance and is structured in accordance with Law No. 40 of 2007 on Limited Liability Companies and the Company's Articles of Association. The General Meeting of Shareholders (GMS) serves as the highest decision-making body. The Board of Directors manages the Company, while the Board of Commissioners provides oversight. In line with good governance practice, the chair of the highest governance body does not hold an executive role. [2-9] [2-11]

Further information on the implementation of corporate governance, including the GMS, duties and responsibilities, governance performance evaluation, the Whistleblowing System and broader risk management practices, is available in the 2025 Annual Report.

[2-10] [2-14] [2-18]

Executive leadership is headed by the President Director and Vice President Director, supported by Directors responsible for key business functions, including External Relations, Finance, Operations, Exploration and Engineering. The Board of Commissioners also performs its supervisory role through the Audit Committee, the Remuneration Committee and the Resources and Reserves Management Committee. [2-9]

Clear separation of roles and responsibilities across governance bodies supports accountability, conflict-of-interest management and informed decision-making. [2-15]



Nomination and Appointment of the Board of Commissioners and Directors

The nomination and appointment of members of the Board of Directors and Board of Commissioners are decided by the GMS. The GMS also has authority over other key corporate matters, including dividend allocation, amendments to the Company's Articles of Association and the appointment or dismissal of board members.

In appointing candidates, the GMS considers independence, competence and relevant expertise, including expertise related to economic, environmental and social matters. Members of the Board of Commissioners are appointed annually, while members of the Board of Directors serve two-year terms. In accordance with applicable laws and regulations, the GMS may dismiss members of either board at any time.

Performance Evaluation of the Board of Directors and Commissioners [2-18]

The General Meeting of Shareholders (GMS) evaluates the performance of the Board of Commissioners and the Board of Directors based on criteria aligned with their respective duties and responsibilities. As part of its oversight role, the Board of Commissioners also reviews the performance of the Board of Directors on an ongoing basis.

Reports submitted to the GMS include relevant sustainability-related aspects, together with conclusions and recommendations. These evaluations support accountability and continuous improvement in governance and operational performance.

Remuneration Policy of the Board of Commissioners and Directors [2-19] [2-20] [2-21]

As a privately held company, PTAR does not disclose the remuneration of its highest governance bodies or senior executives in this Report. Information on the remuneration determination process and pay ratios between governance bodies and employees is also not disclosed at this time. PTAR continues to review the scope for expanding such disclosures in future reporting periods.

Sustainability Training and Capacity Building of the Board of Directors and Commissioners [2-17] [E.2]

PTAR supports the ongoing development of its Board of Commissioners and Board of Directors through participation in training, workshops and other knowledge-building activities relevant to sustainability governance. These activities help maintain leadership awareness of evolving regulatory requirements, industry developments and governance practices and support effective oversight of sustainability-related matters.



The Processing Team conducts regular monitoring and inspections to ensure that all processing equipment and instruments Performance Evaluation.

Sustainability Governance Implementation and Oversight Mechanisms [E.1] [F.1]

Sustainability governance at PTAR is implemented through oversight by the Board of Directors and support from relevant leadership functions across the organisation. The President Director serves as the highest-ranking executive responsible for sustainability oversight and reviews and approves the Sustainability Report to ensure that material topics and relevant internal inputs are properly addressed. [2-14]

The Board of Directors oversees the management of the Company's economic, environmental and social impacts, while the Board of Commissioners supervises significant sustainability-related matters. Sustainability-related responsibilities are further distributed across PTAR's leadership structure to support coordination, implementation and monitoring. [2-12] [2-13][2-12]

Critical concerns related to economic, environmental, social, ethical or operational matters are communicated to the highest governance body through established reporting and escalation mechanisms, including management reporting, committee oversight, risk management processes and the Whistleblowing System (WBS), depending on the nature of the issue. This process enables the Board of Directors and, where appropriate, the Board of Commissioners to review significant matters and oversee follow-up actions. [2-16]

Sustainability performance is also communicated to stakeholders through the GMS and other relevant reporting channels. [2-12]

Delegation of Authority

[E.1] [F.1] [2-12] [2-13] [2-14] [2-15]

Responsibility for sustainability governance is distributed across PTAR's leadership structure to support effective oversight, coordination and implementation. The Board of Directors retains overall authority and may delegate specific responsibilities within defined scopes. This allows sustainability-related matters to be managed at the appropriate level while remaining subject to board oversight.

Board of Directors
Retains overall authority for sustainability governance and may delegate responsibilities within defined scopes.

President Director
Responsible, together with other Directors, for the overall implementation of sustainability management.

Vice President Director
Oversees Environmental, Social and Governance (ESG) performance across the Company.

Director of External Relations
Coordinates sustainability management, including implementation of sustainability strategy, preparation of the Sustainability Report and progress monitoring.

Director of Engineering
Supports coordination of sustainability initiatives and oversees the management of economic, environmental and social impacts within the relevant function.

Director of Operations
Responsible for operational decision-making related to economic, environmental and social impacts and reports to the Vice President Director.

Corporate Communications Division
Coordinates the consolidation and reporting of sustainability-related information across work units and supports implementation across the organisation.

Steering Committees [2-13]

To support oversight and implementation of sustainability-related matters, PTAR has established four steering committees responsible for specific areas of risk and performance. These committees report to the Board of Directors and draw on relevant technical expertise and operational perspectives. Reporting to the Board of Commissioners and the Directors was conducted on a weekly, monthly, quarterly and annual reporting cycle by each Director.

Project Committee

Purpose

To oversee the progress of projects under the Martabe Gold Mine Operation Sustainability Project.

Key Responsibilities

- Review project developments and implementation progress
- Discuss operational or technical challenges arising during project execution
- Provide input to management on project-related matters, including safety and environmental considerations

Biodiversity Committee

Purpose

To oversee biodiversity management at PTAR and support alignment with recognised good practice while reducing biodiversity-related risks.

Key Responsibilities

- Oversee efforts to minimise biodiversity impacts associated with project development, operations and mine closure
- Support the implementation of biodiversity management practices across relevant stages of the mine life cycle
- Review and support annual action plans aimed at improving biodiversity management performance
- Maintain oversight of the PTAR Biodiversity Strategic Plan and its implementation
- Review related management system documentation
- Support the Company's efforts to meet stakeholder expectations regarding biodiversity protection and responsible environmental management.

Safety and Chief of Mining Engineering Steering Committee

Purpose

To support oversight of legal compliance and occupational health and safety in PTAR's operations.

Key Responsibilities

- Review new or revised legal and other applicable requirements relevant to operations
- Provide input on measures needed to meet legal, safety and operational requirements
- Participate in the review of non-conformities, including investigation findings and corrective actions
- Support the establishment and achievement of occupational health and safety objectives and targets
- Provide input on applicable controls relating to outsourcing, procurement and contractor management

Environmental, Social and Governance (ESG) Committee

Purpose

To coordinate the planning, implementation and oversight of ESG priorities across the Company.

Key Responsibilities

The ESG Committee consists of appointed personnel with relevant expertise and responsibilities in specific focus areas. The Committee oversees the implementation of ESG priorities covering:

- Greenhouse gas emissions reduction
- Renewable energy
- Water resource management
- Solid waste management
- Health and safety
- Community development
- Biodiversity
- Diversity, equity and inclusion
- Sustainable supply chain management
- Good corporate governance

Risk Management and Precautionary Principle [E.3][F.16][F.29][2-12][2-16][2-27][416-2]

PTAR has adopted Enterprise Risk Management (ERM) to map out all risks. The results are reported to the Board of Commissioners and Directors to determine risk priorities for the reporting period. Moving forward, the BoC and BoD will also conduct monitoring on an annual and quarterly basis. Furthermore PTAR implements an ERM approach to identify, assess and mitigate risks that may affect the achievement of its business objectives. Supported by the Internal Audit and Risk Assessment function, this process includes control monitoring, departmental assessments and annual workshops covering key risk areas such as safety, environmental impact, community relations, regulatory compliance, reputation and financial performance.

Risks are reviewed regularly against strategic priorities, with critical risks tracked through scorecards reviewed by senior management. In 2025, significant risks were addressed through targeted mitigation plans designed to keep risk exposure within acceptable thresholds.

At the Martabe Gold Mine, environmental and social risks are managed in accordance with applicable regulations and environmental impact assessment requirements, including relevant amendments reflecting project and operational changes. PTAR also maintains an internal control system and due diligence processes to manage economic, environmental and social risks, with selected processes subject to independent review and the Company's financial statements are externally audited.

Material or critical concerns identified through risk assessments, incident reviews, audits or stakeholder-related processes are escalated through management and committee channels to support oversight by the Board of Directors and, where relevant, the Board of Commissioners. [2-16]

The Company also engages local communities, independent reviewers and relevant authorities in assessing and managing social and environmental impacts, supporting a transparent and collaborative approach to risk management.

As part of this approach, PTAR applies the precautionary principle through compliance with applicable regulations and the use of recognised mining and sustainability practices intended to prevent or minimise adverse impacts. This approach is reflected particularly in the management of health, safety and environmental risks across operations. [2-27] [416-2]

This precautionary approach is supported by operational controls and management measures covering biodiversity protection, workplace safety, hydrocarbon management, incident response, Job Safety Environmental Analysis (JSEA), pregnancy-related work restrictions, occupational health and safety monitoring, tailings disposal, site water management and wastewater management.

During 2025, the Company recorded no product recalls and was not subject to any fines, penalties, or sanctions issued by the Ministry of Energy and Mineral Resources, the Ministry of Environment and Ministry of Forestry, or other relevant mining regulatory authorities.



A screen was installed at Sediment Dam 2 to enhance the reliability of the slurry pumping process by removing oversized materials before they enter the pump.

Code of Ethics and Business Conduct [2-15] [2-24] [2-27] [205-1] [14.22.2]

PTAR implements the Code of Ethics and Business Conduct (KEPU) as a foundation for ethical conduct across the organisation. The Code reflects the Company's core values of Growth, Respect, Excellence, Action and Transparency (GREAT) and provides guidance for employees in carrying out their responsibilities with integrity, transparency and accountability.

KEPU applies to all personnel and sets expectations for professional conduct, compliance with internal policies and adherence to applicable laws and regulations. It also serves as a practical reference for applying the GREAT values in day-to-day operations, decision-making and stakeholder engagement.

To help prevent conflicts of interest, employees are required to submit declarations to management and report potential breaches. All employees complete KEPU training as part of the onboarding process and sign a declaration of compliance. Violations may result in disciplinary action and can be reported to the relevant Director. As of the reporting date, all the employees signed a declaration of compliance with KEPU.

Employee Signatories of the Code of Ethics and Business Conduct (KEPU) by Gender and Job Level

[205-2]

Position	Gender	2025	2024	2023
Senior Management	Male	38	32	30
	Female	14	11	10
	Total	**52**	**43**	**40**
Staff	Male	456	427	402
	Female	151	139	145
	Total	**607**	**566**	**547**
Non-Staff	Male	327	321	316
	Female	109	104	104
	Total	**436**	**425**	**420**
All Employees	Male	821	780	748
	Female	274	254	259
	Total	**1,095**	**1,034**	**1,007**

Note: 7 foreign workers (tenaga kerja asing/TKA) have not completed the KEPU declaration

Anti-Corruption

PTAR applies a zero-tolerance approach to corruption and fraud through the Code of Ethics and Business Conduct (KEPU) and Management Policy No. 00113. These documents set out the Company's expectations and procedures for compliance with applicable laws and regulations.

Anti-corruption provisions are communicated to suppliers and business partners through contractual requirements and awareness efforts, including the General Terms and Conditions for Suppliers and the Company Induction Programme delivered by Human Capital.

Although a formal corruption risk assessment has not yet been conducted, no incidents of corruption were reported in 2025. The Company also recorded no cases related to monopolistic practices, anti-competitive behaviour or other unlawful business conduct. [205-1] [205-3][206-1] [14.22.2, 14.22.4]

In 2025, PTAR conducted a fraud risk assessment. The results showed no significant indications of corrupt practices across any of the departments.[205-1]

Whistleblowing System (WBS) [2-26]

PTAR has established a Whistleblowing System (WBS) to receive and address reports of alleged violations, fraudulent conduct and other matters related to KEPU, Company policies, the integrity of tailings facilities and applicable laws and regulations. Reports received through this mechanism are assessed by a dedicated Special Whistleblowing Team (TKPP) to determine appropriate follow-up actions.

This mechanism supports the application of good corporate governance principles, including accountability, responsibility, independence, equality and fairness. Matters assessed as significant are escalated through the relevant management and governance channels according to the nature of the issue.

In 2025, there were no WBS reports received by the Company.

Political Neutrality [415-1] [14.24.2]

PTAR maintains political neutrality in the conduct of its business activities and prohibits the involvement of members of the Board of Directors, Board of Commissioners and employees in practical political activities that could create conflicts of interest or compromise the Company's independence.

This commitment remained in effect throughout the reporting period, including during presidential elections, regional head elections and other political processes. To reinforce this position, all members of the Board of Directors and Board of Commissioners sign a commitment confirming compliance with the Company's prohibition on political involvement.



The Martabe Gold Mine Processing Plant processes ore through a series of stages to produce doré bullion using safe, controlled and responsible processes.

Strategic Pillar: Portfolio



Chip tray inspections enable the Geology Team to identify rock types and assess changes in the characteristics of drill cuttings.

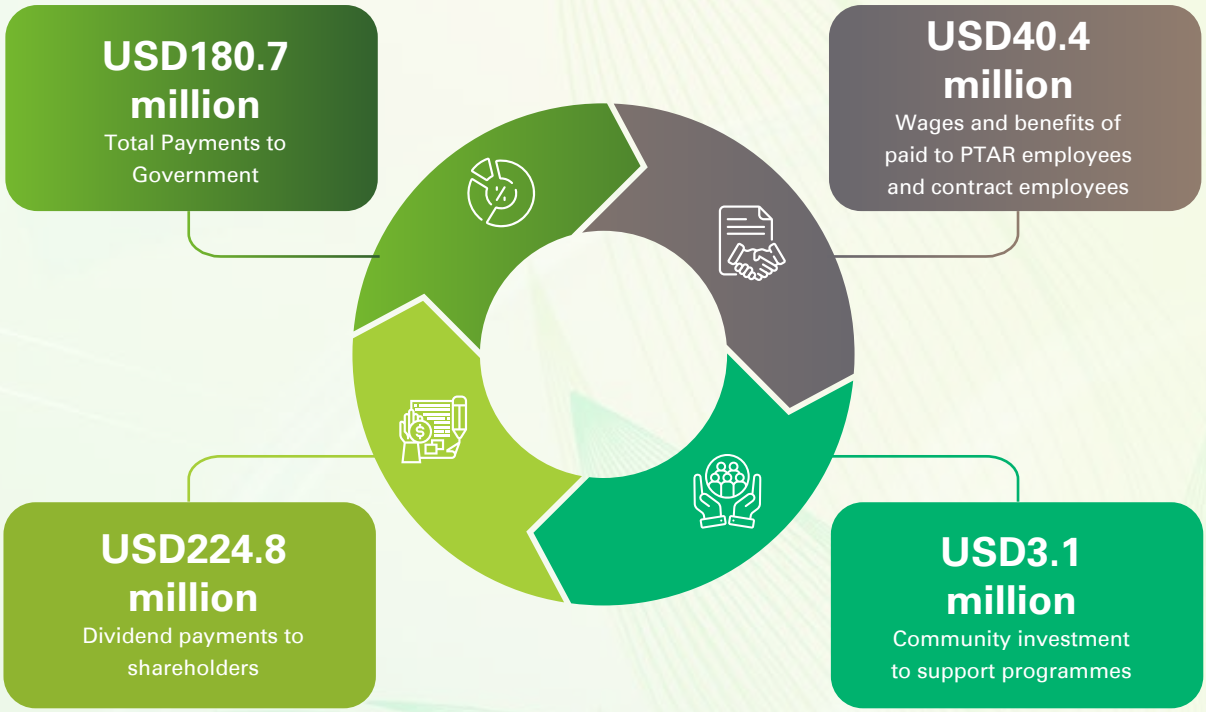
Sustainable Business

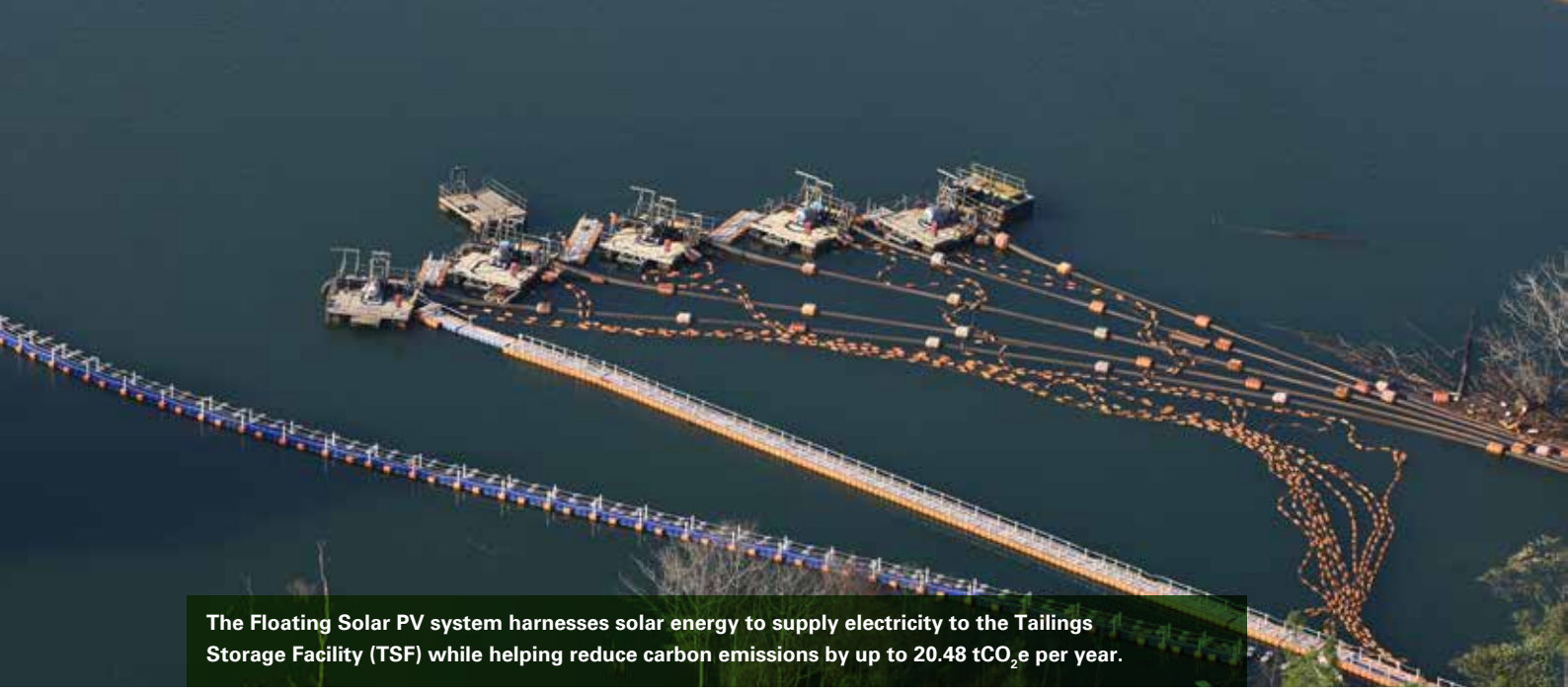
Long-term value creation depends on disciplined financial management, sound tax governance and responsible sourcing practices. By strengthening these foundations, the Company supports business resilience, maintains operational continuity and creates broader economic value through its activities.

Financial Performance and Value Distribution

PTAR strengthens business resilience through disciplined cost management, productivity improvement and careful management of long-term risks. Consistent operational and financial performance supports the Company's ability to respond to changing market conditions while maintaining business continuity and long-term value.

In 2025, PTAR's operational and financial performance continued to generate economic value for stakeholders through payments to the government, employee compensation, dividend payments and community investment. Economic value distributed during the year included:





The Floating Solar PV system harnesses solar energy to supply electricity to the Tailings Storage Facility (TSF) while helping reduce carbon emissions by up to 20.48 tCO_2e per year.

Direct Economic Value Generated and Distributed (USD million) [B.1] [201-1] [207-4] [14.9.2, 14.23.2, 14.23.7]

Description	2025	2024	2023
Total Economic Value Generated – Revenues	721.3	557.8	340
Economic Value Distributed			
Total Operating Cost	239.4	246.1	146.7
Wages and Benefits to Employees and Directors	40.4	38.1	36.3
Community Investment	3.1	2.7	2.1
Total Payments to Government	180.7	113.1	61
• Royalty Expenses	95.2	53.6	26
• Tax Expenses	76.9	49.3	27.6
• Other Taxes	8.6	10.2	7.4
Total Economic Value Distributed	463.6	400	246.2
Total Economic Value Retained	257.8	157.8	93.9

Note:
Uses the Accrual Basis Approach.

Production, Revenue and Profit/Loss Performance Against Target [F.2]

Year	Gold Production: Target and Actual (kilo ounce)		Revenue: Target and Actual (USD Million)		Profit/(Loss): Target and Actual (USD Million)	
	Target	Realisation	Target	Realisation	Target	Realisation
2025	235.7	171.5	437.3	721.3	108.9	257.8
2024	210.9	193.9*	435.9*	557.8	115.4*	157.8
2023	200.1	190.1*	425.3	340	84.8	93.9

Note:
* Data restated due to data corrections and adjustment. [2-4]



Agincourt Resources' social investment in education is realized through the construction of school facilities and the improvement of learning environments for future generations.

Tax Governance and Public Contribution

[201-4] [207-1] [207-2] [207-3] [GRI 14.23.3, 14.23.4, 14.23.5, 14.23.6]

PTAR fulfils its tax and non-tax obligations in accordance with applicable laws and regulations in Indonesia. These obligations include Corporate Income Tax, other income taxes, Land and Building Tax, royalties, dead rent, dividends and local taxes and levies in the areas where the Company operates. The total payments to Government in 2025 was USD180.7 million. However, in 2025 PTAR did not receive any financial assistances provided by the Government and there has been no external involvement regarding taxation.

180.7
Total Payments to Government

76.9
Tax Expenses

95.2
Royalty Expenses

8.6
Others (Dead Rent, Land and Building Tax, Non-Refundable VAT and Permit Fees)

In USD million, Unless Otherwise Stated

In 2025, tax and non-tax payments continued to contribute to state and regional revenue in line with applicable laws and regulations. These contributions reflect a disciplined approach to fiscal management and support compliance with Law No. 1 of 2022 concerning Financial Relations between the Central Government and Local Governments.

Oversight of taxation is carried out by the President Director and Board of Directors, while the Board of Commissioners and shareholders provide oversight through the annual budget process. The budget is prepared with consideration of the Company's resources, mine life and market conditions, then reviewed in accordance with applicable governance and regulatory requirements. This process supports consistent and accountable tax management. [207-1] [207-2] [207-3] [14.23.4, 14.23.5, 14.23.6]

The Audit Committee also supports tax governance through its review of financial reporting, risk management and internal audit matters. To strengthen transparency and accuracy, an independent auditor is appointed to review the annual financial statements. As of the end of 2025, no incidents of non-compliance with economic or social laws and regulations were reported. [207-2] [419-1] [14.23.5]

Responsible and Inclusive Supply Chain

Procurement, supplier engagement and sourcing decisions incorporate environmental, social and governance considerations to support supply continuity, accountability and broader economic participation. Given the location of the Martabe Gold Mine, maintaining a reliable supply chain remains important to operational continuity. This approach is supported by a logistics strategy tailored to the type, source and volume of goods required for mining operations, while also identifying efficient transport routes and delivery methods.

Local procurement remains an important part of sourcing strategy. Priority is given to suppliers from South Tapanuli, Central Tapanuli Sibolga and Padangsidimpuan, provided they meet the Company's commercial and operational requirements such as price, quality, delivery and warranty standards.

Through this approach, the Company creates business opportunities for local entrepreneurs and contributes to local economic development. At the same time, recognising that not all surrounding communities directly benefit from supply chain participation, PTAR complements local procurement with community development and empowerment programmes (PPM) intended to broaden economic impact. [203-2] [14.9.4]

Recognising the importance of local partnerships, our operations rely significantly on engaging with suppliers, particularly within the communities surrounding the Martabe gold mining operation. We actively involve local partners to strengthen local and national economies, promoting business opportunities for local suppliers and economic empowerment. In 2025, 85% of our total supply chain involved local and national suppliers, demonstrating our commitment to sustainable procurement practices. By the end of 2025, there was no reports of negative environmental and social impacts from our partners and suppliers, reflecting our dedication to responsible procurement. [308-1] [308-2] [414-2] [14.17.10]

Suppliers are grouped into four categories:

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



Environmental requirements are assessed during supplier pre-qualification and only suppliers meeting these requirements are eligible to proceed as business partners. [308-1] [308-2]

PTAR integrates environmental considerations into its procurement process by assessing suppliers' compliance with environmental and social requirements during the prequalification stage. Only suppliers meeting these standards qualify as partners, supporting responsible sourcing. All (100%) new suppliers have been screened according to environmental and social criteria.[308-1] [414-1] [14.17.9] [14.17.9, 14.18.3, 14.19.3]

In 2025, there was 85% local and national suppliers reflecting continued emphasis on domestic sourcing and local economic participation. [204-1] [14.9.5]

Total and Percentage of Suppliers [204-1] [14.9.5]

Description	2025			2024			2023		
	Suppliers	%	Contract Value (USD Million)	Suppliers	%	Contract Value (USD Million)	Suppliers	%	Contract Value (USD Million)
Local	102	12	21	97	12	21	105	13	20
National	628	73	103	569	72	99	549	69	107
International	130	15	31	130	16	23	148	18	33
Total	**860**	**100**	**155**	**796**	**100**	**143**	**802**	**100**	**160**

Product Responsibility [F.17] [F.26] [F.27] [F.28] [F.29] [F.30][416-1]

PTAR's integrates safety, quality and compliance remains part of product stewardship across production processes. This is supported through operational controls, continuous improvement and evaluation of potential risks that could affect product quality or stakeholder confidence.

In 2025, no product recalls or incidents of non-compliance related to the health and safety impacts of products were recorded. Although no dedicated customer satisfaction survey was conducted during the year, attention remained focused on maintaining product quality and performance through ongoing operational improvement.



A strong safety culture underpins Agincourt Resources' operations, including through working at height training that ensures every task is performed safely, to a high standard of quality and in accordance with established procedures.

Climate Action

Climate change continues to affect the mining sector through both physical and transition-related impacts. In response, PTAR integrates climate-related considerations into governance, business planning, risk management and operational decision-making. This approach supports business resilience, strengthens preparedness for changing operating conditions and supports emissions reduction while maintaining responsible production.



Wildlife monitoring using camera traps helps identify the presence and behaviour of wildlife as part of the conservation programme in the Batang Toru Ecosystem.

Governance

Climate Governance and Oversight

Climate-related matters are managed through the Company's sustainability governance, risk management and business planning processes. The Board of Commissioners and Board of Directors provide oversight of significant climate-related risks, opportunities and performance, while Management is responsible for integrating climate-related considerations into operational planning and implementation.

Climate-related performance and priorities are reviewed through the Company's governance processes, including oversight of emissions reduction initiatives, infrastructure resilience, climate-related risks and related investment planning. Through this structure, climate considerations are incorporated into decision-making, operational improvement and longer-term planning.

Strategy [102-1][102-2][102-3] [14.1.1][14.1.3][14.1.4]

Climate Strategy, Transition and Adaptation

In line with Indonesia's Nationally Determined Contribution (NDC) and relevant Group-level sustainability direction, PTAR has established emissions reduction targets and a decarbonisation pathway extending to 2030. Climate considerations are embedded into operational planning to strengthen business resilience, reduce operational disruption, improve energy efficiency and support the Company's long-term decarbonisation pathway.

The Company's climate response includes both mitigation and adaptation measures. Mitigation efforts focus on reducing emissions through operational efficiency, renewable energy and lower-emission fuels, while adaptation efforts focus on reducing exposure and vulnerability to physical climate impacts. Climate-related opportunities also continue to be assessed in areas such as energy efficiency, renewable energy use, biofuel adoption, electrification and selected market-based or nature-based measures.

Climate-related considerations also inform selected infrastructure and operational decisions. In anticipating higher rainfall intensity over time, the Company has identified the need to strengthen resilience in mine water and tailings management, including through plans for a dry tailings facility and expanded water polishing capacity.



Each native plant seedling contributes to land reclamation efforts and biodiversity conservation at the Martabe Gold Mine.

Climate Measures, Innovation and Investment

Measures implemented or under development include optimisation of haul distances and ore grinding parameters, use of biodiesel, installation of rooftop solar photovoltaic (PV) systems, use of Renewable Energy Certificates (RECs), evaluation of floating solar PV and assessment of other low-carbon technologies. Adaptation measures include physical risk analysis, emergency preparedness, hazard monitoring, scheduled maintenance and infrastructure measures intended to improve resilience to rainfall and other climate-related operating conditions.

Progress on climate action also depends on coordination across work units and engagement with contractors, suppliers, communities and other relevant stakeholders. This includes operational improvement initiatives, awareness-building, selected environmental programmes and collaboration on measures that support energy efficiency and emissions reduction.

In 2025, PT Agincourt Resources (PTAR) purchased RECs covering 68,400 MWh of electricity from PT PLN (Persero), representing an investment of Rp2,657,340,000 (based on 100% target). During the same year, PTAR utilised 68,400 MWh of RECs, equivalent to a reduction of 64,296 tonnes of CO_2e. [F.3]

Risk Management

Climate-Related Risks and Opportunities [201-2] [14.2.2]

Climate-related risks and opportunities are identified and assessed through the Company's ongoing risk management processes, including the Organisational Context Analysis and other operational reviews. These risks and opportunities are monitored regularly and remain subject to oversight by the Board of Directors and Board of Commissioners.

Transition risks currently identified include reputational risks associated with environmental performance, the risk of not meeting decarbonisation expectations and the operational and financial implications of climate-related regulations and fuel requirements. Physical risks include the increasing frequency or intensity of extreme weather and natural hazards that may affect people, infrastructure and operational continuity.

The Company also identifies climate-related opportunities in energy efficiency, renewable energy, biofuel use, electrification and other measures that may support lower-emission operations over time. These risks and opportunities are reflected in operational planning, resilience measures and selected investment decisions.

Transition Risks

1

Risk type	Mitigation/adaptation strategy
Reputational risk due to inadequate environmental management	• Regular monitoring of environmental performance, including water, waste, effluent and biodiversity • Tracking progress of decarbonisation initiatives and emissions reduction • Awareness campaigns on climate change mitigation and adaptation • Verification and validation of GHG emissions • Monitoring of compliance through the national PROPER programme

Risk impact

Potential loss of stakeholder trust and damage to the Company's reputation.

Financial impact

Reduced stakeholder confidence, lost investments, higher operating costs from fines or remediation and potential revenue loss from boycotts or customer churn.

Timeframe : Short term

2

Risk type	Mitigation/adaptation strategy
Failure to meet decarbonisation targets	• Development of a clear, measurable decarbonisation strategy • Investment in renewable energy infrastructure and the use of suitable lower-emission fuels • Operational efficiency enhancements to reduce GHG emissions • Continuous monitoring of decarbonisation performance and target achievement

Risk impact

Risk of reputational damage and loss of competitiveness

Financial impact

Potential regulatory fines or penalties, increased cost of funding due to low ESG ratings, loss of investor confidence and the risk of losing market opportunities that require low-emission standards.

Timeframe : Long term

3

Risk type	Mitigation/adaptation strategy
Regulatory requirements under the B40 programme	• Implementation of filter replacement management • Use of fuel additives to maintain engine performance

Risk impact

Potential increase in operational costs, failure to meet production targets and equipment damage

Financial impact

Increased operating costs to meet social inclusion requirements, potential penalties for non-compliance and additional budget allocations for empowerment programmes that could affect profit margins if not managed efficiently.

Timeframe : Short term

Physical Risks

1

Risk type	Mitigation/adaptation strategy
Increased frequency of natural disasters and extreme weather due to climate change	• Implementation of the Martabe Improvement Programme • Integration of physical climate risk analysis into the corporate risk management framework • Strengthening emergency preparedness through workshops, guidelines and simulations • Deployment of hazard protection systems, monitoring equipment and scheduled maintenance, such as lightning protection and slope movement detectors
Risk impact	
Potential impact on people, including injury or fatality, asset damage and operational disruption	
Financial impact	
Physical damage to assets, operational disruptions, increased insurance costs and potential loss of revenue due to interrupted production or distribution.	
Timeframe : Short term	

Climate-Related Opportunities

Opportunity type	Initiatives and Actions	Start year
Solar Power Generation	• Installation of rooftop solar power systems • Installation of floating solar PV systems	2021
Renewable Energy Certificate (RECs)	• Utilisation of Renewable Energy Certificates to support clean energy adoption	2023
Biofuel	• Use of B40 biodiesel in operational and support activities	2024
Micro- and Mini-Hydropower	• Installation of micro or mini-hydropower plants	2027
Energy Efficiency	• Optimisation of haul distances • Optimisation of ore grinding parameters	2021
Fleet Electrification and Hybrid Equipment	• Deployment of hybrid excavators • Development of EV charging stations • Use of EVs for light vehicles and other support equipment	2023
Nature-based Solutions (NbS)	• Carbon credit purchases • Carbon offsetting through tree planting programmes	2023

Metrics and Targets

GHG Emissions Reduction Targets and Progress [102-4] [14.1.5]

PTAR has established a target to reduce combined Scope 1 and Scope 2 GHG emissions by 30% by 2030 from a 2019 baseline, supported by annual milestones and operational initiatives. For 2025, the Company set an interim reduction target of 16.25% against the baseline.

PTAR continued to monitor progress against this target while advancing measures to support its decarbonisation pathway. These measures include operational efficiency improvements, optimisation of haul distances and grinding parameters, use of biodiesel, rooftop solar deployment and REC utilisation. Other initiatives, including hybrid excavators, EV charging infrastructure and additional low-carbon technologies, are at different stages of implementation, trial or evaluation.

GHG Accounting and Emissions Profile

[102-5] [102-6] [102-7] [14.1.6][14.1.7][14.1.8]

PTAR maintains GHG accounting and reporting processes to monitor its emissions profile and track progress against climate-related objectives. Emissions are classified into Scope 1, Scope 2 and Scope 3 categories using activity data and emission factors in accordance with the methodology adopted by the Company.

GHG Emissions = Activity Data × Emission Factors

Description:

- GHG Emissions: The total amount of greenhouse gas emissions expressed in tonnes of CO_2 equivalent (CO_2e).
- Activity Data (DA): The quantity of activities that generate emissions, measured in specific activity units (e.g., litres of fuel consumed, kWh of electricity used).
- Emission Factors: Coefficients that convert activity data into GHG emissions, indicating how much GHG is emitted per unit of activity (e.g., tonnes CO_2e per litre of fuel).

GHG Emissions by Scope and Source (tonnes CO_2e) [102-4]

Emissions Scope	Category	2025	2024	2023
Scope 1 [102-5] [14.1.6]	Fuel Combustion	32,219	34,044	27,639
	Fugitive Emissions from Refrigerants	215	332	548
	Process Emissions	-	-	5,040
	Total Scope 1	**32,434**	**34,376**	**33,227**
Scope 2 [102-6] [14.1.7]	Purchased Electricity from PLN	91,993	110,802	126,056
	Total Scope 2	**91,993**	**110,802**	**126,056**

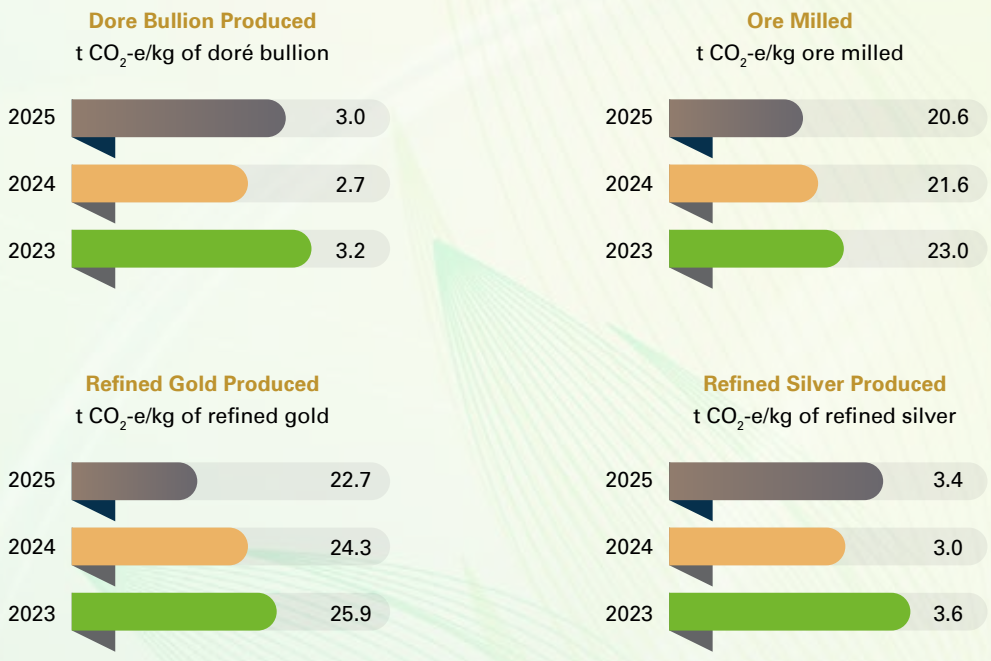
Emissions Scope	Category	2025	2024	2023
Scope 3 [102-7] [14.1.8]	Cat. 1 Purchased Goods and Services	61,737	49,912	51,226
	Cat. 2 Capital Goods	309	274	186
	Cat. 3 Fuel- and Energy-related Activities	40,966	43,787	37,428
	Cat 4 Upstream Transportation and Distribution	12,485	10,415	5,035
	Cat. 5 Waste Generated in Operations	320	303	249
	Cat 6 Business Travel	4,021	4,105	4,129
	Cat 7 Employee Commuting	3,741	3,119	3,012
	Cat 9 Downstream Transportation and Distribution	180	218	185
	Cat 10 Processing of Sold Products	174	163	183
	Total Scope 3	**123,933**	**112,297**	**101,633**

Note:
Scope 2 emissions for 2023 are reported after applying reductions from REC and Solar PV.

GHG Emissions Intensity [102-8] [F.11] [14.1.9]

To support performance monitoring, PTAR tracks GHG emissions intensity from Emissions Scope 1 and 2 against selected production metrics. These ratios show the relationship between emissions and production output and help the Company monitor efficiency over time.

GHG Emissions Intensity



GHG Removals and Carbon Credits

[102-9] [102-10] [14.1.10][14.1.11]

In 2025, no Scope 1 GHG removals were reported / Scope 1 GHG removals amounted to 32,434.3 tCO_2e.

Non-GHG Air Emissions [F.12]

In addition to GHG emissions, PTAR monitors conventional air emissions as part of its environmental management approach. Air quality monitoring covers relevant combustion and processing sources and is carried out by registered and accredited service providers in accordance with applicable regulations.

PTAR has phased out the use of halocarbon refrigerants in 2012 and replaced them with alternatives considered more environmentally appropriate across relevant facilities, including mines, processing plants, offices and employee housing. Monitoring of NO_2, SO_2, dust and furnace particulate matter is conducted in accordance with applicable regulatory requirements.

Nitrogen Oxide (NOx), Sulphur Oxide (SOx) and Other Significant Air Emissions (kg/year) [305-7] [14.3.2]

Description	2025	2024	2023
Carbon Monoxide (CO)	126.0	136.0	101.5
Sulphur Oxides (SOx)	737.6	794.0	593.5*
Nitrogen Oxides (NOx)	241.0	261.0	194.3

Note:
* Data restated due to data corrections and adjustments. [2-4]

Energy Management and Performance

Energy is a key input to PTAR's mining, processing and supporting activities. Its use affects operating costs, production reliability and environmental performance. Efficient energy management therefore remains important to operational continuity, resource efficiency and lower-emission operations.

Energy Approach, Consumption and Intensity [103-1] [103-2] [103-3] [103-4] [14.1.12][14.1.13][14.1.14] [14.1.15]

Energy consumption within the organisation is derived mainly from fuel used in mining equipment and transportation, electricity used in processing plants and supporting facilities and self-generated renewable electricity where applicable. Electricity from PT PLN (Persero) remains the main source of power for operations, while generators provide backup power.

In line with Government Regulation No. 33 of 2023 on Energy Conservation and Minister of Energy and Mineral Resources Regulation No. 8 of 2025 on Energy Management, which requires energy management for industrial sector energy users with annual energy consumption of 4,000 tonnes of oil equivalent (TOE) or more, the Company maintains an energy management approach to support regulatory compliance and improve energy efficiency. This is supported through internal monitoring and periodic energy mapping to identify major consumption areas, assess performance gaps and guide improvement measures.

Energy intensity is monitored against selected production metrics to show the relationship between energy use and output over time. This supports ongoing review of energy performance across core activities. As of 2025, PTAR has not yet calculated significant upstream and downstream energy consumption in its value chain. The Company continues to review the data and methodology needed to strengthen this disclosure in future reporting periods. [103-3] [14.1.14]

Energy Consumption and Intensity within the Organisation by Source* [103-2][F.6] [14.1.2]

Description	Unit	2025	2024	2023
PLN Electricity	GJ	352,313	424,347	482,767
Fuel	GJ	702,879	696,890	562,528
Solar PV	GJ	5,870	6,313	8,766
Renewable Energy Certificate	GJ	246,240	227,520	116,640
Total Energy	**GJ**	**1,307,302**	**1,355,070**	**1,170,702**
Gold Production	Ton	5.5	6.0	5.8
Energy Intensity	**GJ/Ton**	**238,124**	**226,600**	**200,406**
Ore Milled	Ton	6,052,080	6,719,878	6,590,063
Energy Intensity	**GJ/Ton**	**0.22**	**0.20**	**0.18**

Renewable Energy and Efficiency Measures [103-1] [103-5] [E.5] [F.7] [14.1.12]

The efficient management of energy resources and the increased use of lower-emission energy sources remain part of PTAR's operational priorities. Through its New and Renewable Energy (NRE) programme, the Company continues to advance measures intended to improve energy performance and support emissions reduction across operations.

Measures undertaken during the reporting period include rooftop solar deployment, the use of energy-efficient or LED lighting, optimisation of electricity use in office facilities, switching off electrical devices after working hours and internal awareness programmes on electricity and water saving. Operational measures also include fuel management and other efficiency initiatives within mining and processing activities.

The results of periodic energy mapping are used to support operational recommendations and energy performance improvements. As of 31 December 2025, PTAR has not yet quantified aggregate energy savings attributable to these initiatives in joules against a defined baseline for disclosure under GRI 103: Energy 2025. The Company continues to strengthen its data and methodology to support this disclosure in future reporting periods. [103-5]

In 2025, PTAR used New and Renewable Energy (NRE) by 39.2%.

Energy Data and Conversion Basis

[103-2] [103-5] [14.1.13]

Energy consumption is reported in gigajoules using conversion factors applied to fuel and electricity data. For biodiesel blends, the energy conversion factor is calculated using a weighted average of biodiesel and diesel reference values in order to maintain consistency in reporting across different blend compositions.

Contractual instruments related to purchased electricity, including Renewable Energy Certificates (RECs), are disclosed separately from physical energy consumption. As of 2025, PTAR does not yet calculate energy consumption outside the organisation. This disclosure will be strengthened as supporting data and methodology become available.



Geotechnical engineers and monitoring personnel monitor slope movement using radar instruments as part of efforts to ensure slope stability assessments and support operational safety.

Fuel Consumption and Energy Conversion

Fuel Type	Unit	2025	2024	2023
Diesel (B40)	L	18,240,263	-	-
Biodiesel (B35)		719,446	18,708,346	14,002,043
Biodiesel (B30)		-	-	987,809
Biodiesel (B20)		-	-	-
Total		18,959,709	18,708,346	14,989,852
Sub Total Energy	**GJ**	693,835	687,864	551,092
Gasoline	L	4,065	5,125	4,784
Gasoline	GJ	142	180	167
Liquefied Petroleum Gas (LPG)	tonnes	76	74	89
Liquefied Petroleum Gas (LPG)	GJ	3,753	3,655	4,408
Kerosene	L	-	-	-
Kerosene	GJ	-	-	-
Aviation Turbine Fuel (AVTUR)	L	149,600	150,800	194,000
Aviation Turbine Fuel (AVTUR)	GJ	5,149	5,190	6,861
Total Energy	**GJ**	702,879	696,890	562,528



Agincourt Resources fosters a collaborative workplace by providing equal opportunities for every individual to grow and contribute.

Integrated Environmental Management

Integrated environmental management is central to PTAR's mining approach. In a challenging operating environment, environmental aspects are embedded in operational controls, compliance monitoring, rehabilitation planning and biodiversity management to reduce impacts and support site resilience. This approach supports disciplined risk management, compliance with applicable requirements and the restoration of disturbed areas to safe, stable and productive conditions.

In 2025, PTAR continued environmental management initiatives to strengthen operational controls and improvement performance. These included the implementation of environmental management, environmental and water audits, biodiversity surveys, acid mine drainage studies, life cycle assessment (LCA), rapid environmental assessment and other relevant initiatives. Where applicable, these initiatives also supported priorities related to science-based restoration, watershed governance and climate adaptation through improved monitoring, planning and environmental risk management.



In 2025, PTAR invested USD17.7 million in environmental management and monitoring activities, comprising: [F.23]

USD16 million
for environmental management

USD0.7 million
for environmental monitoring

USD0.4 million
for environmental consultants and training

USD0.3 million
for reclamation guarantee

USD0.2 million
for mine closure guarantee

USD0.01 million
for commemorative activities

USD0.1 million
for subcontractor costs

Environmental Governance, Policy and Compliance

Environmental Policy and Legal Framework [101-1] [14.4.2]

Environmental management at PTAR is guided by internal policies, applicable permits and relevant laws and regulations. These provide a basis for early identification of environmental risks, consistent compliance and timely response to environmental issues. Environmental aspects are integrated into operational planning, monitoring and control across the mine site.

The Company's Environmental Policy is aligned with key Indonesian regulations on environmental protection and management, reclamation and post-mining, hazardous and toxic waste, wastewater discharge, forest rehabilitation and good mining practice. This policy framework guides the management of pollution prevention, waste and tailings, biodiversity, disturbed land rehabilitation, vegetation clearance, groundwater quality, energy use and greenhouse gas emissions.

At the operational level, these principles are applied to activities with potential material impacts, including tailings placement, hazardous waste management, water discharge, groundwater monitoring, biodiversity management, vegetation clearance and land rehabilitation. This integration supports responsible environmental management throughout the mine life cycle.

Legal Basis of the Environmental Policy

Regulation	Description
Government Regulation No. 22 of 2021	Implementation of Environmental Protection and Management
Government Regulation No. 78 of 2010	Reclamation and Post-Mining Activities
Minister of Environment and Forestry Regulation No. 6 of 2021	Procedures and Requirements for the Management of Hazardous and Toxic Waste (B3)
Minister of Environment Decree No. 68 of 2016	Domestic Wastewater Quality Standards
Minister of Environment Decree No. 202 of 2004	Wastewater Quality Standards for Gold and Copper Ore Mining Activities
Minister of Energy and Mineral Resources Decree No. 1827 of 2018	Guidelines for the Implementation of Good Mining Engineering Practices
Minister of Energy and Mineral Resources Regulation No. 26 of 2018	Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining
Government Regulation No. 76 of 2008	Forest Rehabilitation and Reclamation
Minister of Energy and Mineral Resources Regulation No. 7 of 2014	Reclamation and Post-Mining Implementation in Mineral and Coal Mining Business Activities
Minister of Forestry Regulation No. P.43/Menhut-II/2008	Guidelines for Borrowing and Use of Forest Areas
Minister of Forestry Regulation No. P.4/Menhut-II/2011	Guidelines for Forest Reclamation
Minister of Environment and Forestry Regulation No. 5 of 2021	Procedures for Issuing Technical Approvals and Operational Eligibility Letters in Environmental Pollution Control
Minister of Environment and Forestry Regulation No. 4 of 2021	List of Businesses and/or Activities Required to Have Environmental Impact Analysis, Environmental Management Efforts, Environmental Monitoring Efforts, or a Statement of Commitment to Manage and Monitor the Environment
Law No. 5 of 1990	Conservation of Biological Natural Resources and Their Ecosystems
Law No. 32 of 2024	Amendment to Law No. 5 of 1990 on Conservation of Biological Natural Resources and Their Ecosystems
Government Regulation No. 26 of 2020	Forest Rehabilitation and Reclamation
Government Regulation No. 150 of 2000	Control of Soil Damage for Biomass Production
Government Regulation No. 45 of 2004	Forest Protection
Minister of Environment Regulation No. 23 of 2008	Technical Guidelines for the Prevention and Mitigation of Environmental Damage from Artisanal Gold Mining
Minister of Forestry Regulation No. P.26 of 2010	Amendment to Minister of Forestry Regulation No. P.70/Menhut-II/2008 on Technical Guidelines for Forest and Land Rehabilitation
Minister of Forestry Regulation No. P.39 of 2010	General Guidelines, Criteria and Standards for Forest Rehabilitation and Reclamation
Minister of Forestry Regulation No. 40 of 2012	Amendment to Minister of Forestry Regulation No. P.52/Menhut-II/2006 on the Display of Protected Plant and Wildlife Species

Regulation	Description
Minister of Environment and Forestry Regulation No. P.20 of 2018	Protected Plant and Wildlife Species
Minister of Environment and Forestry Regulation No. P.92 of 2018	Amendment to Regulation No. P.20 of 2018 on Protected Plant and Wildlife Species
Minister of Environment and Forestry Regulation No. P.106 of 2018	Second Amendment to Regulation No. P.20 of 2018 on Protected Plant and Wildlife Species
Indonesian National Standard (SNI) 8420:2018	Forest Seedlings
Presidential Instruction No. 1 of 2023	Conservation in Sustainable Development.
Minister of Energy and Mineral Resources Decree No. 111.K/MB.01/MEM.B/2024	Guidelines for the Application, Evaluation and Approval of Reopening Reclaimed Areas in Mineral and Coal Mining Activities
Director General of Mineral and Coal Circular Letter No. 2.E/MB.07/DJB.T/2024	Obligations for Reclamation and Post-Mining in Mineral and Coal Mining Activities
Director General of Mineral and Coal Circular Letter No. 13/E/MB.07/DBT.PL/2024	Reporting on Nursery Planning and Implementation in Mineral and Coal Mining Activities
Minister of Environment and Forestry SE.1/MENLHK/SETJEN/KUM.1/1/2024	Guidelines for Forest Reclamation Resulting from Forest Area Use
Minister of Energy and Mineral Resources Decree No. 344 of 2025	Technical Guidelines for Reclamation and Post-Mining Implementation in Mineral and Coal Mining Activities
Minister of Environment Regulation No. 7 of 2006	Procedures for Measuring Soil Damage Criteria for Biomass Production
Minister of Environment and Forestry Decree No. SK.1272 of 2021	Determination of Landscape Characteristics and Natural Vegetation Characteristics of Indonesia's Ecoregion Map at a Scale of 1:250,000
Convention on Biological Diversity (1992)	International Convention on Biological Diversity



The Batang Toru Research Station conducts science-based research to support the protection of endemic species and ecosystem conservation.

Compliance Monitoring and Environmental Risk Mitigation [3-3] [2-27]

Environmental compliance at PTAR is overseen by the Chief Mine Officer (KTT). Operational departments are responsible for implementation, while the Environment Department conducts monitoring. To support regular oversight, the Environment Department issues a monthly Environmental Compliance Report covering monitoring results, regulatory limits and permit status.

External review forms part of the compliance approach. These include annual assessments by the Ministry of Environment and Forestry through the Programme for Rating Corporate Performance in Environmental Management (PROPER), biennial assessments by the Directorate General of Mineral and Coal and annual audits under the ASTRA Green Company (AGC) programme. As of 31 December 2025, no incidents of environmental non-compliance were reported.

Environmental risks are identified and assessed through ongoing operational review. These assessments support management of impacts related to noise, water quality, waste, air emissions and biodiversity disturbance. Key mitigation measures include noise monitoring and control, maintenance of transport equipment, wastewater treatment plant (WWTP), handling and storage of tailings and hazardous waste, maintenance of emission control systems, emissions inventory development, fuel storage inspection, pre-clearing biodiversity assessment and land rehabilitation.

Environmental Quality Impact, Response and Mitigation

Impact	Source of Impact	Environmental Programme
Noise	Operational production facilities	• Implementation of noise monitoring activities • Manage noise level at the production site
	Transportation on site	• Maintenance of transport equipment • Work time management • Traffic control on site
Waste pollution	Production activities	• Increase competencies in handling liquid waste • Add liquid waste handling equipment • Storage of tailings • Disposal of B3 waste in collaboration with competent and licensed independent partners
	Operational activities	• Install a container for temporary waste storage • Disposal of non-B3 waste to a licensed landfill • Wastewater treatment operations of both production and domestic activities with a wastewater treatment plant (IPLC) • Routine maintenance of air emission quality control
Water pollution	Production operational activities	• Wastewater treatment operations of both production and domestic activities with a wastewater treatment plant (IPLC) and a cycle plant
Air pollution	Emissions of production equipment, processing plants and operational vehicles	• Developing an emissions inventory • Identification of potential mitigation actions • Using solar panels up to 2.1 MWp (megawatt-peak)
Air pollution	Dust emissions from transportation and rock crushing	• Maintenance and improvement of the performance of the processing plant • Maintenance and inspection of leaks in the fuel storage installations • Maintenance and improvement of the performance of the transportation heavy equipment fleet
Disruption of biodiversity	Land clearing	• Special analysis process for planned land clearing • Collaboration with third parties on biodiversity initiatives • Land rehabilitation activities

Environmental Governance, Policy and Compliance

Biodiversity Management Approach [F.9][101-1] [101-2] [101-4][14.4.2][14.4.3]

Biodiversity protection forms an integral part of PTAR's environmental management. Biodiversity aspects are integrated into project planning, land access controls, operational management and rehabilitation through the mitigation hierarchy of avoidance, minimisation, restoration and offsetting. This approach supports the Company's longer-term objective of achieving no net loss and, where feasible, a net positive impact.



Avoidance
Prevent impacts on sensitive habitats and species before disturbance occurs



Minimisation
Reduce biodiversity disturbance where impacts cannot be fully avoided



Restoration
Restore disturbed habitats and support ecosystem recovery



Preservation Area
Address residual impacts remaining after avoidance, minimisation and restoration



Enabling Measures
Strengthen biodiversity management through research, partnerships, monitoring and awareness

The Martabe Gold Mine operational area is located within an APL (Other Use Area) and does not require a Forest Area Borrow-Use Permit (IPPKH) for mining activities. The exploration area is covered by an IPPKH issued by the Ministry of Environment and Forestry (KLHK), which defines the authorised area and conditions for exploration activities in line with designated land use. PTAR confirms that it does not own, lease or manage underground or subsurface land.

Biodiversity management is guided by the Biodiversity Policy, the Biodiversity Action and Management Plan and the Biodiversity Management Code of Practice. These are supported by biodiversity baseline studies, life cycle assessment, preliminary risk assessment and management of change processes to identify and reduce impacts from the planning stage.

Before land clearing, requesting departments must follow established procedures, including submission and approval of a Land Access Disturbance Request (LADR). The Biodiversity team conducts pre-clearing inspections to identify species of conservation concern, signs of wildlife presence and sensitive habitats and inform the required mitigation measures in the proposed area.

Biodiversity Programmes, Monitoring and Collaboration

Biodiversity management at PTAR follows the mitigation hierarchy of avoidance, minimisation, restoration and, where necessary, preservation area. Implementation is carried out in collaboration with conservation institutions, government agencies, academic partners and community groups to support habitat protection and biodiversity management within and beyond its operational area. The tables below summarise the Company's conservation activities in 2025.

Biodiversity Initiatives in 2025

Avoidance

Management Objective

Prevent impacts on sensitive habitats and species before disturbance occurs

2025 Initiatives

- Conducted pre-clearing inspections to reduce impacts on species habitats and minimise the risk of species isolation before land disturbance activities began.
- Rescued endemic flora with important conservation value for further development in nursery facilities.
- Established preservation zones to protect important habitats and species within and around the operational area.
- Applied biodiversity management procedures throughout operational activities to support consistent environmental management practices.
- Provided training for employees and workers on basic biodiversity awareness and biodiversity management practices relevant to operational activities.

Restoration

Management Objective

Restore disturbed habitats and support ecosystem recovery

2025 Initiatives

- Implemented progressive land rehabilitation through vegetation recovery in affected areas, using methods such as hydroseeding, the templok method and the spreading of fast-growing plant seeds.
- Replanted native species to restore ecosystem functions.
- Developed nursery facilities and used cover crops, including legumes, to support revegetation activities.
- Implemented conservation programmes for key species, including orangutans, other primates and protected wildlife in affected areas.
- Implemented mangrove rehabilitation and sea turtle conservation programmes to restore and protect coastal ecosystems and reduce environmental impacts from mining activities.

Minimisation

Management Objective

Reduce biodiversity disturbance where impacts cannot be fully avoided

2025 Initiatives

- Implemented controlled and gradual land clearing to minimise disturbance to existing habitats and biodiversity within the area.
- Conducted periodic biodiversity surveys and fauna monitoring during land clearing activities.
- Undertook wildlife patrols to prevent hunting and disturbance to species.
- Applied pollution prevention measures for water, soil and air in areas affected by operational activities.
- Involved local communities in biodiversity monitoring and protection through the implementation of SMART Patrol.

Preservation Area / Compensation

Management Objective

Address residual impacts remaining after avoidance, minimisation and restoration

2025 Initiatives

- Conducted preservation area assessments to determine compensation needs and suitable locations.
- Replanted native species and restored habitats outside affected areas as part of compensation measures, including mangrove planting across 29 hectares in Central Tapanuli and enrichment planting of species that provide food for wildlife in preservation areas.
- Implemented long-term conservation programmes for priority species and habitats through the establishment of a research station to support habitat protection efforts.
- Monitored and evaluated the effectiveness of preservation area measures.
- Empowered community groups as conservation partners by involving local communities in forest patrol activities.

Enabling Measures

Management Objective

Strengthen biodiversity management through research, partnerships, monitoring and awareness

2025 Initiatives

- Developed partnerships with conservation institutions, universities and relevant stakeholders to support biodiversity management.
- Conducted research and monitoring activities, including the use of camera traps and biodiversity studies.
- Implemented biodiversity education and awareness programmes for employees and surrounding communities.

Habitat Protection Partnerships and Conservation Efforts in 2025 [F.10] [101-3] [101-6] [101-8] [14.4.6][14.4.8]

Partner / Stakeholder	Focus Area	Location and Relationship to Protected Areas	2025 Activities
Yayasan Ekosistem Lestari (YEL) and Sumatran Orangutan Society (SOS)	Sumatran orangutan conservation	Outside protected forest areas	• Conducted population monitoring and habitat assessments for Sumatran orangutans in areas surrounding the Martabe Gold Mine. • Supported science-based research to strengthen the conservation of Sumatran orangutans and their habitats. • Collaborated on conservation initiatives to maintain habitat connectivity and promote the long-term protection of Sumatran orangutans.
Scorpion Foundation Indonesia and BBKSDA	Wildlife protection and rescue	Outside protected forest areas / Batang Toru landscape	• Conducted routine patrols to support wildlife rescue and monitoring across the Batang Toru landscape. • Supported human–wildlife conflict prevention and response to reduce risks to both communities and protected species. • Implemented rescue and rehabilitation operations for protected wildlife in collaboration with relevant parties.
Educational institutions IPB University, UNAS, USU, UMTS, UNAR	Research, surveys, training and biodiversity studies	Outside protected forest areas / Martabe operational area	• Implemented internship programmes and academic partnerships within the operational area. • Completed periodic field surveys and flora and fauna inventories. • Published scientific papers and biodiversity study reports. • Used research findings to support conservation management.
Biodiversity Advisory Panel (BAP)	Independent biodiversity advice	Outside protected forest areas	• Provided strategic recommendations on biodiversity management and conservation. • Developed guidance to strengthen best practices in environmental management. • Supported science- and data-based decision-making. • Monitored and assessed the effectiveness of biodiversity programme implementation.
KTH Mandiri Lestari	Mangrove rehabilitation	Outside protected forest areas / Central Tapanuli coastal area	• Planted mangroves in the Mangrove Pandan area. • Implemented mangrove nursery and seedling management programmes with community groups. • Involved local communities in mangrove conservation and management activities.
Ovata Indonesia	Turtle and coastal ecosystem protection	Outside protected forest areas / Muara Opu coastal area	• Implemented sea turtle nest protection and monitoring programmes in coastal areas to support species survival and protect nesting habitats. • Delivered education and community engagement activities on sea turtle conservation to strengthen awareness and community participation. • Supported hatchling release activities as part of sea turtle conservation and as part of sea turtle conservation efforts. • Conducted coastal patrols to prevent sea turtle egg poaching and disturbance to coastal habitats.
KMMK (Independent and Creative Youth Group)	Protection of preservation areas	Outside protected forest areas / buffer zones between protected forests and the Martabe operational area	• Conducted routine forest monitoring and patrols using the SMART (Spatial Monitoring and Reporting Tools) method. • Identified and monitored hotspots mapped and monitored areas at risk of illegal logging and wildlife hunting. • Reported incidents of illegal logging and wildlife hunting to the relevant authorities. • Conducted community outreach on the prohibition of hunting, illegal logging and the wildlife protection.

IUCN Red List Species and National Conservation List Species in the

Operational Area

As part of its commitment to biodiversity conservation, PTAR has mapped and identified species listed in the IUCN Red List, CITES and the National Conservation List within its operational areas. Habitats of these species have been designated as conservation zones to support their protection and long-term conservation. Details list of fauna conservation status in 2025 are provided in Appendix 5.

Disturbed Land Management, Rehabilitation and Reclamation [101-6] [101-7] [14.4.6][14.4.7][14.8.5, 14.8.6]

Land rehabilitation is an integral part of PTAR's environmental management. Disturbed land is rehabilitated progressively to restore safe, stable and productive conditions, guided by land clearing and reclamation plans set out in the AMDAL and related management documents. Rehabilitation is overseen by the Chief Mine Officer (KTT).

The Mining Operations Department is responsible for land-use planning. While the Environment Department is responsible for implementing revegetation activities and maintaining rehabilitated areas. Activities include landform reshaping, installation of runoff control structures, topsoil spreading, fertiliser application, hydroseeding and tree planting. Plant nurseries are maintained to supply native species for reclamation. Following rehabilitation, the land is designated as open and left undisturbed for at least one year before further evaluation. Reclamation is carried out in line with the 2022-2026 reclamation plan and the mine closure planning. In 2025, PTAR rehabilitated 2.4 hectares of operational areas and 3.6 hectares of exploration areas. Regarding the determination of the biodiversity base year, PTAR designated preservation areas for 2025 and conducted surveys and baseline assessments at the Ulualam and Kejora operational sites in 2024. [101-5] [101-7] [14.4.5] [14.4.7]

Disturbed and Rehabilitated Land (ha)

Description	Unit	2025	2024	2023
Total disturbed land at the beginning of the year	ha	638.96	582.43	546.03
Disturbed land		45.18	37.40	41.12
Rehabilitated land (Operation Area)		2.44	11.96	4.72
Rehabilitated land (Exploration Area)		3.62	0.72	4.94
Total disturbed land at the end of the year		705.26	607.87	582.43
Seedlings planted	Seedlings	**16,111**	**29,183**	**11,436**

Mine Closure Planning

Mine closure planning is integrated into PTAR's environmental management framework and reviewed throughout the operating life of the mine. As operations continue, closure has not yet been implemented; however planning remains focused on restoring disturbed areas to safe, stable and productive conditions.

The Mine Closure Plan is prepared in accordance with Government Regulation No. 78 of 2010 and Ministerial Regulation No. 26 of 2018. It covers biodiversity protection, land restoration, environmental safety, infrastructure decommissioning, chemical management, stabilisation, revegetation and post-closure monitoring.

PTAR makes annual mine closure guarantee payments based on approved cost estimates. The 2022 approved plan covers the Purnama Pit, Barani Pit, Ramba Joring Pit, Tor Ulu Ala Pit, TSF and TMF, with a total guarantee value of USD29,651,372. This ensures the availability of funds for closure-related activities and long-term environmental management.

Water and Effluent Management [F.23, F.14]

Water management is integral to PTAR's operations, balancing efficient water use with the protection of local water resources. Through structured planning and continuous monitoring, the Company manages water-related impact while maintaining reliable water availability to support operations and environmental management.

Water Management Approach [303-1] [303-2] [14.7.2][14.7.3]

Water management supports operational needs and the protection of surrounding water resources. Through water reuse, controlled withdrawals, compliance-based discharge and site water balance planning, the Company maintains reliable water availability while reducing risks to downstream ecosystems and communities.

Approximately two-thirds of operational water demand is supplied by water recycled from the Tailings Storage Facility (TSF), returned to the plant through a closed circulation system after sediment removal. Additional sources include surface water for processing, surface water for road watering, groundwater for office use and third-party water supply from local communities.

Water-related impacts are monitored through routine assessments, including quarterly aquatic biota monitoring in collaboration with Universitas Sumatera Utara (USU). These efforts are supported by the Site Water Management Code of Practice and by a site water balance model used for infrastructure planning and discharge control.

Water Use, Reuse and Consumption [F.8][303-1] [14.7.2]

PTAR prioritises water reuse in its operations to reduce dependence on freshwater and improve efficiency. Recycled water from the TSF and Water Polishing Plant (WPP) supplies a significant portion of plant requirements.

Water Withdrawal by Source (m^3) [303-3] [303-5] [14.7.4][14.7.6]

Description	2025	2024	2023
Surface Water for Processing	642,474	886,510	836,634
Surface Water for Road Watering (Water Truck)	63,769	34,535	53,384
Surface Water for Offices	23,777	35,928	10,064
Groundwater	95,295	110,295	108,300
Water from Third Parties	13,237	874	69
Total	838,552	1,068,143	1,008,451

Recycled and Reused Water

Description	Unit	2025	2024	2023
Volume of Recycled Water (TSF to Plant)	m^3	7,508,960	8,143,620	7,141,062
Volume of Recycled Water (WPP to Plant)		688,904	197,242	162,842
Surface Water Supplied to the Processing Plant		642,474	886,510	836,634
Percentage of Water Reused	%	93	90	90

Note: This is the percentage and total volume of water recycled through the flow from the TSF to the processing plant annual volumes as determined by the site water balance.

Freshwater Withdrawal and Consumption (m^3)

Description	2025	2024	2023
Freshwater Withdrawal	838,552	1,068,143	1,008,451
Freshwater Consumed	838,552	1,068,143	1,008,451

Effluent and Wastewater Discharge [303-4] [14.7.5]

Wastewater discharge is managed in accordance with the Decree of the Minister of Environment No. 202 of 2004 for wastewater from gold and copper ore mining and the Regulation of the Minister of Environment/ Head of the Environmental Control Agency No. 11 of 2025 for domestic wastewater, which replaced Ministerial Regulation No. 68 of 2016. PTAR follows these regulatory standards in the absence of separate internal discharge standards.

Water quality monitoring follows established protocols, conducted by trained technicians and supported by independent laboratory testing, blank and duplicate samples and twice-yearly reviews by expert consultants. These measures support data reliability and inform measures to protect receiving waters.

Water Release Based on Quality and Purpose (m^3/year) [303-4] [14.7.5]

Description	2025	2024	2023
Water Treatment Plant/ Water Polishing Plant (WPP) to the Batang Toru River	11,574,554	17,046,612	15,997,310
Waste Water Treatment Plant to Aek Pahu River	61,468	55,696	53,999
Total Volume of Water	**11,636,022**	**17,102,308**	**16,051,309**

Note:
- Discharge 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.

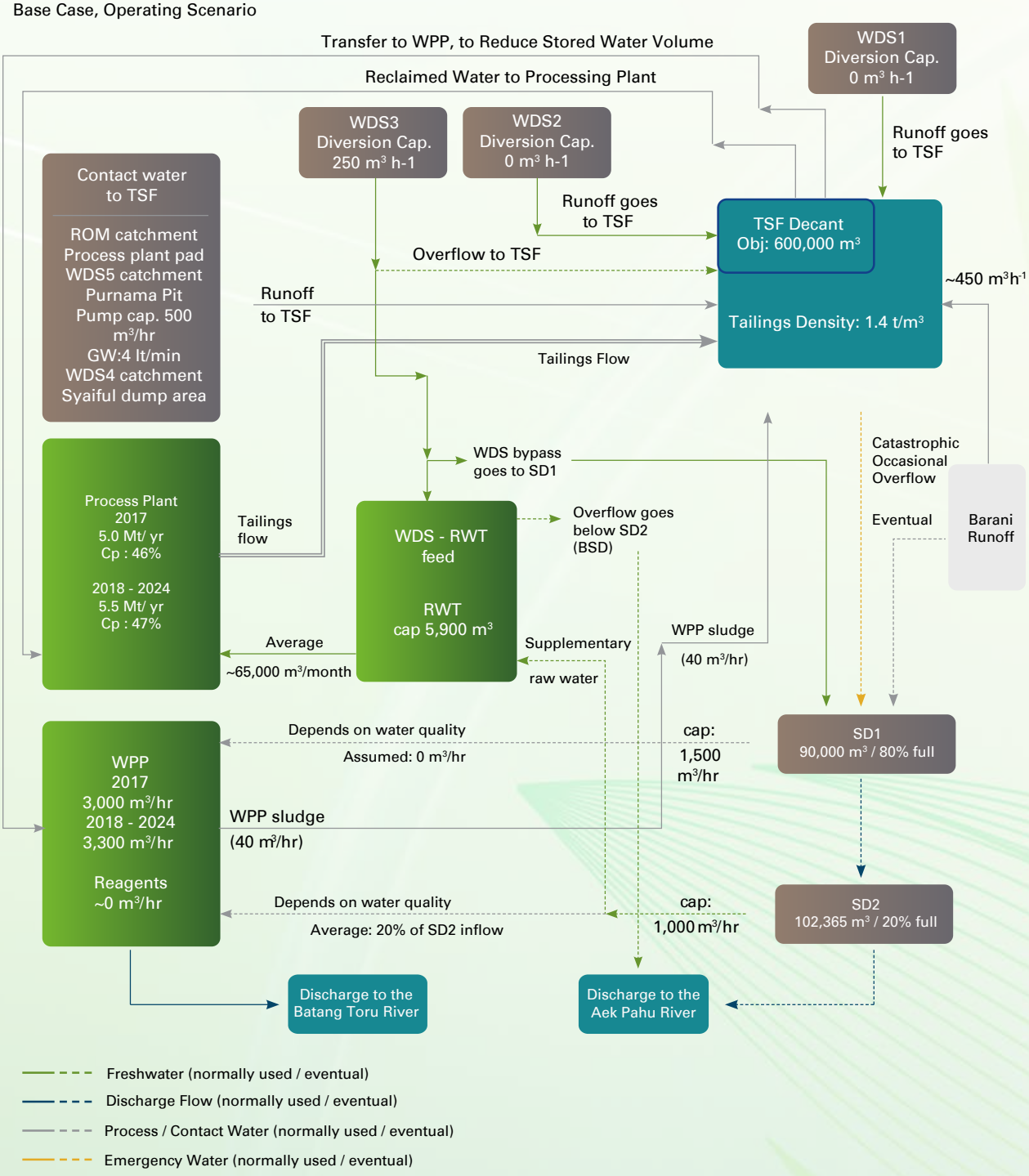


pH measurements are conducted during the Kinetic Barrel Test to monitor the potential generation of acid mine drainage in co-disposal materials comprising a mixture of waste rock and filtered tailings throughout the testing period.

Site Water Balance Model

The site water balance model is a key tool in PTAR's water management. It supports planning for ponds, structures, pumps and piping systems and assesses the impact of rainfall variability on water accumulation and discharge needs. The model indicates a positive net water balance at site, meaning controlled discharge remains necessary during operations. This enables a more prepared and systematic response to changing hydrological conditions.

Base Case, Operating Scenario



Waste, Tailings and Waste Rock Management

Waste, tailings and waste rock management is integral to PTAR's operations, combining efficient waste handling with environmental protection of surrounding environmental resources. Through structured planning and continuous monitoring, the Company reduces impacts while supporting operational efficiency and environmental management. [F.15]

Waste Management [306-2] [306-3] [306-4] [306-5] [14.5.3, 14.5.4, 14.5.5, 14.5.6, 14.15.2]

PTAR manages hazardous and non-hazardous waste from the Martabe Gold Mine in accordance with applicable regulations and site procedures. Waste streams include tailings, used oil, waste process chemicals, used paint containers and chemical containers, batteries, electronic waste and medical waste.

Hazardous and Toxic Waste Management Permits and Approvals

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

By the end of 2025, PTAR had utilised 41 tonnes of used lubricating oil in blasting operations, accounting for 59.15% of the total lubricating oil used in the process. [301-2] [F.5]

PTAR manages hazardous and toxic waste responsibly through the implementation of the Code of Practice for Waste Management, which serves as a guideline for all workers and partners in operational areas. Implementation of this policy is supported by the Workplace Condition Inspection (WCI) Programme, regular training and waste management briefings during HSE induction for new employees. The Company also utilizes various communication media to raise environmental awareness in the workplace. As a form of oversight and accountability, PTAR prepares a monthly Environmental Compliance Report that includes progress on hazardous and toxic waste management, the level of compliance with regulations and an evaluation of the performance of waste transportation and processing partners. Details regarding waste quantity and management are provided in Appendix 4.

Non-hazardous waste is managed through a reduce, reuse and recycle (3R) approach using dedicated sorting and recovery facilities. Hazardous waste is reused where permitted or stored temporarily before transport to licensed processors. PTAR has obtained the required permits for temporary B3 storage, tailings-related hazardous waste storage and selected waste utilisation activities. Packaging-related recycled material disclosures are not applicable, as PTAR's products do not require packaging. [301-3]

Waste by Type and Disposal Method (tonnes) [F.13][306-3] [306-4] [306-5][14.5.4, 14.5.5, 14.5.6, 14.15.2]

Description	2025	2024	2023
Total Hazardous Waste	**930.5**	**740.2**	**551.9**
On-Site Utilisation	147.5	153.0	114.0
Use Outside The Site (Third Party)	142.0	96.1	114.0
Off-Site Destruction (Third Party)	641.0	491.1	323.9
Total Non-Hazardous Waste	696.3	749.4	616.2
Recovery	591.0	606.3	481.2
Management Place (Off Site)	105.3	143.1	135.0
Total	**1,626.8**	**1,489.6**	**1,168.1**

Notes:
- The figures exclude tailings deposited in the Tailings Storage Facility (TSF).
- All B3 waste is managed by licensed waste management companies that comply with Government regulations.

Hazardous Waste Transportation (tonnes) [306-2] [14.5.3]

Description	2025	2024	2023
Transported and Delivered to Third-Parties	783.0	587.2	437.9

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



Mycorrhiza Laboratory activities supporting research and analysis to support land rehabilitation and ecosystem restoration efforts.

Tailings Management [14.6.2][14.6.3]

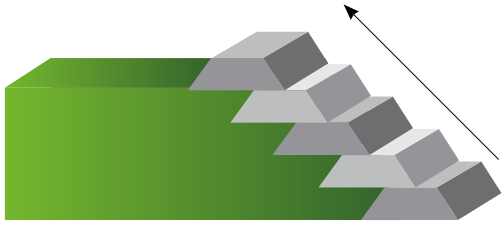
Tailings are managed through a dedicated Tailings Storage Facility (TSF) designed to contain tailings safely while minimising environmental risk. The TSF was developed with input from international geotechnical consultants and continues to be reviewed through annual expert assessments, monthly reporting and ongoing monitoring.

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

The dam safety guidelines published by the International Commission on Large Dams (ICOLD) are followed in the design specifications.

Embankment stability is widely acknowledged as a critical performance criterion. As a result, the TSF was designed to maintain its integrity during the maximum credible earthquake (MCE).

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



Upstream raising using dried tailings to extend the wall

Martabe Gold Mine TSF



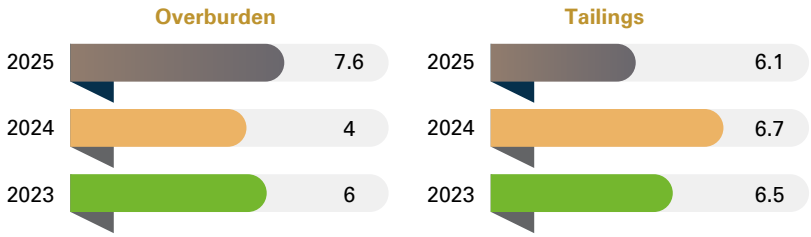
Downstream lifting using engineered compacted zones of rock, clay and sand

The primary safety objectives are to prevent uncontrolled discharge, minimise the risk of groundwater contamination, avoid wildlife mortality, manage acid mine drainage and maintain long-term structural stability. To achieve these objectives, PTAR applies controls across the TSF life cycle, including design requirements, construction methods, quality assurance, operating procedures, monitoring and audits.

Tailings are treated to reduce cyanide levels in accordance with the International Cyanide Management Code and are deposited in thin layers to support settling and stability. Pond water volumes are kept low to reduce risk, while construction methods address acid mine drainage and maintain technical quality.

In 2025, 6.1 million tonnes of tailings were placed without incidents and TSF capacity and stability were maintained during storm events. PTAR also improved dam monitoring tools, quality assurance and quality control (QA/QC) equipment, independent review processes and community engagement on emergency preparedness and response.

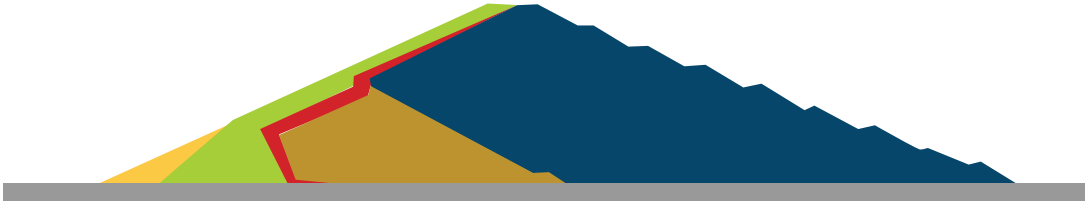
Total Overburden and Tailings (million tonnes) [F.15]



Waste Rock Management

Waste rock is the second major waste stream at the Martabe Gold Mine and consists mainly of material with rock excavated during mining that is not processed as ore. A significant portion is used for TSF embankment construction, reducing the need for separate disposal areas.

To manage acid generation risk, waste rock is classified based on acid-forming characteristics, including non-acid-forming (NAF) and potentially acid-forming (PAF) material. Acid-forming material is encapsulated within the TSF embankment and surrounded by competent rock or clay to limit oxidation. Compacted rock layers are applied to reduce oxygen exposure and minimise acid mine drainage risk. [306-1] [14.5.2]



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

Rockfill

Quarried rock provided 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).

Strategic Pillar: People

A capable, engaged and well-supported workforce is fundamental to PTAR's long-term performance. The Company continues to invest in its people by fostering a safe, inclusive and performance-driven workplace while supporting professional growth and employee wellbeing.



Gender diversity is one of Agincourt Resources' strengths in supporting safe, innovative and sustainable operations. Women accounted for 20.9% of the combined workforce of PTAR and its contractors.

Workforce Profile

Workforce Overview [2-7, 2-8]

As of 2025, PTAR workforce comprised 3,787 people (full time employees), comprising 1,102 permanent employees and 2,685 contractor workers. Local employees (including DAV) represented 75.10% of the workforce, while foreign workers accounted for 0.4%.

Origin of PTAR Employees and Contractors (people) [14.9.6]

Origin	2025	%	2024	%	2023	%
Expatriate	17	0.4	20	1	21	0.6
National	926	24.5	809	23	985	30.1
DAV	2,178	57.5	2,015	58	1,854	56.7
Local	666	17.6	615	18	468	12.6
Total	**3,787**	**100**	**3,459**	**100**	**3,328**	**100**

Employee Composition by Employment Status and Gender (people) [C-3]

Description	Gender	2025		2024		2023	
		Number	%	Number	%	Number	%
PTAR Employees [404-3]	Male	828	75	788	76	755	74
	Female	274	25	254	24	259	26
	Total	**1,102**	**100**	**1,042**	**100**	**1,014**	**100**
Outsourced Employee	Male	309	92	282	93	151	90
	Female	27	8	22	7	16	10
	Total	**336**	**100**	**304**	**100**	**167**	**100**
Total		**1,438**		**1,346**		**1,181**	

Employee Composition by PTAR's Employment Status (people) [C.3]



Total Composition of PTAR Employees by Work Location and Employment Status (people) [C-3]

Employment Status	Work Location				
	Jakarta	Martabe	Stargate Jakarta	Tambang Stargate	Total
Permanent	41	941	3	3	988
Contract	2	110	-	2	114
Total	**43**	**1,051**	**3**	**5**	**1,102**

Employee Composition by Age Group (people) [C.3]

Age	2025		2024		2023	
	Number	%	Number	%	Number	%
<26	52	5	48	5	51	5
26-30	199	18	155	15	156	15
31-35	182	17	168	16	160	16
36-40	179	16	179	17	181	18
41-45	201	18	209	20	197	19
46-50	144	13	138	13	128	13
>50	145	13	145	14	141	14
Total	**1,102**	**100**	**1,042**	**100**	**1,014**	**100**

Employee Composition by Education Level (people) [C.3]

Education Level	2025		2024		2023	
	Number	%	Number	%	Number	%
Master's Degrees	37	3	33	3	27	3
Bachelor's Degrees	442	40	400	38	384	38
Associate's Degrees	71	6	65	6	62	6
Diploma II (D2)	3	0	3	0	3	0
Diploma I (D1)	9	1	10	1	10	1
High School	496	45	484	47	480	47
Junior High School	32	3	34	3	35	3
Elementary School	12	1	13	1	13	1
Total	**1,102**	**100**	**1,042**	**100**	**1,014**	**100**

Employee Composition by Position (people) [404-3]

Position	2025		2024		2023	
	Number	%	Number	%	Number	%
Head of Division	14	1	17	2	14	1
Head of Unit	42	4	34	3	31	3
Superintendent	80	7	79	8	61	6
Staff	966	88	912	87	908	90
Total	**1,102**	**100**	**1,042**	**100**	**1,014**	**100**

Note: The data represents the combined total of permanent and contract employees, including both staff and non-staff.

Members of Management and Committee in 2025 By Age Group and Gender (people) [405-1] [14.21.5]

Age group	2025		2024		2023	
	Male	Female	Male	Female	Male	Female
41-50	2	-	2	0	2	0
Above 50	1	1	1	1	1	1
Total	**3**	**1**	**3**	**1**	**3**	**1**

Note: Top Management is included in the Board of Directors/BoD



The adoption of digital technologies is part of Agincourt Resources' efforts to develop employee competencies in support of safer, more efficient and sustainable operations.

New Employee Hires (people) [401-1] [14.17.3]

Gender	2025	2024	2023
Male	72	62	83
Female	31	9	22
Total	**103**	**71**	**105**

Employee Turnover Rate (%)



Employee Turnover Rate by Gender, Age Group and Region (people)

Description	2025	2024	2023
By Gender			
Male	34	32	31
Female	11	13	17
Total	**45**	**45**	**48**
Age Group (years)			
<30	9	7	9
30-50	16	22	28
>50	20	16	11
Total	**45**	**45**	**48**
Region			
DAV	13	5	6
Local	3	4	1
Non-Local	29	36	41
Total	**45**	**45**	**48**

Managing Our Workforce

Employment Practices and Labour Standards [2-30] [408-1] [409-1] [14.18.2, 14.19.2]

Employment practices at PTAR are guided by applicable labour regulations, the Collective Labour Agreement (CLA) and Company policies that support fair treatment, stable industrial relations and responsible workforce management. This framework supports workforce continuity, compliance and clear communication, including adherence to Law No. 13 of 2003 on Manpower, Law No. 6 of 2023 on Job Creation and Law No. 1 of 1970 on Occupational Safety. All PTAR employees (100%) were covered by the Collective Labour Agreement in 2025. The Company prohibits child labour and forced labour and enforces these standards across its operations.

Employee Remuneration [202-1] [401-2] [401-3] [405-2][14.17.2, 14.17.4, 14.17.5, 14.21.6] [F.19] [F.20]

PTAR applies a structured remuneration approach based on regional minimum wage alignment, internal grading, competency considerations, benchmarking against comparable mining companies and performance-based review. The framework covers base salary, bonuses and employee benefits, including healthcare support, education support, BPJS contributions, transport support, bereavement assistance and eyeglass assistance.

The Company maintains equal pay for comparable roles regardless of gender. In 2025, the pay ratio between male and female employees for basic salary and total remuneration remained 1:1 and all employees received compensation above the applicable regional minimum wage.

As a privately held company, PTAR does not disclose remuneration of its highest governance bodies or senior executives in this Report. Information on the remuneration determination process and pay ratios between governance bodies and employees is not currently disclosed. The Company continues to review the scope for future disclosure. [2-19] [2-20] [2-21]

Entry Level Employee Wages by Gender Compared to Regional Minimum Wage [202-1][14.17.2] [F.20]

PTAR Minimum Wage for Male Employees Vs Regional Minimum Wage



PTAR Women's Minimum Wage vs Regional Minimum Wage



Employee Benefits by Employment Status [401-2] [401-3] [14.17.4, 14.17.5]

Benefit	Permanent Employees	Fixed-Term Employees
BPJS Ketenagakerjaan	√	√
Healthcare	√	√
Maternity Leave	√	√
Old Age Security	√	x
Retirement Insurance	√	x

Labour and Industrial Relations [402-1] [407-1] [2-30] [14.8.2, 14.17.6, 14.20.2]

Labour relations at PTAR are maintained through the Collective Labour Agreement (CLA) and company policies, supported by ongoing engagement with recognised labour unions, including the Leadership of the Work Unit (PUK) of the All Indonesia Workers Union (SPSI) and the Martabe Mine Workers Union (SPTM), Management of the Bipartite Cooperation Institution (LKS Bipartit) of PT Agincourt Resources, as well as regular communication on employment-related matters.

Labour-related issues are discussed at both Company and broader regional and national levels, with outcomes communicated to employees to support mutual understanding. Where operational changes may affect the workforce, including employment termination, PTAR provides prior notice in line with applicable arrangements and regulations whenever feasible.

Pension Programme [201-3] [404-2] [14.8.3, 14.17.8]

PTAR provides a pension programme through BPJS Ketenagakerjaan in accordance with applicable regulations and the CLA, covering both normal and early retirement. Normal retirement is set at age 58, with the retirement age increasing by one year for every three years of continued service, up to age 65. Early retirement is available for employees aged 45 or above with at least 10 consecutive years of service, subject to applicable provisions.

Since December 2024, the Company has implemented a pre-retirement training programme to support employees in preparing for retirement. Further information on retirement benefits is provided in the financial statements and annual report.

Workforce Development

Workforce development is a component of PTAR's human capital approach. Training and development strengthen capability, support operational needs and prepare employees for continued performance and career growth.

Human Capital Development [404-1] [404-2] [404-3] [403-5] [14.16.6, 14.17.7, 14.17.8, 14.21.4]

The Company's training and development framework covers health, safety and environmental training, self-development, technical skills and licensing for vehicle and equipment operation. Training & Development Department conducts structured analysis to identify training needs, analysed by department heads and coordinated annually by the Training and Development team.

In 2025, PTAR conducted 5,999 training sessions totalling 39,477.1 training hours. A total of 967 employees participated, comprising 874 employees counted on a unique basis, with an average of 6.58 training hours per session (equivalent to approximately 6.6 hours per training attendance). Permanent employees received 33,319.3 training hours, while contractors received 6,157.8 hours. Training sessions covered language skills, personal development and technical expertise. In addition, 100% of employees undertook annual performance evaluation and career development processes covering both managerial and non-managerial roles.



Geotechnical monitoring technology is used to monitor the performance of Tailings Storage Facility (TSF) instrumentation in real time to support operational safety and sustainability.

Employee Training by Gender and Training Hours in 2025 [404-1] [14.17.7, 14.21.4]

Training Type	Female			Male			Total		
	Training hours	Number of Employees	Average Hours	Training hours	Number of Employees	Average Hours	Training hours	Number of Employees	Average Hours
Language skills	72	3	2	52.6	4	2	124.6	7	2
Technical skills	4,660.3	147	7.7	11,144.6	332	7.9	15,804.9	479	7.8
Safety and Environment [403-5] [14.16.6]	2,813.7	134	5.7	9,558.6	459	6	12,372.3	593	5.8
Vehicle and Equipment Operation Licensing	519.7	34	8	2,936	157	7.9	3,455.7	191	7.9
Self-development	2,601.4	145	5.3	5,118.4	324	5.8	7,719.8	469	5.5

Local Employment and Talent Development [202-2][14.21.2][F.22]

Local employment forms part of PTAR's workforce approach and its contribution to the surrounding area. Recruitment and development prioritise qualified candidates from villages near the mine and the wider South Tapanuli, Padangsidimpuan, Central Tapanuli and Sibolga regions.

At the senior management level, PTAR's local workforce covers 15 villages in the Ring 1 (DAV) area located across two sub-districts, namely Batang Toru and Muara Batang Toru, as well as several areas in South Tapanuli and Central Tapanuli. As of 31 December 2025, the total number of employees at senior manager level and above, including the Vice President Director and the President Director, was 15 people, comprising nine Senior Managers, one Deputy General Manager, one General Manager of Operations, two Directors, one Vice President and one President Director. Of this total, one employee was a member of the local workforce, who serves as General Manager of Operations. Local workforce therefore constituted approximately 6.7% of all senior management positions, or one local senior manager and 14 non-local senior managers.

Local talent development is supported through the Marsipature Programme, apprenticeships and internal promotion pathways. These initiatives provide opportunities for local employees to strengthen skills and gradually take on broader operational or supervisory responsibilities in line with capability and business needs.

Marsipature Programme

Since its establishment in 2017, the Marsipature Programme has supported local workforce development by strengthening competencies and creating pathways for role progression. Named after the Batak word *marsipature*, meaning "Let's Build," and echoing Martabe's original name, *Marsipature Huta Nabe*. The programme is managed by the Localisation Development Department, conducts regular monitoring and reporting on progress, including gender diversity, audits, target achievement and implementation challenges. The programme supports workforce localisation while strengthening the long-term availability of skilled local talent for mining operations.

In 2025, PTAR provided professional and technical development programmes for employees through an SAP-based development system and the Annual Training Plan to ensure alignment with organisational needs and competency requirements. Technical development included vocational and non-vocational training, including a three-year Apprenticeship Programme in collaboration with the Politeknik Perkapalan Negeri Surabaya (PPNS), consisting of 25% theory and 75% practice in mechanical systems, electrical instrumentation and welding. During the year, 13 participants attended vocational training and eight participants attended non-vocational training in Condition Monitoring, Rigger/Scaffolder and Crane Truck Operator. [F.22]

5 People
Mechanical

4 People
Electrical and Instrumentation

4 People
Welding



Monthly labour union meeting as a forum for dialogue and communication to foster harmonious and mutually respectful industrial relations.

Human Rights in the Workplace

Human Rights Training Programme [410-1] [404-2] [14.14.2, 14.17.8]

Respect for human rights forms part of PTAR's workplace approach and is reflected in labour practices, security-related training, anti-harassment measures and relevant internal policies.

Human Rights Training for Security Personnel [410-1] [404-2] [14.14.2, 14.17.8]

Until 2025, there were 147 security personnel or 91.3% of the 161 security personnel receive training on the Voluntary Principles on Security and Human Rights (VPSHR) to support responsible conduct in performing their duties. This training covers human rights principles, potential violations and reporting or escalation channels, to reinforce appropriate conduct and reducing the risk of abuse or discrimination.

Diversity, Equity and Inclusion [405-1] [406-1][14.21.5, 14.21.7][F.18] [F.21]

PTAR promotes a workplace where diversity is respected and barriers to participation are reduced through policies and practices that support inclusion and equal opportunity. As of the end of 2025, there was no discrimination and PTAR always supported diversity, equity and inclusion through policies on anti-harassment, work adjustments to protect pregnant employees, lactation facilities, maternity and paternity leave and gender diversity.

Diversity, Equity and Inclusion Initiatives in 2025

Initiative	Explanation
Setting Gender Diversity Targets	By establishing gender diversity targets and commitments for all parties involved in PTAR operations, the Company sets clear expectations. This proactive step provides a framework for measuring progress and holding stakeholders accountable for creating an inclusive work environment.
Removing Barriers to Gender Diversity	Identifying and addressing obstacles is crucial. PTAR takes steps to remove barriers hindering the achievement of gender diversity targets, creating a more supportive environment for the professional growth of both male and female employees.
Gender Pay Reviews	Conducting wage surveys between male and female workers demonstrates PTAR's dedication to addressing pay gaps. This data-driven approach helps identify and rectify disparities in compensation for positions with equal responsibilities.
Monitoring Departmental Progress	Regularly reviewing and monitoring the contributions and achievements of each department in gender diversity programmes ensures ongoing progress. This systematic approach allows PTAR to assess the effectiveness of its initiatives and make informed adjustments as needed.
Incorporating Gender Diversity Targets in KPIs	By including gender diversity targets in the Key Performance Indicators (KPIs) for each department head, PTAR aligns organisational goals with diversity objectives. This integration ensures that diversity and inclusion are integral to the overall success of the Company.
Gender Diversity Awareness Campaigns	PTAR engages in campaigns to raise awareness about gender diversity programmes. These campaigns help communicate the Company's commitment, educate employees and the community about the importance of diversity and encourage a culture of inclusion.

Policy, Procedure or Facility	Explanation
Anti-Harassment Policy	This policy establishes clear guidelines and procedures for reporting and addressing incidents of harassment or discrimination, fostering a safe and respectful work environment. By codifying the Company's stance against discrimination, intimidation and harassment, it aims to ensure that all employees feel valued and protected.
Code of Practice on Managing Pregnancy-Related Work Restrictions	We prioritise the health and safety of pregnant employees by providing clear protocols to protect them from workplace hazards. This policy supports their right to continue working safely until their due date, reinforcing inclusivity and fairness.
Lactation Facility	Acknowledging the needs of working mothers, the lactation procedure provides designated spaces and time for breastfeeding, supporting female employees in balancing their professional and personal responsibilities.
Maternity and Paternity Leave Policy [401-3][14.17.5, 14.21.3]	To support work-life balance and family wellbeing, we offer four months of paid maternity leave and two weeks of paternity leave for employees whose wives give birth. This policy underscores our commitment to family support during significant life events, enhancing employee satisfaction and retention.
Gender Diversity Policy [405-1][14.21.5]	We reinforce our commitment to gender diversity through a dedicated policy that aims to increase female representation across all levels. In 2025, 20.9% of the total workforce were female, with 1.8% holding management positions. At the highest management level, there women served on the Board of Commissioners and the Board of Directors, reflecting our dedication to equal opportunities in leadership.

Family Support and Return to Work [401-3] [14.17.5]

Family-related workplace support is also provided through maternity leave, paternity leave, lactation support and return-to-work arrangements after childbirth. These provisions support employee wellbeing and continuity of employment during significant life events.

Returning Employees and Retention Rates After Maternity Leave [401-3] [14.17.5]

Description	2025		2024		2023	
	Female	Male	Female	Male	Female	Male
Number of Employees Entitled to Maternity Leave	729	159	682	150	634	113
Total	**888**		**832**		**747**	
Number of Employees Taking Maternity Leave	44	16	48	23	40	29
Total	**60**		**71**		**69**	
Number of Employees Returning to work After Giving Birth and Number of Employees Still Working 12 Months After Returning to Work	44	15	47	22	39	28
Total	**59**		**69**		**67**	
Retention Rate After Giving Birth	**98.3%**		**97.2%**		**97.1%**	



Strengthening the capacity of healthcare workers through the Community Development Programme (PPM) forms part of Agincourt Resources' commitment to improving access to and the quality of community healthcare services.

Health, Safety and Wellbeing

Protecting the health, safety and wellbeing of employees and contractor personnel is fundamental to PTAR's operations. PTAR applies a structured approach that combines clear accountability, hazard identification, operational controls, occupational health services, emergency preparedness and ongoing performance review. These measures support harm prevention, workforce wellbeing and safe operations across the Martabe Gold Mine.

OHS Governance

OHS Framework and Management System

Occupational health and safety (OHS) at PTAR is managed through an integrated framework that embeds health and safety principles across operational activities. The framework covers OHS Policy & Manual, risk assessment, legal compliance, KPIs, Competency requirements, Inspections & Audits, Incident Management, non-conformity management, operational controls management, & emergency management.

These requirements are applied across the mine life cycle, from planning and operations to closure and are incorporated into work planning, equipment use, supervision and daily decision-making. OHS management is aligned with the Health, Safety and Environment (HSE) Management System and complies with applicable regulations. All contractual agreements are required to align with the HSE Management System to ensure consistent occupational health and safety standards across all operations. The regulatory framework includes:

- Regulation of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 26 of 2018 concerning the Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining.
- Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 1827 K/30/MEM/2018 concerning the Guidelines for the Implementation of Good Mining Engineering Practices.
- Decree of the Director General of Mineral and Coal No. 185.K/37.04/DJB/2019 concerning the Technical Guidelines for the Implementation of Mining Safety and the Implementation, Assessment and Reporting of the Mineral and Coal Mining Safety Management System. [403-1] [403-8] [14.16.2, 14.16.9]

OHS Oversight and Coordination

Oversight of OHS implementation is supported through regular review by management and designated site-level structures. Monthly meetings with Department Heads are held to discuss updates to the OHS system and key matters arising from the HSE Forum.

There are 3 organisational bodies play an important role in strengthening OHS implementation across the site:

1. **Department HSE Committees**, led by Department Heads, coordinate safety efforts within each department and support alignment with Company requirements.
2. **The Kepala Teknik Tambang (KTT) Safety Steering Committee**, chaired by the General Manager of Operations, reviews safety performance, supports improvement of the OHS management system and oversees the investigation of high-risk incidents.
3. **The Martabe HSE Forum** brings together PTAR and contractor management to discuss incidents, share lessons and align on site-wide safety practices.

Workforce Participation and Safety Communication [403-4] [14.16.5]

Workforce participation forms an important part of PTAR's OHS approach. Employees and contractors are involved through departmental committees, the Martabe HSE Forum, routine meetings, incident reporting, hazard reporting and other safety communication channels used across the site.

Through these mechanisms, workers are able to raise concerns, report hazards, contribute to discussions about operational safety issues and support follow-up actions. This participation helps strengthen safety awareness, improve communication between work groups and management and reinforce shared responsibility for safe work practices.

HSE Committee and Forum Representatives in 2025 [403-1] [14.16.2]

Departmental Safety Committee

934	1,102	85%
Committee members (people)	Total PTAR Employees (people)	

KTT Safety Steering Committee

1,102	1,102	100%
Total (people)	Total PTAR Employees (people)	

HSE Forum

1,102	1,102	100%
Total (people)	Total PTAR Employees (people)	

Hazard Identification, Critical Controls and Incident Management

Major Workplace Hazards [403-2] [403-9] [14.16.3, 14.16.10]

Operational safety risk management begins with the identification of major workplace hazards and the application of controls intended to prevent serious injury and fatality. PTAR has identified 17 major workplace hazards and uses a digital database system to enable employees to report potential hazards efficiently. This supports prompt reporting, investigation and follow-up.

Reported hazards are reviewed by the responsible Manager – OHS, classified according to risk and followed by corrective actions intended to address identified hazards and reduce associated risks. Through this process, PTAR seeks to improve hazard visibility and strengthen control of high-risk conditions.

- Contact with electricity
- Falling objects
- Exposure to hazardous substances
- Helicopter Lifting operations
- Lightning strike
- Lifting operations
- Slope failure
- Uncontrolled release of energy
- Tree felling
- Vehicle Collision or Rollover
- Person struck by a vehicle
- Unplanned initiation of explosives
- Forest Clearing
- Confined space
- Fall from height
- Drowning
- Entanglement and crushing

Safety Programmes and Critical Controls [403-5] [403-7] [403-9] [14.16.6, 14.16.8, 14.16.10]

PTAR reinforces operational safety through a set of standardised programmes and procedures designed to help employees recognise hazards, apply controls and carry out work safely.

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 enforces the Golden Rules as mandatory guidelines for safe work practices within workers' control. All employees receive training before starting work. Deliberate violation may result in a final written warning or termination of employment. [403-5] [14.16.6]

Take 5

Designed to assist a worker in identifying the hazards inherent in a task and the necessary controls to complete the task safely.

The Take 5 procedure is applied as a pre-task step through a short checklist. It takes less than five minutes and supports rapid risk identification while strengthening safety awareness.

Job Safety and Environmental Analysis (JSEA)

Designed to assist work teams in identifying and planning for the controls necessary to complete a job safely.

For more complex tasks, the Job Safety and Environmental Analysis (JSEA) is used to identify hazards and define required controls. Each team member signs the document to confirm their understanding of risks and controls.

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.

The Permit to Work (PTW) system documents work authorisation and agreed risk controls, including the prevention of uncontrolled electrical energy, stored pressure and hazardous fluids. Isolation points are locked out to prevent unexpected start-ups, energy transfers or pressure releases.

Active Safety Agreement (ASA)

It's designed to address unsafe behaviour in the workplace and support safety systems.

The Active Safety Agreement (ASA) programme addresses unsafe behaviours, including failure to follow procedures, shortcuts and risk neglect. It encourages employees to understand the consequences of their actions through structured discussions led by management.

Critical Risk Management (CRM)

A critical risk control system designed to prevent serious injuries and fatalities.

The Critical Risk Control System manages key controls for workplace hazards to prevent serious injuries and fatalities. These controls include, among others, vehicle seat belts and pressure vessel safety valves. This system supports awareness, routine inspections, reporting and corrective action for ineffective or missing controls.

Workplace Condition Inspection (WCI)

Workplace Condition Inspection (WCI) is a workplace condition inspection designed to identify general HSE physical hazards and non-conformities in the workplace. WCI also provides a quantitative assessment of the level of compliance with site standards using a standardised assessment tool.

The management of corrective actions resulting from the WCI programme is carried out through three mechanisms: immediate control for significant hazards, follow-up on each finding and follow-up on gaps in workplace condition controls. The objective is to address every hazard or non-conformity identified while also addressing weaknesses in the control system that allow such hazards or non-conformities to occur.

Safety Training

This programme is designed to meet the general occupational health and safety (OHS) competency requirements at the site to ensure that all employees are able to work safely, carry out their environmental management responsibilities and understand and comply with applicable requirements, including compliance with the Mining Safety Management System (SMKP), the Occupational Health and Safety Management System (SMK3) and ISO 45001.

The programme also covers the training requirements mandated by PTAR's OHS procedures as well as other operational controls, such as the PTAR Golden Rules. Additional training requirements may be organized by the relevant departments based on operational needs and the level of occupational risk.

Incident Management [403-2] [403-3] [14.16.3, 14.16.4]

All incidents in the Martabe Gold Mine operational area are required to be reported within 24 hours. This includes work-related injuries, near misses, illnesses, vehicle accidents, fires, chemical spills, improper chemical storage and failures of safety or fire control systems. The objective is to ensure timely investigation, corrective action and follow-up.

PTAR uses the Incident Cause Analysis Method (ICAM) to identify root causes and determine corrective measures. Reporting, investigation and corrective action tracking are supported through an online system that enables more consistent monitoring and follow-through.

Work Environment and Industrial Hygiene Management

PTAR manages workplace exposure factors that may affect the health and safety of its workforce, including dust, noise, vibration, lighting, air quality and radiation. These factors are monitored as part of the Company's work environment management and Industrial Hygiene oversight.

Through the Occupational Exposure Monitoring Program (OEMP), PTAR systematically identifies, measures and assesses occupational exposures across its operations. The program combines workplace and personal monitoring to obtain a comprehensive understanding of worker exposure and potential health risks.

The OEMP follows an exposure risk management approach: Identify- Measure - Assess - Control - Monitor Health - Improve. Monitoring results are used to identify exposure patterns, prioritise higher-risk work groups, assess exposure levels and evaluate the effectiveness of existing controls.

This integrated approach enables PTAR to move beyond routine measurement and compliance toward exposure-based risk management. OEMP findings support the strengthening of engineering and administrative controls, occupational health and health surveillance programs, and continuous improvement in protecting worker health.

Occupational Health and Emergency Preparedness

Occupational Health Programme and Medical Surveillance [403-3] [403-6] [403-10] [14.16.4, 14.16.7, 14.16.11]

PTAR's occupational health programme is designed to prevent work-related illness and support employee wellbeing through four pillars: promotion, prevention, treatment and rehabilitation.

Health promotion activities focus on improving health awareness through health information dissemination, nutrition communication and initiatives such as the Traffic Light System to encourage healthier choices. Preventive measures are implemented through pre-employment and periodic health assessments, supported by a Wellness Programme that addresses risks identified through medical review. Treatment support is provided through Company clinics, specialist referrals and health consultations, while rehabilitative measures support employees in returning to work safely after illness or injury.

Medical Check-Ups and Health Risk Monitoring [403-3] [403-6] [403-10] [14.16.4, 14.16.7, 14.16.11]

All employees are required to undergo an annual Periodic Medical Check-Up (MCU), conducted in collaboration with accredited health facilities. In 2025, 1,041 PTAR employees participated in the MCU. The examination includes physical assessment, ECG, treadmill testing, audiometry, X-ray and blood and urine laboratory tests to assess fitness for work and identify potential health concerns.

PTAR assesses both work-related and non-work-related health risks using tools such as the Framingham Score and health risk categorisation. Employees with higher health risks are prioritised for further consultation, while abnormal results are referred to specialists as needed. In 2025, no work-related illnesses were diagnosed.

Additional checks are conducted for employees exposed to specific risks, including Hepatitis B testing for medical and ERT teams, foodborne illness screening for food handlers and heavy metal analysis for gold room employees.

Health Facilities and Medical Support

The Martabe Gold Mine has a government-accredited medical facility. First aid kits are available in all work areas and can be used whenever needed. Employees also receive health insurance covering dental, mental health and vision services, which support access to broader medical care beyond routine occupational health services.

Emergency Preparedness and Response [403-9] [14.16.10]

The Martabe Gold Mine maintains a dedicated Emergency Response Team (ERT) consisting of trained personnel and radio operators to ensure a rapid response during emergencies. On-site medical facilities, including clinics staffed by doctors and paramedics, support the team. Emergency response capacity is further supported by ambulances, Response LV, fire trucks, rescue trucks, rescue boats, helicopter access for medical evacuation and coordination with external medical service providers, enabling a timely and coordinated emergency responses.

Potential Emergencies	Emergency
Fire & Explosion	Fuel Fires, Truck Fire, General Fires, Off-site Fires, B3 Facility Fire / Spill
Hazardous Materials (Hazmat)	Hazmat Spill and Gas Release, B3 Facility Fire / Spill
Medical & Casualty Emergency	Mass Casualties Rescue, Food Poisoning, Workplace Accident
Vehicle & Transportation Accident	LV Accident, Helicopter Crash
Technical Rescue	Confined Space Rescue, High Angle Rescue, Water Rescue, Jungle Rescue
Natural Disaster & Geotechnical	Dam / Geotechnical Failure, Flood
Environmental & Wildlife	Snake Management and Rescue
Search & Rescue (SAR)	Jungle Rescue, Water Rescue, Confined Space Rescue, Heights Angle Rescue
Community Support / External Emergency	Fires at the Outside

Emergency Response During the November 2025 Floods and Landslides

[403-9] [14.16.10]

In November 2025, severe flooding and landslides in Sumatra affected PTAR's operating environment and required an intensified emergency response. The Company activated its emergency response system to protect workers and surrounding communities, maintain cross-functional coordination and address operational and social impacts arising from the incident.

PTAR's Emergency Response Team (ERT), together with site medical personnel and other relevant functions, carried out response measures that included evacuation support, search and rescue, medical response, site access control, coordination with authorities and support for affected employees or contractors and other relevant actions. The response was coordinated with relevant government authorities.

OHS Performance and Continuous Improvement

OHS Performance in 2025 [403-9] [14.16.10]

OHS performance is monitored through 12 Key Performance Indicators (KPIs) that cover accident rates and the effectiveness of safety management. These KPIs are tracked through the monthly Safety KPI Dashboard and include areas such as mandatory safety training, hazard reporting, workplace inspections and timely incident investigation. The dashboard is also supported by ongoing participation in the Active Safety Agreement (ASA) programme and the Critical Risk Management (CRM).

In 2025, PTAR recorded an HSE KPI score of 98%. The Company also achieved 4,489,778 hours worked without injury and maintained a Lost Time Injury Frequency Rate (LTIFR) of 0.2. These results are used to evaluate the effectiveness of safety controls and identify areas for further improvement.

Safety Efforts in 2025 - Martabe Gold Mine Safety Awareness and Communication Safety Competency and Monitoring

Safety Awareness and Communication	Active Safety Agreements (ASA) Completed	2,463
	Departmental Safety Committee Meetings	173
	Hazard Reporting Recognition Awards	14
	HSE Alerts and Health Advisories	75
	Safety Poster Topics	9
	Monthly Martabe HSE Forum Meetings	12
	Safety and Health Competitions	10
Safety Competency Development	Total HSE Training Hours	39,170
Monitoring and Assurance	Formal Vehicle and Equipment Inspections (Gate Pass Inspections)	1,000
	HSE Workplace Inspections	124
	Hazards and Nonconformities reported	3,939
	Industrial Waste Inspection	132
Incident Management	Accidents and Near Misses Investigated	88
	Corrective Actions Completed	213
HSE Management Systems	HSE Standard Procedures	63
	Standard Operating Procedures	900
	SMKP Minerba Compliance Audit Score	75.2

Occupational Accident Numbers and Rates

No	Category	2025	2024	2023
PTAR				
1	Minor	0	0	0
	Major	1	0	0
	Fatal	0	0	0
	Total Occupational Accidents	1	0	0
2	Injury Rate (IR)	0.3	0	0
3	Lost Day Rate (LDR)	0	0	0
4	Absentee Rate (AR)	245.6*	92.6	107.3
Site Contractors				
1	Minor	0	1	2
	Major	2	0	1
	Fatal	0	0	1
	Total Occupational Accidents	2	1	4
2	Injury Rate (IR)	0.3	0.2	0.2
3	Lost Day Rate (LDR)	9	947.5	0.5
4	Absentee Rate (AR)	88.3*	38.9	35.7

Note:
This table is the reporting standard provided by the Ministry of Energy and Mineral Resources
*There was a change in the method for recording and collecting absentee severity rate data in 2025, which began to include data from site clinic and external healthcare facilities starting in October 2025, Meanwhile the 2024 and 2023 data only covered clinic site data.

Lost Time Injuries (LTI) and Lost Time Injury Frequency Rate (LTIFR) at the Martabe Gold Mine



Key Performance Indicator (KPI) Score

No.	KPI	Measure	Target	2025	2024	2023
KPI scores to measure accidents and safety management performance scores				98%	97%	**97%**
1.	LTIs	Number of LTIs	100%	99%	99%	100%
2.	MTIs	Number of MTIs	13	10	8	13
3.	FAIs	Number of FAIs	24	34	21	24
4.	High Risk Incidents	Number of High Risk Incidents Recorded	Recorded	34	42	34
5.	Hazards Reported	Number of Hazards Reported (2023 Increased since use digital reporting)	Monitored	3,939	3,601	463
6.	Investigations	Overdue Safety Incident Investigations (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	90%	100%
7.	Corrective Actions	All Overdue Corrective Actions from Incident -Safety, Incident - Environment, Hazard/ Nonconformance & HSE WCI Events (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	100%	100%
8.	Departmental HSE Committee meetings	Department HSE Committee Meetings Held	Target 100%	100%	100%	100%
9.	Workplace Inspections	Quarterly Workplace Inspection Score (Site average Workplace Inspection Score)	Target 90%	93%	96%	94%
10.	Safety Training	% Mandatory Safety Competencies completed	Target 90%	99%	99%	97%
11.	Active Safety Agreement (ASA)	% Total ASAs conducted against the target (YTD completed)	Target 100%	100%	100%	100%
12.	CRM (Critical Risk Management)	% Total CCCLs completed against a target (YTD completed)	Target 100%	100%	100%	100%

OHS Improvements and Innovation in 2025

PTAR strengthened OHS implementation in 2025 through a number of practical improvements and digital tools designed to support earlier identification of risks, faster follow-up and stronger control verification.

Key improvements included the following:

1. PTAR updated the Golden Rules following a review of the existing requirements. The update increased the number of rules from 12 to 17 to reflect operational developments and current working conditions. The language used in the rules was also simplified to improve understanding across the workforce.
2. PTAR updated the Critical Risk Management (CRM) programme to strengthen management of critical workplace risks. The update included improvements to the Critical Control Checklists, development of training materials on Critical Risk Awareness, Critical Risk Management and Toolbox Talks and provision of the CRM Pocket Book as a practical field guide.

   As an initial implementation stage, the CRM programme was piloted at the PTAR workshop and one major contractor workshop before broader implementation across the operational area.

   Through the pilot project, PTAR evaluated procedure suitability, the effectiveness of critical controls, worker understanding and potential implementation challenges in the field to support further refinement before wider application.
3. The OHS Department, together with the Mining Department, developed the LV Monitoring Telemetry programme to monitor and transmit real-time data on light vehicle location, speed, fuel consumption and performance. The programme supports preventive supervision, faster emergency response, driving behaviour control and vehicle condition monitoring through a digital driver scorecard.
4. PTAR strengthened the Contractor Safety Management System (CSMS) to improve contractor management through a more structured and standardised approach, covering scope of work definition, selection processes, work execution controls and performance evaluation in line with applicable OHS requirements.
5. The Safety Application Migration programme was implemented to bring safety management applications onto a centralised platform into a more centralised and user-friendly platform. In the initial stage, the integration covered four applications: Incident Management, ASA, CRM and WCI.
6. PTAR provided the LV Training Circuit as a driving training facility for workers and light vehicle operators before entering the Martabe operational area. The facility is used for Defensive Driving training, driver competency testing and simulations of road conditions similar to those in the operational area.

Strategic Pillar: Public Contribution



Through 14 Taman Baca Anak (Children's Reading Garden), Agincourt Resources encourages children to develop a love of reading from an early age in safe, comfortable and inspiring learning spaces.

Public Contribution [F.25]

PTAR's public contribution is directed towards strengthening community capacity, improving access to essential services and supporting inclusive local development. The Company designs programmes that respond to local priorities and provide longer-term benefits for communities within and around its operational area. Implementation is carried out through structured planning, execution, monitoring and stakeholder engagement.

Community Development and Empowerment Approach and Guiding Principles

Community development is a long-term partnership with surrounding communities aimed at strengthening local resilience, improving livelihoods and creating sustainable shared value beyond the life of the mine, through the Community Development and Empowerment Programme (PPM), guided by the Asset-Based Community Development (ABCD) approach. This approach focuses on identifying and strengthening local asset to enhance community capacity, participation and ownership in the development process.

The Company prioritises 15 villages surrounding the Martabe Gold Mine, classified as Directly Affected Villages (DAVs) or Ring 1, while extending selected programmes to Batang Toru and Muara Batang Toru sub-districts in South Tapanuli, North Sumatra. This approach enables more targeted support in directly affected areas while maintaining alignment with broader local development priorities. Five principles guide the design and implementation of Community Development and Empowerment Programme (PPM).

PTAR Community Development and Empowerment Programme (PPM) Guiding Principles	
Empowerment	Community Development and Empowerment Programme (PPM) 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 and Empowerment Programme (PPM) shall be properly managed to ensure accountability, transparency, responsiveness, effectiveness, efficiency, equity and inclusiveness.
Sustainable Development	Community Development and Empowerment Programme (PPM) shall deliver benefits to stakeholders after mine closure.
Stakeholder Values	Community Development and Empowerment Programme (PPM) shall reference, promote and embrace traditional knowledge and local wisdom. No programme shall be detrimental to local values.
Maximising Benefits	Community Development and Empowerment Programme (PPM) shall maximise the benefits delivered by enabling participation by recipient communities in programme delivery.

Community Development and Empowerment Planning and Governance

Programme Planning and Stakeholder Alignment [413-1] [14.10.2]

PTAR holds an annual programme coordination forum ensure that Community Development and Empowerment Programme (PPM) remains aligned with local priorities. This forum involves relevant stakeholders to communicate achievements from the previous year and outlines key plans for the following year while providing a platform for feedback and suggestions.

These inputs are reviewed internally against the Community Development and Empowerment Master Plan, consolidated and communicated to stakeholders in written form. This process supports alignment between programme planning, community aspirations, government development priorities and the Company's community development approach.

Community Development and Empowerment Master Plan

The Community Development and Empowerment Master Plan (CDEMP) is developed in accordance with regulations issued by the Ministry of Energy and Mineral Resources and informed by social and environmental impact assessments, stakeholder consultation and community input. It is also aligned with broader frameworks such as the Sustainable Development Goals, the ICMM Community Development Toolkit and ISO 26000 Guidance on Social Responsibility.

The CDEMP is incorporated into the Company's annual Work Plan and Budget (RKAB), with costs classified as operational expenditure and subject to Ministry approval. Implementation involves collaboration with local communities, government institutions and technical partners, focusing on practical needs in education, health, livelihoods, agriculture, trade and institutional development.

The Master Plan defines priorities across eight programme pillars and serves as the main reference for community development for the 2018-2031 period.

Priority Programmes include the PTAR Community Development and Engagement Master Plan

Programme	Goal
Education	Improve access to and the quality and education services
Health	Revitalisation and acceleration of the quality and public health services
Real Income and Employment	Diversification and development of local potential-based livelihoods
Economic Independence	Strengthening local businesses and entrepreneurship through capacity building, business development and market access.
Social and Cultural	Preservation of biodiversity and revitalisation of local arts, religion and culture; development of achievements in sports, arts and local culture
Community Environmental Management	Community environmental management: Strengthening community awareness and participation in creating sustainable settlements and reducing disaster risks.
Community Institutional Capacity	Development of community institutional capacity, the capacity of local government personnel, for improving public service performance, strengthening and developing community business networks
Infrastructure Development	Improving access to and the quality of infrastructure supporting the Community Development and Empowerment Programme (PPM).



Posyandu volunteers provided monthly health education sessions throughout 2025 at the Integrated Primary Care (ILP) Posyandu in Wek II, Batang Toru, to improve community knowledge and awareness of health needs at every stage of life, from infancy to old age

Community Development and Empowerment Programme Implementation in 2025

In 2025, PTAR implemented its Community Development and Empowerment Programme in line with the priority pillars set out in the CDEMP. Programme delivery focused on alignment with community needs, strengthening local capacity and improving implementation quality across the Company's area of influence.

PTAR programme expenditure totalled USD3.1 million to the Programme, reaching 43,370 beneficiaries. The implementation encompassed various areas, including education, health, income and employment, local business development, infrastructure development, community relations, community institutional capacity and social and cultural pillars. [203-1][14.9.3][F.4]

Regarding disaster response, PTAR supported disaster posts that operate in temporary buildings or use pre-existing infrastructure, rather than permanent facilities built by the Company. This support focuses on food and non-food supplies, medical treatment and health services and psychosocial assistance. [413-1]

Within the community relations pillar, PTAR handles community complaints through its applicable grievance mechanism. In January 2025, PTAR resolved a complaint from the Aek Pahu farming group, in which turbidity caused by sediment accumulation from the upstream creek at three sediment ponds flooded approximately one hectare of rice field and led to crop failure, washed away about 50% of the fish in their ponds and covered a compost hut with sediment. Through a consensus meeting held on 26 January 2025, PTAR agreed to clean the sediment, repair the irrigation channels, supply materials for the farmers' self-managed works and replace fertiliser and adult fish stock and the complaint was closed.

To strengthen programme quality, PTAR completed an impact assessment of its Community Development and Empowerment Programme in Directly Affected Villages for the 2018-2024 period. The findings are used to inform programme refinement and implementation priorities over the next five years. [413-1][413-2][14.10.2,14.10.3][F.23]

Details regarding the list of programme activities from the Health, Education, Local Business Development, Infrastructure Development and Community Relations are in Appendix 3.

Community Development and Empowerment Funding (PPM) in 2025 [F.4][203-1] [14.9.3]

(in USD)

Education **570,781** Beneficiaries **14,379**	Health **468,678** Beneficiaries **6,976**	Real Income and Employment **264,411** Beneficiaries **230**	Economic Independence **249,570** Beneficiaries **390**	Total **3,089,529** Beneficiaries 43,370
Social and Cultural **437,754** Beneficiaries **15,116**	Community Environmental Management **58,477** Beneficiaries **1,893**	Community Institutional Capacity **54,226** Beneficiaries **86**	Infrastructure Development **985,632** Beneficiaries **4,300**	

Note :
- Including flood and landslide disaster response.
- Infrastructure development supporting the CDE includes educational and healthcare facilities, infrastructure supporting agriculture and livestock, business support facilities, socio-cultural and sports facilities, water and sanitation infrastructure such as concrete pavements, gabions, bore wells, community kitchens, jogging tracks, public toilets (MCK), children's reading parks and waste banks including the response to flood and landslide disasters at the end of 2025.
- All Community Development and Empowerment Programme has impact assessment

Post-Disaster Relief and Recovery Support Following the November 2025 Floods and Landslides

In November 2025, extreme weather triggered floods and landslides across parts of South Tapanuli and surrounding areas, affecting communities around Garoga, Huta Godang, Batu Horing and Aek Ngadol Sitinjak. The disasters resulted in fatalities, injuries, displacement and damage to homes and public infrastructure.

Following the local government's declaration of an emergency response status on 25 November 2025, PTAR mobilised its Crisis Management Team and Emergency Response Team to support residents safety, restore access and maintain coordination during the emergency situation. Emergency support included temporary shelters, communal kitchens, ready-to-eat meals, clean water and assistance provided through seven evacuation posts, reaching more than 3,000 affected residents during the emergency period.

To support recovery efforts, PTAR deployed heavy equipment to clear landslide material and reopen access routes in coordination with relevant authorities. Helicopters were also used to deliver aid to isolated areas and transport PLN technicians to help restore electricity supply.

PTAR continued to coordinate assistance with government agencies, local communities and other stakeholders while supporting verification and technical review processes through data and information sharing. The Company also supported recovery efforts in Garoga, including improvements to facilities used to deliver primary healthcare services, while preparing short-, medium- and long-term recovery measures in collaboration with relevant stakeholders.

Monitoring, Evaluation and Community Feedback

To improve programme effectiveness, PTAR applies a Monitoring and Evaluation (M&E) Standard Operating Procedure that provides a structured basis for assessing implementation and outcomes. Monitoring and evaluation are conducted periodically and involve relevant internal and external parties, depending on programme scope.

This process enables the Company to identify effective practices, address gaps and refine programme implementation over time.



The Joint Monitoring and Evaluation Forum (FMB) team, known as PANTAU, monitored the Community Development and Empowerment (PPM) programme in Napa Village, Batang Toru, engaging residents in reviewing implementation and providing feedback to help ensure the programme meets community needs and supports continuous improvement.



The Martabe Cocoa team at Agincourt Resources' cocoa nursery in Napa Village, Batang Toru District, South Tapanuli. The Martabe Cocoa Programme supports cocoa development from upstream to downstream while strengthening farmer empowerment and local community development.

Community Feedback and Grievance Mechanism [2-16] [411-1] [F.24] [14.11.2]

PTAR maintains a grievance mechanism to receive, document, assess and respond to concerns from local stakeholders, including government institutions, communities and other organisations in Directly Affected Villages and surrounding areas. Complaints may relate to social, cultural, economic, health, education or environmental matters and they are managed through a structured process to support timely resolution and prevent escalation.

The mechanism is managed by the Community Relations Department and reported to the Board of Directors through established channels. Complaint records are maintained in a dedicated database system supported by standard operating procedures to ensure consistent administration and follow-up.

Significant issues are reported to the Board of Directors or the highest governance body through quarterly reports. In 2025, a complaint related to sediment in Aek Pahu was received, discussed and resolved based on an agreement between PTAR and the Napa Village community.

PTAR's operational area does not border indigenous communities. Accordingly, no land use disputes involving indigenous peoples were identified.



KUB Batik Tapsel, a community enterprise supported by Agincourt Resources since 2021, develops batik distinctive to South Tapanuli through skills training, product diversification, marketing support, and improved market access, engaging 15 people—six batik makers and nine artisans creating batik-based products—while promoting women's empowerment and strengthening the local economy.

Community Complaints Received and Resolved

A complaint from Aek Pahu residents regarding sediment deposits affecting 1 hectare of rice fields, loss of approximately 50% of the fish in the ponds of a compost hut was received verbally on 6 January 2025 and in writing on 7 January 2025 and 10–12 December 2025. PTAR followed up through environmental, social and economic recovery measures, including sediment cleaning in the upstream river area, irrigation channel improvement through community self-help efforts by the Aek Pahu farmer group and provision of materials, financial assistance, replacement fertiliser and adult fish seedlings.

2025		2024		2023	
Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Grievances Resolved
2	2	-	-	-	-

Note: Number of public complaints received by the Community Relations Department

Generally, complaints are submitted by the community and followed by an identification process to determine the cause. Where impacts are identified as related to PTAR's operations, resolutions are discussed and agreed jointly with the community, including improvement measures for environmental, social and economic impacts. The recovery process also involves community participation, including in handling sediment affecting rice fields, clean water sources and community fish ponds.

About This Report [2-1] [2-2] [2-3] [2-4] [2-5]

This 2025 Sustainability Report presents the performance of PT Agincourt Resources (PTAR)'s across environmental, social, governance and economic aspects during the reporting period. It builds on the previous report and reflects the Company's efforts to strengthen responsible business practices in line with stakeholder expectations and applicable reporting frameworks.

This Report covers activities at the Martabe Gold Mine and the Jakarta Office. As PTAR does not have subsidiaries, no other entities are included within the scope of this Report or the consolidated financial statements. Unless otherwise stated, all information is derived from the operational site and head office.

Unless otherwise indicated, quantitative data cover the period from 1 January 2025 to 31 December 2025. Comparative data are presented for the 2025, 2024 and 2023. Any restatements of previously reported data are explained in the relevant section. [2-4]

The Company's consolidated financial statements for the year ended 31 December 2025 were audited by Kantor Akuntan Publik Rintis, Jumadi, Rianto & Rekan. This Report should be read together with PTAR's 2025 Annual Report to provide a more complete view of performance, governance and business context.

This Report has been prepared with reference to applicable Indonesian regulations, including Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 and Circular Letter (SEOJK) No. 16/SEOJK.04/2021 and in accordance with the GRI Standards 2021, including GRI 14: Mining Sector 2024. The reporting option applied is "in accordance with the GRI Standards". The Company also continues to align its disclosures with the IFRS Sustainability Disclosure Standards, IFRS S1 and IFRS S2, to support better integration of sustainability-related and financial information.

This Report has also undergone external assurance by PT Sejahtera Rambah Asia (SRAI), appointed following an internal review involving the Corporate Communications Department and approval of the Director. SRAI has no commercial relationship or conflict of interest with PTAR. The assurance engagement was conducted at a moderate and used type 1 and type 2 for the specific topic of Community Development and Biodiversity and Land Management. Independent Assurance Statement is included in the assurance section.

Feedback on the Previous Report [G.3]

PTAR did not receive any formal feedback on the 2024 Sustainability Report. The Company continues to improve the quality, clarity and transparency of its disclosures in line with stakeholder expectations and reporting developments.

Appendix

Appendix 1



Supporting community welfare

- 170 participants received nine types of capacity-building and skills training to support economic independence.
- Supported MSMEs recorded combined revenue of Rp8.6 billion, established four new businesses, developed three Golden Snack flagship products and facilitated market access for 235 MSMEs.
- The number of local vendors increased by 10, supporting the Company's supply chain.
- Capacity development participants received training in technical and vocational skills for 146 participants across electrical services, air conditioning, heavy equipment operation, barista, digital marketing, photography and videography and public speaking.
- The Martabe Social Enterprise programme strengthened community-based business institutions, involving 21 participants.
- Women and vulnerable groups represented the majority of participants in economic independence programmes under the Community Development and Empowerment Programme (PPM).



- **Enhancing health and safety performance sustainably within the Company's operations**
- **Sustained improvement in environmental performance by reducing pollution**
- **Contributing to public health**

- USD 3,089,529 was allocated to Community Development and Empowerment Programme (PPM), including health-related initiatives.
- 1,465 eyes of 1,358 cataract patients regained vision through the free cataract surgery programme, which has been implemented since 2011.
- 3,847 patient visits were recorded through free specialist healthcare services, while 1,769 patients received healthcare services in eight remote villages.
- 28 health cadres and healthcare personnel participated in sanitation training, while 25 participants received Basic Trauma Cardiac Life Support (BTCLS) training.
- 225 students from 15 schools participated in the Youth Health Programme, Generasi Berencana (GenRe).



Supporting food security

- Agricultural programmes supported the development of 15 local champions, by the intensification of 20 ha of food crop and horticulture land, as well as the development of 12 ha of cocoa plantations.
- 10,000 cocoa seedlings were distributed to 33 farmers, supported by production improvement through side-grafting using 44,000 scions.
- Four types of training were provided to farmers and livestock breeders, supported by the construction of one poultry house for 1,360 laying hens and one livestock shed for breeding 88 Boerka goats.



Training and education through Marsipature, OHS and the Community Development and Empowerment Programme (PPM)

- 7 community members received one-year job readiness training in mechanical engineering at United Tractors School (UT School).
- 508 participants from five schools attended Martabe Goes to School seminars covering topics such as Clean and Healthy Living Behaviour (PHBS) in National Waste Awareness Day.
- 207 participants in social and cultural capacity development programmes, including Makobar traditional culture, Gondang Topap music, modern music and dance.
- 3,000 participants attended the Tabligh Akbar celebration.
- 85 participants joined training in karate, football and marathon running, resulting in nine achievements.
- Eight villages participated in Disaster Resilient Village (DESTANA) activities for flood and landslide response in South Tapanuli.
- 1,139 children and adolescents participated in informal education activities through Children's Reading Garden in 14 villages.
- 13 schools implemented the Adiwiyata environmental education programme.
- 20 teachers from six vocational schools participated in Food Crops and Horticulture Agribusiness (ATPH) and Freshwater Aquaculture Agribusiness (APAT) upskilling and reskilling programmes, while 30 teachers from 11 vocational schools received renewable energy training.

- 40 teachers from 32 early childhood education centres participated in Basic Level Tiered Training.
- 569 students received Martabe Prestasi scholarships from elementary school to university level.
- 4,939 students and teachers participated in the Southern Tapanuli Regional Science Olympiad.



Gender diversity in the workplace

- Bronze Award at the 4th Indonesia Diversity, Equity and Inclusion & Environmental, Social and Governance Awards (IDEAS) 2025.
- Women represented 25% of PTAR's employees.
- 77% of participants in the Community Development and Empowerment Programme (PPM) economic independence initiatives were women and members of vulnerable groups. Other programmes also provided equal participation opportunities regardless of gender.



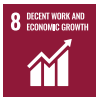
Providing access to clean water and sanitation

- Six villages benefited from the development of community water and sanitation facilities, supported by routine water quality monitoring with community participation.
- 143 active members participated in waste management through the Go Clean Waste Bank, Waste management programme.



Achieving clean energy

- 5,870 GJ of renewable energy generated from Solar PV.
- 246,240 GJ of renewable energy attributes obtained through Renewable Energy Certificates (RECs).
- 259,974.8 GJ of energy sourced from B35/B40 biodiesel use.
- 3 biogas units were installed through a community-based biogas management programme, while waste was converted into compost fertiliser and biogas by 12 Sukakeswan livestock farmers to support agricultural activities.



Enhancing economic performance Implementing non-discrimination policies

- 453 people (125 men and 328 women) were engaged in the informal sector through income generation and economic independence programmes.
- USD264,411 was allocated to programmes supporting income generation and local economic development, benefiting 230 community members.
- 82 local vendors and 235 assisted MSMEs participated in the Company's supply chain, of which 77% were women.



Supporting infrastructure development

- 4 Water and Sanitation Facilities
  - Clean Water Supply - Sumuran
  - Clean Water Supply - Batu Hula
  - Maintenance and Improvement of WEK III Sanitation Facilities (MCK)
  - Renovation of WEK II Sanitation Facilities (MCK)
- 18 Public and agricultural facilities
  - Agricultural Access Road Construction - Sipenggeng Village
  - Agricultural Access Road Construction - Saba Lobang, WEK II
  - Agricultural Concrete Road Construction - Kampung Kemuning, Hapesong Baru Village
  - Renovation of the Roof and Ceiling of Muara Batang Toru Subdistrict Office
  - Roof Repair of the Batang Toru Subdistrict Head Office
  - Renovation of the 2nd Floor of the WEK III Village Office
  - Construction of Batuhula Village Hall
  - Development of the 2nd Floor of the Integrated Health Post (Posyandu) & Family Welfare Empowerment (PKK) Facility - Sumuran Village Office
  - Construction of a Jogging Track - Kebun Batang Toru Urban Village
  - Construction of a Village Hall & Integrated Health Post (Posyandu) - Muara Hutaraja Village
  - Construction of the Hutaraja Integrated Health Post (Posyandu) Building
  - Paving Block Installation for CLC Access Road
  - Construction of a Fire and Rescue Post - Muara Batang Toru Subdistrict

- Provision of Medical Waste Bins at Batang Toru and Muara Batang Toru Community Health Centers
- Rehabilitation of the Integrated Health Post (Posyandu) Building - WEK I Urban Village
- Rehabilitation of the Garoga Dam
- Construction of Turtle Conservation Facilities - Muara Opu Village, Muara Batang Toru Subdistrict
- Rehabilitation of the Vocational Training Center (BLK) - Tapanuli Selatan Manpower Office

• 4 Village facilities
- Concrete Road Renovation - Telo Village
- Podomoro Concrete Road - Neighborhood III, Aek Pining, Batang Toru
- Construction of Napa Village Bridge
- Rehabilitation of Concrete Road - WEK I Urban Village

• 12 Educational and school facilities
- Safety Riding Area at SMKN 2 Padangsidimpuan
- Paving Block Improvement of the School Yard at SMP Negeri 1 Batang Toru
- Multipurpose Sports Field at MAN Insan Cendekia (MAN IC) - Sipirok, Tapanuli Selatan
- Construction of New Classrooms at SDS Taman Siswa - Sumuran Village
- Open Hall at SMKN 1 Marancar, Marancar Subdistrict
- Women's Sanitation Facilities (MCK) at Faza Azkia Hutaraja School
- Tahfidz Islamic Boarding School of KH Muhammad Yacub - Simatorkis Sisoma
- Construction & Renovation of Facilities and Infrastructure at SMAN 1 Batang Toru
- Construction of New Classrooms at MDA Bustanur Rahmah - Batang Toru Plantation Urban Village
- Construction of New Classrooms at MTs Swasta Nurul Huda - Hutaraja Urban Village, Muara Batang Toru Subdistrict
- Construction of Madrasah Diniyah Takmiliyah (MDT) - Napa Village
- Renovation of Universitas Graha Nusantara (UGN) Hall

• 6 Religious facilities
- Renovation and Addition of Canopy at Al-Ikhlas Mosque - Telo Village
- Renovation of Mosque Dome & Terrace - Bandar Hapinis, Muara Batang Toru
- Renovation of Baitul Muhsinin Mosque - Aek Pining, Batang Toru
- Renovation of Aljihad MUI Mosque - Muara Batang Toru
- Renovation of HKBP Church - WEK II, Batang Toru
- Construction of Babul Khoirot Mosque - WEK IV Village



Diversity and equal opportunities in the workplace Equal remuneration for male and female employees based on skills, experience and performance

- No incidents of human rights violations were recorded.
- No gender pay gap was identified.



Building sustainable cities and communities

- Various community-based business groups were established through the Martabe Social Enterprise Programme.
- The Sukakeswan livestock group was strengthened in the supply chain for compost fertiliser, cattle farming and goat farming for meat production.
- The Martabe Art wedding organiser business entity was established.
- Informal education institutions in literacy, arts and cultural development were strengthened and mentored through the PERSADA organisation, Perkumpulan Sahabat Cerdas.



Responsible consumption and production

- Community groups, including the Sarop Do Maulana Cooperative, participated in wood waste management.
- 143 active members participated in waste management through the Go Clean Waste Bank programme.
- 6.5 tonnes of organic waste with economic value were collected.
- 12 Sukakeswan livestock farmers processed waste into compost fertiliser and biogas to support agricultural activities.

Climate Action and Community Resilience

- No chlorofluorocarbon (CFC) refrigerants were used in 2025.
- 16,111 native seedlings planted.
- 646.1 ha of disturbed land were managed.
- 26,990 seed balls were produced for species enrichment in natural forest areas.
- Emergency response support for communities affected by flash floods and related disasters in South Tapanuli and Central Tapanuli, including health services, evacuation post supplies, food and non-food aid, communication support and medicines, including for residents in isolated areas.

Preserving marine ecosystems

- PTAR constructed a turtle conservation facility in Muara Opu Village.

Protecting terrestrial ecosystems

- PTAR released 18,000 jurung fish fingerlings in four villages.

Ethical business practices Transparency, effectiveness, inclusivity and open engagement with all PTAR stakeholders

- Compliance with the Mine Closure Plan in accordance with applicable regulatory requirements.
- 100% of employees and suppliers signed the Code of Ethics and Business Conduct.
- 93% of Community Development and Empowerment Programmes (56 of 60 programmes) planned jointly with communities and government institutions in the communities surrounding the mine were implemented.
- 57 community members participated in managing informal education groups and dance studios through PERSADA and Sanipoda in the mining ring area.
- 49 community representatives from 15 Directly Affected Villages (DAVs) are participate in monitoring Community Development and Empowerment Programmes (PPM).



Agincourt Resources employees engage in a discussion with students and teachers of SMP Negeri 1 Batang Toru as part of the Adiwiyata Programme mentoring activities.

Appendix 2

Community Development and Empowerment in 2025

Pillar	Activity	Location
EDUCATION	Martabe Prestasi Programme	15 Directly Affected Villages (DAVs) 32 Villages in Batang Toru and Muara Batang Toru Districts, South Tapanuli, Padangsidimpuan
	Focused Learning Programme for Junior and Senior High School Students	Batang Toru District
	Basic Mechanic Course (BMC) – Collaboration with UT School	15 Villages in the Mining Ring
	Development of the Adiwiyata Environmental Education Programme	Adiwiyata Schools SDN Perkebunan MTsN 3 Tapanuli Selatan SDN Telo SMPN 2 Batang Toru SMPN 2 Muara Batang Toru SMKN 1 Batang Toru SDN Garoga SDN Hapesong Lama SMKN 2 Batang Toru SMPN 1 Batang Toru
	Martabe Goes to School	SMKN 1 Batang Toru SMAN 1 Batang Toru SMPN 2 Batang Toru SMKN 1 Muara Batang Toru MAS NU Batang Toru SMP Negeri 1 Muara Batang Toru SMKN 2 Batang Toru SMPN 1 Muara Batang Toru SMP Negeri 2 Muara Batang Toru Madrasah Tsanawiyah Negeri (MTsN) 3 SDN 100701 Batang Toru SDN 100702 Batang Toru MAN IC Tapanuli Selatan SMKN 1 Batang Toru
	Vocational School Development Partnership Programme	SMKN 2 Batang Toru
	Development of SMKN 1 Batang Toru and SMKN 1 Muara Batang Toru	SMKN 1 Batang Toru and SMKN 1 Muara Batang Toru
	Teacher Capacity Building and Empowerment Programme	South Tapanuli
	Science Olympiad	South Tapanuli, Padangsidimpuan

Pillar	Activity	Location
	Children's Education and Creativity Centres	15 Directly Affected Villages (DAVs)
	Children's Reading Parks	15 Directly Affected Villages (DAVs)
HEALTH	Tuberculosis Prevention and Control Programme for 30 Healthcare Workers from 17 Community Health Centres	South Tapanuli
	Posyandu Revitalisation	15 Villages in the Mining Ring
	Adolescent Health Programme	SMAN 1 Batang Toru SMKN 1 Batang Toru SMKN 2 Batang Toru MAS. NU Napa MAS. Ahmad Basyir SMPN 1 Batang Toru SMPN 2 Batang Toru MTs NU Napa MTs Ahmad Basyir MTsN 3 Telo SMKN 1 Muara Batang Toru SMPN 1 Muara Batang Toru SMPN 2 Muara Batang Toru MTs Nurul Huda MTsN 3 Ampolu
	Cataract Surgery and Related Healthcare Support	Batang Toru, Sipirok, Siantar, Medan and Pematangsiantar
	Specialist Doctor Services	Batang Toru and Muara Batang Toru
	Health Seminars	Sipirok-Arse-Angkola Timur Batang Angkola-Muara Tais-Sayur Matinggi Batang Toru-Muara Batang Toru-Angkola Barat Saipar Dolok Hole Tano Tombangan Marancar
	Free Medical Services	Free Medical Services: Muara Ampolu Batu Horing Sihuik-huik Pargarutan Harangan Tabusira Siunjam

Pillar	Activity	Location
REAL INCOME	Millennial Farmers Programme	South Tapanuli
	Rice Seed Cultivation and Land Expansion	Garoga, Hutagodang
	Organic Rice Cultivation and Expansion	Garoga
	Corn Seed Cultivation	Manompas
	Corn Cultivation	Lubuk Tano, Sumuran
	Community-Based Livestock Field School (Sukakeswan)	15 Villages in the Mining Ring
	Shallot Cultivation	Sipenggeng
	Red Chili Cultivation	Bongal, Muara Hutaraja
	Watermelon Farming	Hutabaru Siagian
	Capacity Building and Partnerships with Agricultural Extension Agency (BPP)	Batang Toru and Muara Batang Toru
ECONOMIC INDEPENDENCE	Local Business Partnerships	15 Directly Affected Villages (DAVs)
	Culinary Business (Batches 1–4)	
	Sewing Groups: Hutaraja, Batu Hula and Batu Horing	
	Cooperative Development: Sahata and Sarop Do Mulana	
	The Community-based Business Group Batik Tapsel and Bator Craft	
	Competency-Based Skills Development for Local Human Resources: Make-up Artistry (MUA), Henna Art, Photography, Ecoprint, Videography	
	Handicraft Groups: Wooden crafts, tarpaulin & leather bags, knitting	
	Village-Owned Enterprise (BUMDes) Development: Wek III, Wek IV, Muara Hutaraja (including DAMIU unit)	
	Bagas Silua	

Pillar	Activity	Location
SOCIO-CULTURAL	Disaster Risk Reduction: Desa Tahan Tangguh (Destana) Programme and Badan Penanggulangan Bencana Daerah (BPBD) Personnel Capacity Development	15 Directly Affected Villages (DAVs)
	Support for Islamic Religious and Social Activities: Ramadan Events, Assistance for Orphans and Older People, Dzikir Gatherings, Tabligh Akbar, Quran Recitation Institute (LPTQ)	
	Support for Christian Religious Activities: Christmas Celebration and Distribution Packages	
	Cultural Arts: Gondang Topap	
	Youth and Sports: Athletics and Football	
	Preservation of South Tapanuli Culture: Traditional Markobar Training and Cultural Performances	
ENVIRONMENT	Community Site Visits	South Tapanuli, Padangsidimpuan, Sibolga, Central Tapanuli
	Village Self-Reliance: Digital Village Programme	Huta Baru
	Village Independence: BUMDes Development and Strengthening	Huta Baru, Wek III
	Community-Managed River Conservation Areas (Lubuk Larangan)	Aek Ngadol, Garoga, Hapesong Lama, Batuhula

Appendix 3
List of PPM Programmes in 2025

Education

No.	Programme	Key Highlights
1.	Martabe Achievement Scholarship	Provides educational assistance to high-achieving students from underprivileged families in South Tapanuli Regency, particularly Batang Toru and Muara Batang Toru, who are committed to continuing their education from elementary school to university level.
2.	Focused Learning Programme for Junior and Senior High School Students	Provides tutoring and mentoring for Grade IX and Grade XII students to support admission to leading senior high schools and state universities.
3.	Basic Mechanic Course (BMC) – Collaboration with UT School	PTAR collaborated with UT School to deliver Basic Mechanic Course (BMC) training for senior high school graduates and equivalent levels to develop competencies in heavy equipment maintenance.
4.	Development of the Adiwiyata Environment-Based School Programme	Aims to improve the quality of education services and strengthen environmental awareness and environmental management practices among school communities from elementary to senior high school levels.
5.	Vocational School Development Partnership Programme	Delivered industry-based upskilling and reskilling training for vocational school teachers in Agribusiness of Food Crops and Horticulture (ATPH), Freshwater Fisheries Agribusiness (APAT) and Renewable Energy, involving 50 teachers from 17 vocational schools in South Tapanuli Regency.
6.	Teacher Capacity Building and Empowerment Programme	Provided competency development training for early childhood education teachers through a basic-level tiered training programme, benefiting 40 teachers from 32 early childhood education institutions in South Tapanuli Regency.
7.	Science Olympiad	Organised in collaboration with Pelatihan Olimpiade Sains Indonesia (POSI) for elementary to senior high school students across four cities and regencies, involving 4,939 participants.
8.	Children's Education and Creativity Centre	PTAR collaborated with PERSADA and SANIPODA to support children in 15 villages surrounding the mine area through reading parks and cultural centres, providing activities such as literacy, English learning, mobile and digital libraries, dance and traditional and modern music.

Health

No.	Programme	Key Highlights
1.	Sustainable Settlement Programme Initiative	Supported the integration of primary healthcare services in collaboration with the South Tapanuli Regency Government through community health centres, auxiliary health centres and integrated health posts by strengthening compliance with Minimum Service Standards (SPM) for all age groups.
2.	Youth Health Programme	Strengthened youth capacity through the Youth Information and Counselling Centre (PIK-R) programme in collaboration with the South Tapanuli Office of Population Control and Family Planning, involving 180 participants from 15 junior and senior high schools in Batang Toru and Muara Batang Toru.
3.	Cataract Surgery Programme	Facilitated free cataract surgeries for 1,465 eyes across five hospitals, consisting of 586 surgeries at Bhayangkara Hospital, 328 at Sipirok Regional Hospital, 71 at Pandan Regional Hospital, 369 at Siantar Eye Hospital and 111 at Mencirim 77 Eye Hospital Medan.

No.	Programme	Key Highlights
4.	Specialist Doctor Services	Collaborated with the South Tapanuli Regional General Hospital to provide services from paediatric, obstetrics and gynaecology and internal medicine specialists, reaching 3,847 patient services. PTAR also facilitated free medical services by three specialist doctors in eight remote locations in South Tapanuli Regency, reaching 1,769 beneficiaries.
5.	Thematic Health Training	Conducted Environmental Quality Improvement Training for sanitation health workers involving 28 participants from 17 community health centres, the Health Office and the Environmental Office, as well as Basic Trauma Cardiac Life Support (BTCLS) training involving 25 participants from 16 community health centres.

Economic Independence

No.	Programme	Key Highlights
1	Certified Rice Seed Development	Developed certified rice seed production through land expansion, farmer assistance, seed certification and strengthened market access to improve agricultural productivity and farmers' income.
2	Organic Rice Farming	Promoted organic rice farming through environmentally friendly agricultural practices, improved rice varieties, irrigation enhancement and organic rice marketing to increase farmers' economic value.
3	Millennial Farmer Development	Strengthened the capacity of young farmers through technical assistance, agricultural innovation, nursery development, stakeholder collaboration and competency enhancement to nurture future agricultural leaders.
4	Sukakeswan Livestock Field School	Enhanced livestock farmers' capacity through animal health training, artificial insemination, feed management, biogas utilization and compost production to promote sustainable livestock farming.
5	Inflation-Resilient Commodity Development	Developed inflation-resilient horticultural commodities, including shallots, chili peppers and watermelons, through seed provision, technical assistance, good agricultural practices and productivity improvement to strengthen community livelihoods.
6	Martabe Cocoa	Developed sustainable cocoa farming through nursery establishment, plantation expansion, farmer mentoring, apprenticeship programmes, supporting facilities and post-harvest processing to improve productivity and long-term sustainability.
7	Martabe Goat Farm	Developed sustainable goat farming through forage cultivation, facility development, farmer capacity building, apprenticeship programmes and sustainable livestock management practices.
8	Martabe Chicken Farm	Developed layer chicken farming through farm facility development, capacity building for farm operators and an integrated farming system involving local farmers in corn production as poultry feed, creating added value for the agricultural sector.

Real Income and Employment

No.	Programme	Key Highlights
1	Local Business Partnership	Strengthened local businesses by increasing the participation of local service providers and suppliers in supporting the Company's operational activities.
2	Cooperative Development	Strengthened cooperatives through business unit development, production improvement, market expansion, governance enhancement and sustainable cooperative management.
3	South Tapanuli Batik Development	Developed the South Tapanuli batik industry and its derivative products through production capacity building, promotion, exhibitions and market development.
4	Village-Based Enterprise Development	Developed community enterprises based on local potential through business assistance for culinary, tailoring, woodcraft, leather and bag handicrafts and ecoprint businesses to improve business capacity, product quality, promotion and MSME competitiveness.
5	Creative Economy Skills Development	Enhanced community capacity through makeup artistry, henna art, photography, videography, wedding organizer and photo studio businesses to expand opportunities in the creative services sector.
6	Village-Owned Enterprise (BUMDes) Development	Supported Village-Owned Enterprise (BUMDes) business units through refill drinking water, tailoring and freshwater aquaculture businesses to strengthen village economic self-reliance.
7	Martabe Food Court	Developed the Martabe Food Court as a shared marketing hub for MSMEs through facility development, management system establishment, recruitment and training of operators and operational preparation.
8	Martabe Chocolate House	Developed a local cocoa-based chocolate processing facility through production operations and workforce capacity building to create higher-value products.
9	Bagas Silua	Developed Bagas Silua as a promotion and marketing hub for MSME products through digital marketing, exhibitions and bazaars, business capacity building and expanded market access.
10	Competency-Based Training and Certification	Enhanced community competencies through training and certification in electrical works, air conditioner servicing, heavy equipment operation, digital marketing and barista skills to expand employment and business opportunities.
11	Entrepreneurship Development	Strengthened entrepreneurship through business competitions, MSME mentoring with *Yayasan Dharma Bhakti Astra* (YDBA), business management training, social enterprise development and the implementation of quality control, SOPs, 5R and OHS practices to foster competitive and sustainable businesses.

Infrastructure Development

No.	Programme	Key Highlights
1.	Clean water facilities assistance	4 units
2.	Public and agricultural facilities	18 units
3.	Village facilities	4 units
4.	Educational and school facilities	12 units
5.	Religious facilities	6 units
	Total	**44 Units**

Note: The disaster posts supported by PTAR are temporary buildings or use pre-existing facilities. Support focuses on food, non-food supplies, medical care and psychosocial assistance.

Community Environmental Management

No.	Programme	Key Highlights
1.	Disaster Risk Reduction: DESTANA	In collaboration with PTAR, trained Village Disaster Resilience Teams (DESTANA) participated in disaster response activities related to floods and landslides in South Tapanuli Regency.
2.	Community Site Visit	Provided opportunities for communities to visit the Martabe Gold Mine area to gain a better understanding of mining operations and environmental management practices.
3.	Youth and Sports Development Programme	Conducted regular training activities twice a week in three priority sports, namely karate, football and marathon running, in collaboration with local clubs, while also facilitating participation in competitions to support local athletes in achieving performance opportunities.

Community Institutional Capacity

No.	Programme	Key Highlights
1.	PERSADA	Strengthened the institutional capacity of community groups to support informal education through literacy, arts and cultural activities aimed at improving children's creativity and literacy in 14 villages and communities around the mining area.
2.	Joint Monitoring and Evaluation Forum	Established a forum consisting of representatives from 15 villages and communities around the mining area and provided capacity building to support monitoring and evaluation of Community Development and Empowerment Programmes.
3.	Martabe Social Enterprise	Developed an integrated business ecosystem involving local youth in organisational development with the aim of creating non-mining industries as part of post-mining area preparation.
4.	Proklim Village and Waste Management	Implemented community development activities in waste management through the Go Clean Waste Bank programme.

Social and Cultural

No.	Programme	Key Highlights
1.	Arts and Cultural Preservation	Conducted arts training through Sanggar Seni Budaya Sopo Daganak, including traditional music, modern music and Gondang Topap dance for children in 14 villages and communities around the mining area. Weekly Markobar traditional cultural training was also carried out in six surrounding villages and urban communities, supported by cultural performances as a platform to assess the capacity of community participants.
2.	Religious Programmes	Supported community activities related to religious celebrations, including Ramadan programmes, Tablig Akbar and Musabaqah Tilawatil Quran (MTQ).



The construction of classroom facilities is part of the company's commitment to supporting continuous education and creating a learning environment that is more adequate, comfortable and conducive to the development of future generations.

Appendix 4

Quantity and Management of Waste

NO	WASTE TYPE	UNITS	WASTE SOURCE	QUANTITY OF WASTE DISPOSED (Not Processed)			
				2023 (Jan - Dec)		2024 (Jan - Dec)	
A	**Non-Hazardous Wastewater (Non B3)**						
1	Industrial Liquid Waste	m^3	Mining Activities	Discharged to Water Body	17,837,949.5	Discharged to Water Body	15,997,310
				Discharged to Soil	0.0	Discharged to Soil	0.0
				Discharged to Sea Water	0.0	Discharged to Sea Water	0.0
				Others	0.0	Others	0.0
				Total Waste Disposed	**17,837,949.5**	**Total Waste Disposed**	**15,997,310**
2	A Domestic Liquid Waste	m^3	Camp and Office Activities	Discharged to Water Body	55,798	Discharged to Water Body	53,999
				Discharged to Soil	0.0	Discharged to Soil	0.0
				Discharged to Sea Water	0.0	Discharged to Sea Water	0.0
				Others	0.0	Others	0.0
				Total Waste Disposed	**55,798**	**Total Waste Disposed**	**53,999**
B	**Hazardous Liquid Waste (B3)**	tonnes	Mining Activities	Discharged to Water Body	0.0	Discharged to Water Body	0.0
				Discharged to Soil	0.0	Discharged to Soil	0.0
				Discharged to Sea Water	0.0	Discharged to Sea Water	0.0
				Others	0.0	Others	0.0
				Total Waste Disposed	**0.0**	**Total Waste Disposed**	**0.0**
C	**Hazardous Solid Waste (B3)**	tonnes	Mining Activities	Incineration	0.0	Incineration	0.0
				Landfilling	0.0	Landfilling	0.0
			Camp and Office Activities	3rd party	323.7	3rd party	323.9
				Others	0.0	Others	0.0
				Total Waste Disposed	**323.7**	**Total Waste Disposed**	**323.9**

		QUANTITY OF WASTE DIVERTED (Processed)					
2025 (Jan - Dec)		2023 (Jan - Dec)		2024 (Jan - Dec)		2025 (Jan - Dec)	
Discharged to Water Body	17,046,612	Reuse	0.0	Reuse	0.0	Reuse	0.0
Discharged to Soil	0.0	Recycle	326,740	Recycle	162,843.7	Recycle	197,241.7
Discharged to Sea Water	0.0	Processed 3rd Party	0.0	Processed 3rd Party	0.0	Processed 3rd Party	0.0
Others	0.0	Others	0.0	Others	0.0	Others	0.0
Total Waste Disposed	**17,046,612**	**Total Waste Diverted**	**326,740**	**Total Waste Diverted**	**162,843.7**	**Total Waste Diverted**	**197,241.7**
Discharged to Water Body	55,696	Reuse	0.0	Reuse	0.0	Reuse	0.0
Discharged to Soil	0.0	Recycle	0.0	Recycle	0.0	Recycle	0.0
Discharged to Sea Water	0.0	Processed 3rd Party	0.0	Processed 3rd Party	1.6	Processed 3rd Party	3.9
Others	0.0	Others	0.0	Others	0.0	Others	0.0
Total Waste Disposed	**55,696**	**Total Waste Diverted**	**0.0**	**Total Waste Diverted**	**1.6**	**Total Waste Diverted**	**3.9**
Discharged to Water Body	0.0	Reuse	0.0	Reuse	0.0	Reuse	0.0
Discharged to Soil	0.0	Recycle	37.4	Recycle	114	Recycle	153
Discharged to Sea Water	0.0	Processed 3rd Party	244.2	Processed 3rd Party	114	Processed 3rd Party	81.2
Others	68.4	Others	0.00	Others	0.0	Others	0.0
Total Waste Disposed	**68.4**	**Total Waste Diverted**	**281.6**	**Total Waste Diverted**	**228**	**Total Waste Diverted**	**234.2**
Incineration	0.0	Reuse	0.0	Reuse	0.0	Reuse	0.0
Landfilling	0.0	Recycle	0.0	Recycle	0.0	Recycle	0.0
3rd party	422.7	Processed 3rd Party	0.0	Processed 3rd Party	0.0	Processed 3rd Party	15
Others	0.0	Others	0.0	Others	0.0	Others	0.0
Total Waste Disposed	**422.7**	**Total Waste Diverted**	**0.0**	**Total Waste Diverted**	**0.0**	**Total Waste Diverted**	**15**

NO	WASTE TYPE	UNITS	WASTE SOURCE	QUANTITY OF WASTE DISPOSED (Not Processed)			
				2023 (Jan - Dec)		2024 (Jan - Dec)	
D	**Non-hazardous solid waste**						
1	Non Plastic Domestic Solid Waste	Ton	Mining Activities	Incineration	0.00	Incineration	0.00
				Landfilling	3,624.5	Landfilling	135
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
				Total Waste Disposed	**3,624.5**	**Total Waste Disposed**	**135**
2	Non Plastic Production Solid Waste	Ton	Mining Activities	Incineration	0.00	Incineration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
				Total Waste Disposed	**0.00**	**Total Waste Disposed**	**0.00**
3	Plastic Solid Waste	Ton	Mining Activities	Incineration	0.00	Incineration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
				Total Waste Disposed	**0.00**	**Total Waste Disposed**	**0.00**
4	Food Solid Waste	Ton	Mining Activities	Incineration	0.00	Incineration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
				Total Waste Disposed	**0.00**	**Total Waste Disposed**	**0.00**
5	Construction Solid Waste	Ton	Mining Activities	Incineration	0.00	Incineration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
				Total Waste Disposed	**0.00**	**Total Waste Disposed**	**0.00**

		QUANTITY OF WASTE DIVERTED (Processed)					
2025 (Jan - Dec)		2023 (Jan - Dec)		2024 (Jan - Dec)		2025 (Jan - Dec)	
Incineration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	143.1	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	15.6	Processed 3rd Party	68.5	Processed 3rd Party	93.7
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	**143.1**	**Total Waste Diverted**	**15.6**	**Total Waste Diverted**	**68.5**	**Total Waste Diverted**	**93.7**
Incineration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	155.4	Processed 3rd Party	227	Processed 3rd Party	297.3
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	**0.00**	**Total Waste Diverted**	**155.4**	**Total Waste Diverted**	**227**	**Total Waste Diverted**	**297.3**
Incineration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	63.3	Processed 3rd Party	83	Processed 3rd Party	85.5
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	**0.00**	**Total Waste Diverted**	**63.3**	**Total Waste Diverted**	**83**	**Total Waste Diverted**	**85.5**
Incineration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	19.7	Recycle	37.3	Recycle	42.2
3rd party	0.00	Processed 3rd Party	17.2	Processed 3rd Party	65.5	Processed 3rd Party	87.6
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	**0.00**	**Total Waste Diverted**	**36.9**	**Total Waste Diverted**	**102.8**	**Total Waste Diverted**	**129.8**
Incineration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	0.00	Processed 3rd Party	0.00	Processed 3rd Party	0.00
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	**0.00**	**Total Waste Diverted**	**0.00**	**Total Waste Diverted**	**0.00**	**Total Waste Diverted**	**0.00**

Appendix 5

List of Fauna Conservation Status in 2025

A. Mammals

No	Scientific Name	Indonesian / Local Name	IUCN	P.106/2018	CITES
1	Callosciurus notatus	Bajing kelapa	LC	-	-
2	*Ratufa bicolor*	Jelarang	NT	-	-
3	*Chiroptera sp*	Kelelawar	VU	-	-
4	Muntiacus muntjak	Kijang	LC	◘	-
5	Hylobates agilis	Owa Sarudung	EN	◘	Appendix I
6	*Symphalangus syndactylus*	Siamang Imbo	EN	◘	Appendix I
7	*Presbytis sumatrana*	Lutung Huliap	EN		

B. Herpetofauna (Amphibians and Reptiles)

No.	Scientific Name	IUCN	CITES	P.106/2018
	Amphibians			
I	**Bufonidae**			
1	*Pelophryne ingeri*	NO	NO	NO
II	**Dicroglossidae**			
2	*Fejervarya limnocharis*	LC	NO	NO
3	*Limnonectes kuhlii*	LC	NO	NO
4	*Limnonectes laticeps*	LC	NO	NO
5	*Limnonectes blythii*	NT	NO	NO
III	**Megophryidae**			
6	*Megophrys nasuta*	LC	NO	NO
IV	**Microhylidae**			
7	*Kalophrynus pleurostigma*	LC	NO	NO
IV	**Ranidae**			
8	*Odorrana hosii*	LC	NO	NO
9	*Pulchrana fantastica*	NO	NO	NO
V	**Rhacophoridae**			
10	*Polypedates leucomystax*	LC	NO	NO
11	*Nyctixalus pictus*	NT	NO	NO
	Reptiles			
I	**Agamidae**			
1	*Aphaniotis acutirostris*	LC	NO	NO
2	*Draco melanopogon*	LC	NO	NO
II	**Colubridae**			
3	*Ahaetulla fasciolata*	LC	NO	NO
4	*Ahaetulla prasina*	LC	NO	NO
III	**Natricidae**			
5	*Rhabdophis chrysargos*	LC	NO	NO
IV	**Gekkonidae**			
6	*Cyrtodactylus marmoratus*	LC	NO	NO
7	*Cyrtodactylus consobrinus*	LC	NO	NO
V	**Viperidae**			
8	*Trimeresurus hageni*	LC	NO	NO

References POJK No.51/POJK.03/2017 and GRI Standards Content Index [G.4]

References POJK No.51/POJK.03/2017

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GRI Standards Content Index

Statement of Use	PT Agincourt Resources has reported in accordance with the GRI Standards for the period 1 January – 31 December 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 14 Mining Sector 2024

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GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	54				14.9.2, 14.23.2
	201-2	Financial implications due to climate change	59				
	201-3	Defined benefit plan obligations and other retirement plans	87				
	201-4	Financial assistance received from government	55				14.23.3
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	86				14.17.2
	202-2	Proportion of senior management hired from the local community	88				14.21.2
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	103				14.9.3
	203-2	Significant indirect economic impacts	56				14.9.4
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	57				14.9.5

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GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	50				14.22.2
	205-2	Communication and training about anti-corruption policies and procedures	50				14.22.3
	205-3	Confirmed incidents of corruption and actions taken	50				14.22.4
GRI 206: Anticompetitive behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	50				
GRI 207: Tax 2019	207-1	Approach to tax	55				14.23.4
	207-2	Tax governance, control and risk management	55				14.23.5
	207-3	Stakeholder engagement and management of concerns related to tax	55				14.23.6
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GRI 101: Biodiversity 2024	101-1	Policies to halt and reserve biodiversity loss	67,71				14.4.2
	101-2	Management of biodiversity impacts	71				14.4.3
	101-3	Access and benefit sharing	73				
	101-4	Identification of biodiversity impacts	71				14.4.4
	101-5	Locations with biodiversity impacts	74				14.4.5
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	101-7	Changes to the state of biodiversity	74				14.4.7
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	301-2	Recycled input materials used	78				
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GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	75				14.7.2
	303-2	Management of water discharge-related impacts	75				14.7.3
	303-3	Water withdrawal	75				14.7.4
	303-4	Water discharge	76				14.7.5
	303-5	Water consumption	75				14.7.6
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	64				14.3.2
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	81				14.5.2
	306-2	Management of significant waste-related impacts	78, 79				14.5.3
	306-3	Waste generated	78,79				14.5.4, 14.15.2
	306-4	Waste diverted from disposal	78,79				14.5.5
	306-5	Waste directed to disposal	78,79				14.5.6
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers using environmental criteria	56				
	308-2	Negative environmental impacts in the supply chain and actions taken	56				
GRI 401: Employment 2016	401-1	Benefits provided to full-time employees that are not provided to temporary or part-time employees	85				14.17.3
	401-2	Parental leave	86				14.17.4
	401-3	Minimum notice periods regarding operational changes	86, 90, 91				14.17.5, 14.21.3
GRI 402: Labour/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	87				14.8.2, 14.17.6

Index GRI	Disclosure		Location (Pages)	Omission			GRI Sector Standards Reference
				Requirement(s) Omitted	Reason	Explanation	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	92,93,95				14.16.2
	403-2	Hazard identification, risk assessment and incident investigation	93,95				14.16.3
	403-3	Occupational health service	95				14.16.4
	403-4	Worker participation, consultation and communication on occupational health and safety	92				14.16.5
	403-5	Worker training on occupational health and safety	87,88,94				14.16.6
	403-6	Promotion of worker health	95				14.16.7
	403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships	94				14.16.8
	403-8	Workers covered by an occupational health and safety management system	92				14.16.9
	403-9	Work-related injuries	93, 94, 96				14.16.10
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GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	87,88				14.17.7, 14.21.4
	404-2	Programmes for upgrading employee skills and transition assistance programmes	87,89				14.8.3, 14.17.8
	404-3	Percentage of employees receiving regular performance and career development reviews	83,84,87				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	84, 89, 90				14.21.5
	405-2	Ratio of basic salary and remuneration of women and men	86				14.21.6
GRI 2016 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	89				14.21.7
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Right to freedom of association and collective bargaining risks at operations and suppliers	87				14.20.2
GRI 408: Child Labour 2016	408-1	Significant risks related to child labour at operations and suppliers	86				14.18.2
GRI 409: Forced or Compulsory Labour 2016	409-1	Forced or compulsory labour risks at operations and suppliers	86				14.19.2
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Index GRI	Disclosure		Location (Pages)	Omission			GRI Sector Standards Reference
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GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	105				14.11.2
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programmes	102-103				14.10.2
	413-2	Operations with significant actual and potential negative impacts on local community	103				14.10.3
GRI 414: Supplier Social Assessment 2016	414-1	Social criteria for new supplier screening	56				14.17.9, 14.18.3, 14.19.3
	414-2	Negative social impacts in the supply chain and actions taken	56				14.17.10
GRI 415: Public Policy 2016	415-1	Political contributions	51				14.24.2
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service	57				
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	49				
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	14.6.3	Tailings facilities	80				
	14.8.5	Approval and review of closure and rehabilitation plans	74				

Glossary

General Terms

All-in Sustaining Cost (AISC)
A standardised way to measure the cost of gold production introduced by the World Gold Council in 2013. It includes direct mining and processing costs (cash costs) plus mining lifecycle costs related to sustaining production from exploration to closure.

Biodiversity
The variety of plants and animals within an eco-system and the way they live and interact.

Preservation Area
Preservation Area are measurable conservation outcomes resulting from actions designed to compensate for significant residual adverse biodiversity impacts arising from project development and persisting after appropriate avoidance, minimisation and restoration measures have been taken.

Contractors
Providers of services to an organization or company based upon agreements written in a contract.

Sustainability Governance
Sustainability governance can be defined as the system of rules, practices and processes by which a company is directed and controlled in implementing business which in line with the Sustainable Development Goals.

Downstream Waters
Rivers, streams and lakes that receive flow from a defined area.

Environmental Impact Assessment (AMDAL)
One of the key regulatory approvals required in Indonesia for a mine to proceed. The AMDAL consists of several documents including the Terms of Reference, Environmental Impact Statements (AMDAL) and Environmental Management and Monitoring Plans (RKL & RPL).

Haul Roads
Roads designed for use by large dump trucks at the mine sites.

Lost Time Injuries (LTI)
A work-related injury that causes the employee to miss the next regularly scheduled work shift.

Lost Time Injury Frequency Rate (LTIFR)
A ratio of the number of LTIs per million hours worked: LTIFR = LTIs X 1,000,000 / total hours worked.

Mineral Resource
The quantity of gold or silver in defined deposits for which there are reasonable prospects for eventual economic extraction. A mineral resource is determined from exploration and sampling.

Mine Closure Plan
A plan that documents all the rehabilitation, revegetation and other activities that are needed to make a former mine site safe, stable and productive to an agreed standard following mine closure. Includes tabulation of costs associated with mine closure.

Ore Reserve
The economically mineable part of the mineral resource. It is the ore reserve that determines mine life, together with the production rate.

Oxidation
Reaction of a material typically due to exposure to oxygen and water (rust is a result of oxidation).

Plant Nursery
A facility where trees and plants are propagated and grown to a size good for planting.

Processing Plant
The facility where ore is processed to extract metals such as gold and silver.

Raw Water
Clean water (e.g. rainwater runoff or water from streams or rivers).

Rehabilitation
The process of reclaiming land disturbed by mining activities to a safe, stable and productive state.

Remuneration
Basic wage or salary plus any additional amounts paid to employees such as bonuses, overtime and special allowances.

Tailings Dams
Dams used to hold water for a period to allow sediments (fine soil and rock particles) to settle out.

Social licence to operate
A refers to a local community's acceptance or approval of a company's project or ongoing presence in an area.

Suppliers
Organizations or people that provide a product or service used by another organization or company.

Surface Mining
Method of extracting minerals located near the surface of the ground, by mining from an open pit (as opposed to underground mining using shafts and tunnels).

Sustainability
Development which meets the needs of current generations without compromising the ability of future generations to meet their own needs.

Tailings
The fine rock slurry that remains after the minerals of value has been recovered in a processing plant.

Tailings Storage Facility (TSF)
A structure for the permanent storage of tailings (typically comprising an embankment or wall enclosing the tailings).

Waste Rock
Rock mined from a pit that contains insufficient mineralization for treatment and has no economic value.

Water Balance
A calculation of total water held within a system or structure taking into account water inflows and water outflows over time.

Water Polishing Plant
The facility at the Martabe Gold Mine that removes any contamination from site processing water so that it is safe to release.

GRI Terms

Disclosures
Information about a company and its relationship with its stakeholders reported in its sustainability report.

General Disclosures
Disclosures that set the overall context for a sustainability report, describing the organization and its reporting process. They apply to all organizations irrespective of their identified material aspects.

Global Reporting Initiative (GRI)
An international not-for-profit organization promoting the use of sustainability reporting as a way for companies and organizations to become more sustainable and contribute to a sustainable global economy.

Indicators
GRI reporting requirements dealing with specific issues of the material aspects.

Material Topic
Those aspects of an organization that reflect its significant economic, environmental and social impacts; or that substantively influence the assessments and decisions of stakeholders.

Stakeholders
Stakeholders are defined as groups or individuals that can reasonably be expected to be significantly affected by an organization's activities, products and services; and whose actions can reasonably be expected to affect the ability of an organization to successfully implement its strategies and achieve its objectives.


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Independent Assurance Statement (G.1)

Feedback Form [G.2]

YOUR DETAILS

Name :
Institution/Company :
Email :
Telephone :

STAKEHOLDER GROUP TO WHICH YOU BELONG:

○ Shareholder ○ Employee ○ Government ○ Media ○ Supplier
○ Local Community ○ Contractor ○ Educational Institution ○ Other, please state :

The 2025 PT Agincourt Resources Sustainability Report aims to provide an overview of the Company's economic, environmental, social and governance performance. We would like to receive your feedback and suggestions by e-mail or through this form.

1. The report is easy to understand.
   ○ Disagree ○ Neutral ○ Agree
2. This report describes the Company's sustainability performance.
   ○ Disagree ○ Neutral ○ Agree
3. This report provides information relevant to my needs.
   ○ Disagree ○ Neutral ○ Agree
4. Material topic(s) which is (are) the most important to you: (score 1=most important up to 9 = Least important)
   - Emergency Preparedness and Response ( )
   - Tailings Management ( )
   - Water Management ( )
   - Occupational Health and Safety ( )
   - Biodiversity and Land Management ( )
   - Human Capital Management ( )
   - Diversity and Equity ( )
   - Indirect Economic Impact ( )
   - Energy and Emissions ( )
5. Kindly provide your comments and suggestions about this report
   .....



Please return this feedback form to:
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