

UNLEASHING **INDONESIA'S** SUSTAINABLE PRACTICES



2022

SUSTAINABILITY REPORT



We explore natural resources for civilization, prosperity and a brighter future.

The Indonesia Mining Industry's Noble Purpose



This Sustainability Report encompasses the performance and activities of PT Indonesia Asahan Aluminium (INALUM) in two functions, namely as a mining industry holding company with the brand identity MIND ID and the operational function carried out by INALUM.

"Unleashing Indonesia's Sustainable Practices"

As a Government-owned strategic holding that supports the downstreaming of the Indonesian mining industry, MIND ID plays an important role in maintaining environmental and social sustainability in the Mining and Mineral Sector. MIND ID is committed to carrying out responsible Operations. MIND ID has created a Sustainability Pathway to guide its members in achieving The MIND ID Group's Noble Purpose and contributing to the attainment of the Sustainable Development Goals (SDGs). The Sustainability Pathway provides directions in managing economic, environmental and social impacts in a comprehensive and integrated manner to help the MIND ID Group create a sustainable future for Indonesia.

THEME CONTINUITY



2021

THE NEW STEP TO BUILD A GREENER TOMORROW

MIND ID is optimizing various potential to achieve sustainable growth during the economic recovery process from the COVID-19 pandemic. The Company is rearranging its portfolio and building synergies between entities to explore and manage potential mineral resources in a responsible and sustainable manner.

The company is implementing efficiency policies on all fronts and developing diverse strategic investments. These are our strong foundation that will support business growth in the future.

The company is optimizing its resources to meet market needs in terms of product volume and quality. The company has made a number of improvements to the production process in to reduce costs and produce high quality products. Moreover, the Company continues to carry out downstream projects that will be the future of the Company.



2020

SEIZING A SUSTAINABLE FUTURE

2020 was a difficult year for all due to the COVID-19 pandemic, including PT Indonesia Asahan Aluminium (Persero), an aluminium smelting plant and the parent company for the SOE Mining Industry Indonesia (MIND ID).

Amidst these difficult conditions, the Company remained committed to exploring and managing potential mineral resources in a responsible and sustainable manner. The company implemented an efficiency policy on all fronts, which had a positive impact on its 2020 performance. The Company's achievements 2020 further strengthened its strive to provide the best in creating a civilization, prosperity and a brighter future.

Despite the challenges of this difficult year, the Company relied on key behaviors that are embodied in every thought and step of the Company's personnel: Agile, Going Extra Miles, and Accountable. All the processes that were completed and all successes that were achieved cannot be separated from this foundation. Together, we were able to mitigate an immense challenge. It is now time to Time to carry through the revival of Indonesian mining.



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DISCLAIMER AND LIMITATION OF RESPONSIBILITIES

Based on Government Regulation 45 Year 2022 and Government Regulation 46 Year 2022, on March 21, 2023 MIND ID became a separate entity from PT Indonesia Asahan Aluminium. MIND ID 2022 Sustainability Report ID still shows information and data according to the MIND ID Holding structure before the above date.

The MIND ID 2022 Sustainability Report includes a forward-looking view of targets, expectations, estimates, and projections for the future. Although these have been carefully considered, we notice that there are uncertainties risk foresight that accompany such foresight.

All figures in tables, graphs and infographics use Indonesian notation. Some of the photos figured in the 2022 Sustainability Report were taken before the COVID-19 pandemic. Photos taken during the pandemic were done inline with health protocols.



This Sustainability Report can be accessed through our website:

mind.id





01

**SUSTAINABILITY
PERFORMANCE
OVERVIEW**

MIND ID GROUP SUSTAINABILITY HIGHLIGHTS

ENVIRONMENTAL PERFORMANCE



TOTAL
ENERGY
CONSUMPTION

40.77 million
Giga Joule



MIND ID GROUP'S
ENERGY
INTENSITY

0.32
GJ/Rp Million revenue

MIND ID GROUP'S INTERNAL
ENERGY CONSUMPTION



TOTAL
EMISSION
SCOPE 1 & 2

2.85 million
Ton CO₂eq



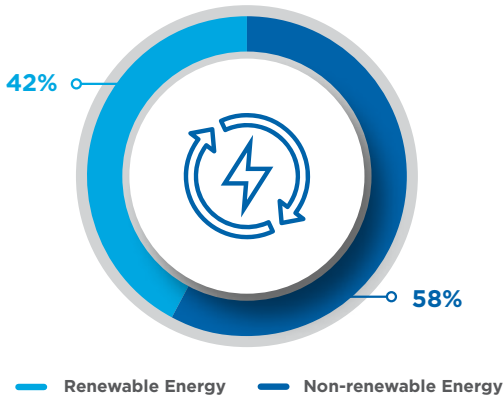
MIND ID GROUP'S
EMISSION
INTENSITY

0.02
Ton CO₂eq/
Rp Million revenue



WATER
WITHDRAWAL
VOLUME

25.56 thousand
Mega Liter



MIND ID GROUP'S PROPER ACHIEVEMENTS



4 GOLD



7 GREEN



9 BLUE

SOCIAL PERFORMANCE



TOTAL NUMBER OF EMPLOYEES

10,843
Employees



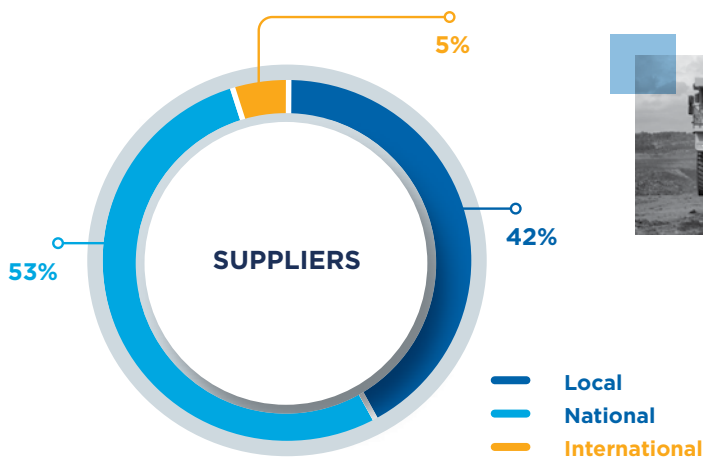
PERCENTAGE OF FEMALE EMPLOYEES

10%



SOCIAL INVESTMENT FOR CORPORATE RESPONSIBILITY PROGRAM MIND ID GROUP

Rp589
Billion



ECONOMIC PERFORMANCE



2022 PRODUCTION VOLUME



Bauxite ore

1,652
Kilo WMT



Nickel ore

8,623
Kilo WMT



Ferronickel

24.3
Kilo Tni



Gold

1.3
Ton



Coal

37.1 million
Ton



Aluminium

223.8
Kilo Ton



Tin

19.8
Kilo Ton



SALES

Bauxite
ore**1,241**
Kilo WMTNickel
ore**6,953**
Kilo WMT

Ferronickel

24.2
Kilo Ton

Gold

35
Ton

Coal

31.7 million
Ton

Aluminium

237.2
Kilo Ton

Tin

20.8
Kilo Ton

MINERAL RESERVES AND RESOURCES

MINERAL RESOURCES



Bauxite

548.38 million
WMT

Nickel

1,310.06 million
WMT

Gold

768
K Ozs

Coal

5,851 million
Ton

Tin

911,571
Ton

RESERVES



Bauxite

108.17 million
WMT

Nickel

461.84 million
WMT

Gold

205
K Ozs

Coal

3,018 million
Ton

Tin

333,687
Ton

AWARDS AND CERTIFICATES

AWARDS



PROPER (Smelting Plant)

Institution	Ministry of Environment and Forestry, Republic of Indonesia
Rating	GOLD
Year	2022



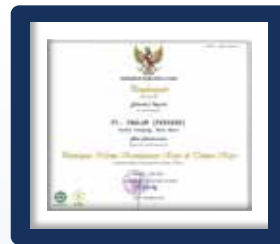
PROPER (Hydroelectric Power Plant)

Institution	Ministry of Environment and Forestry, Republic of Indonesia
Rating	GREEN
Year	2022



Zero Accident Award

Institution	Ministry of Environment and Forestry, Republic of Indonesia
Rating	Zero Accident
Year	2022



Implementation of Occupational Safety Norms in the Workplace

Institution	Governor of North Sumatera Province
Rating	-
Year	2022



TOP CSR 2022

Institution	Top Business Magazine
Rating	STAR #4



TOP CSR 2022

Institution	Top Business Magazine
Rating	TOP Leader on CSR Commitment

We are only highlighting awards and certifications presented to INALUM. Awards and certifications given to other MIND ID Members can be found in each Member's 2022 Sustainability Reports which can be access through the following links



Certificates



ISO 9001:2015

Certifying Body	PT SGS
Certification Scope	Quality Management Smelting Plant and Hydroelectric Power Plants
Validity Period	17 November 2021 - 5 October 2024



ISO 14001:2015

Certifying Body	PT SGS
Certification Scope	Environmental Management Smelting and Hydroelectric Power Plants
Validity Period	3 July 2020 - 5 April 2023



Aluminium Stewardship Initiative (ASI)

Certifying Body	ASI Ltd
Certification Scope	Certification based on ASI Smelting Plant Standards
Validity Period	5 January 2023 - 4 January 2026



SNI ISO/IEC 17025:2017

Certifying Body	KAN
Certification Scope	Smelting Plant Laboratory
Validity Period	8 July 2019 - 7 July 2024



SMK3 (PP No 50 Year 2012)

Certifying Body	Indonesian Ministry of Manpower
Certification Scope	Health and Occupational Safety Management System, Smelting and Hydroelectric Power Plants
Validity Period	17 September 2020 – 16 September 2023



ISO 37001:2016

Certifying Body	Mutu International
Certification Scope	Anti-Bribery Management System at MIND ID, Representative Offices, Smelting and Hydroelectric Power Plants
Validity Period	11 August 2020 – 11 August 2023



ISO 50001:2018

Certifying Body	BSI
Certification Scope	Energy Management System, Smelting of Aluminium and Casting into Ingot, Foundry Alloy, Billet and the Provision of Hydro Electricity
Validity Period	3 January 2022 – 2 January 2025



ISO/IEC 27001:2013

Certifying Body	SGS
Certification Scope	MIND ID Head Office and INALUM Head Office
Validity Period	August 2022 - August 2025



02

ABOUT THIS REPORT



ABOUT THIS REPORT



This Sustainability Report contains information regarding the Company's performance, activities, and sustainability challenges as well as our future plans to promote sustainable development. Our report reflects The MIND ID Group's commitment to responsible business operations.

MIND ID Group is committed to fulfilling its sustainability responsibilities and supporting the Government's efforts in achieving the Sustainable Development Goals. The Sustainability Report for the fiscal year of 2022 is the sixth Sustainability Report prepared by the Company since it became the Holding Mining Industry at the end of 2017, based on Government Regulation No. 47 of 2017 on Additional Republic of Indonesia Investment into PT Indonesia Asahan Aluminium Equity. MIND ID's Sustainability Report for the fiscal year of 2022 still presents information and data according to the MIND ID Holding structure before the issuance of PP 45 of 2022 and PP 46 of 2022. These regulations state that since March 21, 2023, MIND ID becomes a separate entity from PT Indonesia Asahan Aluminium.

Several terms are used interchangeably in this report to facilitate the reporting process, such as the terms "MIND ID", "MIND ID Group", "Company", and "We" which refer to the MIND ID Group covered in this Sustainability Report, namely PT Aneka Tambang Tbk (ANTAM), PT Bukit Asam Tbk (PTBA), PT Indonesia Asahan Aluminium (INALUM), and PT Timah Tbk (TIMAH). The use of abbreviations from business units in certain sections is also included in the scope of this Report.

Principles of Reporting

In preparing the Sustainability Report, we follow the reporting principles to ensure the quality and proper presentation of the reported information. Referring to the GRI Standards 2021, the reporting principles used in preparing this Report are as follows:

1. Accuracy

The information presented is accurate and detailed so that it can be used by stakeholders as a consideration in making decisions and assessing the impact of the Company.

2. Balance

The information presented describes the sustainability impacts of the Company's activities so that a comprehensive assessment of the Company's performance can be made.

3. Clarity

The information presented is understandable and accessible to stakeholders.

4. Comparability

The information presented is prepared systematically so that stakeholders can analyze changes in the Company's performance and the Company's impact over time or even with other companies.

5. Completeness

The information provided is complete and adequate to enable stakeholders to assess the impact of the Company.

6. Sustainability Context

The Company reports information on the Company's impacts within the broader context of sustainability development.

7. Timeliness

Reports should be available on a routine and timely basis to enable stakeholders to make informed decisions.

8. Verifiable

The Company collects, records, compiles, and analyzes information so that it can be verified to ensure the quality of the report.

The 2022 Sustainability Report is prepared in accordance with the 2021 Global Reporting Initiatives (GRI Standards) as the reporting guideline. Additionally, this report also refers to the mining principles of the International Council on Mining and Metals (ICMM).

Scope and Limitations of Reporting [GRI 2-2]

The Sustainability Report discloses economic, environmental and social performances in accordance with material topics and defined limitations. All information disclosed in the Sustainability Report related to sustainability performance based on the 6 pillars of the Sustainability Pathway is limited to performance

reporting within the scope of the entities covered in this Report. The data and information in this Sustainability Report are compiled from the Sustainability Reports of MIND ID Members, namely PT Aneka Tambang Tbk, PT Bukit Asam Tbk, PT Indonesia Asahan Aluminium (Persero), and PT Timah Tbk for the period of January 1, 2022 to December 31, 2022. The data reported has passed the review process by the relevant divisions.

The scope of reporting for governance, Human Capital, the environment, and social aspects in this report covers ANTAM, PTBA, INALUM, and TIMAH. With regard to the Occupational Safety and Health (OHS) aspect, some information and data relate to the performance of work partners (contractors) that were carried out in the operational areas of MIND ID Members. However, this does not include data on the performance of contractor partners carried out outside the operational areas of MIND ID Members. Whereas the financial data in this report uses data in accordance with the audited consolidated financial statements.

In accordance with the operational control approach in determining the scope and limitations of the report, this report includes data from consolidated information of MIND ID Members with the following business units:

Scope and Reporting Limitations by MIND ID Member Business Unit

MIND ID Member	Reporting Scope and Limitations
ANTAM	<ol style="list-style-type: none"> Kolaka Nickel Mining Business Unit (UBP Nikel Kolaka) North Maluku Nickel Mining Business Unit (UBP Nikel North Maluku) Gold Mining Business Unit (UBP Gold) Precious Metal Processing and Refining Business Unit (UBPP Precious Metal) West Kalimantan Bauxite Mining Business Unit (UBP Bauxite West Kalimantan) North Konawe Nickel Mining Business Unit (UBP North Konawe Nickel) Geomin Unit in DKI Jakarta. Head Office in DKI Jakarta.
PTBA	<ol style="list-style-type: none"> Tanjung Enim Mining Unit Kertapati Barging Port Unit Ombilin Mining Unit Tarahan Port Unit Jakarta Representative Office
INALUM	<ol style="list-style-type: none"> Kuala Tanjung Smelting Plant Paritohan Hydroelectric Power Plant Jakarta Mining Industry Holding Office
TIMAH	<ol style="list-style-type: none"> Bangka Business Unit Riau Islands Business Unit Belitung Business Unit DKI Jakarta Representative Office

Stakeholder Engagement [GRI 2-29]

The Company realizes that stakeholder engagement in business is vital. Thus, the Company involves relevant parties to achieve common goals, including identifying,

understanding, and managing economic, environmental and social impacts. MIND ID Group conducts stakeholder engagement consistently and continuously, in line with the AA1000 Stakeholder Engagement Standard (AA1000SES) 2018 and ISO 26000. The principles include:

Inclusivity

stakeholder participation in ensuring accountable and strategic responsibility and response to sustainability;

Materiality

the relevance and significance of the issue to the Company and its stakeholders;

Responsiveness

the Company's response to stakeholder issues that affect sustainability, that is achieved through decisions, actions, performance and communication;

Impact

monitoring, measurement, and accountability with regard to how the Company impacts the wider ecosystem.

With the application of these principles, each MIND ID Member identifies its stakeholders. MIND ID Members determine the level of stakeholder interaction based on the level of influence received and exerted by the Company. After determining the stakeholders involved, MIND ID Members design the method of engagement conducted for each stakeholder along with the frequency of implementation. MIND ID Members identify the topics and expectations of each stakeholder.

At the Group level, MIND ID consolidates information regarding stakeholders, engagement methods and frequency, as well as stakeholder expectations from all MIND ID Members. This information is used by the Company to design its sustainability strategy and the process of defining material topics.

Based on this process, the stakeholders identified by

the MIND ID Group are as follows:

1. Shareholders
2. Customers
3. Employees & Labor Unions
4. Central and Local Governments, and Legislative Members
5. Contractors & Other Work Partners
6. Mass Media
7. Local Communities and People
8. Non-Governmental Organizations
9. Industry, Mining Businesses & Business Associations

A detailed explanation of how engagement, frequency of engagement, and the main topics proposed by each stakeholder can be seen in Chapter Pillar 4: Society.

Defining Material Topics

[GRI 3-1,3-2, 3-3]

Material topics represent the economic, environmental, and social aspects that are most significant to the Company's sustainability and its impact on stakeholders. The process of defining the MIND ID Group's material topics begins with a stakeholder engagement process to identify topics/issues/concerns from stakeholders which are then aligned with the ESG topics contained in the Sustainability Pathway. This identification and alignment process is carried out by each MIND ID Member which is then consolidated at the Group level.

This approach is carried out in hope of obtaining a comprehensive mapping of material issues/topics and the ability to adequately represent stakeholder expectations.

As a reference, MIND ID Group had considered the most likely material topics for the mining and manufacturing sectors from various sustainability reporting standards, including the 2021 version of Global Reporting Initiatives (GRI) Reporting Guidelines and the Sustainability Accounting Standards Board (SASB).

MIND ID Group adopts the Double Materiality Approach to combine risk optics with sustainability optics in the hope of capturing topics that are important to the achievement of company goals with topics that are the expectations of stakeholders. Risk Optics shows how MIND ID Group sees the impact of sustainability issues on the growth, performance and position of the Company. Whereas sustainability optic shows how MIND ID Group

sees the impact of the Company's activities on stakeholders and sustainability issues. MIND ID Group aligns the group's strategic risk assessment with the pillars listed in the Sustainability Pathway.

An overview of the stages of the MIND ID Group's material topic determination process is outlined below:

Identification

MIND ID Members compiling the preliminary list of material topics by conducting identify material topics/issues/risks which are then aligned with the Risk Universe and Pillars as well as ESG Topics in the Sustainability Pathway. The identification of material topics is conducted based on stakeholder expectations, industry best practices, Sustainability Report reporting standards and criteria, ESG criteria, current issues in ESG, and business/operational direction and needs.

Prioritization

The determination of material topics for each MIND ID member is carried out by assessing the risk level and stakeholder expectations related to each topic from the initial list of material topics.

Validation

Each MIND ID Member validates the Materiality Matrix together with an external or internal expert panel, consisting of internal company teams according to their fields, academics, regulatory representatives, ESG experts, environmental and social observers, governance experts, climate change experts and other fields related to ESG issues according to the needs and decisions of each member and MIND ID.



Approval

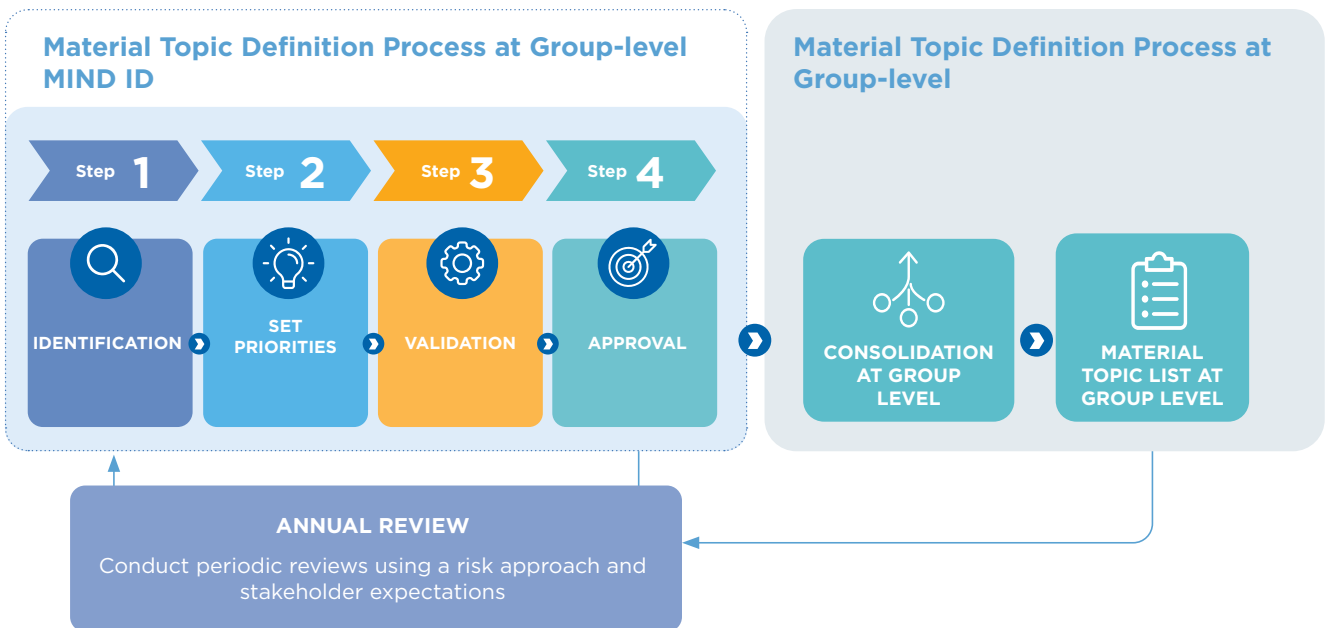
Each MIND ID member finalizes the materiality matrix and prioritization of material topics with the approval of the Board of Directors. Following this process, each MIND ID Member is required to collect data for all 27 ESG Topics in the Sustainability Pathway to support the MIND ID Group's commitment to sustainability.

Consolidation at the Group Level

At the MIND ID Group level, the material topics that have been agreed by all MIND ID Members are then consolidated. The consolidation process

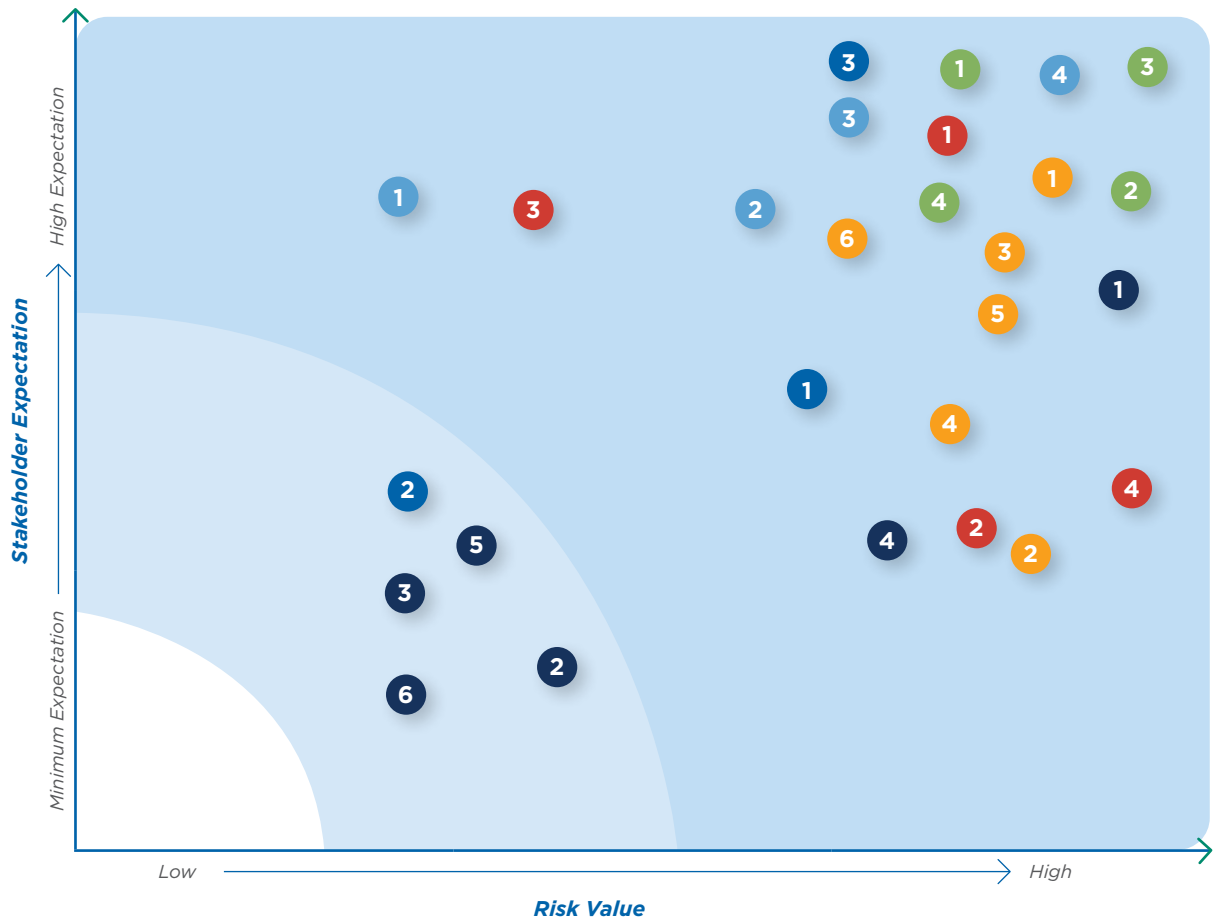
at Group level is carried out by taking the highest level of risk and stakeholder expectations to be the aggregate material topic. The highest level of risk and stakeholder expectations is used to determine material topics at the Group level. The following illustrates the stages of the process of determining material topics in the MIND ID Group.

In this report, there are material topic changes compared to the previous year. Previously, the material topic used GRI as a reference. However, this year, adjustments have been made by following the Sustainability Pathway, GRI Sector Standard, and TCFD as new guidelines.



Based on the process described above, the material topics of MIND ID Group as follow:

MIND ID Group Level Materiality Matrix [GRI 3-2]



Environment & Climate Change

- 1 Biodiversity & Conservation
- 2 Water & Air
- 3 Decarbonization
- 4 Responsible Production

Smart Operation & Product Stewardship

- 1 Operation Excellence
- 2 Automation, Digitalization & Innovation
- 3 Product Quality & Responsibility
- 4 Marketing & Sales
- 5 Customer Satisfaction
- 6 Supply & Contractor Management

People

- 1 Health & Safety
- 2 Security
- 3 Recruitment
- 4 Inclusion & Diversity
- 5 Learning & Development
- 6 Labor Rights

Society

- 1 Community Investment Program
- 2 Human Rights
- 3 Stakeholder Engagement

Economic Development

- 1 Economic Impact
- 2 Creating Shared Value
- 3 Financial Performance
- 4 Expansion & Diversification

Governance

- 1 Leadership & Decision Making
- 2 Transparency & Accountability
- 3 Business Ethics & Management
- 4 Risk Management

Reporting Period [GRI 2-3]

The MIND ID Group Sustainability Report is published annually following the Company's financial year. This report covers the Company's sustainability performance for the period of January 1, 2022 to December 31, 2022. The 2022 report is the first report to use the Sustainability Pathway for data collection and presentation. Therefore, the data presented in the 2022 report will be the basis for future reports.

Restatement of Information

[GRI 2-4]

There is no restatement of information in previous Sustainability Reports.

Independent Party Verification

[GRI 2-5]

Ensuring the accuracy and fairness of the information disclosed in the Sustainability Report is part of MIND ID Group's policy. To this end, the Company has commissioned an independent third party without any relationship, to conduct an objective assurance process.

The Company appointed the National Center for Corporate Reporting (NCCR) to conduct a conformity check with the GRI Standards for the Mining Industry Indonesia Sustainability Report (MIND ID) 2022.

The process also ensures that this report complies with the GRI Standards 2021 In Accordance Option. The statement from this process can be found on page 181.

For the 2022 financial year, the Company has appointed TUV Rheinland Indonesia as an independent assurance provider to perform a Type

2 Level Moderate assurance in accordance with the AA1000 Assurance Standard by which the risk of misinformation is low, but not very low and not without risk.

The assurance statement from this process can be found on page 182.

Accessibility and Feedback

[GRI 2-3]

We invite readers and all stakeholders to provide feedback, input, suggestions and criticism on this Report. We will use these inputs to improve the quality of the next MIND ID Sustainability Report. Feedback can be submitted through the Feedback Sheet available at the end of this Report or by contacting:

Corporate Secretary

MIND ID

Energy Building 16th floor, SCBD, Jl. Jenderal Sudirman Kav. 52-53, Jakarta 12190, P.O. BOX 6917, South Jakarta, Indonesia

Phone : (+6221) 27938750
(+6221) 27938750

Email : corsec@mind.id

COMMUNICATION ON PROGRESS



This report is a **Communication on Progress** in the implementation of the **United Nations Global Compact** and our support for the Sustainable Development Goals.

We invite readers to provide feedback.





03

**COMPANY
PROFILE**



BRIEF COMPANY INFORMATION [GRI 2-1]

“ MIND ID aims to be a leading global integrated natural resources company, with a strong commitment to society and the environment.



Company Name

PT Indonesia Asahan Aluminium

Since 2017, the Company has been mandated by the Government of the Republic of Indonesia to become a Mining Industry Holding, through Government Regulation No. 47 of 2017 on Additional investment by the Republic of Indonesia in PT Indonesia Asahan Aluminium (Persero). The company performs two functions, namely holding and operating.

Furthermore, in 2019, the Mining Industry Holding was transformed into Mining Industry Indonesia (abbreviated as MIND ID) which is the trade name for the holding function, while INALUM is the trade name for the operating function.

Name Change

In 2014, PT Indonesia Asahan Aluminium changed to PT Indonesia Asahan Aluminium (Persero) in connection with the change in company status.

Status Change

The Company became a State-Owned Enterprise (SOE) on December 19, 2013 and based on Government Regulation No. 26 of 2014 became a State-owned limited liability company (abbreviated as Persero).

Subsequently, the Company changed its status to non-Persero on April 13, 2023.

This was implemented through Government Regulation No. 45 of 2022 regarding the Reduction of State Capital Participation of the Republic of Indonesia in the State-Owned Limited Liability Company (Persero) PT Indonesia Asahan Aluminium and Government Regulation No. 46 of 2022 regarding State Capital Participation of the Republic of Indonesia for the Establishment of a State-Owned Limited Liability Company (Persero) in the Mining Sector.

Thereafter, the Company focuses on the downstreaming of aluminium while MIND ID focuses on becoming a strategic holding through a new permanent legal entity, PT Mineral Industri Indonesia (Persero), which was established on 17 February 2023.

A brief history, group structure, products, services and operational areas of the MIND ID Group can be found in the MIND ID Annual Report for the 2022 financial year.

ACCESS TO MIND ID [GRI 2-3]

Headquarters

MIND ID

Gedung The Energy 16th floor, SCBD
Jl. Jenderal Sudirman Kav. 52-53,
Jakarta 12190
P.O. Box 6917, Jakarta Selatan, Indonesia

INALUM

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YouTube

MIND ID

Mining Industry Indonesia MIND ID

INALUM

INALUM Official

Facebook

MIND ID

MiningIndustryIndonesia

INALUM

PT Indonesia Asahan Aluminium (Persero)

Instagram

MIND ID

@miningindustry.id

INALUM

@INALUM

Twitter

MIND ID

@MiningIndonesia

INALUM

@INALUM_Official

MIND ID'S VISION, MISSION AND VALUES

VISION

To be a leading global integrated natural resources company, with a high commitment to the communities and the environment.



MISSION

- To create prosperity for the country, society and all stakeholders.
- To control Indonesia's reserves and natural resources with world-class upstream and downstream businesses.
- To create corporate value through integrated upstream and downstream businesses.
- To attain operational excellence through increased synergy and productivity, and by adopting the latest technology.
- To be the market leader and achieve global excellence as a leading natural resources company in innovation and technology, partnerships, business and market intelligence, and energy management.
- To recruit the best talents for all company activities.

COMPANY VALUES

AKHLAK Company Values

As part of the extended family of State-Owned Enterprises, MIND ID Group is here to give its best contribution to the Nation by prioritizing.

A	K	H	L	A	K
Trust	Competent	Harmony	Loyal	Adaptive	Collaborative
Maintain the trust we have been given and ensure that we fulfill expectations in completing necessary work.	Continue learning and developing the capabilities required to make impactful contributions.	Value and respect idiosyncrasies and differences.	Dedicate and prioritize the organization, nation, and the country	Continue innovating and bring enthusiasm in implementing or facing change	Building synergy when working together in order to achieve a shared goal
<ul style="list-style-type: none"> • Fulfill promises and commitments; • Take responsibility for tasks, decisions and actions taken; • Adhere to moral and ethical values. 	<ul style="list-style-type: none"> • Improve personal competence to meet ever-changing challenges; • Help others learn; • Complete tasks with the highest quality. 	<ul style="list-style-type: none"> • Respect every person regardless of their background; • Glad to be of help; • Build a conducive work environment. 	<ul style="list-style-type: none"> • Uphold the reputation of fellow employees, leaders, SOEs, and the State; • Willing to sacrifice to achieve greater goals; • Comply with the leadership as long as it does not conflict with the law and ethics. 	<ul style="list-style-type: none"> • Able to quickly adjust to do better; • Continuously make improvements following technological developments; • Act proactively. 	<ul style="list-style-type: none"> • Provide opportunities for various parties to contribute; • Be open to working together to generate added value; • Utilize various resources for a common goal.

In Bahasa Indonesia, the first letters of these six Corporate Values form the acronym AKHLAK or ethics in English.

SUPPLY CHAIN [GRI 2-6]



The MIND ID Group is committed to supporting the positive economic impact of its operations through the involvement of local suppliers in the Company's supply chain. MIND ID Group's supply chain starts from mine exploration; coal excavation; iron ore processing; tin processing; nickel processing; and aluminium manufacturing. For more details on business activities, production, marketing and sales, see MIND ID's Annual Report on pages 46-49. Each stage in this supply chain involves various parties, including local suppliers and taking into consideration of the Domestic Content Level (TKDN).

Some of the types of goods and services in the MIND ID supply chain that involve local suppliers include:

- **Fuel and Lubricant Suppliers:**
The MIND ID Group procures fuel and lubricants from local suppliers based in Indonesia to support its operations.
- **Suppliers of Goods and Services:**
The MIND ID Group also purchases various goods and services from local Indonesian suppliers such as heavy equipment, spare parts, laboratory equipment, etc.
- **Contractors and Subcontractors:**
The MIND ID Group works with local contractors and subcontractors in carrying out various mining projects such as mine road construction, bridge construction, ore processing, etc.

- **Distributors and Marketers:**
MIND ID Group also works with local distributors and marketers in managing the sales and distribution of mining products such as coal, iron ore and tin.

Through the engagement of local suppliers in its supply chain, the MIND ID Group generates positive economic impact for these suppliers, such as increased income, employment opportunities, and enhanced labor skills. Furthermore, by using from local suppliers, the MIND ID Group effectively mitigates supply risks and enhances operational efficiency.

In pursuit of this objective, MIND ID has introduced the Procurement Excellence Program since 2021, which has been further reinforced in 2022 with the implementation of the MIND ID Group's Policy on the Implementation of a Strategic Guideline for Procurement of Goods and Services. The program aims to enhance the capabilities of the Procurement Team; improve synergies with MIND ID Members; and increase the use of domestic products. The number of local suppliers used by MIND ID holding members can be seen in the Economic Development Pillar chapter under Proportion of Purchases to Local Suppliers.

ASSOCIATION'S MEMBERSHIP [GRI 2-28]

Supporting the Global Agenda on Sustainability, MIND ID has officially become a member of the United Nations Global Compact (UNGC).



MIND ID officially became a member of the United Nations Global Compact (UNGC) on July 18, 2022. This particular step carries immense importance for MIND ID as it serves as a clear demonstration of the company's unwavering commitment and strong dedication towards supporting the Sustainable Development Goals (SDGs).

Furthermore, joining the UNGC helps MIND ID strengthen sustainability practices, enhance social and environmental performance, and collaborate with other stakeholders to achieve broader sustainable development goals that align with MIND ID's Noble Purpose. It is also part of MIND ID's long-term plan to become a globally committed mining company with a strong focus on sustainability.

The UNGC (United Nations Global Compact) is an initiative and part of the United Nations (UN) that aims to invite stakeholders, including companies and organizations, to adopt 10 principles covering aspects of human rights, labor, environment, and anti-corruption. These principles are based on The Universal Declaration of Human Rights, The International Labour Organization's Declaration on Fundamental Principles and Rights at Work, The Rio Declaration on Environment and Development, and The United Nations Convention Against Corruption.

MIND ID's membership in UNGC is established upon the submission of the Letter of Commitment to the UN General Secretary on June 28, 2022 by MIND ID. This letter serves as a comprehensive outline of MIND ID's steadfast commitment to uphold and advance the 10 Principles of UNGC, aligning them with the company's Noble Purpose and sustainability strategy, which is known as Sustainability Pathway.

Furthermore, this places MIND ID at the same level as other prominent global mining companies. Joining UNGC provides MIND ID with direct access to various internationally recognized frameworks and best practices to strengthen sustainability principles and implementation within the MIND ID Group. This assists MIND ID in reinforcing its commitment and practices in managing the social, environmental, and economic impacts of the company's operational activities and business endeavors.

As a member of UNGC, MIND ID actively participates in collaborative platforms with other companies, governments, and non-governmental organizations to share knowledge, experiences, and best practices in implementing sustainability principles to collectively support the achievement of SDGs with the global community.



**United Nations
Global Compact**

Proud Participant of the UN Global Compact
in Support of strengthening corporate
sustainability practices



The Aluminium Stewardship Initiative (ASI) is an industry-led initiative that aims to promote sustainability throughout the aluminium value chain.

For association memberships of other MIND ID Members, please refer to the respective MIND ID Member's Sustainability Report for the 2022 financial year through the following link:



SIGNIFICANT CHANGES [GRI 2-6]

The Company there were no significant significant changes that would affect its ability to achieve the previous year's performance in the industry

sectors where the MIND ID Group operates. This includes both the upstream and downstream supply chain of the MIND ID Group.





04

**REPORT OF
THE BOARD OF
DIRECTORS**

REPORT OF THE BOARD OF DIRECTORS [GRI 2-22]



In line with our vision, we have developed a sustainability strategic framework that enables us to contribute to the pillars of the Sustainable Development Goals (SDGs) as part of MIND ID's Noble Purpose: "We explore natural resources for civilization, prosperity and a brighter future".

Danny Praditya
President Director



Estemeeed shareholders and stakeholders,

We are grateful to God Almighty for His Blessings as the MIND ID Group was able to successfully navigate through the challenges of 2022 and achieve a satisfactory performance. As a leading mining company in Indonesia, we are very much aware of the magnitude that the impact of our operations has on the environment and society. It is therefore necessary that we continue to drive the implementation of sustainability initiatives for every MIND ID Member. The contributions and consolidated performances of MIND ID Members towards our sustainability goals are outlined in the MIND ID Group's Sustainability Report for the financial year 2022.

MIND ID's Sustainability Values and Strategy

As a State-owned mining holding company, MIND ID's vision is to become an integrated global mining company with a strong commitment to society and the environment. In line with this vision, we have developed a sustainability platform that enables us to contribute to the pillars of the Sustainable Development Goals (SDGs) as part of MIND ID's Noble Purpose: "We explore natural resources for civilization, prosperity and a brighter future".

In accordance with the AKHLAK (Trust, Competent, Harmonious, Loyal, Adaptive, Collaborative) behavioral values promoted by the Ministry of SOEs, we developed the Company's sustainability strategy which we call the Sustainability Pathway that serves as the foundation for implementing sustainability initiatives and programs that are integrated into our daily operational activities.

Our Sustainability Strategic Framework is based on relevant ESG regulations and refers to ISO 26000 on Social Responsibility (Guiding Principles); the 10 Mining Principles (Performance Standard) of the International Council on Mining and Metals (ICMM); and the Global Reporting Initiatives (GRI); and SDGs (Disclosure Structure). Sustainability Pathway focuses on 6 (six) main pillars: Environment and Climate Change; Smart Operation and Product Service Management; Human Resources; Community; Economic Development; and Governance.

MIND ID has formulated a Sustainable Pathway, comprising six key pillars, to steer the company towards sustainable growth and make substantial contributions to the achievement of the Sustainable Development Goals. The ultimate aspiration for MIND ID is to establish itself as a renowned an integrated global mining company that exemplifies the principles of sustainability, thus proudly representing the nation.

Sustainability Performance Achievements

In 2022, the MIND ID Group recorded a positive sustainability performance. The Company also became a Member of the United Nations Global Compact (UNGC), an organization that supports companies to conduct business responsibly. This initiative will help us take strategic steps to achieve the Sustainable Development Goals targeting collaboration and innovations. Furthermore, the Ministry of Environment and Forestry (KLHK) has awarded the MIND ID Group the Company Performance in Environmental Management (PROPER) in the form of Gold Ratings in 4 (four) operating units; Green Ratings in 7 (seven) operating units; and Blue Ratings in 9 (nine) operating units.



These awards reaffirm our commitment to manage an environmentally responsible mining operation.

MIND ID has made notable progress in implementing the Sustainability Pathway, resulting in significant achievements. As part of our commitment to decarbonization, we successfully achieved a reduction in emissions from business-as-usual (BAU) levels in 2022, equivalent to 240,000 ton CO₂eq or 6%. This remarkable outcome can be attributed to the implementation of energy efficiency programs, responsible production processes, and deliberate efforts towards decarbonization, all of which have effectively lowered emission levels.

In 2022, MIND ID achieved a significant milestone by obtaining the Aluminium Stewardship Initiative (ASI) certification for our Billets, Alloys, and Ingots products, through PT Indonesia Asahan Aluminium (Persero). Additionally, the MIND ID Group implemented various digitalization and innovation initiatives across our operations, resulting in notable advancements in exploration, production, and enhanced cost competitiveness, as well as contributed to our overall growth and improved operational efficiency.

To promote economic growth, MIND ID Group continues to optimize the utilization of reserves and resources; optimize costs; and implement Active-Strategic Management for all group members. The company also carried out expansions and diversifications including exploration and reserves. Additionally, with regards to economic development, the MIND ID Group also indirectly contributed to economic development through our community development and empowerment activities in local communities. These programs aim to create community economic independence and push infrastructure developments.

Challenges and Opportunities ahead

MIND ID acknowledges the mounting challenges that lie ahead, with anticipated global economic downturns, price fluctuations in commodities, and increasing environmental concerns. The company is particularly focused on supporting the government's energy transition initiatives, which entail the use of renewable energy sources. This transition necessitates the responsible extraction

of mining commodities by MIND ID Members, posing a significant challenge that the company is committed to addressing.

MIND ID continues to be committed to driving ESG performance improvements across its value chain. This as an opportunity to further transform MIND ID into a sustainable company. In the future, MIND ID will continue to drive ESG performance through diverse efforts such as attaining Gold and Green PROPER for each operating unit; decarbonization; maintaining product service certifications; maintaining work safety; Talent Development Program; Up-Levelled MSEs; and maintaining GCG assessment.

Our Appreciation

On behalf of the Board of Directors, I would like to express our gratitude to all stakeholders for their contributions to the achievements in 2022. We would like to extend our special appreciation to all MIND ID People. We hope that this year's achievements will serve as a driver for continued improvements and enhancements for future sustainable performance growth. First and foremost, we recognize that MIND ID's achievements are attributed to the grace and blessings of the Almighty God. With utmost gratitude, we express our appreciation and rely on divine guidance. We remain hopeful that the company's performance will further advance and excel in the years to come.

Jakarta, 23 May 2023
on behalf of the Directors



Danny Praditya
President Director





05

**MIND ID GROUP'S
SUSTAINABILITY
STRATEGY**

MIND ID GROUP'S SUSTAINABILITY STRATEGY [GRI 2-22, 2-23, 2-24,2-12]



The Sustainability Pathway is the Company's ESG strategic framework, to ensure that responsible and sustainable operational practices are implemented by the MIND ID Group.

As part of the realization of MIND ID's Noble Purpose, "We explore natural resources for civilization, prosperity and a brighter future", we explore and create new innovations to manage and process mineral resource wealth to become a source of goodness for mutual progress. This effort is carried out by upholding the principles of Environment, Social, and Governance (ESG).

In facing the challenges of sustainable development, we at MIND ID believe that integrating ESG principles into the 6 pillars of the Sustainability Pathway is a progressive step that drives us in supporting the Sustainable Development Goals (SDGs) and the Indonesian government's agenda. We are committed to achieving the SDGs targets in line with Presidential Regulation Number 59 of 2017, which governs the implementation of sustainable development. With this approach, we uphold MIND ID's Noble Purpose in maintaining a balance sustainability on environmental, economic growth and social well-being environmental, inclusive economic growth, and social well-being.

Sustainability Pathway

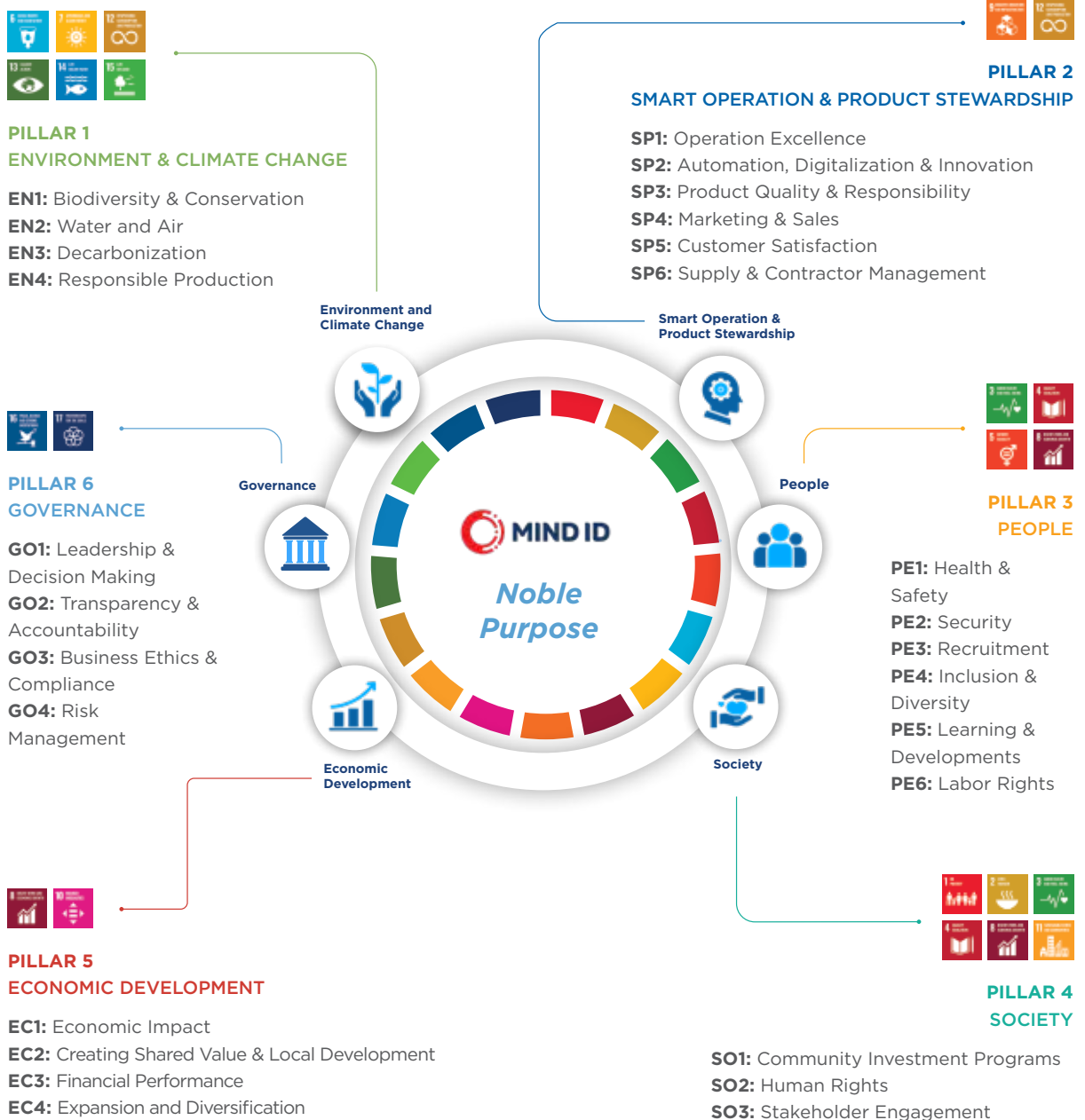
MIND ID, together with MIND ID Members, has developed an ESG strategic framework called the Sustainability Pathway. The Sustainability Pathway was developed to ensure responsible and sustainable operations are implemented by MIND ID Members.

Based on our thorough assessment against relevant national regulations and recognized international ESG best practices/standards, MIND ID has developed **The Sustainability Pathway**, a group-wide Sustainability Strategic Framework. The framework is rolled out to all MIND ID Company Members as standard to ensure the responsible and sustainable practices in managing our business and operation is adopted and implemented at all level organization and on each of operational assets.

The Sustainability Pathway consists of 6 pillars and 27 ESG topics that MIND ID Group focuses in conducting sustainable operations. The ESG topics listed on the Sustainability Pathway become key parameters that must be managed, monitored, and reported regularly to the public and stakeholders.

The six pillars in the Sustainability Pathway reflect our commitment and strategic focus to run a responsible and sustainable operation that focuses on economic, social, environmental and governance.

The following illustrates the Sustainability Pathway and its its interconnectedness with the Sustainable Development Goals (SDGs).



IMPLEMENTATION OF SUSTAINABILITY PATHWAY [GRI 2-24, 2-23, 3-3]





The Sustainability Pathway has been implemented across all MIND ID Members through integration with each Member's management system and continues to be strengthened by various ESG best practices, including the International Council on Mining and Metals (ICMM) Performance Expectation which aims to support the achievement of the Sustainable Development Goals (SDGs).

The policy commitments approved by the Board of Directors of the MIND ID Group are communicated through various implementation of the Sustainability

Pathway communication methods including internal training, internal meetings, letters from the Board of Directors related to the Company Policy , as well as through workshops involving relevant members. Through this socialization, MIND ID employees are given an in-depth understanding of the company's policies and their responsibilities in implementing them.

To drive the implementation of the Sustainability Pathway, the Company has issued a number of Strategic Guidelines and Implementation Policies as follows: [GRI 2-24]

	Area	Strategic Guidelines	Implementing Policy
	Risk Management and Internal Control	<ul style="list-style-type: none"> Governance Risk Management Internal Audit 	<ul style="list-style-type: none"> Guidelines for Implementation of Risk Based Audit Reporting Four Eyes Principles of Decision Making Stakeholder Relations Development Policy Corporate Communication Policy ESG Risk Management
	Legal, Compliance and Handling of Legal Issues	Legal and Compliance	
	Information Technology	Information Technology	
	Development and Investment	Investment Development	<ul style="list-style-type: none"> Governance of the Company's Long Term Plan Governance of MIND ID Group Programs and Projects
	Operations and Quality Control (including Exploration)	<ul style="list-style-type: none"> Exploration Operations and Quality Control 	<ul style="list-style-type: none"> Procedures for Management and Development of Resources and Reserves Management of Mining Planning and Production Procedures for the Management of Metal and Mineral Operations and Production
	Marketing and Commercial	Marketing	
	Occupational Health, Safety, Environmental Management, and Social Responsibility	<ul style="list-style-type: none"> Occupational Safety, Health and Environment (K3LH) Social Responsibility 	<ul style="list-style-type: none"> Guidelines for Occupational Safety, Health and Environment Management System (SMK3LH) Preparation and Implementation of HSE Key Performance Indicator (KPI). HSE & Sustainability Committee Respect for human rights Biodiversity Responsible Production Community Development and Empowerment
	Human Resources	Human Resources	Cultural Internalization and Activation (AKHLAK, Noble Purpose and Key Behaviors)
	Accounting and Finance	Accounting and Finance	Company Work Plan and Budget Preparation Policy (RKAP)
	Procurement and Logistics	Procurement and Logistics	Guidelines for Procurement of Goods and Services for MIND ID Group
	Review of Laws and Policies	Legal and Compliance	

*only presenting strategic guidelines and implementation policies related to ESG





06

PILLAR 1:

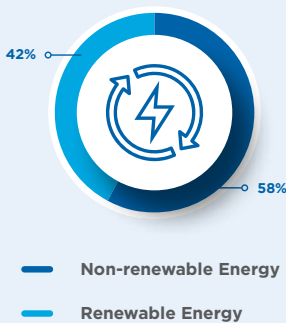
THE ENVIRONMENT AND CLIMATE CHANGE





In carrying out responsible operations, the MIND ID Group prioritizes environmental and climate change aspects as one of the main pillars in the Sustainability Pathway. Through this pillar, we focus on efforts for biodiversity preservation, decarbonization, water management, waste management, and responsible production.

Internal Energy Consumption of MIND ID Members



0.32

GJ/Rp Million Revenue energy intensity of MIND ID Members

Through then end of 2022, MIND ID Member have planted more than

6 million trees

That are the nature-based solution to support MIND ID Group's decarbonization efforts.



0.02

ton CO₂eq/Rp Million revenue emission intensity of MIND ID Members



66.67%

Waste diverted from final disposal



240.000+
ton CO₂eq

Reduction in greenhouse gas emissions from BAU emission attained by MIND ID Group in 2022



ZERO

Spillage with environmental and social impacts



MIND ID Group's PROPER Achievement

4 Gold PROPER

7 Green PROPER

9 Blue PROPER

MIND ID POLICY IMPLEMENTATION ENVIRONMENTAL MANAGEMENT

The MIND ID Group has a strong commitment to environmental conservation by adopting a proactive approach to mitigate and minimize its negative impacts and running MIND ID's responsible and sustainable operations. MIND ID Group consistently strives to protect the environment by integrating best practices in all aspects of its operations. The Company ensures that all mining activities are conducted in compliance with applicable environmental regulations and follow international standards in waste management, pollution control, and conservation of natural resources.

In environmental management, MIND ID Members have developed and implemented an environmental management policy that is integrated with the Company's operational aspects.

ANTAM has established the ANTAM Green Standard (AGS), consisting of 14 environmental management standards that apply to all ANTAM operational areas. These standards serve as a reference for developing environmental management policies and procedures across business units, development project units, and subsidiaries within ANTAM. Meanwhile, PTBA has implemented Bukit Asam Management System (SMBA) policy that regulates Quality Management, Environment, OHS, Laboratory, Port Security (ISPS Code), Security, and Mining Safety. In addition, PTBA also has implemented BASEE (Bukit Asam Environmental Excellence) which is an effort to achieve superior performance in environmental management, including an integrated environmental management system in the Bukit Asam Management System (SMBA), Good Mining Practice, Enim Forest Park (TAHURA ENIM) and community empowerment.

TIMAH has formulated the provisions of environmental management aspects as a reference for regulating environmental programs, namely:

- Aspects of Environmental Approval.
- Aspects of the Environmental Management System.
- Life Cycle Aspect (LCA).
- Energy Efficiency Aspects.

- Aspects of Conventional Air Pollution Control and Greenhouse Gas (GHG) Emissions.
- Aspects of Hazardous and Toxic (B3) Waste Management.
- Aspects of Waste Management and Non-Hazardous and Toxic Waste (Non B3).
- Aspects of Water Efficiency and Pollutant Load Reduction.
- Aspects of Radioactive Management.
- Aspects of Biodiversity Protection.
- Reclamation/rehabilitation and post-mining aspects.
- Aspects of Environmental Audit.

Meanwhile, INALUM has developed an environmental management policy as stated in Circular Letter No. 001/O/DIROP/2022 concerning Occupational Safety and Health, Environment, Energy and Human Rights Policies. In the policy, Inalum emphasizes its commitment to environmental management through the implementation of the Environmental and Energy Management System. There are 13 commitments that serve as guidelines in the implementation of environmental management procedures. This Environmental and Energy Policy is established, communicated and implemented to all Inalum stakeholders consistently, evaluated and improved continuously to ensure its effectiveness.

PROPER Rating Achievement

As a tangible form of MIND ID Members' environmental management efforts and a form of positive assessment of environmental management performances, in 2022 MIND ID Members successfully obtained a total of 20 PROPER awards from the Ministry of Environment and Forestry consisting of 4 Gold Proper, 7 Green Proper, and 9 Blue Proper. This award is a concrete manifestation of the Company's efforts to continuously improve the quality of its environmental management through diverse efforts and programs that have a positive impact on the environment and society.

As an example, INALUM received 1 Gold PROPER award for the Kuala Tanjung Aluminium Smelting Plant and 1 Green PROPER award for

the hydropower plant operated by INALUM. In obtaining the PROPER, INALUM prioritizes several Eco Innovation projects in 2022 including energy efficiency; emission control; efficiency and control of water load; reduction of hazardous and toxic waste; and hazardous solid waste and non-hazardous waste. INALUM implements several significant Community Investment programs with a focus on environmental initiatives. These include the Social Innovation program called "Babe Lucu Program", which supports the development of a chili farming project in Lubuk Cuik Village, utilizing the land under the

company's transmission line. The other Social Innovation called the Sejarah, the Sejarah Beach Mangrove Ecotourism and Conservation Program is aimed at promoting both economic growth and environmental preservation in Perupuk Village, by integrating mangrove conservation with the region's tourism potential. Furthermore, INALUM is dedicated to protecting biodiversity through its flagship initiatives. This includes extensive tree planting activities in the Lake Toba water catchment area and the implementation of conservation and protection measures for migratory birds.

**INALUM Achieves Highest PROPER Rating
As a result of a number of its Eco-Innovations**



1 Gold PROPER

Kuala Tanjung Aluminium Smelting Plant

INALUM Smelting Plant received the Gold PROPER, the highest award in the Company Performance Rating Assessment Program PROPER given by the Indonesian Ministry of Environment and Forestry.



1 Green PROPER

Hydropower Plant operated by INALUM

The success of the hydropower plant operated by INALUM in achieving the Green PROPER shows INALUM's commitment to carrying out environmentally responsible operations, as well as strengthening the company's role as an agent of change in realizing sustainable development.

Eco Innovations

Energy Efficiencies	Emission Control	Water Load Efficiency and Control	3R Solid & Non-Hazardous Waste	Decrease in Hazardous Waste
Application of the HSD to LNG to the Anode Baking Process	Decrease in the Anode Effect frequency through the combination method utilizing longitudinal slot anodes and slots to the Shutter Gate Feeding System.	Decreasing the water pollutant load (TDS=Total Dissolve Solid) by installing palm fiber in WWTP	Utilization of waste wood pallets as selling carts for people living in the vicinity of PT INALUM (Persero)	Reduction of laboratory hazardous waste for AIF3 material testing by resetting alternative testing using x-ray

BIODIVERSITY AND CONSERVATION [GRI 304]

Commitment and Policy regarding Biodiversity

MIND ID Members are dedicated to maintaining the integrity of the natural environment not only conducting outstanding operations but also preserving and conserving biodiversity within their operational areas. MIND ID has reinforced its dedication to safeguarding biodiversity by incorporating this aspect as one of the ESG Topics in the Sustainability Pathway. To achieve this goal, MIND ID has developed a comprehensive Biodiversity Policy, which outlines various approaches to guide MIND ID Members in implementing effective biodiversity management strategies, among others:

- Regular monitoring of the Biodiversity Index by all MIND ID Members.
- Revegetation of the Company's and MIND ID Members' operating areas
- Conservation of flora and fauna that are endemic species
- Maintenance of watersheds around operational areas
- Reforestation by planting trees of various types and species, especially those that are endangered and endemic
- Prevention of abrasion and erosion in order to maintain aquatic and coastlines ecosystem.
- MIND ID fosters collaboration with stakeholders such as local communities, government entities, and third parties to ensure collective efforts in wildlife and protected species conservation. This collaboration includes conducting awareness campaigns to emphasize the significance of biodiversity protection and conservation.



Operational Sites Adjacent to Protected Areas and Areas of High Biodiversity Value [GRI 304-1]

Several operational areas of MIND ID Members are situated in within or adjacent to protected zones, underscoring the importance of implementing responsible practices. MIND ID is committed to conducting responsible operations in areas adjacent to protected zones. With a strong focus on environmental preservation and compliance with regulations, MIND ID ensures that its mining activities in these protected areas are conducted in a manner way and best effort to minimize potential impacts.

ANTAM's Gold Mining Business Unit and North Maluku Nickel Mining Business Unit are located within or adjacent to protected zones. In the Gold Mining Business Unit, specific operating areas fall under Other Use Areas (APL) and adjacent with the protected forests, including Gunung Halimun Salak National Park (TNGHS). The Gold Mining Business Unit has obtained government permits, such as the Borrow-to-Use Forest Area Permit (IPPKH), in accordance with the Decree of the Minister of Forestry of the Republic of Indonesia No. SK 413/Menhut-II/2013. Furthermore, the Gold Mining Business Unit has extended its license through SK 102/MENLHK/Setjen/PLA.0/3/2021, which enables gold and mineral production operations utilizing underground mining methods within a 22.38-hectare area in Bogor Regency, West Java.

Meanwhile, the North Maluku Nickel Mining Business Unit's operational area is located in IPPKH Pakal Island, covering an area of 456 hectares and Gee Island, covering an area of 26.26 hectares based on SK No. 207/MENLHK/SETJEN/ PLA.0/3/2019 and SK. 493/Menlhk/Setjen/ PLA.0/5/2022.

PTBA does not have work areas adjacent to areas with High Biodiversity Value. In its commitment to Conservation preservation, PTBA refrains from conducting mining activities in protected forest areas and other regions with high biodiversity. PTBA implements good mining principles to minimize significant impacts due to operational activities in their work areas.

TIMAH has a Mining Business License (IUP-Ijin Usaha Pertambangan) allowing it to operate in the Protected Forest Area in the South Bangka area and a number of other surrounding districts. Additionally, TIMAH also has an IUP located in the Production Forest Area. Based on the Decree of the Minister of Hut RI No: SK7.98/Menhut-II/2012, the location of the Production Forest is in Bangka, West Bangka, Central Bangka, South Bangka, Belitung and East Belitung Regencies. TIMAH has conducted mapping to identify species around the operational area. This identification is based on the International Union for Conservation of Nature and Natural Resources (IUCN) Red List, CITES, and Permen. LHK No. P 106 of 2018 concerning Protected Plant and Animal Species this is done to preserve the biodiversity of the managed area.

Likewise, INALUM has several operational areas adjacent to protected areas. Based on PPRI No. 76 of 2016 these consist of 350.86 Ha in Toba Regency, 207.05 Ha in Asahan Regency, and 20.86 Ha in the Simalungun Regency Area. Furthermore, based on the Borrow-to-Use Permit

for Protected Forest Areas No. 35/1/IPPKH/PMDH/2016, INALUM has permission to carry out its operations in Protected Forest Areas in the Regencies of Toba and Asahan, encompassing an area of 0.31 hectares.

Significant Impact on Biodiversity Due to Operational Activities [GRI 304-2, 3-3]

Operational activities by MIND ID Members have a potential negative impact to the surrounding biodiversity include disruption of terrestrial and aquatic ecosystems; changes in stand structure and composition; changes in soil properties; changes in landscape and absence of land cover; etc. To mitigate these potential impacts, each MIND ID Member has made efforts to minimize their impact through conservation, rehabilitation, and restoration programs ex-mining area and environmental awareness programs in surrounding communities.



The biodiversity impact management programs conducted by MIND ID Members are described in the table below.

Significant Impact on Biodiversity Due to Activities, Products, and Services [GRI 304-2, 3-3]

Form of Impact	Source of Impact	Management Program and Mitigation Efforts
Disruptions to terrestrial ecosystems	Mining Activities	Reclamation and revegetation through a progressive land rehabilitation system; returning biodiversity in protected forests to their original state by replanting local plant species in accordance with the Regulations of the Minister of Environment and Forestry.
Disruptions to the aquatic ecosystems	Mining activities, and loading and unloading activities	<ul style="list-style-type: none"> • Coral reef transplantation using the spider method • Put in place emergency storm water drains that are channeled into intermittent drains at the beginning of construction • Construct sediment ponds, settling ponds and sediment traps to separate solids material from liquids and prevent these from escaping into the surrounding environment • Plant species that can withstand surface flow rates and that provide a feeling of comfort and fresh air • Decrease the impact of turbidity caused by operational activities by minimizing the amount of liquid waste and runoff entering the receiving water bodies around the activity site • Restock aquatic biota
Disruptions to the existence and the diversity of species and populations of terrestrial biota	Mining activities and rehabilitation of former mine areas	<ul style="list-style-type: none"> • Installed a signboard prohibiting trees felling and hunting in protected animals • Installed a signboard regarding areas traversed by wildlife • Conduct training regarding protected flora and fauna • Replant ex-mining area with plants to prevent erosion as well as forestry/plantation crops
Disruptions to wildlife habitat, and changes in stand structure and composition	Open mining, and loading and unloading activities	<ul style="list-style-type: none"> • Avoid land clearing in conservation areas • Installed a signboard to raise awareness and encourage people to preserve the forest • Minimize the loss of stands that are wildlife habitat • Conserve rare endemic animals on reclaimed land • Optimize the implementation of revegetation in ex-mining area
Changes in soil properties	Topsoil stripping, soil spraying, TIMAH ore leaching	Other forms of reclamation (Air Jangkang Reclamation Village)
Changes in soil physical and chemical properties	Land clearing	Restoration of critical ex-mining land with fruit revegetation

INALUM continues to plant trees as a Conservation Program for critical land



MIND ID consistently encourages its member to fulfill their obligations and commitments in reclamation and tree planting. One notable initiative is the BUMN Bakti Program for Indonesia which took place in North Sumatera Province. INALUM, as host of the event, showed its commitment and involved volunteers to protect the Lake Toba, which is the heart of North Sumatra, while maintaining the energy source of the company's operations.

INALUM was honored with the responsibility of hosting the BUMN Bakti Program for Indonesia which was held in Lake Toba from 26 - 29 March 2022. The main agenda was the tree planting in the Lake Toba Catchment Area in Paropo Village, Silahisabungan District, Dairi Regency, North Sumatra. The variety of trees planted included Macadamia

Nut (300 seedlings), Pine (100 seedlings), Avocado (100 seedlings). A second planting site was located in the INALUM Hydropower Plant Area in Paritohan. In addition to planting trees, volunteers also held a learning session about tree planting for residents of Tongging Village, Karo Regency, North Sumatra.

From 2015 to 2021, INALUM undertook conservation initiatives by planting 732,265 trees across 7 sub-districts in the Lake Toba region, covering a vast area of 1,409.63 hectares. This endeavor was the result of a collaborative effort involving multiple stakeholders, including KLHK (Ministry of Environment and Forestry), the Forestry Service, District Government, KPH (Forest Management Units), DLH (Environmental Agency), NGOs, Community Groups, Forest Farmer Groups, TNI (Indonesian National Armed Forces), Police, Inhutani (State-Owned Forest Enterprise), and PJT1 (State-Owned Regional Forest Enterprise). In 2022, INALUM planted 308,148 trees through the Lake Toba Catchment Area (DTA) Conservation program with INALUM planting 130,000 trees with an area of about 260 Ha. Through the Natural Resource Management Services Program and PJT1 as many as 178,148 trees were planting in an area of about 445.37 Ha. INALUM fully supports the Indonesian government's program that has named the Lake Toba region a Super Priority Tourism Destination Area.

**Reclamation of Air Jangkang:
A Collaborative Approach Involving
Multiple Stakeholders to achieve
environmental sustainability**



TIMAH's Air Jangkang reclamation program stands as a remarkable success story, highlighting their commitment to environmental sustainability and corporate social responsibility. Through progressive and innovative reclamation approach, TIMAH was able to transform former mining areas into sustainable and productive ecosystems.

A key to the success of this program was the close collaboration between TIMAH, local government, and local communities. In the planning, implementation, and monitoring stages, community engagement was an important factor that ensured the success of the reclamation program. Involving the community in the decision-making and implementation processes gave them a sense of ownership and greater concern for the sustainability of their surrounding environment.

The Air Jangkang reclamation program has also provided significant benefits to the surrounding environment. The reclaimed area, which has successfully restored the quality of water and soil, has become a habitat for diverse flora and fauna. The enhanced water quality resulting from the initiative has greatly benefited neighboring communities, notably by providing improved access to clean water and fostering the growth of sustainable agricultural and fisheries practices.

The accomplishments of the Air Jangkang reclamation program are expected to serve as an inspiration for others in the realm of environmental conservation and post-mining strategies. This achievement exemplifies how, through dedication, cooperation, and innovation, TIMAH can attain both environmental sustainability and sustainable business expansion.



More than

6,300 Ha

Accumulated reclamation area of
MIND ID Members up to 2022
[GRI 304-3]

Through its conservation efforts, ANTAM has planted various types of trees and preserved various species of flora and fauna. The accumulative ANTAM's total reclamation areas reached is 1,296.32 hectares. Meanwhile, PTBA conserved the silvery Lutung (*Trachypithecus cristatus*), a rare endemic monkey living in the reclamation ground, as well as preserved some rare endemic plants: the Merbau tree; the Luisia sp orchid, the carrion flower, etc. Cumulatively, PTBA has carried out reclamation in an area of 2,146.83 Ha. INALUM has also carried out significant tree plantings in an area of 260 hectares. TIMAH carried out other forms of reclamation, by developing the Air Jangkang Reclamation Village to overcome the impact caused by the operational activities such as land clearing, topsoil stripping, soil spraying, and tin ore washing. TIMAH also carried out land and sea reclamation on Bangka Island, Karimun Island and Kundur. From 2015 to 2022, TIMAH

has effectively conducted reclamation activities on a land area of 2,868 hectares. Through 2022, MIND ID Members have reclaimed an area of more than 6,300 hectares and have planted more than 6 million trees.



More than

6 million Trees

has been planted by MIND ID
Members up to 2022

ANTAM has planted **1,405,472** trees
PTBA has planted **2,689,800** trees
TIMAH has planted **1,966,102** trees
INALUM has planted **732,265** trees

Additionally, MIND ID Members have conducted various conservatory efforts to preserve nature and biodiversity. Nursery initiatives were implemented across all business units of the MIND ID Group.

Collectively, the MIND ID Member business units nurtured a total of 424,153 seedlings, out of which 73.07% reached an appropriate level of maturity for planting.



MIND ID Members' Nurseries

69,635 m²

Total area
of nurseries

424,153

tree seedlings
Total Seedling
Stock

309,948

tree seedlings
Total Seedlings
Ready to Plant

MIND ID Members' Nurseries

No	Entity	Nursery	Business Unit	Area (m ²)	Capacity (seedlings)
1	ANTAM	Pongkor Nursery	UBP Emas	2,500	40,000
		Tapunopaka Nursery	UBPN Konawe Utara	10,000	40,000
		Kolaka Nursery	UBPN Kolaka	15,000	-
		Gao Nursery	UBPN Malut	900	35,000
		Pakal Nursery	UBPN Malut	600	15,000
		Embaloh Nursery	UBPB Kalbar	1,200	500,000
		Mamalam Melati Natai	UBPB Kalbar	750	300,000
		Mamalam Batu Betuah Selutung	UBPB Kalbar	850	-
2	PTBA	Tanjung Enim	UPTA	20,500	500,000
3	INALUM	INALUM Green House Nursery	PLTA Paritohan	735	30,000
		Pusat Pembibitan Tanaman	PLTA Paritohan	1,600	50,000
4	TIMAH	Air Jangkang Reclamation Village	Unit Bisnis Bangka	10,000	40,000
		Selingsing Reclamation Village	Unit Bisnis Belitung	5,000	10,000
Total				69,635	1,560,000

Protecting Flora and Fauna

[GRI 304-3, 304-4]

In our efforts to protect biodiversity in the vicinity of our operations, we have identified IUCN red list species and national conservation list species.

PTBA has signed a Memorandum of Understanding with the Directorate General of Ecosystem Natural Resources Conservation (KSDAE), Ministry of Environment and Forestry, to carry out the strengthening of functions and the Conservation of Biodiversity in the Work Area of the South Sumatra Natural Resources Conservation Center and the Berbak and Sembilang National Park Office. The biodiversity conservation programs in the Berbak and Sembilang National Park support a collaboration in the preservation of the area's flora and fauna through the monitoring of the population of migratory birds and the conservation of their habitat; support for a collaboration aiming to restore the ecosystem through mangrove planting on Alanggantang Island, SPTN Region II Palembang, for a total area of 300 hectares; and support for a collaboration in community empowerment through community engagement in the mangrove nursery, planting and maintenance activities.

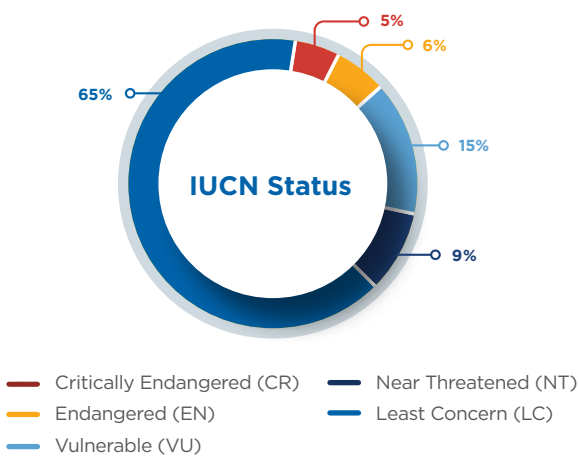
TIMAH carried out a restoration program for one of its ex-mining areas, Kampong Reklamasi Air Jangkang in Merawang Sub-District, Bangka Regency. The restoration of Kampong Reklamasi Air Jangkang was accomplished through the process of revegetation. Activities conducted within the Kampong Reklamasi area encompass a wide range of initiatives such as nursery operations, composting, livestock farming, biofloc fish farming, hydroponic and traditional vegetable cultivation, void repair, orchard establishment, and forestry plantations. By the end of 2022, 2,236 fruit trees; 8,230 forestry and local plants as well as evergreens such as pines and Chinese albizia (*sengong*) have been planted in this conservation area. Moreover it is home to many types of fauna, including parrots; sambar deer; muntjac deer; and the Western tarsier (*Tarsius bancanus*, endemic to Bangka Belitung). All animals in this conservation area have obtained breeding permits through the Wildlife Rescue Center (Pusat Penyelamatan Satwa). With regards to wildlife management program, the Company collaborates with the Animal Lovers of Bangka Island (ALOB) Foundation. The development of this conservation area is one of TIMAH's initiative to increase economic growth and create new jobs for the surrounding communities.

Alongside the restoration program, TIMAH conduct Sambar Deer breeding program in various locations, including Pangkal Pinang, Mentok Metallurgical Unit, and UPTP Belitung Timur. By the end of 2022, it had bred 27 deer in Pangkal Pinang; 5 Sambar Deer and 4 Muntjac Deer in the Mentok Metallurgical Unit; and 10 Sambar Deer in UPTP East Belitung. Based on the IUCN Red List criteria, there are no species listed as "Extinct" or "Extinct in the Wild". The following is the number of IUCN Red List species and national conservation list species with habitats within MIND ID Group's Operational area.

IUCN Species List Within Operational Areas [304-4]

IUCN Status	TOTAL
Extinct	0
Extinct in the wild	0
Critically Endangered (CR)	12
Endangered (EN)	14
Vulnerable (VU)	32
Near Threatened (NT)	19
Least Concern (LC)	142

Proportion of IUCN Species in Operational Areas [GRI 304-1, 304-4]



INALUM has undertaken protective measures for the following species, in accordance with their classification on the IUCN List. Conservation has been implemented in 2 locations in Batu Bara District: Sejarah and Perjuangan Beaches, and the surrounding villages. Details regarding flora and fauna conservation programs implemented by other MIND ID Members (ANTAM, PTBA, and TIMAH) as well as IUCN statuses can be seen in the Sustainability Report for the 2022 financial year of each company.

Flora and Fauna Species Conserved by INALUM

Species Name	IUCN Status
Milky Stork (<i>Mycteria Cinerea</i>)	Endangered (EN)
Lesser Adjutant (<i>Leptoptilos Javanicus</i>)	Vulnerable (VU)
Great knot (<i>Calidris Tenuirostris</i>)	Endangered (EN)
Far Eastern Curlew (<i>Numenius Madegascariensis</i>)	Endangered (EN)
Asian dowitcher (<i>Limnodromus Semipalmatus</i>)	Near Threatened (NT)
Spotted greenshank (<i>Tringa Guttifer</i>)	Endangered (EN)
Eurasian curlew (<i>Numenius Arquata</i>)	Near Threatened (NT)
Malaysian plover (<i>Charadrius Peronii</i>)	Near Threatened (NT)
Red knot (<i>Calidris Canutus</i>)	Near Threatened (NT)
Sharp-tailed sandpiper (<i>Calidris Acuminata</i>)	Vulnerable (VU)
Chinese egret (<i>Egretta Eulophotes</i>)	Vulnerable (VU)
Spoon-billed Sandpiper (<i>Calidri Pygmaea</i>)	Critically Endangered (CR)



INALUM'S BIODIVERSITY PROGRAM

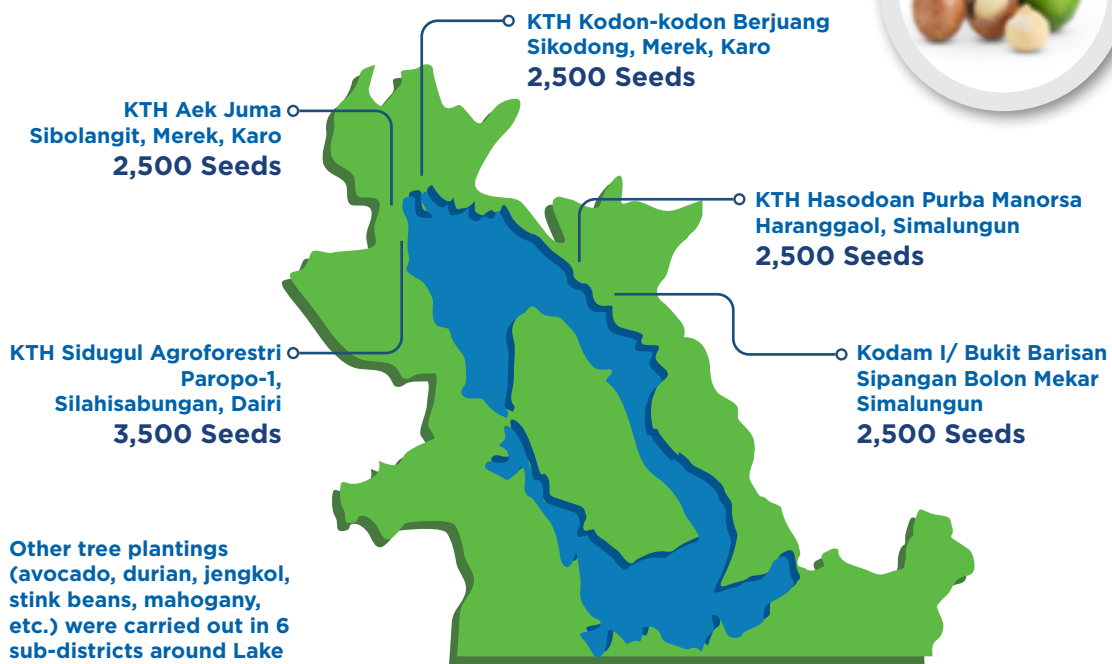
[GRI 304-3, 304-4]

PLANTING IN THE LAKE TOBA CATCHMENT AREA

Planting Location

Macadamia Nut

(Macadamia Integrifolia)



Other tree plantings (avocado, durian, jengkol, stink beans, mahogany, etc.) were carried out in 6 sub-districts around Lake Toba.

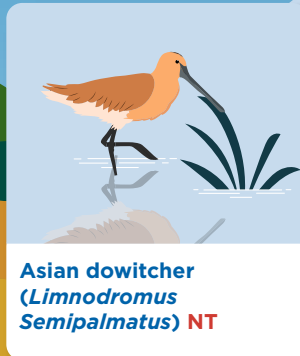


Engagement:
15 Forest Farmer Groups and 4 other stakeholders planting 149,000 seedlings on a land area totaling 299 Ha.



INALUM'S CONSERVATION / PROTECTION OF MIGRATORY BIRDS PROGRAM

INALUM and Living Heritage of Sumatra (WHIS) collaborate to protect 35 bird species that migrate (temporary) to the Batubara coast, advocating against poaching and habitat degradation.

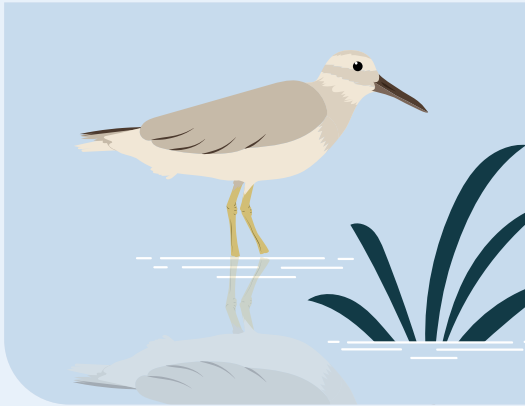


4 villages

have Village Regulations on Bird Conservation which are also massively socialized to various groups.

- 1) Lalang Village (Perjuangan Beach)
- 2) Durian Village
- 3) Gambus Laut Village
- 4) Pematang Nibung Village

Getting to Know Protected Migratory Birds



Great Knot

The great knot is one of the largest of the Calidrid species at 29 cm. This shorebird is grayish in color with a long bill; the upper part is mottled grey. Its crown is streaked, and the breast and sides of the body are spotted in black, which are not visible during the breeding period. This wader passes through the Sunda region on its way to and from feeding grounds in the south and east during Winter.

Asian dowitcher

The Asian dowitcher is large bird (35 cm) that is gray in color. It has a long straight beak, and a gray back. Its back, lower back, and tail are white with black stripes. Its underpart is grey, and it has a yellowish-brown breast. Sometimes there is a white wing stripe on the primary feathers. It breeds in Siberia and Manchuria and in Winter it migrates to India, Southeast Asia, Sumatra, Java and Northern Australia.

Spotted greenshank (also known as Nordman's Trinil)

A rare and declining Asian shorebird. While it is similar in looks to the green-footed dowitcher, it is stockier with a bull-like head, shorter legs and thicker bill. Breeding adults have almost completely gray upperparts, white underparts, with a densely spotted breast and upper sides. Non-breeding adults are pearl gray above and pure white below. The bill is bi-colored with a yellowish-green base, and darkening at the tip. It breeds in coastal swamps and wet forests, and winters in mudflats, coastal wetlands, ponds and rice fields.



Milky Stork

Also known as the Bluwok Stork, it belongs to the Ciconiidae family and is commonly found in shallow waters, rivers, sandy beaches, swamps and muddy rice fields. It feeds on fish, frogs and other aquatic animals. The milky stork is found in Indochina, Malaysia, Sulawesi, Sumatra, Java and Sumbawa.

Far Eastern Curlew

The Far Eastern curlew is one of the bird species whose existence is widespread in a number of regions of the world. It prefers to live by the shore. The Far Eastern curlew's scientific name is *Numenius Madagascariensis*, and belongs to the Scolopacidae family of waders. Morphologically, this type of curlew tends to be large, between 60 - 70 cm in length. It has brown feathers, with white and black patterns decorating the surface of the bird's body.

The Lesser Adjutant

Leptoptilos Javanicus, is another bird species belonging to the stork or Ciconiidae family. It can be found southern Asia, from eastern India to Java. It is about 110-120 cm tall, weighs approximately 5 kg and has a wingspan of 210 cm. However, this species is the smallest in the genus *Leptoptilos*. The upper part of its body and wings are black, but its belly, neck collar and underside of the tail are white. The head and neck are bald, with fine white cottony feathers on the crown. The beak is pale-colored, long and thick. Young birds are duller in color than adults.

WATER AND AIR [GRI 303]

Water Management

Water is critical to the operations of all MIND ID Members, especially in mining areas that require large amounts of water for production and mining. We are committed to reducing new water withdrawals from nature; increasing water recirculation; and ensuring that the quality of the water that is recirculated complies with applicable quality standards. The primary source of water used

by the MIND ID Group comes from recirculation from voids and water storage facilities in each operational area. As a secondary source of water, MIND ID Members withdraw water from public water bodies, namely surface water; groundwater; and water purchased from third parties. The following is the amount of new water intake (excluding recirculated water) by water source in 2022.



99%

MIND ID Members' water intake comes from surface water sources



0.3 Kilo liters

/Rp million revenue

MIND ID group's water intake intensity

Total Water Intake [GRI 303-3]

MIND ID Member	Water Source	Total Water Intake (Mega liter)
ANTAM	Surface Water	8,291.69
	Groundwater	6.48
	Third Party Derived Water	14.90
PTBA	Surface Water	14,393.73
	Groundwater	125.01
	Third Party Derived Water	48.07
INALUM	Surface Water	1,650.00
	Groundwater	0.00
	Third Party Derived Water	0.00
TIMAH	Surface Water	927.00
	Groundwater	106.00
	Third Party Derived Water	0.00
TOTAL	Surface Water	25,262.42
	Groundwater	237.49
	Third Party Derived Water	62.97
Total		25,562.88

Remarks:

- All are freshwater (TDS<1000 mg/L).
- Operational areas outside Java Island do not calculate Total Dissolved Solid (TDS) as local government regulations only require Total Suspended Solid (TSS) measurements. For this reason, TDS is calculated using an estimate of the highest point of TSS from laboratory test results from water samples taken periodically.
- While in operational areas on the island of Java, TDS calculations are based on local government regulations.
- Does not include water taken and used from voids or water reservoirs in the operational areas of MIND ID Members.
- Amount of new water intake (excluding recirculated-void water).

The MIND ID Group demonstrates a strong commitment to the management of wastewater in accordance with established quality standards. Through the implementation of rigorous policies and procedures, MIND ID strives to minimize the negative impacts of wastewater discharge on the environment and maintain high water quality. In its operations, MIND ID actively monitors and controls various water quality parameters, including

physical, chemical, and biological parameters, in accordance with prescribed standards.

Until the end of 2022, the total volume of water discharged into water bodies reached 178,027.01 mega liters, with 98.89% being discharged into surface water. The remaining portion is directed towards groundwater and seawater. The following figures represent the volume of water discharged by each member of the MIND ID Group. [GRI 303-2]

Amount of Water Discharged to Water Bodies [GRI 303-4]

MIND ID Member	Receiving Water Body	Total Water Volume (Mega liter)
ANTAM	Surface Water	12,232.80
PTBA	Surface Water	163,834.09
	Seawater	1,623.12
INALUM	Seawater	121.00
TIMAH	Surface Water	106.00
	Seawater	108.00
TOTAL	Surface Water	176,066.89
	Groundwater	108.00
	Seawater	1,852.12
Total		178,027.01

Notes:

- Data above includes rainfall runoff water
- All are freshwater (TDS<1000 mg/L)
- Operational areas outside Java Island do not calculate Total Dissolved Solid (TDS) as local government regulations only require the measurement of Total Suspended Solid (TSS). For this reason, TDS is calculated using an estimate of the highest point of TSS from laboratory test results from water samples taken periodically.
- While in operational areas on the island of Java, TDS calculation is based on local government regulations.
- Amount of new water withdrawals (including recirculated-void water).

DECARBONIZATION [GRI 302, 305]

Decarbonization is an important commitment for MIND ID Members to address the impacts of climate change. MIND ID Members have launched greenhouse gas emission reduction initiatives and have significant targets. The Company aims to reduce emissions from the energy sector

and Industrial Process and Product Uses (IPPU) including reducing its carbon footprint by 16% by 2030 from business-as-usual emissions in that year and support the Government of Indonesia's net zero emission aspiration by 2060. [GRI 302, 305]

MIND ID Group's Three Decarbonization Strategies

AVOID

Provide, invest and improve low-carbon energy throughout the supply chain.



Low-carbon power which focuses on power generation from renewable energy.



Low-carbon fuels (biofuels, hydrogen) which replacing fossil fuels as primary energy in operational activities

REDUCE

By limiting emissions as much as possible



Operational energy efficiency specifically maintaining emissions and energy intensity.



Increase fuel gas usage by **20-30%**

MITIGATE

Capturing and offsetting all residual emissions



Carbon capture, using technology to capture CO₂ emissions from operations.



Digitalization Sustainable improvement of energy efficiency

Long-term Decarbonization Plan

- Increase the use of hydropower
- Increase the Solar PV business

- Electrification of Coal Mine Equipment

- Land Reclamation
- Watershed Conservation

Improvement of Sigura-gura Hydroelectric Power Plant Enhances Water Efficiency



Significant improvements to the Sigura-gura hydropower power plant have had a positive impact by reducing the use of water required to generate electricity per kilowatt hour (kWh). Through these efforts, INALUM has introduced innovative technologies and strategies aimed at improving energy efficiency and a more sustainable management of water resources.

By incorporating advanced technologies, the Sigura-gura Hydropower Plant has effectively reduced water wastage and maximized water utilization in the electricity generation process, resulting in enhanced efficiency. This not only mitigates negative impacts on the environment, but also contributes to operational efficiency and significant water savings.

The reduction in the use of water of 1.53 m³/s to generate each kilowatt hour of electricity demonstrates INALUM's strong commitment to maintaining water resources sustainability and to actively contribute to the reduction of environmental impacts linked to electricity generation. Through these innovative measures, INALUM seeks to create a more environmentally friendly future in the electricity generation industry.

Energy Consumption [GRI 302]

Energy management is a strategic approach that aims to optimize energy use in an efficient and sustainable manner. It involves identifying, measuring, monitoring and controlling energy consumption, as well as implementing corrective measures that can reduce unnecessary energy use and mitigate negative impacts on the environment.

Through its environmental management policy, INALUM, in its capacity as a MIND ID Member, has made a commitment to energy efficiency. The Company is committed to energy efficiency and optimizing the use of renewable energy sources.

Inalum's commitment is evident through its certification in energy management according to ISO 50001:2018, an internationally recognized standard for energy management systems. This standard is designed to support companies in improving energy efficiency, through the development of an energy management system (EnMS).

A key initiative in achieving decarbonization involves prioritizing energy efficiency and expanding the utilization of renewable energy sources. In the reporting year, MIND ID Group has achieved a commendable energy mix. INALUM has a renewable energy mix of 97.29% compared to its total energy use. INALUM's renewable energy sources mostly come from 2 hydropower units located on the Asahan River, which is currently the main energy source for all company operations at the Kuala Tanjung Smelting Plant.

PTBA and TIMAH's renewable energy mix reached 28.72% and 25.62% respectively. TIMAH uses a Solar Power Plant as one of the supporting facilities for the former mining reclamation area in Selinsing, East Belitung.

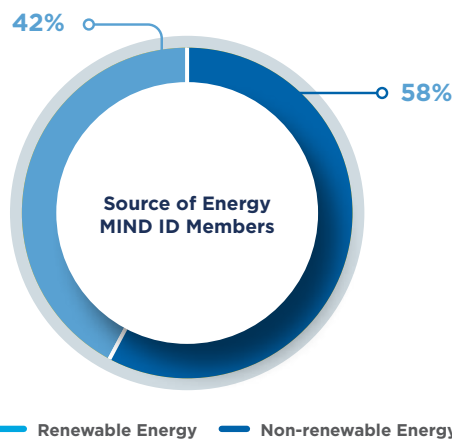
Meanwhile, at ANTAM, the use of biofuel is part of energy efficiency efforts and carbon emission control in mining activities. Since 2019, ANTAM has also utilized the use of solar cell technology as a means of lighting in the West Kalimantan Bauxite Mining Business Unit.

Total Internal Energy Consumption [GRI 302-1]

Internal Energy Consumption (Gigajoules)	ANTAM	PTBA	INALUM	TIMAH	Total
Non-Renewable Energy	14,026,490.00	7,641,394.25	523,393.23	1,338,083.83	23,529,361.31
Renewable Energy	365,937.00	3,079,005.60	13,330,072.34	461,757.17	17,236,772.11
Total	14,392,427.00	10,720,399.85	13,853,465.57	1,799,841.00	40,766,133.42

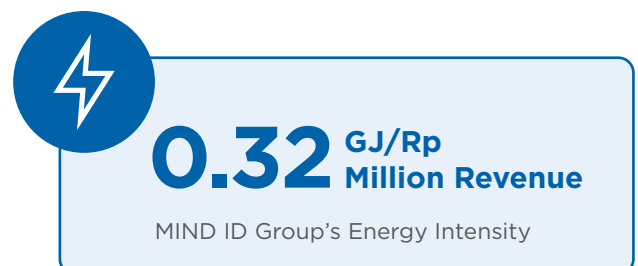
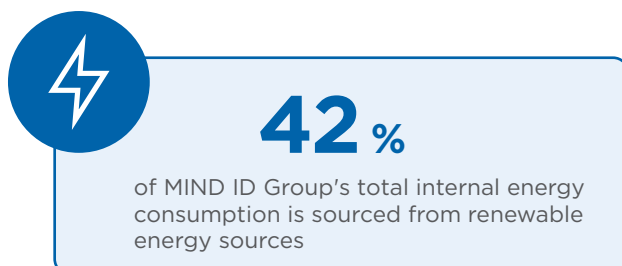
Notes :

- INALUM's energy calculation already takes into account the amount of renewable energy from electricity sold to PLN.
- The conversion factor uses the 2006 IPCC (UNEP) standard, GHG Protocol (WBCSD, WRI), KESDM 2021, ISO 14064
- Measurement of electrical energy consumption is carried out in all Business Units referring to the provisions of the PROPER standard from the Ministry of Environment and Forestry of the Republic of Indonesia.



Energy Intensity [GRI 302-2, 302-3]

Up to the end of the reporting year, MIND ID Members have not measured energy used outside the organization. MIND ID Members' total energy consumption amounted to 40,766,133.42 Gigajoules. As the types of commodities produced by MIND ID Members are quite diverse, to calculate the intensity MIND ID separates the energy intensity based on business units and commodities produced. Below is the energy intensity of MIND ID Members.



Energy Efficiency [GRI 302-5]

Sustainable and appropriate measures are being conducted to enhance the energy efficiency of MIND ID Members. The details regarding the achieved energy efficiency will be presented in a forthcoming report. The energy efficiency initiative including: include:

- The increased use of renewable energy such as the use of solar power and hydropower.
- Utilization of biodiesel for some supporting equipment and instruments in the operational area.
- Replacing lights with more energy efficient (LED) lights in all MIND ID Member's operating areas.
- Electrification program (utilization of electricity-based mining equipment) and a program to replace diesel pumps with electric pumps for water supply for operational needs.
- Modification of underground mining equipment, innovation of back filling lines in the underground mining process, and implementation of High-Speed Gold Electrolysis in underground mining (at ANTAM).
- Innovations and utilization of more efficient technology for energy-saving solutions.
- Implementation of energy saving practices in buildings and other facilities.

Inalum Hydropower Power Plant Supplies Excess Electricity to PLN



INALUM operates 2 hydropower power plants with a capacity of 603 MW, namely Sigura-gura Hydropower Power Plant and Tangga Hydropower Power Plant. With more than 90% of its energy demands met by these two hydropower power plants, INALUM has become the largest aluminium smelter in Indonesia to rely on renewable energy sources.

Both hydropower power plants are located in Paritohan, Toba Samosir Regency, North Sumatra Province, relying on water supply from Lake Toba to generate electricity used for INALUM's processing plants. For this reason, maintaining Lake Toba's water

supply is very important for operational sustainability and INALUM continues to work with various stakeholders to maintain the sustainability of the Lake Toba area, starting from the rivers that supply water to Lake Toba, the Lake Toba Catchment Area, to the Asahan Watershed.

During the year 2022, the combined output of the two hydropower plants amounted to over 4 million MWh of electricity, catering to INALUM's operational requirements. Moreover, the surplus electricity was supplied to PT Perusahaan Listrik Negara (Persero) to fulfill the energy demands of the local community.

GHG Emission Control [GRI 305]

As part of the decarbonization strategy and efforts to support the Government of the Republic of Indonesia to achieve Net Zero Emission by 2060, MIND ID Members have developed a decarbonization roadmap to achieve a GHG emission reduction target of 16% of business-as-usual emissions by 2030. As of 2022, the calculation of the GHG emissions of MIND ID Members uses a comprehensive methodology with

the calculation and approach of GHG Inventory using international standards Intergovernmental Panel on Climate Change (IPCC) Guidelines issued by the United Nations Environment Programme (UNEP) 2006, GHG Protocol for Corporate Accounting (WBCSD / WRI), Ministry of Energy and Mineral Resources and ISO 14064. The data presented is an adjustment of data and methodology in accordance with MIND Sustainability Pathways whereby the year 2022 is used as a basis for future years.

The following are the total Scope-1 and Scope-2 emissions of the MIND ID Group:

Total Scope-1 and Scope-2 GHG Emissions of MIND ID Group [GRI 305-1, 305-2]

EMISSION (Ton CO ₂ eq)	ANTAM	PTBA	INALUM	TIMAH	Total
Scope-1 Emission	1,547,009.79	710,834.00	259,656.33	130,404.00	2,646,230.91
Scope-2 Emission	64,386.46	118,080.00	1,673.21	23,253.00	207,392.67
Total	1,611,396.25	828,914.00	261,329.54	153,657.00	2,853,623.58

Description:

- GHG emissions are calculated based on the Intergovernmental Panel on Climate Change (IPCC) Guidelines issued by the United Nations Environment Programme (UNEP) 2006 Fifth Assessment Report (AR5), GHG Protocol for Corporate Accounting (WBCSD/WRI), MEMR and ISO 14064.
- Scope-1: gross direct GHG emissions from operations owned or controlled by the organization (including mining, energy use, waste treatment, and chemical processes) of MIND ID Members that fall within the boundaries of this report.
- Scope-2: indirect GHG emissions from the use of externally purchased energy (PLN) of MIND ID Members included in the boundary of this report.
- Greenhouse gases included in the above calculation are CO₂, CH₄, N₂O.
- Does not include biogenic emission calculation.
- Does not include fugitive emission.
- Emission calculation using operational control approach.
- INALUM Scope-1 GHG emissions include emissions from Anode Effect.



GHG Emission Intensity [GRI 305-4]

When determining the GHG emission intensity, the MIND ID Group provides a breakdown of emissions by business unit and commodity produced. The calculation of GHG emission intensity encompasses both Scope-1 and Scope-2 emissions to present a comprehensive analysis.

The following are the emission intensity levels per MIND ID Member business unit and commodity produced.



Kolaka Nickel Mining Business Unit
61.84
Ton CO₂ eq/TNi

North Maluku Nickel Mining Business Unit
0.00679
Ton CO₂ eq/WMT

Gold Mining Business Unit
0.16
Ton CO₂ eq/WMT

Precious Metal Mining Business Unit
0.02142
Ton CO₂eq/Kg

West Kalimantan Bauxite Mining Business Unit
0.00921
Ton CO₂eq/WMT

North Konawe Nickel Mining Business Unit
0.00499
Ton CO₂eq/WMT



Tanjung Enim Mining Unit (UPTE)
0.0219
Ton CO₂eq/Ton

Tarahan Port Unit
0.0013
Ton CO₂eq/Ton

Kertapati Dock Unit
0.0009
Ton CO₂eq/Ton



Aluminium
1.15
Ton CO₂eq/Ton



Timah
7.75
Ton CO₂eq/Ton



In addition to Scope 1 and 2 emissions, MIND ID Members also generate fugitive emissions, which are emissions from the direct release into the

atmosphere of GHG compounds from various types of equipment and processes.

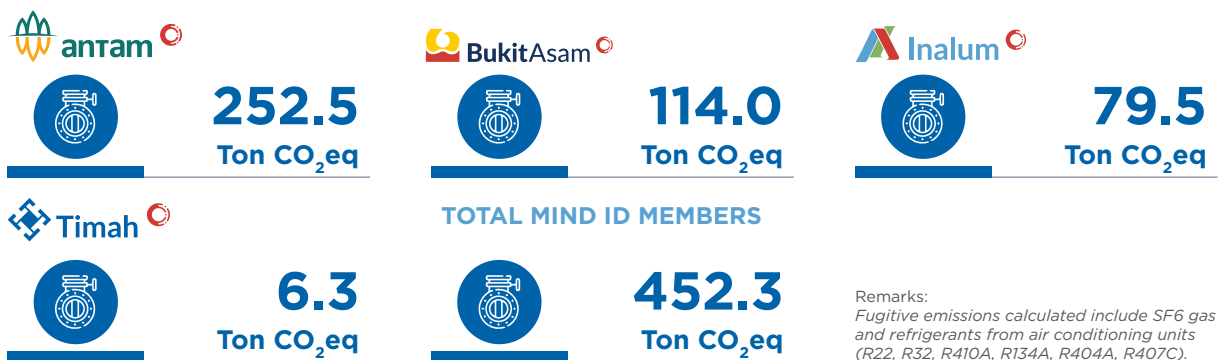
Fugitive Emissions [GRI 305-1]

Fugitive Emissions are emissions that are unintentionally released during fuel production and supply activities in accordance with PERMEN ESDM 22/2019.

Although these are not yet calculated into the Company's total emissions, MIND ID Members have

started to inventorize fugitive emissions from the use of freon for refrigeration units and other gases used by MIND ID Members.

Compared to the total emissions of the Company in 2022, fugitive emissions represent a mere 0.016% of the overall emissions.



Remarks:
Fugitive emissions calculated include SF6 gas and refrigerants from air conditioning units (R22, R32, R410A, R134A, R404A, R407C).

Scope-3 Emissions and Other Air Emissions [GRI 305-3, 305-7]

MIND ID Members have conducted an inventory of Scope-3 emissions resulting from business travels by the Board of Directors and the Board of Commissioners. Going forward, MIND ID Members will expand the scope of calculation of Scope-3

emissions that are material to its operations in accordance with the IPCC Protocol Guidelines' Scope-3 emission source categories.

In addition to CO₂, MIND ID Members generate various other air emissions, including NOx, SOx, and other particulate matter, during their production processes. The following is the amount of other air emissions generated by MIND ID Members.

Total Scope-3 Emissions from Business Travel [GRI 305-3]

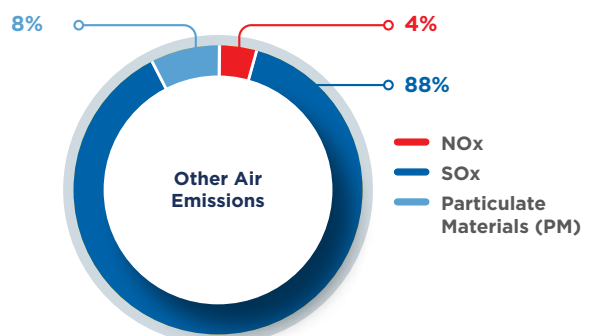
MIND ID Member	Total Scope 3 Emissions (Ton CO ₂ eq)
ANTAM	43.70
PTBA	47.16
INALUM	35.85
TIMAH	35.95
Total	162.66

Remark:
The calculation of GHG emissions resulting from official travel is carried out in accordance with the ICAO (International Civil Aviation Organization) standard.

Other Air Emissions [GRI 305-7]

Air Emission	Total Other Air Emissions by Group MIND ID (Ton)
NOx	154.79
SOx	3,202.51
Particulate Materials (PM)	293.63

Remarks :
The measurement method uses a direct measurement system.



GHG Emission Reduction [GRI 305-5]

Aligned with the Company’s commitment to decarbonization, MIND ID Members persistently strive to reduce Greenhouse Gas (GHG) emissions, aiming for a targeted reduction of 16% by 2030 compared to the business-as-usual emissions projected for that year. The target has been set as a Key Performance Indicator (KPI) of MIND ID Members. This year a number of initiatives have been implemented in relation to GHG emissions reduction, including:

- ANTAM and TIMAH have initiated a transition from marine fuel oil (MFO) to liquefied natural gas (LNG) as an alternative fuel source.

- Carbon Offset conducted by PTBA and TIMAH
- Development of a coal handling facility for train loading stations at PTBA
- Utilization of electric bus
- Development of the CPC and alumina refinery units in proximity
- Exploring 'step-out' opportunities by promoting the development of new pot reduction designs to enhance efficiency.

As a direct outcome of these programs, MIND ID Members are projected to achieve a significant reduction in emissions, surpassing 240,000 tonnes CO₂eq or nearly 6% below the projected business-as-usual emissions in 2022.

[GRI 305-5].



 **240,000+**
Ton CO₂eq

MIND ID Members successfully achieved a reduction in Greenhouse Gas emissions in 2022, reaching nearly 6% below the projected business-as-usual emissions for the same year.

Substituting B30 Biodiesel with B30 Biodiesel to Natural Gas Significantly Reduces INALUM’s Emission Intensity



INALUM has taken a significant step in its efforts to reduce environmental impacts by substituting from B30 Biodiesel to LNG in its operational processes. The transition has had a positive impact in reducing the intensity of emissions generated by the

plant. By using Natural Gas, INALUM has succeeded in decreasing greenhouse gas emissions and other pollutants generated from the aluminium smelting process. This is a strategic step in improving operational sustainability and reducing the company’s carbon footprint by 2,027.61 tons CO₂eq.

By transitioning to LNG, as an energy source that is cleaner and has lower emissions compared to B30 Biodiesel, INALUM has succeeded in reducing the intensity of CO₂ emissions and other pollutant gas emissions. Consequently, this initiative has positively impacted air quality and the surrounding environment near the plant. Furthermore, this step aligns with INALUM’s dedication to supporting a sustainable energy transition.

INALUM's Initiatives in Minimizing the Anode Effect



The Anode Effect or AE is a phenomenon that could occur during the production of molten aluminium using the Hall-Haroult electrolysis principle. It occurs due to voltage spikes in the furnace caused by the minimal concentration of alumina feedstock in the electrolyte solution. As a result, gases such as carbon dioxide, fluorine, and chlorine accumulate and are retained under the anode. The large amount of retained gases has the potential to react with the carbon anodes used in the electrolysis process, resulting in the release of greenhouse gases such as carbon monoxide, methane, and perfluorinated carbon (PFC).

Reducing the Anode Effect is critical in minimizing carbon emissions in the aluminium industry, particularly the PFC compounds produced when AE occurs. Hence, INALUM continues to work on improving anode technology and operational practices to minimize the Anode Effect and reduce carbon emissions.

Some of the steps taken include:

1. The selection of good quality carbon materials to be used as anodes to reduce the occurrence of Anode Effect.
2. Quality maintenance of the available carbon material by conducting periodic testing and obtaining quality assurance from the material provider company.
3. Optimal operational supervision during the production process to minimize the occurrence of Anode Effect.
4. Increased monitoring and control of the alumina processing system so as to reduce the possibility of the Anode Effect.
5. Training and socialization to employees on new technologies in the aluminium industry and preventive measures for the Anode Effect.

By controlling the Anode Effect, INALUM can reduce carbon emissions generated from the liquid aluminium production process. This is consistent with MIND ID Members' commitment to mitigate environmental impacts and contribute to global efforts in addressing climate change.

RESPONSIBLE PRODUCTION ACTIVITIES

Waste

The operational waste generated by the MIND ID Group has significant environmental and social implications. It has the potential to contaminate water, soil, and air, thereby posing risks to ecosystems and human health. We recognize the importance of waste management to safeguard the environment and public health. In managing waste, the Company refers to the prevailing laws and regulations where the process of treatment, storage,

and disposal are always monitored and reported to the HSE function and related agencies. Part of the waste generation is managed by the third parties licensed by the Ministry of Environment and Forestry (Kementerian Lingkungan Hidup dan Kehutanan).

The table below shows the waste management methods carried out by MIND ID Members. [\[GRI 306-1, 306-2\]](#)

Waste Type	Management and Monitoring Program
Non-hazardous solid waste	<ul style="list-style-type: none"> • Manage generated domestic waste. • Conduct a 3R (Reduce, Reuse, Recycle) domestic waste program • Conduct separation and sorting of waste (organic-non-organic). • Cooperate and assist the community in establishing a Waste Bank. • Reduce plastic use
Hazardous waste	<ul style="list-style-type: none"> • Manage the hazardous waste generated • Carry out a hazardous waste reduction program • Conduct storage of B3 waste in licensed LB3 TPS facilities. • Carry out transportation and final processing of B3 waste in collaboration with third parties who are licensed by the relevant agencies.

The table below shows the waste generated and diverted by MIND ID Members, by waste type.

Generated Solid Waste [\[GRI 306-3\]](#)

Waste Type (tons)	ANTAM	PTBA	INALUM	TIMAH	Total
Hazardous Solid Waste	894,103.70	743.92	20,483.83	15.31	915,346.76
Non-hazardous solid waste	40,524.00	260.45	4,776.21	24.51	45,585.17
Total	934,627.70	1,004.37	25,260.04	39.82	960,931.93

Waste Management

The waste management process for MIND ID Members consists of multiple stages. Prior to disposal in landfills, waste undergoes sorting to identify opportunities for reuse, recycling, or additional recovery processes. MIND ID Members classify waste diverted from landfills into three distinct categories: preparation for reuse, recycling, and other recovery operations. For instance, waste diverted for further treatment

at PTBA accounts for 66% for hazardous solid waste and 15% for non-hazardous solid waste of the total waste generated. Meanwhile, for INALUM, diverted hazardous solid waste reached 97% and diverted non-hazardous solid waste reached 100% of the waste generated. At ANTAM, 100% of specific hazardous waste in the form of slag and fly ash is reused as a building material mixture. This indicates that MIND ID Members have done significant efforts to achieve circular operations.



66.67%

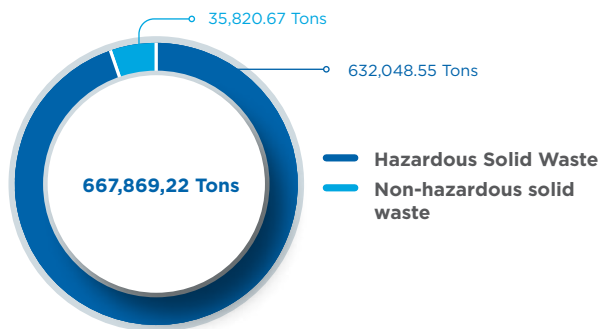
Waste Diversion Rate

or 667,869.22 tons of hazardous and non-hazardous waste were diverted from Landfills.

The following is the amount of waste diverted from landfill for further treatment:

Waste Diverted from Landfill

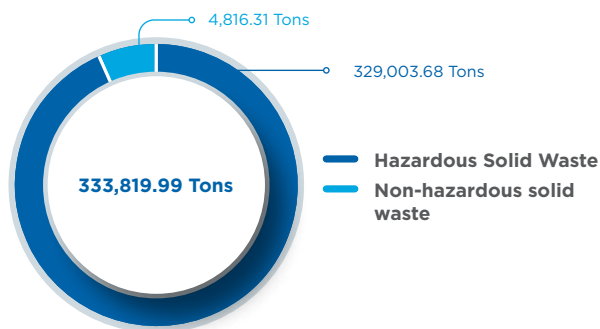
[GRI 306-4]



Waste that cannot undergo further processing is directed to final disposal in collaboration with an authorized third party. The following is the amount of waste sent to final disposal:

Waste Delivered to Final Disposal

[GRI 306-5]







07

PILLAR 2:

SMART OPERATIONS & PRODUCT STEWARDSHIP





In implementing Smart Operations and Product Management, the main programs run by MIND ID Members include operational excellence, automation, digitization, innovation, product quality and responsibility, customer satisfaction, and supply chain governance. Moreover, MIND ID adheres to operational best practices and continuous improvement initiatives.

86.92%
of new suppliers

have been
evaluated based on
environmental and
social criteria.



Customer Satisfaction Level



Precious Metal **84.45** (out of 100)
Base Metals **84.47** (out of 100)



3.57 (out of 4)



99.35 (out of 100)



International Customers **4.65** (out of 5)
Domestic Customers **4.4** (out of 5)

OPERATIONAL EXCELLENCE

MIND ID Members have adopted an Operational Excellence (OE) approach that focuses on improving efficiency, quality and customer satisfaction. This is applied to all aspects of operations in all its business units. In general, OE practices implemented by MIND ID Members include:

1. The use of technology and innovation to improve productivity and efficiency, such as the utilization of more modern and sophisticated heavy equipment, as well as the implementation of Automation technology.
2. Regular monitoring and analysis of operational performance using digital technology and integrated management systems. The data obtained is then used to improve operational processes and reduce downtime.
3. Improvement of work quality and safety through training programs, skills development, and implementation of strict safety standards.
4. Implementation of Industry 4.0 through digitalization of operational activities.
5. Use of environmentally-friendly and sustainable mining methods, such as superior tailings management and rehabilitation of former mine land.
6. Provision of adequate facilities and infrastructure to support mining operations, such as wastewater management, solid waste management, and implementation of energy management systems.

At ANTAM, operational excellence is implemented through different actions across its business units. Precious Metals Processing and Refinery Business Unit conducts several OE programs such as production optimization and continuous improvement. The Kolaka Nickel Mining Business Unit implements the Total Productive Maintenance (TPM) Program in the FeNi Plant Area, Changes in Operating Patterns for the Use of ladles in the Refinery & Casting Bureau, and SUBC Modification.

Meanwhile, PTBA implements OE along its supply chain through the optimization of Load In CHF 4 with the installation of Reclaim Feeders; construction of Overland Conveyor Inpit TAL (POCIT); modification of screen vibrating feeder 4 and vibrating feeder 1 TLS102; coal handling facility 4.0 and E-Maintenance; and the use of electric buses for employee transportation.

INALUM establishes policies that regulate and direct continuous improvement in product quality; minimize waste; maximize the efficiency of the production process through the use of technology; meet environmental and occupational safety standards; collaboration with suppliers to ensure the quality of raw materials and their availability on schedule; training and certification for employees to improve competence and ensure the implementation of operational standards; and regular monitoring and evaluation of the production process to determine the direction of improvement. An example of a program carried out by INALUM is Shop Floor Management which serves to strengthen operational control in achieving the company's Key Performance Indicator (KPI) through the application of 5R (Compact, Neat, Clean, Maintain and Diligence) and 3 pillars (Standardized Work, Point Management and Ownership Maintenance).

Whereas TIMAH runs operational excellence by optimizing the evaluation and monitoring of production equipment; conducting stabilization drills in land and sea IUPs; standardizing fuel usage in marine production equipment (*Kapal Keruk dan Kapal Isap Produksi*); optimizing top soil excavation with 1 machine; and maintenance of production vessels carried out by the ship operations team.

Productivity Optimization and Continuous Improvements

One of the programs carried out by MIND ID Members in optimizing operational productivity is the application of digital technology and automation at all stages of production, from exploration; mining; to mineral processing. The application of digital technology and automation is carried out to increase efficiency and productivity, as well as reduce operational costs and the risk of work accidents. For example, the application of the Autonomous Haulage System (AHS) technology in coal mines carried out at PTBA, which allows large mining trucks to be controlled automatically.

As part of their efforts to optimize productivity, MIND ID Members continue to make continuous improvements to the operation and production

processes, among others by conducting periodic refreshment training on SOP (Standard Operating Procedure) and WI (Work Instruction) for operators; improving work safety performance management; environmental management; and operating efficiency

on an ongoing basis in accordance with the Plan-Do-Check-Action cycle that is integrated with the management system implemented at each MIND ID Member.

MIND ID Operating Management System (MOMS): Building Excellence and Sustainability in the Mining Industry

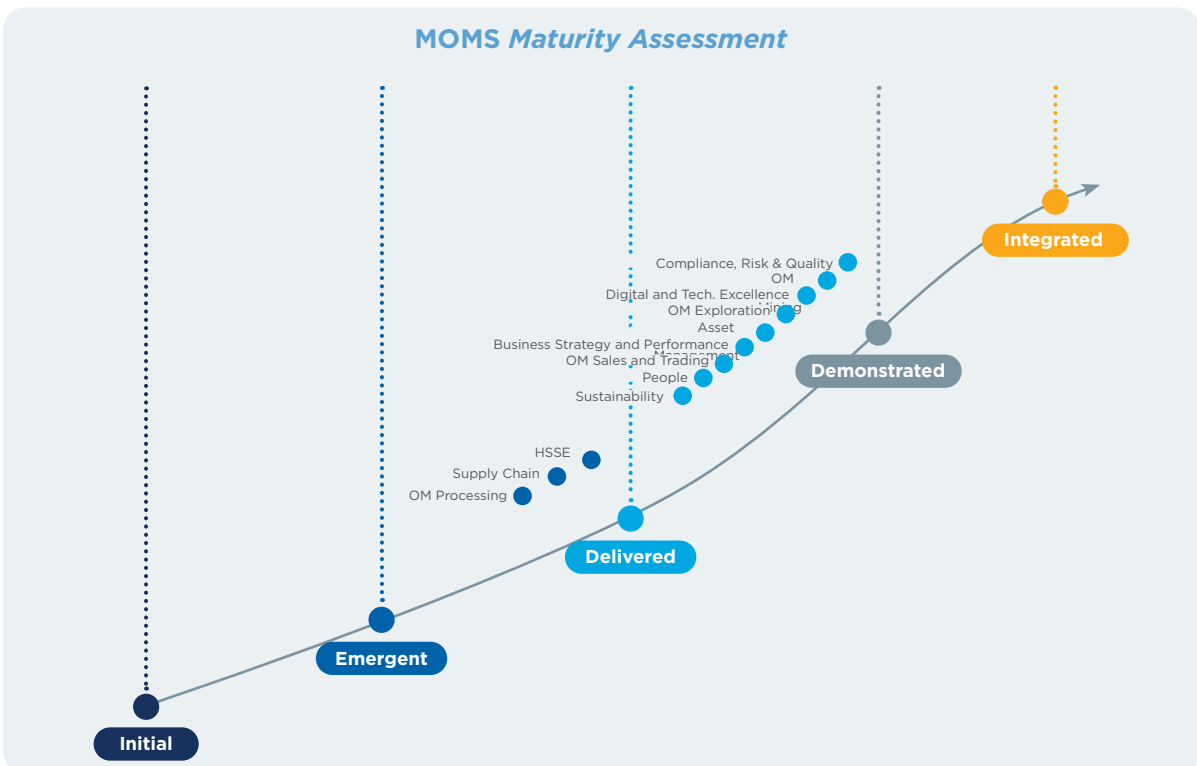
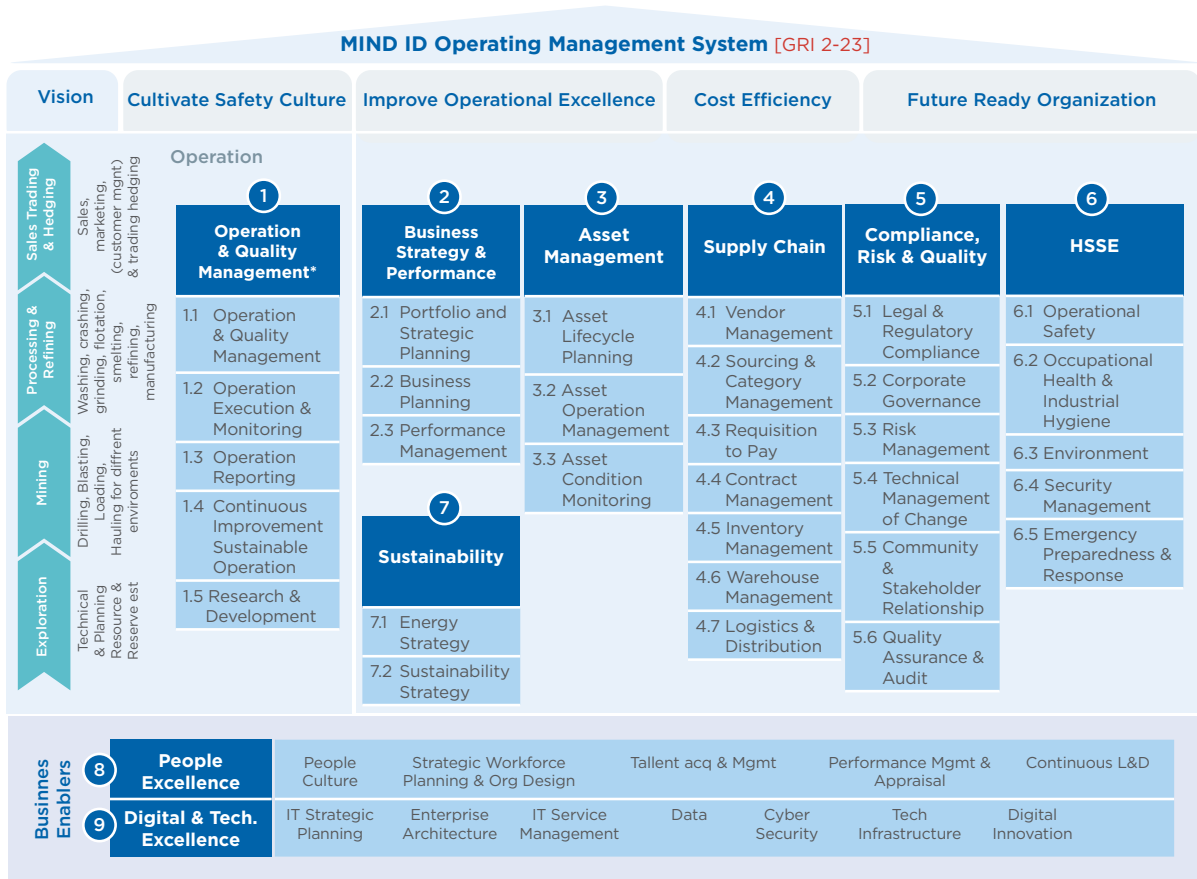


MIND ID has developed the MIND ID Operating Management System (MOMS) in response to the increasingly dynamic and evolving needs of the mining industry. MOMS is a framework that sets out the requirements for achieving operational excellence across MIND ID Members. The MIND ID Operations Management System (MOMS) focuses on continuous improvement and will guide the transformation of processes in the MIND ID Group, thus building a better and more competitive company in the mining industry. The introduction of MOMS in the MIND ID Group will help define the way of operating; develop a safety culture; enhance operational excellence; and create a future-ready organization.

MOMS is managed through three main pillars: Process, People, and Technology, which are divided into nine elements. The MOMS elements include Operations & Quality Management; Business Strategy & Performance; Asset Management; Supply Chain; Compliance; Risk & Quality; HSSE; Sustainability; People Excellence; and Digital & Technology Excellence. Each of these elements is interrelated and has sub-elements that provide detailed operational guidance. Principles are also used to guide assessments and decision-making, while Key Requirements govern the requirements that must be met within each sub-element to keep the process running properly and to standard.

MOMS also comes with a Maturity Assessment Tool that is used to evaluate the maturity level of operational practices within each element of MOMS in each MIND ID Member. This tool assists in understanding current operational gaps, identifying subsequent improvement opportunities, and planning more detailed projects to improve operational quality. The implementation and operationalization of MOMS involves a collaboration between MIND ID and MIND ID Members. Champions and Sub-champions in each MIND ID and MIND ID Members are responsible for conducting the maturity assessment, implementation, and operation of MOMS in their respective organizations.

MIND ID Operating Management System (MOMS) Framework



AUTOMATION, DIGITALIZATION, AND INNOVATION



Implementation of Industry 4.0 and Digitalization in Operational Activities

The implementation of Industry 4.0 and the digitalization of MIND ID Members' operational activities has become an important part of the business strategy to improve efficiency, productivity, and sustainability. MIND ID Members have adopted digital technology and automation in various lines of operational and production activities, such as the use of remote monitoring and control systems; the use of sensor technology; data analytics; and the development of energy management systems.

At MIND ID's Head Office, digitalization has been carried out in a range of areas including:

1. MIND Control Tower that integrates production, sales, marketing, and financial data.
2. SAP Central Finance that consolidates financial data from each MIND ID Member and the head office.
3. ISO 27001 certification that proves MIND ID has met information security standards.
4. AIMIND which is an internal audit application integrated to all MIND ID Members.

The following illustrates some of the flagship projects related to automation and digitalization for MIND ID Members in 2022. More detailed and complete elaborations of various efforts, programs, and other initiatives can be found in the Sustainability Report of each Member.



Some of the automation projects that MIND ID Members have undertaken in 2022 are as follows:



FeNi Plant Fleet Management System (FMS)

Installation of GPS in operational vehicles in the FeNi Plant area. This project aims to improve productivity and ease of monitoring operational activities, thereby reducing and preventing lost work time



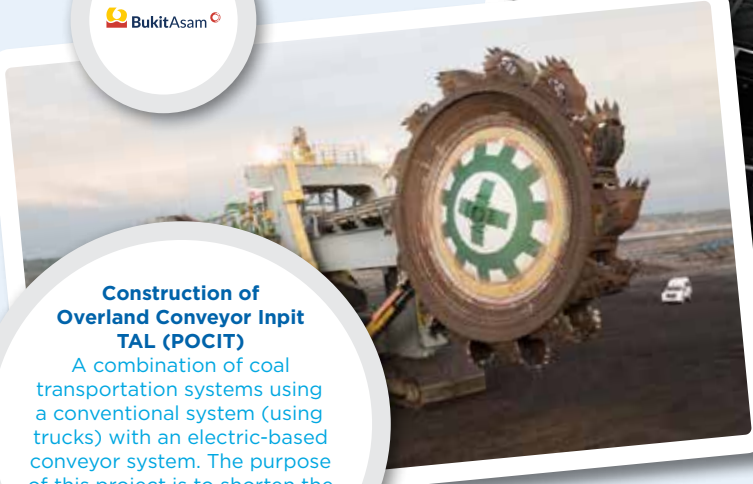
Central Monitoring System

The installation of monitors at ESCO that are connected to work units at the FeNi Plant, so that ESCO becomes the center of monitoring and storage of operating data.



Use of Electric Buses for Employee Transportation

The use of 15 electric buses for employee shuttle at Tanjung Enim Mining Unit (UPTE) and Tarahan Port. This project provides employee shuttle service using electric vehicles



Construction of Overland Conveyor Inpit TAL (POCIT)

A combination of coal transportation systems using a conventional system (using trucks) with an electric-based conveyor system. The purpose of this project is to shorten the distance for the conventional coal transportation system





Automatic ingot stacking machine
Automation of the ingot stacking system changes from manual to robotic

Improvement of Coke Receiving, Coke Preparation & Crushing System at Green Plant

Upgrading the conventional control system to PLC to improve performance and prevent spare parts from quickly breaking down

Fuming Technology

Through this fuming technology, the Company can enhance recovery in the smelting and refining process by increasing the recovery of tin from processing part of the backlog through this fuming process. The utilization of the fuming technology is one of the programs carried out by the company in order to optimize the utilization of Residual Processing and Refining Products (SHPP) in the context of mineral conservation activities



Small Integrated Mines (TKT)

Since 2017, the Company has had an innovative mining tool in the form of Integrated Small Mine (TKT) or Sub Surface Mining, which uses the Borehole Mining (BHM) mining system underground. This allows the Company to make more alluvial tin and spread it in mining points that previously could not be entered due to extensive land constraints. The benefits of TKT result in a smaller mine opening area compared to the open pit method



In addition to automation programs and initiatives, MIND ID Members also undertake various digitalization initiatives. Below are some of the digitalization initiatives implemented throughout 2022 at each MIND ID Member.

MIND ID Member	Digitalization Project	Short Description	Goals and Targets
ANTAM	Paperless Data and Central Database	A digitalization project that created software for inputting operational data from the work units' computers.	Efficiency of data entry activities to avoid repetitive entry activities, as well as the preservation of operational data as it is recorded in a central database that has data access requirements.
	Computerized Maintenance Management System (CMMS)	A software development project for the management of the existing maintenance system at the FeNi plant of the Kolaka Nickel Mining Business Unit.	Facilitate, streamline, and improve the performance of processes and work patterns in the maintenance section.
PTBA	Cisea Application Enhancement	Cisea application development to support the company's business processes.	To improve the efficiency and effectiveness of the mining process. Target quarter 4, year 2022.
	Mind ID Control Tower (MCT)	Integration of company performance monitoring data.	
	Railway Transport Digitalization Application	Integration of rail transportation monitoring data.	
	SIB and DLT SIM application	Processing of work permits and use of heavy equipment at mine sites.	Supporting the risk management process. Target quarter 4 of 2022.
	EMRA Application	Risk Management business process digitization.	
	PPKP Application	Employee individual performance assessment module.	
	Contract Management Application	Management of contract data from the procurement process.	
		Supporting a transparent and accountable procurement process. Target quarter 4 of 2022.	

MIND ID Member	Digitalization Project	Short Description	Goals and Targets
INALUM	Digitalization of Human Capital System	Digitalization of the Human Capital system.	To improve the effectiveness and efficiency of the HR management process within INALUM (Persero).
	Development of DMS (Document Management System)	DMS is software used to manage, store and be able to track electronic documents equipped with digital asset management, document imaging, workflow systems and archive management systems.	Supporting the document digitization process at INALUM (Persero).
	ERP-SAP System Upgrade	SAP is an ERP (Enterprise Resource Planning) application which is an integrated system aimed at supporting operational activities in an effective business in order to achieve the results targeted by the company.	Upgrade to SAP S/4HANA to meet INALUM's business development needs going forward.
TIMAH	START Application	An application to store, manage and track electronic documents	The aim of the digitalization is to streamline business processes to improve productivity, accountability and reduce costs.
	E-UMD Application	The development of an Advance Payment Application (E-UMD) with a Digital Assign feature using Barcodes and tiered approval.	
	Guest Book Application	A Digital Guest Book application to facilitate registration, registering guests and visitors who visit the company. This Electronic Guest Book replaces the conventional guest book.	
	Event Tins Application	Event Registration and Assessment Application organized by PT TIMAH Tbk.	
	Mining Contractor Online System	PT TIMAH Tbk Mining Partner Online Registration.	
	PT DAK ERP	The development of ERP applications at PT DAK by focusing on inventory and accounting modules.	
	Healthy TIMAH	The development of the HCS Application (TIMAHSehat), an application used for the online registration for medical care and the monitoring of treatment for employees of PT TIMAH Tbk.	

MIND ID Trials Digital Apps for Exploration



MIND ID tested the use Geologging, a digital data capture application utilizing technology and machine learning for exploration activities. This joint initiative with ANTAM is one of the commitments of MIND ID Members in driving smart mining.

The Geologging application was developed by the Safepedia team, one of the winners of the MIND ID Goes Digital innovation competition in 2021. Safepedia consists of 5 (five) members who have experience in the digital sphere, especially in the health, safety, environment, and mining exploration database sectors.

The Geologging application trial was carried out in the exploration activities of ANTAM's Gold Mining Business Unit in West Java. Geologging can speed up and calculate rock samples from drilling (cores) such as Rock Quality Designation (RQD), Core Recovery, and others.

Geologging consists of three features: Safety Inspection; Drilling Process; and Core Photos, all of which are enhanced with AI. MIND ID hopes that the Geologging application will become a problem solver for the efficiency and optimization of exploration activities for MIND ID Members.

The implementation of the pilot program carried out at ANTAM's operating area focused on three aspects: (i) Adjustment of fields in the Geologging application according to the needs of field officers; (ii) Collaboration between Geologging's AI features and the existing digital application "Rinda Emas" (ANTAM's digital logging application); and (iii) Live trials. Trial and error is necessary considering the use of AI in Core Logging or in the exploration business process is still very limited.

ANTAM's Rinda Emas application was developed against the background of the potential risk of typo errors; the lack of technology to support efficiency in exploration; and the lack of optimization in digital data collection for exploration activities. The collaboration between Rinda Emas and Geologging is expected to help minimize input errors; improve efficiency by shortening the data collection process; and improve the quality and standardization of geological data and drilling activity data. This collaboration is expected to help the efficiency and effectiveness of ANTAM's exploration activities.

Cyber Security and Data Privacy

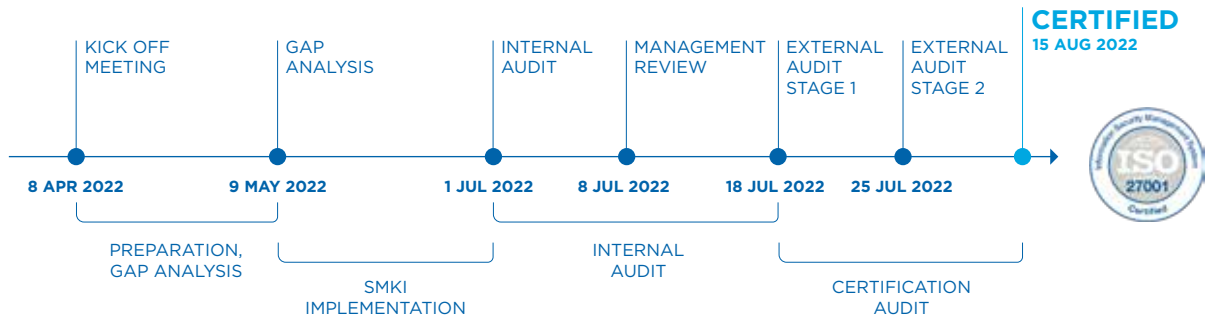
[GRI 418-1]

MIND ID Members recognize the importance of cyber security and data privacy in maintaining business continuity. As such, the Company has implemented various initiatives to enhance cyber security and data privacy. To support the protection of cybersecurity and data privacy, MIND ID and MIND ID Members have been certified to ISO 27001 Information Security Management Systems (ISMS).

MIND ID's Head Office has been successfully certified to ISO 27001 on August 15, 2022 while at INALUM, the certification of ISO 27001 was successfully obtained in August 2022.

In implementing the information security management system, all MIND ID Members have carried out security audits or vulnerability assessments or penetration tests on company systems, products and user data both internally and externally. In 2022, no cyber-attacks and violations of customer privacy occurred in all MIND ID Members.

MIND ID Headquarters ISO/IEC 27001 Certification Roadmap



QUALITY PRODUCTS AND RESPONSIBILITY

Ensuring Product and Service Quality

MIND ID Members have a strict quality control program to ensure that the manufactured products meet the standards set by regulations and customer requirements. This includes sample testing and quality testing of commodities and products before they are distributed to buyers in accordance with international standards.

Additionally, MIND ID Members also implement an integrated quality management system that covers all aspects of operations, from exploration; processing; to product delivery to customers. This system includes performance monitoring; identification of risks and opportunities for improvement; and development of strategies and programs aimed at improving the quality of products and services.

As an example, for nickel and bauxite commodities sold by ANTAM, buyers have the right to attend or appoint independent surveyors to supervise when ANTAM conducts sampling processes and specification testing to ensure that the processes are carried out in accordance with internationally recognized methodologies.

The results of these analyses are final and are used as the basis for payment transactions.

MIND ID is also committed to meet international standards in terms of product and service quality. This includes ISO 9001 quality management system certification and ISO 17025:2017 certification for laboratories used for product sampling testing. Moreover, INALUM, as a Member, also has a product certification that states the quality of its products from the Aluminium Stewardship Initiative (ASI). Meanwhile, ANTAM has been accredited by the London Bullion Market Association (LBMA) since 1999 in which ANTAM, through the Precious Metal Processing and Refining Business Unit, is the only gold refinery in Indonesia listed in the LBMA "Good Delivery List Refiner" as listed on the website www.lbma.org.uk.

The ASI certification for INALUM and the LBMA for ANTAM, it indicates international recognition of quality assurance; precise and reliable levels; the principle of compliance with applicable laws; devoid of money laundering, terrorism financing, human rights violations, and illegal mineral sources for products marketed by MIND ID Members.

INALUM obtains the Aluminium Stewardship Initiative (ASI) Certificate



INALUM successfully obtained the Aluminium Stewardship Initiative or ASI V3 (2022) Performance Standard Certificate for the scope of its Aluminium Smelting Plant in Kuala Tanjung, Batu Bara Regency, North Sumatra Province, Indonesia.

The ASI certification was developed through an extensive multi-stakeholder consultation process and is the only comprehensive voluntary sustainability standards initiative for the aluminium value chain. It is the first certification issued to the updated Performance Standard or ASI V3 (2022) and was launched in May 2022.

The ASI Standard covers 11 principles and 62 criteria across the three pillars of Sustainability - Environmental, Social and Governance with a focus on aspects of biodiversity, Indigenous peoples' rights, circular economy and greenhouse gas emissions. All have been fulfilled by INALUM through an independent audit process by a third party, TÜV Rheinland Cert GmbH. INALUM successfully completed the audit at the end of 2022 and the ASI certificate was issued in early 2023.

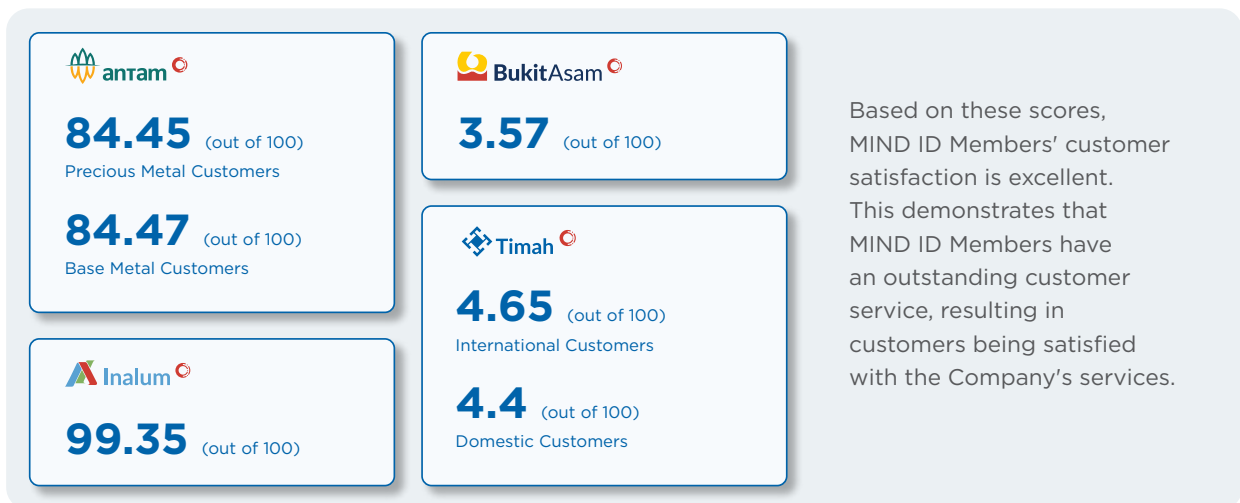
The ASI certification is proof that INALUM is an aluminium producer that has integrated sustainability aspects.

Customer’s Safety, Health and Satisfaction [GRI 416-1, 416-2]

MIND ID Members are committed to ensuring customer safety and health. This is realized through the implementation of strict safety standards in all operational areas, including mines, processing plants and shipping. We are committed to maintaining compliance to standards and procedures, especially to product safety, health and quality requirements.

All products manufactured by MIND ID Members have been assessed for compliance, and during the reporting year there were no compliance violations related to products manufactured by MIND ID Members and in particular no product recalls.

As part of our commitment to our customers, MIND ID Members regularly conduct surveys to measure customer satisfaction and ensure that the products and services offered meet or exceed customer expectations. Below are the results of the MIND ID Member customer satisfaction survey.



Marketing practices and handling of customer feedback and complaints

In general, MIND ID Members have two types of customers: individual or retail and institutional. Geographically, MIND ID Members' customers are both domestic and international. We always ensure that the rights of each customer can be properly fulfilled and each customer receives equal treatment. During the reporting year, MIND ID Members did not receive any complaints or grievances from consumers related to product marketing.

To obtain feedback and receive complaints from customers, each MIND ID Member provides a complaint channel for consumers.

Feedback from customers can be submitted through various media, including during Company presentations; customer gatherings; customer visits to mining areas and supporting facility areas; or during direct meetings between the Company and customers. As for retail customers are customers who purchase Precious Metals from ANTAM, which are marketed online or directly at Precious Metal Gold Boutiques spread across 11 major cities in Indonesia. Customers can submit complaints and feedback through the online contact available on the website of each MIND ID Member. During the reporting year, all complaints and grievances from customers received by the respective MIND ID Members have been fully responded to for thorough follow-up. [GRI 417-2, 417-3]

SUPPLY AND CONTRACTOR MANAGEMENT



MIND ID Members have supply and contractor management in place to ensure their operations run smoothly and are socially and environmentally responsible. We are committed to practicing proper supply chain governance and ensuring the implementation of the principles of integrity; non-conflict of interest; efficiency; fairness; transparency; objectivity; and honesty in the procurement and supplier selection process.

Reliable Supply Chain Management

MIND ID Members have a reliable Supply Chain Management (SCM) system to manage their supply chain. This system includes supply demand management; procurement; delivery; and inventory management. We recognize that the procurement process is one of the processes that are prone to fraud and corruption risks.

Therefore, all MIND ID Members are ISO 37001:2016 certified in the Anti-Bribery Management System. This system is in place to prevent corruption, collusion, and nepotism, including in the procurement process.

Some of the policies implemented by MIND ID Members are the mandatory registration requirements in the e-procurement system and the signing of integrity pacts which state that suppliers are committed to implementing anti-bribery practices and are able to carry out work contracts in accordance with mutual agreements.

MIND ID Members also maintain professional communication with suppliers of goods and services. Communication is conducted through e-SCM media and the establishment of communication forums with suppliers. In addition, we regularly conduct surveys to suppliers to find out the level of satisfaction, expectations, and complaints from suppliers, with the aim of continuous improvement. [GRI 308-2, 414-2]

Driving an Accountable Procurement Process, TIMAH Holds Go Live of eProcurement Next Generation



TIMAH continues to innovate in creating an effective, transparent, accountable, fair and reasonable procurement system through the GO Live of eProcurement Next Generation at Graha TIMAH.

e-Procurement Next Generation is one of the integrated procurement systems carried out by TIMAH to improve its previous eProcurement system. Several new features have been introduced in compliance with the company's business needs and applicable regulations.

In addition, eProcurement Next Generation is an exploration and improvement made by TIMAH to achieve eProcurement Excellence, in line with MIND ID so that the procurement process can be carried out in an integrated manner. Before its launch, eProcurement Next Generation has also been disseminated to TIMAH business partners in Kundur, Bangka Belitung and Jakarta.

With the eProcurement Next Generation, the procurement system can run efficiently; effectively, transparently, fairly, reasonably and accountably. This integrated system provides ease for business partners as they are connected to each other. It is hoped that through this system, TIMAH can be the best business partner both in quality and price.

The launch of eProcurement Next Generation is a collaboration to digitize the procurement process so that it can be more effective; efficient; transparent and accountable. eProcurement Next Generation is a digitalization effort made by the Company to embrace future challenges.

Selection and Evaluation of Supplier and Contractor Performance

[GRI 308-1, 414-1, 308-2, 414-2]

MIND ID Group's supply chain has a real and significant economic, environmental, and social impacts. While they contribute to economic growth and employment, negative impacts such as water pollution, land degradation, and social conflicts also need to be properly managed.

MIND ID Members have supplier and contractor selection and performance evaluation procedures in place to ensure safety; good product and service quality; responsible environmental management; supplier commitment to social issues such as labor and human rights protection; and commitment to local communities. We established environmental and social criteria in the supplier selection and evaluation process.

In carrying out their work, all new suppliers are required to sign an Integrity Pact to comply with OHS policies; to care for the environment; and to meet social criteria such as those related to labor and local communities. Due to these requirements, in the reporting year, 86.92% of new suppliers have been evaluated using the environmental and social criteria.

The evaluation of supplier performance, including environmental and social performance covering labor, OHS, and human rights continues to be conducted periodically by MIND ID Members, especially to key suppliers related to core operations. By the end of 2022, the results of supplier evaluations related to core operations showed satisfactory results on all evaluation parameters.





08

PILLAR 3:

PEOPLE

 <p>3 GOOD HEALTH AND WELL-BEING</p>	 <p>4 QUALITY EDUCATION</p>
 <p>5 GENDER EQUALITY</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>

The employment-related data in this report only includes data from MIND ID Members as per the scope and reporting restrictions. **[GRI 2-2]**



Human Capital is a critical aspect for the Company in achieving sustainability. MIND ID Members prioritize the welfare and rights of employees, and are committed to creating a conducive; inclusive, safe and comfortable working environment for all employees.



NUMBER OF EMPLOYEES

10,843
People

MIND ID Group contract and permanent employees

20,855
People

Outsourced Workers



10%

Percentage of Female Employees



99.58%

Ratio of MIND ID Member Employees Returning to Work After Parental Leave (return-to-work)



66.23
Hours/ Employee

Average hours of training per employee per year



15,381
Participants

Have participated in OHS training

OCCUPATIONAL HEALTH, SAFETY, AND SECURITY (OHS) [GRI 403]

OHS Management System [GRI 403-1, 403-8]

Occupational Health and Safety Management System (SMK3) of MIND ID is a management system aimed at ensuring optimal occupational safety and health for all employees within the MIND ID workplace. This OHSMS is based on the international standard ISO 45000 (Occupational Health and Safety Assessment Series) and adheres to the guidelines from the Ministry of Manpower and Transmigration of the Republic of Indonesia. MIND ID Members also consistently maintain compliance with mining safety regulations issued by the Ministry of Energy and Mineral Resources, namely Ministerial Regulation number 38 of 2014 concerning the Implementation of Mineral and Coal Mining Safety Management System (SMKP). In addition, MIND ID Members also refer to the following provisions including (i) Mining Safety Management System (MSMS), (ii) Occupational Health and Safety Management System (SMK3) which has been accredited by an independent body based on the Government Regulation of the Republic of Indonesia No. 50 of 2012 concerning the Implementation of SMK3 and (iii) ISO 45001:2018 as contained in the ISO 45001:2018 OHS Management System certification.

To ensure that OHS (Occupational Health and Safety) standards are implemented and to demonstrate commitment to safe mining activities, MIND ID Members integrate mining operational systems with OHS management aspects within their respective Occupational Health and Safety Management Systems (OHSMS), MIND ID Members integrate mining operational systems with OHS management aspects in each MIND ID Member's OHSMS. All employees and contractors working within the operational areas of the MIND ID Group are covered under the OHS Management System. As part of MIND ID's commitment to the implementation of OHSMS, the companies covered in this report have obtained National OHSMS certification and have been certified to ISO 45001 Occupational Health and Safety

Management System. ANTAM has been certified with the National SMK3 and SMKP (Mining Safety Management System) for all areas that have IUP and has ISO 45001 certification. TIMAH has also been certified with the National SMK3 for all areas that have IUP and ISO 45001 certified for all Smelting units, while PTBA has been certified with the National SMK3 for the Tanjung Enim, Kertapati, and Tarahan work areas. PTBA has also been certified with ISO 45001 and SMKP in all mining work areas. As for INALUM, it has been certified with National SMK3 and ISO 45001 for the Smelting Plant and Hydropower units.

Inalum promotes the highest OHS standards in its operations across all sites by establishing, implementing and maintaining an OHS management system. To achieve this commitment Inalum conducts its operations in all respects, adhering to the following principles:

1. Creating a safe, comfortable, healthy and efficient workplace while continuously improving the quality of occupational safety management by implementing a Occupational Health and Safety Management System to prevent work accidents, fires, hazardous incidents, and work-related illnesses.
2. Performing identification, assessment, evaluation, and control of Occupational Health and Safety (OHS) risks to eliminate or mitigate the potential for workplace accidents.
3. Comply with laws and regulations and other applicable requirements including stakeholder requirements.
4. Make continuous improvements to enhance the performance of the OHS Management System by involving workers in the consultation and worker participation process.
5. Each individual has the right to stop work if they encounter unsafe activities or conditions and violations or non-compliance with applicable OHS procedures are found.

Below are details of the safety certifications obtained by MIND ID Members:

MIND ID Member	Certification Name*	Certification Scope (area)	Validity	Certification Body
ANTAM	Occupational Health and Safety Management System Certification - OHSAS 18001:2018	Nickel ore mining process in Tanjung Buli and Pakal Island	May 25, 2023	SAI Global
	Occupational Safety and Health Management System Certification-ISO 45001:2018	Mining and processing of gold and silver at Gold Mining Business Unit (UBP).	October 14, 2023	SAI Global
	Occupational Safety and Health Management System Certification-ISO 45001:2018	Bauxite ore mining process at Bauxite Mining Business Unit (UBP) West Kalimantan	January 12, 2025	SAI Global
	Occupational Safety and Health Management System Certification-ISO 45001:2018	Research and development of Precious Metals processing, refining, manufacturing and trading services as well as Laboratory Analysis Services.	March 6, 2025	TUV Rheinland
PTBA	ISO 45001:2018	PTBA	February 27, 2024	PT TÜV SÜD Indonesia
	OHS/SMK3 (PP No. 50 Year 2012)	Corporate and Tanjung Enim Mining Unit (UPTE)	May 14, 2025	Ministry of Manpower
	OHS/SMK3 (PP No. 50 Year 2012)	Tarahan Port	May 14, 2025	Ministry of Manpower
	OHS/SMK3 (Government Regulation No. 50 Year 2012)	Kertapati Dock	May 14, 2025	Ministry of Manpower
INALUM	SMK3 (PP No. 50 Year 2012)	Smelting Plant	September 16, 2023	Indonesian Ministry of Manpower
	SMK3 (Government Regulation No. 50 Year 2012)	Hydropower Plant	September 16, 2023	Indonesian Ministry of Manpower
	ISO 45001:2018	Smelting and Hydropower Plants	November 21, 2025	PT SGS
TIMAH	ISO EMS 14001:2015	Tin ore processing, materials preparation for smelting, refining & casting, and then the others supporting such as mechanic & electric engineering, logistic warehouse & telecommunication system	October 12, 2024	SGS United Kingdom Ltd
	ISO EMS 14001:2015	Tin ore processing, materials preparation for smelting, refining, casting & then the others supporting process	November 24, 2022	SGS United Kingdom Ltd
	ISO EMS 14001:2015	Tin Mining	September 20, 2023	AsiaCert
	ISO OHSMS 45001:2018	Tin ore processing, materials preparation for smelting, refining & casting, and then the others supporting such as mechanic & electric engineering, logistic warehouse & telecommunication system	March 30, 2024	SGS United Kingdom Ltd
	ISO OHSMS 45001:2018	Tin ore processing, materials preparations for smelting, refining, casting and other supporting processess	April 27, 2023	SGS United Kingdom Ltd
	ISO OHSMS 45001:2018	Tin Mining	November 29, 2023	ACS Indonesia

In the implementation of MIND ID Members' OHSMS, three core elements are implemented, which are participation, hazard control, and improvement. The implementation of the OHSMS is applied to all workers in the operational area. This is to ensure that the security and safety system at work is implemented by all employees.

In all MIND ID Members, as of the end of the reporting period, the number of workers covered by the scope of OHS management implementation has reached 100% of the total number of workers in operational areas and the implementation of SMK3, ISO 45001:2018, and SMK3 are consistently implemented in all operational areas. [GRI 3-3, 403-1]

Core Elements of the Safety Management System

Based on ANSI Z10, ISO 45001, and OSHA Guidelines



INALUM and Contractors Signed a Commitment to the Implementation of OHS in Execution of Company Operations

On 20 January 2022, INALUM and the contractors working in the INALUM areas, whether working in the Kuala Tanjung Smelting Plant or in the Paritohan Hydropower Plant, signed a commitment to OHSE (K3LH) or ICMESH (INALUM Contractor Management for Environmental Safety and Health). This new ICMESH System is a digital program that is integrated with the Vendor Management System which makes it very easy to implement but does not reduce its supervisory function.

The implementation of the ICMESH program at INALUM is not only for the supervision of contractor work within INALUM but also serves as guidance from INALUM for contractors to be able to make OHSE a daily culture. This is also an effort to increase the added value or capability of local contractors in supporting the implementation of Kuala Tanjung industrial development. Consistency and supervision are certainly needed so that this agreement can work effectively. The Company provides rewards and sanctions for partners who implement this system.

OHSE management also involves contractors, suppliers or partners. INALUM, for example, involves contractors, suppliers or partners through the implementation of the INALUM Contractor Management for Environmental Safety Health (ICMESH). This iteration of the ICMESH states that all parties working in the INALUM area must meet the requirements of OHSE aspects based on job risks, as a requirement to participate in the job tender process. Contractors must pass a qualification stage consisting of risk assessment, initial assessment of OHSE performance and contractor selection. Only contractors who have

met the ICMESH requirements can work at the INALUM site, namely contractors who are able to manage low, medium and high risk work. Assessment is also carried out at the stage of implementation in the field, namely initial work activities, during work and final evaluation and corrective action.

From the commitment to employee safety and the implementation of good mining practices, we attained a good OHSE performance in 2022. This can be seen from the awards obtained and related to OHSE.

Occupational Health and Safety Awards in 2022

MIND ID Member	Award Title	Year	Awarding Agency/ Organization	Rank / Achievement
ANTAM	Bauxite Mining Business Unit obtained Pratama Predicate for Mining Safety Management	2022	Ministry of Energy and Mineral Resources (Director General of Mineral and Coal)	Pratama Predicate
PTBA	OHS Management System, Tanjung Enim Mining Unit	2022	Indonesian Ministry of Manpower	Gold
	OHS Management System Tarahan Port Unit	2022	Indonesian Ministry of Manpower	Gold
	K3 Management System Kertapati Dock Unit	2022	Indonesian Ministry of Manpower	Gold
INALUM	Zero Accident Award	2022	Indonesian Ministry of Manpower	Zero Accident
	Implementation of Occupational Safety Standards in the Workplace	2022	Governor of the Province of North Sumatra	
TIMAH	Good Mining Practices Award	2022	Indonesian Ministry of Energy and Mineral Resources RI	Grand Award for Mining Safety Management Aspects

Hazard and Risk Identification and Mitigation

[GRI 403-2, 403-7, 403-9]

Mining companies have a high level of risk in terms of Occupational Health and Safety (OHS). In managing OHS, MIND ID Members conduct hazard identification; assessment; control; monitoring; measurement; and recording/measuring the risk

profile of each hazard that happens. The risk profile includes information on how potential OHS hazards are identified and assessed, among others by considering the severity and frequency trends of incidents using the HIRADC approach conducted by a general OHS expert. The risk profile is updated annually based on the previous year's experiences as part of the continuous evaluation and improvement process.

The table below shows the key OHS-related risks identified through risk assessments and mitigation approaches taken during the reporting year:

MIND ID Member	Type of OHS Hazard/Risk
ANTAM	Mobile Equipment
	Slope Stability
	Molten Metal & Furnace
	Explosive Material
	Energy Isolation
	Hazardous Goods
	Water Activity
	Confined Space
	Work At Height
	Lifting & Lashing
PTBA	Lifting of heavy loads, tall and large dimensions
	Mud loading process (excavator & truck or dragflow pump & truck)
	Workers experience hand arm vibration syndrome and low back pain due to the use of heavy equipment
	Workers experience cataracts for workers in the workshop area
	Workers experience anemia and malignancy in blasting units (ionizing radiation)
INALUM	Workers are exposed to electric current, burns, or drowning in the work area
	Traffic accidents/injuries and fractures
	Workers are exposed to/inhale chemical vapors that cause respiratory problems
	Workers are exposed to lime particles that may cause eye and skin irritation
TIMAH	Workers are exposed to dust that may cause respiratory distress and eye and skin irritation
	Workers experience failures when working on sloped areas that can cause accidents
	Collision of heavy equipment
	Occupational accidents occur such as drowning, electrocution, fire, falling from a height or into the sea
	Shipwreck Furnace explosion



To reduce OHS hazards and risks, MIND ID undertakes several mitigation measures, in accordance with the following control hierarchy: [403-2, 403-7]

1

Administrative Control

- Ensure that there are clear work instructions understood by all employees and contractors performing work.
- Operators have fulfilled the competency requirements of the technical work.
- Clear signages are installed in all areas.
- Safety slogans are in place to heighten workers' awareness of work safety
- Provide appropriate safety training
- Evaluate work procedures regularly to identify and rectify associated OHS risks.

2

Engineering Control

- Ensure equipment is fit for purpose and in good working order.
- Monitoring devices, if required, are installed in real time
- Use equipment with the latest technology with a high level of security

3

Work Practice

- Conduct pre-inspection activities before risky work is carried out
- Carry out close supervision
- Inspect equipment regularly and maintain equipment properly.

4

Personal Protective Equipment (PPE)

- Use appropriate PPE in all work areas
- Ensure the availability and use of specialized PPE for more specific jobs
- Monitor compliance of the use of PPE

Furthermore, all MIND ID Members have implemented a CSMS (Contractor Safety Management System). This system requires all contractors to undergo an assessment at the qualification stage to evaluate the risk of the work to be done. The results of this assessment

will determine the work according to the risk level category, namely light, medium, or high. The implementation of CSMS is also an attempt to mitigate the risks that can arise on the job so that the Company can prevent and reduce the number of work accidents and occupational illnesses.

OHS Risk Evaluation at INALUM



OHS aspects are important to INALUM in supporting sustainable operations and business. The Company identifies potential hazards, assesses and controls risks arising from work processes, work environment and equipment used in the workplace. The results of a risk assessment are controlled according to the risk control hierarchy up to a very low category. If it

has not reached that category, it is necessary to improve work supervision and make a control enhancement plan. The commitment to the importance of this identification is contained in the company's OHS Policy which is applied by all sections / work sections and all INALUM partners before carrying out work.

Any person who finds a hazardous condition/ situation can submit the information to the OHS Department online through the LAPOR feature at <http://infok3.net>. The confidentiality of the reporter's information is guaranteed. Furthermore, INALUM applies the principle of "STOP WORK", namely everyone has the right to stop work if unsafe actions or conditions are found and in violation or non-compliance with applicable OHS procedures. This principle is outlined in the company's OHS policy as a commitment to the importance of OHS in carrying out operations in all respects.

Occupational Health Services and Health Quality Improvement
 [GRI 403-3, 403-6, 403-10]

MIND ID Members have occupational health service programs aimed at maintaining the health and well-being of employees. Some of the occupational health services provided by all MIND ID Members include periodic health check-ups,

medication, health counselling, occupational health and safety training, and wellness programs such as nutritional programs, exercise, and the provision of sports facilities in some areas of the Company.

The various health services provided by MIND ID Members to employees and contractors are presented in the following table.

Occupational Health Services [GRI 403-3, 403-6]

Holding Member	Occupational Health Services
ANTAM	Employee health ensures the sustainability of mining operations, through the provision of occupational health services in the form of clinics located in each operational area. A total of 65 doctors and 217 health workers are on standby in all clinics to provide first aid and treatment for sick employees.
PTBA	PTBA pays attention to employee welfare by providing health care facilities and organizing health-related workshops. Efforts to maintain and improve health of employees and their families are managed in two groups, namely occupational health that is medical in nature and occupational health that is work environmental health. Health Risk Assessments; MCU evaluations; fogging; immunizations; and collective exercise programs. In addition to health services, the Company also provides operational locations and offices with various facilities that support a proper and safe work environment, such as the availability of toilets; dining rooms; breastfeeding rooms; places of worship; parking lots; and the availability of OHS tools in case of emergencies, such as light fire extinguishers, hydrants, and so on.
INALUM	INALUM periodically conducts medical check-ups (MCU) with examination parameters based on the type and location of work to all employees in order to monitor the impact of occupational risks on workers. Based on the results of the medical examination in 2022, no PAK (Occupational Illness) was found. The company also provides health services to employees and their families. INALUM continuously conducts health promotion activities to improve the quality of health and work productivity through socialization, health lectures to employees, contractors and employees' families. To maintain physical fitness, the company also provides sports facilities and gym facilities in the smelting plant area.
TIMAH	TIMAH Conducts an annual MCU for permanent employees.

Based on the results of the health screening in 2022, there were no fatalities caused by occupational illnesses in all operational areas of MIND ID Members. The results of the MIND ID Members' employee health checks demonstrate the importance of employee welfare. During medical checkup, various health indicators were identified, which can serve as a reference for employees in maintaining and improving their health conditions. Through this examination, the 5 most common diseases were found such as excessive nutritional status, vitamin D3 deficiency, decreased eye vision, prehypertension, and increased uric acid levels in the blood. [GRI 403-10]

OHS Participation and Communication [GRI 403-4]

Participation and good communication are key factors in the implementation of the OHS program at MIND ID. Some of the efforts made by MIND ID Members to ensure good participation and communication between employees and management regarding OHS include involving

employees in the decision-making process related to OHS, socialization of OHS programs through various communication tools, and training and development in terms of OHS.

OHS communication forums are carried out through various activities such as meetings of the Occupational Safety and Health Advisory (P2K3); Safety Committee Meetings of Work Partners; and safety talks. Discussions such as the implementation of OHS in general; strategies for achieving the Zero Accident and Zero Occupational Disease targets; evaluation of OHS implementation in the company; and OHS improvement programs at the work site are held in the communication forum. The communication forum is attended by management, employees and contractors of the Company.

OHS Training [GRI 403-5]

OHS training is one of the programs provided by MIND ID to ensure employees have sufficient understanding and skills in maintaining occupational health and safety.

Some of the types of OHS training provided by MIND ID include:

- Basic OHS Training: This training is offered to all MIND ID employees in an effort to promote a basic understanding of the importance of maintaining occupational safety and health.
- Specialized OHS Training: This training is given to employees who work in environments that have higher risks or hazards, such as in mining areas or factories.
- Fire-fighting training: This training is given to employees who are responsible for extinguishing fires in the work environment.
- Emergency Evacuation Training: This training is provided to all employees to ensure that they have sufficient knowledge and skills to evacuate in the event of an emergency in the work environment.
- OHS competency certification: This certification is given to employees who are responsible for the implementation of OHS.



15,381 Participants
Have taken part in OHS trainings

Throughout 2022, several OHS trainings have been conducted with the following training topics:

Employee Training on Occupational Health and Safety [403-5]

Type of Training	Training Topic
Mining Safety Training of Trainees	Mining Open Pit Blasting Implementation
Occupational Health Training of Trainees	Occupational Health and Safety for Operators: Mobile Crane Class II, Overhead Crane Class II, Production Machinery and Tools Class II
In-depth Material Working at Heights	Young Construction OHS Experts
In-depth material: accident investigation	OHS Electricity Technician (Training and Electrical Occupational Safety and Health (OHS) Technicians certification)
In-depth Material: Safety Leadership	Contractor Safety Management System
In-depth Material Management System (ISO45001: 2018 Occupational Health & Safety Management Systems Interpretation & Internal Audit)	Tips for preparing accreditation of Community Health Center, Clinic, Laboratory and Blood Transfusion Unit (PKLU): Preparing for accreditation of health laboratories and blood transfusion units and implementation of IOPs
Special Work Permit	Chemical OHS Expert
Hazard Identification and Risk Control	Mining OHS
Job Safety Analysis	Class D Fire Officer
Safety Inspection	PLPT Work Unit OHS Refresher Training
LOTTO Usage	PAB Work Unit OHS Refresher Training
Emergency Preparedness	Hazard Identification and Risk Containment (IBPR) and Job Safety Analysis (JSA) Training
Hazard Identification and Risk Containment (IBPR) Level 1	Fire Hazard Management Training
First Operational Supervisor Training	Hazop Training
Intermediate Operational Supervisor Training	Mining Safety Management System (SMKP) Implementation, SMKP Auditor, and SMKP Internal Auditor
Main Operational Supervisor Training	First aid in the work environment
AGILE (Appreciation, Echo, Identification, Locomotive and Education) OHS	Forklift Safety Operation and Crane Safety Operation
First Aid & Basic Life Support	Health lecture: Working healthy and safe in a pandemic, lectures on dental health

Work Accident [GRI 403-9]

Work accidents are an unexpected incidents that occur at the workplace, resulting injuries or fatalities to employees, as well as causing

damage to equipment or facilities. To prevent the occurrence of work accidents, we are committed to taking preventive measures. The following are statistics of work accidents from MIND ID Members, both work accidents experienced by employees and by contractors (non-employees):

Employee Work Accident Rate

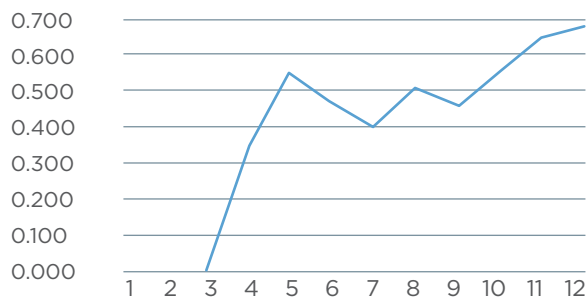
Description	ANTAM	PTBA	INALUM	TIMAH
Total Work Hours (Million Hours)	4.82	3.27	4.24	9.56
Fatalities	0	0	0	0
Recordable Incidents	1	0	2	2
Frequency Rate (FR)	0.21	0	0	0.11
Severity Rate (SR)	1.45	0	0	1.27
TRIR - (Total Recordable Incident Rate)	0.04	0	0.12	0.03

Contractor Work Accident Rate

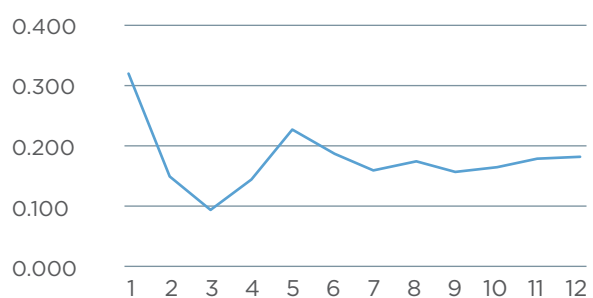
Description	ANTAM	PTBA	INALUM	TIMAH
Total Work Hours (Million Hours)	20.90	53.05	3.75	9.44
Fatalities	0	2	1	0
Recordable Incidents	3	16	5	1
Frequency Rate (FR)	0.14	0.08	1.60	0.05
Severity Rate (SR)	5.26	244.63	1,624.00	0.16
TRIR - (Total Recordable Incident Rate)	0.03	0.02	0.32	0.02

INALUM OHS Statistics 2022

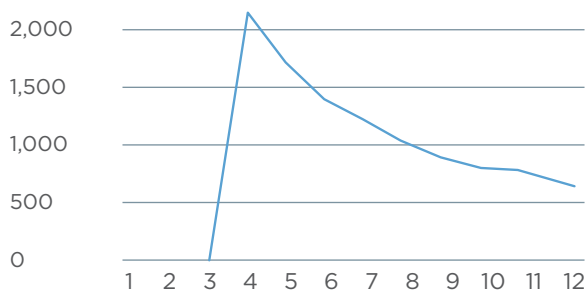
Monthly Trend Frequency Rate



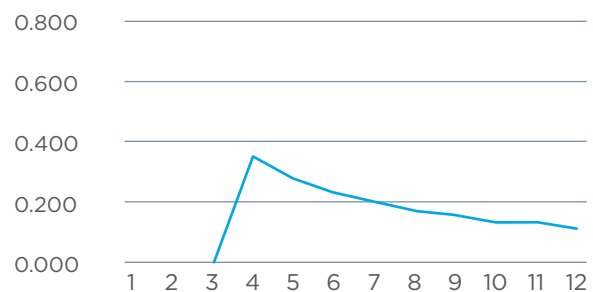
Monthly Trend TRIR Rate



Monthly Trend Severity Rate



Monthly Trend Fatality Rate



For the OHS performances of other MIND ID Members, please refer to the Sustainability Report for the financial year 2022 of respective MIND ID Members with the following link:



MIND ID Members' Commitment to Achieve Zero Fatalities



MIND ID Members are committed to achieving zero fatality targets by 2022 as they continue to incorporate the safety culture.

In managing OHS, MIND ID Members refer to the OHS and Environment Strategic Guidelines by conducting hazard identification; risk assessment; risk control; risk monitoring; risk measurement; and recording/measuring the risk profile of every hazard that occurs.

During the pandemic, the implementation of workplace health protocols became a priority for MIND ID Members. Their commitment to the implementation of OHS management is manifested through the appointment of personnel in the organizational structure who are tasked with ensuring that all Company activities related to OHS and the Environment are carried out in accordance with applicable regulations. Additionally, MIND ID Members have implemented the Occupational Health and Safety Management System and the international standard ISO 45001:201.

MIND ID Members have conducted various programs ranging from OHS socialization; improving the quality of inspections; trainings; ensuring the completeness of Personal Protective Equipment (PPE); to implementing OHS policies for vendors working under the Company's premises. To ensure occupational health, the Company also requires all employees to carry out periodic medical examinations and conduct regular monitoring and measurement of work environment parameters.

Asset Integrity and Incident Management

The reliability of assets used in the mining process is part of the company's efforts in carrying out good mining practices. One of the efforts is to maintain the security of MIND ID Members' work locations because of the National Vital Objects status in the Energy and Mineral Resources Sector. Based on The Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia Number 159.K /90/MEM/2020 concerning Amendments to

the Decree of the Minister of Energy and Mineral Resources Number 77.K/90/MEM/2019 concerning National Vital Objects in the Field of Energy and Mineral Resources states that companies under the holding of MIND ID Members are classified as National Vital Objects (OBVITNAS). As such, these companies receive legal protection to process mineral resources in Indonesia. The following safety and security precaution for OBVITNAS including:



- Installation of CCTV and motion sensors: CCTV and motion sensors can be utilized to help monitor activities around the worksite and warn of any suspicious movements.
- Deployment of security guards: Experienced security guards help prevent and tackle crimes such as theft, vandalism, and trespassing at work sites.
- Establishment of strict security systems: Strict security systems such as securing doors and windows and limiting entry to authorized persons only, can help control access to the worksite.
- Security training: Conducting security and safety training for employees and the general workforce improves awareness and compliance with security policies.
- Development of evacuation and emergency response plans: Evacuation and emergency response plans must be developed and periodically practiced so that employees and the workforce are well prepared for emergency situations.
- Utilization of modern technology: Modern technologies such as digital security systems, metal detection, and biometric security measures help improve worksite safety.

In terms of critical incident management, a specialized team trained in incident management is equipped with the latest equipment and technology to ensure that actions taken are targeted and timely, and a transparent and accountable critical incident reporting system is in place, allowing for real time and continuous monitoring.

RECRUITMENT, INCLUSION AND DIVERSITY [GRI 2-7, 401, 405-1, 406]

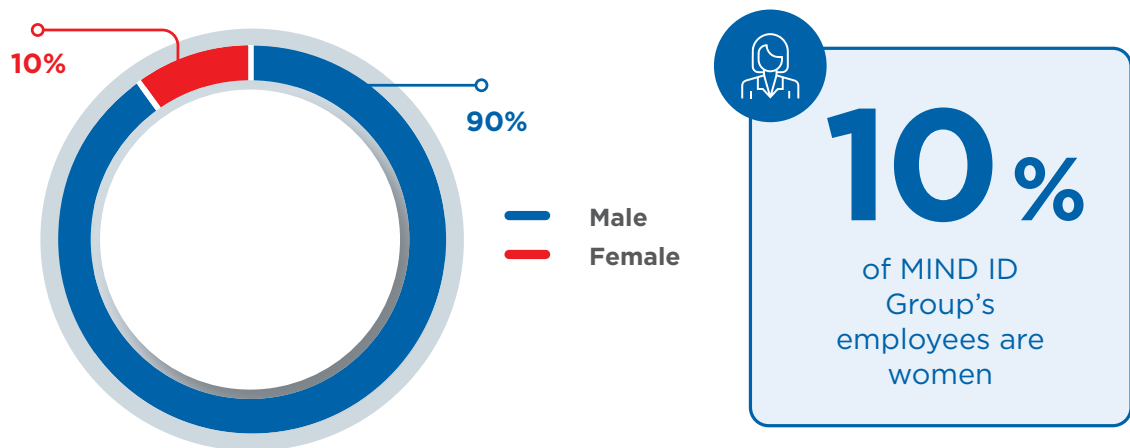
The MIND ID Group committed to respect inclusion and diversity values in human resource management. Despite the mining and metal industries being historically male-dominated, the Company offers equal opportunities to anyone who are willing to be part of, contribute, and grow with the MIND ID Group, regardless of their gender,

religion, race, ethnicity, or physical condition. MIND ID Members guarantee equal opportunities for all employees, starting from the recruitment process; performance appraisal; promotion; to remuneration determination. As of 2022, the Company has received no complaints regarding incidents of discrimination at the workplace.

[GRI 406-1]

Employee Information [GRI 2-7-a, 2-7-b]

Number of Employees by Gender



Number of Employees by Gender and by Employment Status

MIND ID Member	Gender	Number of Employees	
		Contract	Permanent
ANTAM	Male	27	2,536
	Female	13	304
	Total	40	2,840
PTBA	Male	129	1,307
	Female	16	292
	Total	145	1,599
INALUM	Male	41	1,729
	Female	4	150
	Total	45	1,879
TIMAH	Male	39	3,976
	Female	7	273
	Total	46	4,249
Total	Male	236	9,548
	Female	40	1,019
	Total	276	10,567

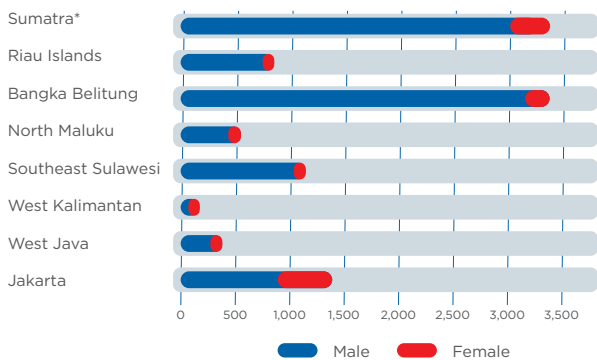
Note: Excluding Freeport Indonesia employees, as reported in the Annual Report

Number of Employees by Area of Operation [GRI 2-7-a]

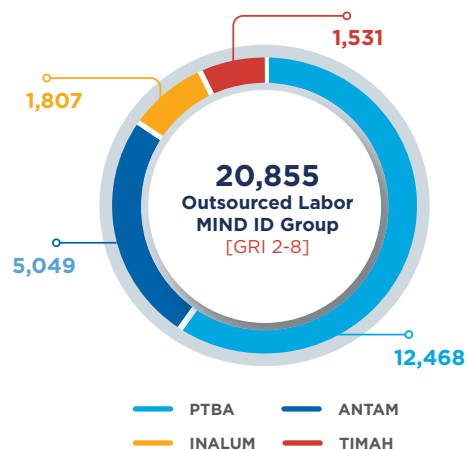
Area	Business Unit/activity	Gender	
		Male	Female
Jakarta	Geomin Unit	76	14
	Precious Metal Mining Business Unit	39	168
	Head Office - ANTAM	464	186
	INALUM Representative Office	7	3
	PTBA Representative Office	104	43
	MIND ID Holding Head Office	73	40
	TIMAH Representative Office	62	19
West Java	Gold Mining Business Unit	260	10
West Kalimantan	Bauxite West Kalimantan Mining Business Unit	64	3
Southeast Sulawesi	Kolaka Nickel Mining Business Unit	1,041	46
	North Konawe Nickel Mining Business Unit	2	57
North Maluku	North Maluku Nickel Mining Business Unit	433	17
Bangka Belitung	Business Unit	2,970	217
	Business Unit	192	7
Riau Islands	Business Unit	789	39
North Sumatra	Kuala Tanjung Smelting Plant	1,504	97
	Paritohan Hydropower Plant Office	180	12
	Medan Liaison Office	6	2
South Sumatra	Tanjung Enim Mining Unit	1,098	227
	Kertapati Barging Port Unit	61	19
West Sumatra	Ombilin Mining Unit	6	0
Lampung	Tarahan Port Unit	167	19
Total		9,598	1,245

Note: Excluding Freeport Indonesia employees, as reported in the Annual Report

Number of Employees by Operational Area



*Including North Sumatra, West Sumatra, South Sumatra and Lampung



MIND ID Encourage Women's Roles in Mining and Mineral Sector Routinely Organizes Inspirational Talk Show



MIND ID is committed to advancing the role of women in the mining and minerals sector. The Company continues to implement a number of initiatives and concrete steps to achieve this goal.

In 2022, MIND ID held several talk shows for all MIND ID employees as part of its Learning & Development program, including the MIND ID Women's Learning Club, which was held in January 2022. The aim was to revitalize and improve the participants' life and financial goals. Meanwhile, on the occasion of International Women's Day on

March 18, 2022, we held the Building Resilience and Agile Mindset event.

Both talk shows gave MIND ID personnel the opportunity to receive insights from inspiring female figures such as Alamanda Shantika (President Director & Founder of Binar Academy), Farida Thamrin (Director of Finance and Risk Management of PTBA), and Ligwina Hananto (Founder of QM Financial and Financial Trainer). The objective of the event was to strengthen the confidence of MIND ID personnel, especially female employees, and eliminate the stereotype that the mining and mineral industry is unsuitable for them.

Through these events, MIND ID aims to create an inclusive work environment and provide equal opportunities for all employees regardless of gender, and strives to build a corporate culture that supports the role of women in the mining and mineral sector. It also reflects MIND ID's real efforts and social responsibility in realizing gender equality and creating an inclusive workplace for all employees.

Employee Recruitment and Turnover [GRI 401-1]

During the recruitment process, MIND ID emphasizes inclusive and non-discriminatory principles. The entire recruitment process is based on the principle of equality and is open to anyone, including local residents within the company's operational areas. The Company provides equal opportunities for the nation's best and brightest to join and build a career with MIND ID Members.

MIND ID Members also participate in the SOE Joint Recruitment Program organized by the Ministry of SOEs and the Indonesian Human Capital Forum (FHCI). Furthermore, MIND ID has its flagship program, the XPLOER Management Acceleration Program. The program is open to

young professionals who are agile and highly motivated to overcome challenges in a dynamic and progressive environment. In 2022, the program successfully screened a number of young talents from diverse backgrounds.

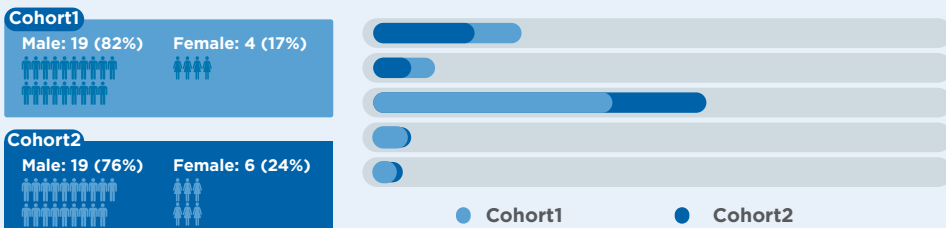
Besides recruitment, MIND ID Group's HR management has maintained a low turnover rate. Employee turnover refers to the number of employees who leave the Company within a certain period of time and are replaced by new employees. In 2022, MIND ID Members were able to maintain a low turnover rate. ANTAM and TIMAH have turnover rates of 2.19% and 1.29% respectively. While PTBA and INALUM have turnover rates of 0.31% and 0.55% respectively. This shows that MIND ID Members are able to manage human resources successfully resulting in employees feeling comfortable working in the Company.

MIND ID XPLOER:
Building Competence and Equality Through
the Management Acceleration Program



The MIND ID XPLOER Management Acceleration Program has successfully mapped out the competencies and technical capabilities required by the MIND ID Group. The program aims to increase participants' experience and knowledge through hands-on training in various functions and organizations. MIND ID XPLOER program participants are divided into 5 areas: operations; supply chain; finance; business; and corporate services. To date, the program has been carried out in 2 cohorts and has recruited a total of 48 XPLOER participants, including 10 female participants.

MIND ID XPLOER provides valuable opportunities for participants to develop themselves and expand their knowledge through practical experience at MIND ID Group members. Through a meticulous competency mapping, the program ensures that participants receive training that is relevant to the needs of the organization. The recruitment of 10 female participants highlights MIND ID's commitment towards gender inclusion and equality, and provides equal opportunities for all individuals to thrive in a diverse work environment. The MIND ID XPLOER program is the company's concrete step in producing reliable and diverse talents to support the growth and sustainability of SOEs in the future.



Cohort	Business	Corporate Services	Operations	Suplay Chain	Finance	Total
Cohort1	7	3	11	1	1	23
Cohort2	5	2	15	2	1	25
Total	12	5	26	3	2	48

Access the MIND ID XPLOER website

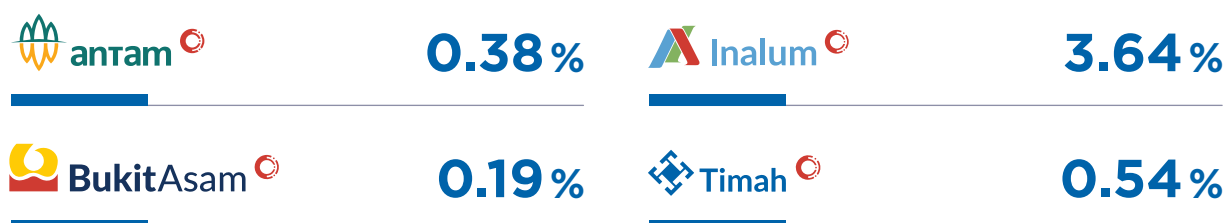


The following is an overview of employee recruitment and turnover during the reporting year from all MIND ID Members:

Employee Recruitment by Gender and by Age

MIND ID Member	Age Group	<30 Years	30 - 50 Years	>50 Years	Total Recruitment New Employees
ANTAM	Male	2	4	-	6
	Female	3	2	-	5
	Total	5	6	-	11
PTBA	Male	-	1	-	1
	Female	1	1	-	2
	Total	1	2	-	3
INALUM	Male	12	33	6	51
	Female	6	13	-	15
	Total	18	46	6	70
TIMAH	Male	10	5	-	15
	Female	6	2	-	8
	Total	16	7	-	23
Total	Male	24	43	6	73
	Female	16	18	-	34
	Total	40	61	6	107

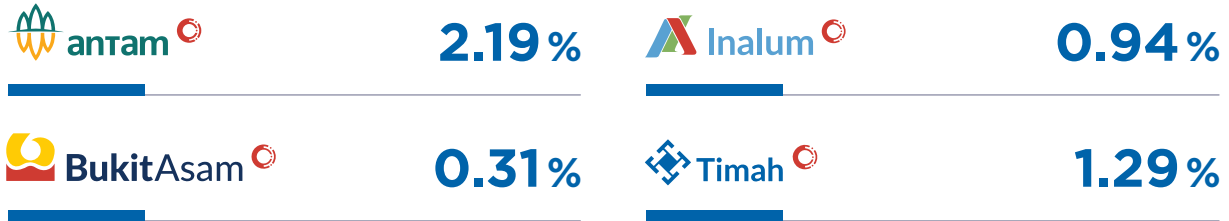
Recruitment Ratio of New MIND ID Members



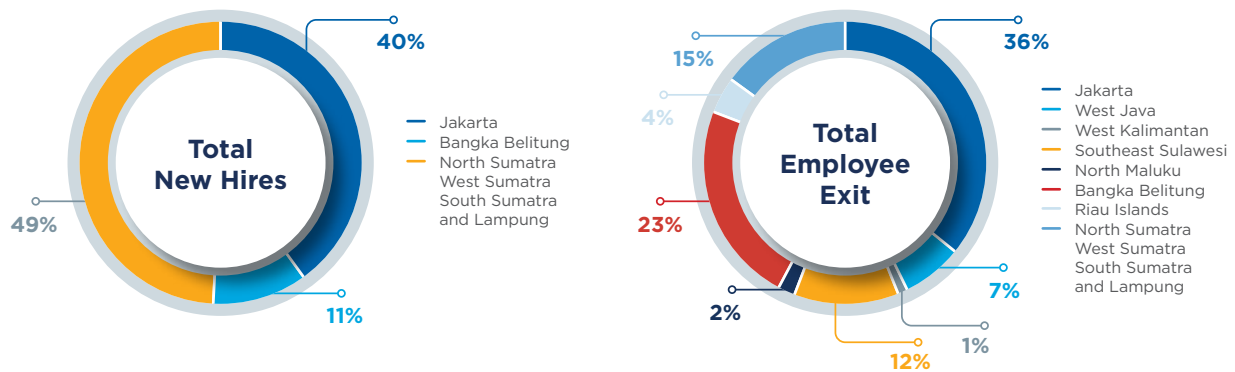
Employee Exits by Gender and by Age

MIND ID Member	Age Group	<30 Years	30 - 50 Years	>50 Years	Total Employee Turnover (B)
ANTAM	Male	-	8	54	62
	Female	-	1	-	1
	Total	-	9	54	63
PTBA	Male	1	3	-	4
	Female	1	-	-	1
	Total	2	3	-	5
INALUM	Male	6	4	3	13
	Female	2	3	-	5
	Total	8	7	3	18
TIMAH	Male	3	32	5	40
	Female	-	14	1	15
	Total	3	46	6	55
Total	Male	10	47	62	119
	Female	3	18	1	22
	Total	13	68	63	141

MIND ID Members Employee Turnover Ratio



Total New Hires and Turnover by Region



PROTECTING WORKERS' RIGHTS AND HUMAN RIGHTS IN THE WORKPLACE [GRI 2-23]

We established Human Rights Implementation Policy as Our commitment to respect human right on MIND ID Group' operational practices. We are fully committed to:

1. Respect and protect the human rights of our workers, our value chain and the surrounding communities.
2. Comply with applicable laws, regulations and other requirements including stakeholder requirements.
3. Respect labor rights including the freedom to union labor, prohibiting forced labor and under age workers.
4. Provide equal opportunities without discrimination. Respect the rights of women in all aspects of employment and provide a safe working environment.
5. Ensure that workers' wages meet local industry minimum wage and comply with applicable laws and industry standards regarding working hours.

This commitment is the foundation on managing and implementing our policy on Respect for Human Rights Policy. The Company's approach to protecting human rights is as follows:

- a. Apply mechanisms to identify, assess and control potential human rights risks and impacts, make improvements in the event of human rights risks and impacts and prepare a means of filing complaints.
- b. Provide trainings regarding human rights policies as part of the employee and contractor on-boarding program.
- c. Follow the Voluntary Principle on Security and Human Rights (VP-SHR) in relations with public and private security personnel, and local communities.
- d. Employee individuals above the legal minimum working age as stipulated by national regulations or in accordance with International Labor Organization (ILO) Conventions.
- e. Promote diversity and inclusion.
- f. Periodically review the performance of key suppliers and partners on human rights issues.
- g. Report policies, approaches and performance related to respect for human rights in the annual Sustainability Report.

Labor rights are one of the human rights that are protected. These are rights granted to workers or employees in the work environment. Labor rights include the right to a living wage; the right to reasonable working hours; the right to safe and healthy working conditions; the right to join a trade union; the right to be selected for a job based on one's abilities and qualifications; the right to be protected from harassment and discrimination; and the right to grievance and legal protection.

MIND ID Members are committed to ensuring the fulfillment of rights for all their workers. Furthermore, referring to Law No. 11 of 2020 on

Job Creation, MIND ID also ensures that it does not employ under age and forced labor. There are no risks associated with violations of employee rights in terms of the right to assemble, express opinions, and organize as well as the risk of employing under age and forced labor.

[GRI 408-1, 409-1]

Regional Minimum Wage

[GRI 202-1]

The Regional Minimum Wage (UMR) is the minimum wage that companies must pay to their workers or employees every month. The amount of UMR varies in each region or province in Indonesia and is determined annually by the Regional Government through the Governor's decision (Provincial Minimum Wage/UMP). As an Indonesian mining company, MIND ID Members are required to comply with the minimum wage regulations in the regions where the Company operates and ensure that employee wages are in accordance with the applicable provisions. Across the MIND ID Member's operations, all employees are paid in accordance with the prevailing regulations and there is no difference in minimum wages between men and women (or 1:1 ratio).

Parental Leave [GRI 401-3]

Parental leave is the right granted to employees to give attention and care to their newborn children. In Indonesia, this is regulated in Law No. 11 of 2020 concerning Job Creation. MIND ID Members always ensure that employees' rights regarding parental leave are fulfilled.

Employees who take parental leave and then return to work indicate that their workplace is supportive of their role as parents. Overall, the return-to-work rate of MIND ID Group employees who have taken parental leave reaches 99.58%, with a retention rate of 85.12%.



99.58%

Ratio of MIND ID Members' Employees Returning to Work After Parental Leave



Parental Leave in 2022

Total number of employees entitled to parental leave, by gender	Number of People		
	Male	Female	Total
a. Number of employees entitled to take leave (Company policy).	8,968	780	9,748
b. Number of employees using parental leave (excluding circumcision).	653	62	715
c. Number of employees who returned to work in the reporting year at the end of their parental leave.	653	59	712
d. Number of employees who returned to work after the end of the parental leave period and are still working for 12 months later.	653	62	715
e. Number of employees taking parental leave and who intend to return at the end of their leave.	653	62	715
f. Number of employees who returned to work after parental leave ended in the previous reporting year.	780	60	840
g. Return to work rate	100.00%	95.16%	99.58%
h. Retention Rate	83.72%	103.33%	85.12%

Remuneration [GRI 401-2]

MIND ID Members have a clear, transparent and non-discriminatory remuneration policy that encompasses base salary, allowances, bonuses and other incentives. Base salaries are determined according to criteria such as experience, education, and job responsibilities. Allowances include health allowances, transportation allowances, and other allowances. Bonuses and incentives are awarded based on employee performance and achievement of the Company's targets. Additionally, remuneration is provided in the form of various types of

allowances such as years of service allowances; housing allowances; cost of living allowances and location incentives; competency and achievement allowances; holiday allowances; etc. Other benefits provided to employees are in the form of insurance; employee participation in Social Security (BPJS) for Employment and Social Security (BPJS) for Health; parental leave; and pension. Remuneration, allowances, and benefits that are not given to non-permanent employees include pensions, insurance other than Social Security (BPJS), and special incentives given to permanent employees.

LEARNING & DEVELOPMENTS [GRI 404]

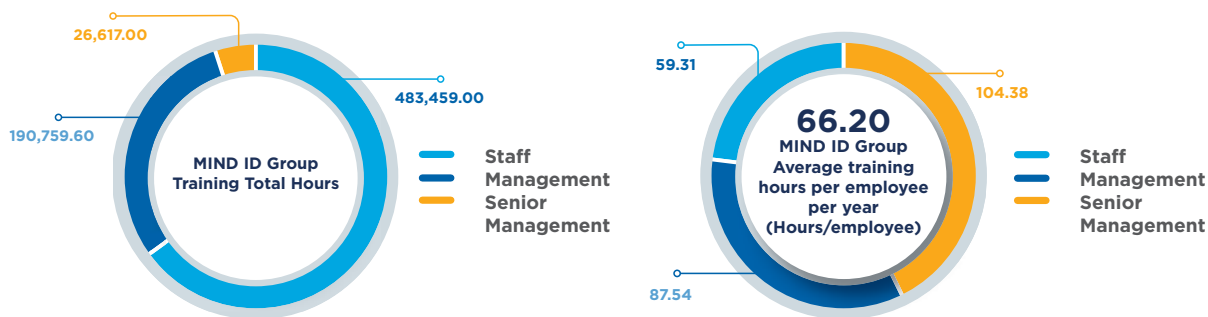
In relation to learning and development, the MIND ID Group established a Human Capital management blueprint supported by the Human Capital Information System (HCIS), Employee Self Service (ESS), as well as HC Dashboard and Productivity Analytics.

With these systems, the competence and performance of each employee can be properly monitored to support the professional and individual development aspects of each employee, as well as their contribution to the achievement of the Company's targets.

Below are the average annual training hours per employee at the respective MIND ID Member.

Average training hours per year per employee [GRI 404-1]

Member MIND ID	Description		Male	Female	Total
ANTAM	Total training hours provided to employees in 1 reporting year (Hours)	Staff	109,521.50	9,286.00	11,8807.50
		Management	77,370.25	17,380.75	94,751.00
		Senior Management	12,131.00	1,537.50	13,668.50
		Total Training Hours	199,022.75	28,204.25	227,227.00
	Average training hours per employee per year (Hours/employee)	Staff	63.12	73.70	63.84
		Management	109.90	104.08	108.78
		Senior Management	125.06	139.77	126.56
		Total Training Hours	78.48	92.78	80.01
PTBA	Total training hours provided to employees in 1 reporting year (Hours)	Staff	63,374.25	17,294.00	80,668.25
		Management	26,064.50	6,091.50	32,156.00
		Senior Management	3,681.00	554.00	4,235.00
		Total Training Hours	93,119.75	23,939.50	117,059.25
	Average training hours per employee per year (Hours/employee)	Staff	71.21	77.90	72.54
		Management	80.70	98.25	83.52
		Senior Management	81.80	138.50	86.43
		Total Training Hours	74.02	83.12	75.72
INALUM	Total training hours provided to employees in 1 reporting year (Hours)	Staff	85,200.00	10,322.00	95,522.00
		Management	16,124.00	1,914.00	19,036.00
		Senior Management	3,375.00	350.00	3,725.00
		Total Training Hours	105,698.00	12,586.00	118,283.00
	Average training hours per employee per year (Hours/employee)	Staff	54.69	80.64	56.66
		Management	87.81	59.80	83.86
		Senior Management	86.53	87.80	86.62
		Total Training Hours	58.98	76.74	60.47
TIMAH	Total training hours provided to employees in 1 reporting year (Hours)	Staff	175,038.00	13,423.00	188,461.00
		Management	37,744.50	7,072.00	44,816.50
		Senior Management	4,580.50	408.50	4,989.00
		Total Training Hours	217,363.00	20,903.50	238,266.50
	Average training hours per employee per year (Hours/employee)	Staff	52.90	73.80	126.70
		Management	61.80	83.20	145.00
		Senior Management	89.80	102.10	191.90
		Total Training Hours	54.70	77.10	56.10



Sustainability Training Attended by the Senior Management [GRI 2-24]

Training Name

Training on Awareness of the International Council on Mining and Metals (ICMM) Performance Expectation and Position Statement

MIND ID Members also provide preparatory retirement training for employees who have entered the pre-retirement period, i.e., those who are 56 years old and will retire within the next 5 (five) years. The training is designed to help employees prepare themselves mentally and

include discussions regarding post-retirement activities, and possible investments that will help them make the best use of their pension funds. The following are the training programs for pre-retirement employees at each MIND ID Member: [GRI 404-2]

MIND ID Member	Retirement Preparation Training Program	Number of Participants in the Reporting Year
ANTAM	Pre-retirement	22
PTBA	Pre-Retirement Preparation	37
INALUM	Pre-retirement	54
TIMAH	Ready to Retired	15

97.86%
Employees
have received a performance appraisal in 2022
[GRI 404-3]



MIND ID Members and Ministry of SOEs Employee Volunteering Relay



The Employee Volunteering program aims to increase employee involvement to benefit the surrounding communities. This program was launched in 2020 and named SENYAWA. In 2022, SENYAWA was held in Cicadas Hamlet, Bogor, West Java, and was attended by 41 selected employee participants - 6 from ANTAM, 7 from PTBA, 7 from TIMAH, 9 from INALUM, 1 from Freeport Indonesia, and 11 from MIND ID. During this one-day activity, the 41 selected participants/volunteers did building work, taught, and took photos to document the day.

Through the Senyawa program, MIND ID invites its employees to tangibly contribute to the community, spread positive inspirations, help realize and support the attainment of SDGs. Additionally, the program aims to improve the Company's profile, develop employee skills, and increase employee satisfaction by engaging in more meaningful activities.

MIND ID Participates in the Visionary Leaders 2022 Talkshow: The Future of Corporate Resilience



In becoming a World Class Company that is committed to the environment and society, MIND ID Group keeps enforcing good mining practices and implements various best practices in ESG management.

This was discussed during the Visionary Leaders talk show series entitled "ESG, The Future of Corporate Resilience" at the Indonesia Millennial and Gen-Z Summit 2022. Speakers Dilo Seno Widagdo, Director of Business Development of MIND ID and Binahidra Logiardi, Division Head of Corporate Responsibility of MIND ID, elaborated on MIND ID Group's Environmental, Social and Governance (ESG) practices to the millennial audience. In undertaking ESG, MIND ID Group conducts diverse programs that are jointly carried out so as to have a wider positive impact.

The implementation of ESG at MIND ID focuses on the creation of a circular economy, which not only mitigates negative impacts and are an added value for the Company, the community and the country.

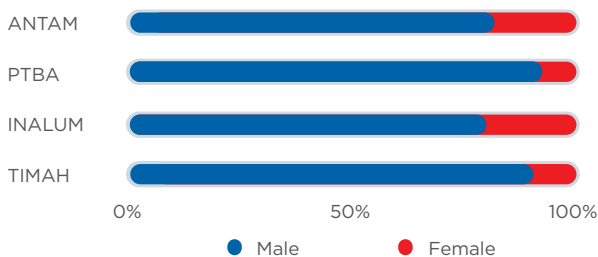
DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES [GRI 405-1]



Diversity in our governance bodies and employees is crucial for MIND ID Members as it enables the Company to achieve better performance and strengthen sustainability. Diversity is defined as diversity in terms of gender, religion, race, ethnicity, nationality, age, or physical condition.

In terms of its highest governance bodies, the Board of Commissioners and Board of Directors represent the diversity of the communities served by the Company. The Company ensures that each group representing such diversities is recognized and valued and that each member has an equal voice in decision-making. The following is the diversity within the highest body of governance. Employee diversity can be found in the employee information.

Diversity of the Board of Commissioners and Directors by Gender



Industrial Relations

Industrial relations are the relationship between employers or companies and employees or the labor unions that represent them. In establishing good industrial relations, it is important for the Company and labor unions to work together and find solutions to problems related to labor.

The minimum notice period for operational changes in the MIND ID Group is at least 1 month or any other period in accordance with regulations. This provides transparency and adequate time for employees to adjust to the changes, and facilitates effective communication between management and employees. [GRI 402-1]



14%

Board of Commissioners and Board of Directors

MIND ID Group are women.

MIND ID Members always respect workers' rights in accordance with their respective industrial relations as stipulated in the Collective Labor Agreement (CLA). Throughout 2022, there were no legal cases undertaken by MIND ID Members that intersect with industrial relations.

Collective Labor Agreement

[GRI 2-30, 407-1]

A Collective Labor Agreement (CLA) is a written agreement between a company and a labor union that regulates the rights and obligations of both parties in relation to the workforce. CLAs between companies and labor unions address various matters related to the workforce, such as: wages and benefits received by employees; work conditions; occupational safety and health; employee training and development; and industrial relations disputes and dispute resolution. In relation to occupational safety and health, the CLA regulates work clothes and Personal Protective Equipment (PPE); OHS inspection; reporting of work accidents; restrictions on sick employees; reporting of infectious diseases; and complimentary food and supplementary dietary requirements. All contents of the CLA must be in accordance with the provisions of applicable laws and regulations, such as Law No. 11 of 2020 on Job Creation.

In 2022, all employees were 100% registered with the Collective Labor Agreement (PKB). By doing so, employees receive better protection by becoming members of the Labor Union as a forum for channeling aspirations for the betterment of MIND ID Members. [GRI 2-30]

Labor Unions [GRI 407-1]

The labor union at MIND ID Members is an organizations formed by employees with the aim to champion the rights and interests of all employees. The labor union act as employee representatives and function as the Company's partners in managing industrial relations and creating a healthy and productive work environment. The labor union actively advocates for the rights and interests of employees, such as fair wages; safe and healthy working conditions;

and social security. Moreover, The labor union also assists employees in understanding and exercising their rights and obligations in accordance with applicable laws and regulations.

The labor union at MIND ID Members are officially registered and recognized by the Government in accordance with applicable laws and regulations. Labor unions must also carry out their duties and functions independently and should not be influenced by political, religious, or specific group interests. The Company must respect the rights and existence of labor unions and provide access to labor unions to carry out their duties and functions.

MIND ID Group has conducted a comprehensive evaluation of its operational areas and did not identify any significant risks related to freedom to unionize. In its commitment to human rights principles, MIND ID Group fully supports freedom to freedom of association and respects the right of employees to form trade unions or join existing trade unions.

Commitment to the Non-employment of Children and Forced Labor

[GRI 408-1, 409-1, 2-23]

MIND ID Group has a strong commitment not to hire and employ child labor and forced labor in all of its operations. This is in accordance with human rights principles and applicable laws and regulations in Indonesia, as well as international guidelines such as ILO Convention No. 182 on the Elimination of Child Labor and Action to Combat Forced Labor.

Based on MIND ID's Policy on Respect for Human Rights, MIND ID Members againts all forms of slavery, forced or compulsory labor and child labor, both within and outside the organization and supply chain. No child or forced labor is being hired by any of MIND ID's Members. MIND ID also has a policy to report and follow up on any violations related to the use of child labor or forced labor by employees or suppliers. Such violations will be dealt with strictly in accordance with laws and regulations and the Company's ethical standards.



SDN TERANG
DAWAI



09

PILLAR 4: SOCIETY





Through our community pillar, MIND ID is committed to build sustainable partnerships with communities and stakeholders, while also showing deep respect local cultures and traditions. We implement the Social Responsibility Programs that focus on community self-reliance.

SROI Ratio of INALUM Priority Program

The SROI for the Clean Water Installation at Pintu Pohan Village is **2.06**. This ratio shows every amount that invested generates **2.06** of social values.

The SROI for Lubuk Cuik Chili Processing Assistance Program is **2.49**. This ratio shows every amount that invested generates **2.49** of social values



Rp **589** Billion

MIND ID Group's Social Investment for Corporate Social Responsibility Program

301

Up-Levelled MSEs in 2022

10,624

Actively Mentored MSEs in the reporting year

216

New MSEs in 2022

STAKEHOLDERS ENGAGEMENT [GRI 2-29]



We are committed to ensuring that all stakeholders are involved in MIND ID Members activities. Good stakeholder relations are a key aspect in achieving a successful implementation of responsible mining. MIND ID Members realize that stakeholder engagement is a major factor in achieving sustainability performance. Therefore, we continue to maintaining positive relationships with stakeholders through various approaches such as regular meetings; multistakeholder forums; one-on-one meetings; seminars; exhibitions;

satisfaction surveys; Focus Group Discussions (FGDs); and other activities. We continuously strive to acknowledge the aspirations, needs, ideas, suggestions, and criticisms of our stakeholders. Based on these various approaches, we have identified the key stakeholders of the MIND ID Group and the methods and frequency of engagement based on topics of concern from Our stakeholders.

The following is a list of stakeholders and how they are involved for MIND ID Members. [GRI 2-29]

List of Stakeholders, Engagement Methods, Frequency, Stakeholder Proposed Topics:

Stakeholder	Engagement Method	Frequency	Main Topics
Shareholders	Providing Information and Engagement <ul style="list-style-type: none"> Regular publications (annual report, quarterly financial report, quarterly exploration report) and website Multi-stakeholder forum, The General Meeting of Shareholders (RUPS) 	Minimum once a year	Accountability of the Company's economic, environmental and social performance
Customers	Provision of information and consultation <ul style="list-style-type: none"> Create commercial contracts for the sale of products with guarantees of product quality, continuity of supply and on-time delivery Regular meetings with customers and customer satisfaction survey at least once a year 	As needed	<ol style="list-style-type: none"> Product/service quality Commercial relationship/customer retention
Employees & Trade Unions	Provision of Information, Consultation, Negotiation, and Engagement <ul style="list-style-type: none"> Corporate bulletins, business unit bulletins, communication via e-mail, intranet, website, social media, instant messaging. Employee engagement survey, including culture, satisfaction, perception, understanding of Collective Labor Agreement, etc. Preparation and establishment of a Collective Labor Agreement for a period of 2 (two) years as well as its derivative regulations that include provisions related to the rights and obligations of the Company and all employees in accordance with the relationship of each employee. LKS Bipartite meeting and Quarterly Meetings between management and labor union. 	Monthly and as needed	<ol style="list-style-type: none"> OHS performance Employee welfare
Central and Local Government, and Legislators	Relationship Building with Stakeholders <ul style="list-style-type: none"> Provide input to the government for various policies and regulations Regular reporting such as Environmental Management and Monitoring Report (RKL-RPL), Post Mining Plan, quarterly report to The Financial Services Authority (OJK) etc. Consultations with Ministries/Institutions and agencies, public consultation Development of the Planning Conference (Musrenbang) event with local governments; Payment of taxes, PNPB and other obligations to the State Integration of Government representatives in the Company's Board of Commissioners 	Monthly and as needed	<ol style="list-style-type: none"> Community empowerment through Community Investment program Payment of taxes and obligations to the State
Contractors & Other Partners	Information Sharing and Collaboration <ul style="list-style-type: none"> Open and transparent bidding for regular work contracts; work contract documents that incorporate legal compliance, including OHS, and environmental aspects. Joint project implementation: regular coordination with the Police and TNI regarding asset security and law enforcement 	As needed	<ol style="list-style-type: none"> Transparency procurement of goods and services Economic performance, social and environmental performance Asset safeguarding

Stakeholder	Engagement Method	Frequency	Main Topics
Mass Media	Monitoring, Provision of Information, Consultation, and Engagement <ul style="list-style-type: none"> Daily media monitoring Provision of routine information; media releases and press conferences as needed; granting interview opportunities Company website 	As needed	<ol style="list-style-type: none"> Socialization and implementation of Community Investment Program Community assistance and empowerment Management of economic, social and environmental impacts of the mining industry Compliance with Regulations
Community	Provision of Information, Consultation, and Involvement <ul style="list-style-type: none"> Engagement, Collaboration and Empowerment Public Consultation on Environmental Impact Assessment (AMDAL); regular meetings with community members; reports; Receive community input and concern throughout the AMDAL process; Post-mining Plan; participation in Development Planning Conference (Musrenbang) event with communities and local government Share information regarding local business and employment opportunities Community Participation in the planning, implementation, and monitoring and evaluation of Community Investment Program Multi stakeholder collaboration on initiative events or activities Integration of community representatives (Independent Commissioners) into the Board of Commissioners 	As needed	<ol style="list-style-type: none"> Socialization and implementation of Community Investment Program Community assistance and empowerment Management of economic, social and environmental impacts
Non-governmental organizations	Provision of Information, Consultation, and Collaboration <ul style="list-style-type: none"> Dissemination of information regarding AMDAL, reports, website Public consultation Collaboration in social research, mentoring and community empowerment 	As needed	<ol style="list-style-type: none"> Community assistance and empowerment Management of economic, social and environmental impacts of the mining industry
Industry, Mining Companies & Business Associations	Advocacy, Provision of Information, Consultation, and Collaboration <ul style="list-style-type: none"> Provide input to the government Website, presentations at seminars and conferences Public consultations Implementing joint projects, and capacity building, on an as-needed basis 	As needed	<ol style="list-style-type: none"> Implementation of Good Mining Practices Negative perception of the mining sector Mining regulations

COMMUNITY INVESTMENT PROGRAMS [GRI 413-1]

As a Company that operates in various regions in Indonesia, MIND ID understands the importance of developing local communities to support operational sustainability and provide a positive impact for the surrounding communities. In carrying out community development, we always encourage active community participation and collaboration between parties to carry out the Company's Community Investment Programs.

Programs such as community empowerment are carried out through partnership programs that enhance the economic independence of the communities living around the operational areas; mentoring; education and training programs to improve skills and education levels; collaboration programs with community groups through dialogue, socialization, and other collaborations. Additionally, MIND ID Members also conduct various social activities such as assistance and provision of public facilities, education, and health.

Social Impact of Operations [GRI 413-2] [GRI 3-3]

The operations of MIND ID's members as a mining company have both positive and negative impacts on the local communities around its operational sites. Positive impacts include employment creation for local communities, improved economic welfare, and contributions to local governments through taxes and royalties. Furthermore, MIND ID Members' operations have a positive impact on the development of infrastructure in the areas surrounding the operational sites.

However, we also acknowledge that MIND ID Member's operations may also have unavoidable negative impacts such as impacts on the environment for local communities. Negative impacts in terms of social aspects include potential social unrest that may occur between the Company and local communities as well as economic disparities between local communities and migrant employees among other social issues. To minimize adverse impacts and increase positive impacts from the social aspect, MIND ID implements Community Investment program.

The participatory planning process and public consultations are detailed in the MIND ID Group Community Investment Report. The objective of Community Investment program is to contribute to regional developments and improve the welfare of local communities around Our operational sites. Moreover, we provide opportunities for local talents to become employees of the Company through a selection process that offers equal opportunities and prioritizes the principle of anti-discrimination. By doing so, regional talents can be part of the MIND ID Member Company and become agents of change in regional economic development.

Grievance Mechanisms

[GRI 2-26] [GRI 3-3, 413-1]

In responding to any negative operational impacts arising from the implementation of mining operations, MIND ID Group has a Stakeholder Engagement Policy that describes the grievance mechanism system to address any complaints from the community regarding Our operational activities.

MIND ID Group is committed to implementing a grievance mechanism in each of the company's operating units and strives to handle, address and respond to any complaints while adhering to the applicable regulations and business ethics standards. MIND ID Group provides access to its stakeholders to ensure relevant grievances are addressed.

In 2022, there was one case of community complaints related to water pollution at ANTAM's Gold Mining Business Unit (UBP Emas), which was appropriately addressed, leading to the remediation of the issue. Additionally, in the reporting year PTBA faced land claim disputes raised by community groups in the Tungkal, Tanjung Agung, and Darmo Village areas. To date, the Company has made efforts in accordance with regulatory corridors and conducted adequate follow-up. We are committed to addressing these matters in accordance with applicable laws and regulations.

Implementation of Corporate Social Responsibility [GRI 413]



Rp 589 Billion

MIND ID Group's Social Investment for Corporate Social Responsibility Program

In conducting its Social Responsibility Program, MIND ID Members implement the programs based on 4 (four) pillars that support the achievement of the Sustainable Development Goals:



COMMUNITY INVESTMENT HIGHLIGHT - EDUCATION PROGRAM

**PAUD Inata****Improving the Quality of Early Childhood Education and Increasing Participation of Women in the Labor Force**

Many men and women in Indrapura Village work as seller in the traditional market, including women with young children who have not yet reached the age of attending elementary school. INALUM captured the phenomenon of these women bringing their children to the Delima Indrapura Market as they sell their goods from early morning because they have no one to look after their children.

Based on this situation, INALUM has been able to provide a useful solution through the establishment of an early childhood education center near Indrapura Market named PAUD INATA. PAUD INATA's presence is significant for early childhood development. The golden age, or the age range between 0-6 years, is a critical time for human growth. Early education in this age range has a

**Program Location:**

Batu Bara Regency, North Sumatra.

Business Unit Location:

Aluminium Smelting Plant

profound effect on the next stage of development. Hence, besides focusing on higher education, INALUM also focuses on early childhood education.

Furthermore, the existence of PAUD INATA can increase women's participation in the workforce, which, according to the World Bank, is still low

for Indonesia. By leaving their children at PAUD INATA, women market sellers can continue selling without having to worry about their children. The initiation and development process of PAUD has been carried out since 2017, in collaboration with several strategic partners, namely PAUD INATA Management and Bunda PAUD Batu Bara.

Milestones

- 2017: First steps in the establishment and mentoring of an early childhood education center near Indrapura market.
- 2018: Establishment of PAUD INATA and dissemination of information on the importance of early childhood education.
- 2019: 100% of sellers in the market no longer take their toddlers to sell at dawn.
- 2020: 80 students graduate from PAUD INATA.
- 2021: PAUD INATA begins to be independent and is only partly assisted in its operational costs by INALUM.
- 2022: PAUD INATA is categorized as the leading PAUD in Batu Bara District.

Achievements

Up to the reporting year, INATA PAUD has provided free access to early childhood education to 80 children. Many of the students already excel at counting, writing and reading.

INALUM will continue to support the INATA PAUD Program. Up to the reporting year it has had an impact on 100% of sellers in the market. They no longer take their young children to the market at the early hours of the morning.

The INATA PAUD program will continue to be implemented on an ongoing basis until INATA PAUD can fully operate independently.



COMMUNITY INVESTMENT HIGHLIGHT - ENVIRONMENTAL PROGRAM



Integrated Coconut Industry Development Community Involvement in the Company's Supply Chain



Program Location:

East Halmahera Regency, North Maluku

Business Unit Location:

North Maluku Nickel UBP

ANTAM has been working to develop one of its CSR programs in Maba Sub-district, East Halmahera Regency, North Maluku in the form of an Integrated Coconut Cultivation Industry Development. Maba sub-district has a high potential from coconut fiber waste that not utilized properly. Consequently, this program is a solution for the utilization of coconut fiber waste into various processed products with

high economic value. The coconut fiber can be processed into Coconet and Cocopeat products, which can be used as a planting medium on reclaimed land.

This program has been implemented since 2019 in partnership with the Varamau Institute and Mitra Jaya Cooperative as our strategic partners.

The Integrated Coconut Industry Development Program applies the principles of Creating Shared Value and Creating New Value by involving coconut farmers to develop self-reliance, prosperity while empowering a sustainable community. The community has been able to make better use of coconut waste, including processing coconut fiber waste into coconet which is then used by ANTAM to supply the reclamation needs of the mining area.

Furthermore, the program is also empowering bee farmers to develop honey products, resulting in the establishment of the Haltim Honey brand.

Moving forward, ANTAM will continue to develop the Integrated Coconut Cultivation Industry Development Program given its extensive benefits for community economic development by integrating the community into the Company's supply chain.

Achievements

As of the reporting year, the Integrated Coconut Cultivation Industry Development Program has achieved the following milestones:

1. The development of the capability of communities to process coconut fiber waste into beneficial and quality products such as coconet and cocopeat for ANTAM, NHM & PT.GAG.
2. The integration of 49 local coconut farmers and 37 coconut fiber craftsmen into ANTAM's supply chain has increased the percentage of local entrepreneurs involved in the coconut fiber processing business and Halmahera Timur's honey products, has been able increasing the income of the local community.

SROI Calculation

The Activities of Integrated Coconut Industry Development during the period 2019-2022 have proceeded effectively and efficiently and have produced social impacts that exceed the investment costs (inputs) incurred. This is reflected in the SROI value during that period which reached 10.07. This means that every Rp 1 invested generates an average social impact of Rp 10.07.



COMMUNITY INVESTMENT HIGHLIGHT - MSE DEVELOPMENT PROGRAM

MIND ID Members also conducting mentorship to the Micro and Small Enterprises (MSEs), with the purpose to improving the welfare of local communities and creating economic self-reliance. In the reporting year, 216 new Fostered MSEs, out of a total of 10,528 Fostered MSEs active as of actively 2022. The goal of this

program is to create up leveling and a bankable MSEs, so that they can have a greater impact on the local economy. In the reporting year there were 301 up level-led Fostered MSEs, this number shows the achievement of MSEs Development Program carried by MIND ID Members.

Number of Fostered SMEs' MIND ID Members

	ANTAM	PTBA	INALUM	TIMAH	TOTAL
Newly Fostered MSEs	80	109	1	26	216
Fostered MSEs Active Member	4,835	1,755	125	3,909	10,624
Up-Levelled MSEs	27	240	13	21	301

MSEs Training and Mentoring Program, Produces Up-levelled MSEs



MSEs have a strategic role in the national economy as this sector can boost economic growth, strengthen economic self-reliance, spur regional development, and reduce poverty. For this reason, PTBA commits to continuously support the growth and development of MSEs, especially those located around the Company's operational areas. Currently the biggest challenge for MSEs in growing their business is access to financing, technological improvements, and increasingly fierce competition.

To build the capacity of Fostered MSEs to become resilient and self-reliant in expanding their business, PTBA initiated the MSE Training and Mentoring Program. This program consists of a series of activities and training needed by MSEs to innovate and compete, including participations at exhibitions,

events, and the promotion of MSEs. This program began in 1992 and has benefited 1,755 MSEs around the Company's operational areas.

In this reporting year, PTBA held 47 MSE training events which were attended by 1,390 people and 30 exhibitions & events which were attended by 77 MSEs.

SROI Calculation

The MSE Training and Mentoring Program has been running effectively and efficiently and has produced a social impact that exceeds the investment costs incurred. The SROI value during this period reached 5.73, which means that every Rp 1 invested provides an average social impact of Rp 5.73.

Achievements

Up until the reporting year, the MSE Training and Mentoring Program has resulted in the following achievements:

- 1,755 Fostered MSEs have received training and coaching, including participating in exhibitions and other promotional activities.
- 18 Fostered MSEs participated in Internship & Development activities.
- 240 Fostered Partners were Up-Levelled.

COMMUNITY INVESTMENT HIGHLIGHT - SOCIO-CULTURAL PROGRAM

In addition to focusing on education, the environment, and MSE development MIND ID Group also supports socio-cultural activities.

Boosting Indonesia's Sports Performance, MIND ID Members Support ASEAN Para Games 2022 [GRI 2-23]



MIND ID Group together with its members ANTAM, PT PTBA Tbk, PT Freeport Indonesia, INALUM and PT TIMAH Tbk participated in the 11th ASEAN Para Games Solo 2022. MIND ID Group act as main sponsor in this sporting event for disabled athletes from Southeast Asian countries with the theme "Striving for Equality".

As a Mining Industry Holding Company which manages strategic mineral commodity resources and reserves, MIND ID's presence is vital to Indonesia in providing added value and optimal contributions to the country and society. The presence of MIND ID Group at the ASEAN Para Games 2022 reflects these two things.

MIND ID Group fully support the 11th ASEAN Para Games 2022 as it aligns with one of the pillars of MIND ID's Sustainability Pathway, the "People" pillar. This relates to inclusion and diversity, which

the Company supports not only in the workplace but also for athletes with disabilities to receive equal opportunities and access in sports.

For MIND ID Group, the 2022 ASEAN Para Games event is also very significant because it shares the same fighting spirit as the Company in its efforts to fulfill its Noble Goal, "We Explore Natural Resources for Civilization, Prosperity, and a Brighter Future".

The 11th ASEAN Para Games in 2022 was held in four locations: Solo, Semarang, Sukoharjo, and Karanganyar. The 14 sports in competition were: Blind Judo; Boccia; CP Football; Goalball; Para Archery; Para Athletics; Para Badminton; Para Chess; Para Powerlifting; Para Swimming; Para Table Tennis; Sitting Volleyball; Wheelchair Tennis; and Wheelchair Basketball. The 2022 ASEAN Para Games event was attended by 2,309 participants from Southeast Asian countries.

Measuring the Impact of the Community Investment Program

[GRI 413-1]

In measuring the impact of implemented programs, we adopt the Social Return on Investment (SROI) measurement method. The SROI method is a technique used to measure the benefits of social investments made by the Company. The SROI method measures the total impact and benefits of a corporate social responsibility program using a stakeholder-focused approach. The social impact assessment utilizing SROI can explain the significance of the Company's social and environmental programs in both positive and negative ways.

**SROI Ratio
Value 3.34**

**Pepeling Cisangkuy
Program**

ANTAM runs the Pepeling Cisangkuy Program, a Community Empowerment Program that is based on Environmental Preservation (Pepeling) in Cisangkuy Village. Pepeling Cisangkuy is a critical land rehabilitation program that uses plants endemic to the Gunung Halimun-Salak National Park (TNGHS), with seedlings sown by MKK Cisangkuy. Additionally, other economic empowerment activities such as the production of bokashi fertilizer which utilizes the community's local wisdom; sheep and tilapia farming; coffee farming; and the development of eco-tourism in Curug Kembar Cinyenang. The program produces an SROI value of 3.34, which means each Rupiah invested produced benefits worth Rp. 3.34.

**SROI Ratio
Value 2.99**

**Manak Mandiri Man
Alam Program**

ANTAM also runs the Manak Mandiri Man Alam Program, the development of the Mandiri Manak Man Alam (Mamalam) farmers' group, in Sanggau Regency. This program promotes agricultural activities to support group members' and the general community's economic activities. The biggest impact felt is the use of tankos (the empty fruit bunch of the oil palm tree), which has reduced the need for organic fertilizer on reclaimed land. The program generates an SROI value of 2.99 which indicates that for every Rp. 1 spent by ANTAM the social value generated in the last three years has averaged Rp. 2.99.

**SROI Ratio
Value 5.73**

**Trade and Industry
Sector Partnership
Program**

One of PTBA's Community Investment priority programs is the Trade and Industry Sector Partnership Program, which is run through Rumah BUMN. Rumah BUMN is a SOE TJSL Program initiated by the Ministry of SOEs to provide mentorship to MSEs. At Rumah BUMN, the program is organized into various activities such as training, coaching, mentoring, and promotion of MSEs. PTBA manages the Rumah BUMN Muara Enim. This program not only encourages MSEs to manage their business more professionally but also creates social value. PTBA calculated the SROI of the Rumah BUMN Program, particularly for the 154 MSEs that have received loans. The results of the SROI analysis showed a value of Rp. 5.73, which means that every rupiah invested produces a greater social value of Rp. 5.73.

**SROI Ratio
Value 1.59**

**Solar Power Based
Irrigation Program**

Another priority program carried out by PTBA is the Solar Power Plant (PLTS) Based Irrigation Program. This program has a capacity of 16.5 Kilowatt peak (kWp). This PLTS is used by around 40 farmers who are the beneficiaries of the irrigation of 63 hectares of rice fields. The PLTS-based irrigation system has had a positive impact on the economic situation of most farmers as they are more productive, and the harvest frequency has gone up. This program provides an SROI value of Rp. 1.59, which means that every rupiah invested produces a greater social value of Rp. 1.59.

**SROI Ratio
Value 3.17**

**Integrated Agricultural
Circular Economy
Program**

One of the Community Investment programs conducted by PTBA is the Integrated Agricultural Circular Economy Program. This program operates in the economic and environmental fields. Farmers in Pagar Dewa Village were encouraged to join a Community Economic Institution and undergo a conversion from a non-organic (conventional) farming system to organic farming. The goal is to increase the capacity, capability, and welfare of the farmers as well as to promote community health through the consumption of organic rice. The SROI measurement reached 3.17, which means every Rp 1 invested by PTBA garnered Rp 3.17 in social impact social benefits. The program increased the knowledge and skill capacity of participating farmers in cultivating their land using organic farming systems, which in turn increased economic self-reliance and the fulfillment of food needs.

**SROI Ratio
Value 2.06**

**Pintu Pohan Village
Clean Water
Installation Program**

One of INALUM's priority programs is the Pintu Pohan Village Clean Water Installation Program, which aims to provide access to safe and clean water for household use for communities in villages around the company's operations. This program includes laying pipelines from springs which are then channelled through 12 holding tanks spread across 3 hamlets, with different elevations for each tank. The use of clean water is quite diverse, and is mainly used by the community for primary household needs such as consumption, washing, and bathing. The SROI results obtained show a ratio of Rp 2.06 which shows that every rupiah invested provides a social impact of Rp 2.06.

**SROI Ratio
Value 2.49**

**Lubuk Cuik Chili
Cultivation
(Babe Lucu)**

Through the Lubuk Ciuk Chili Processing Mentoring Program, INALUM initiated the Lubuk Cuik Chili Cultivation (Babe Lucu) program, which is a community empowerment program based on chili farming in Lubuk Cuik Village, Lima Puluh Pesisir District, Batubara Regency, North Sumatra Province. This program then expanded to include supporting programs for productive agriculture, namely the development of chilli derivative products; the development of the village MSE base; and the development of village agro tourism. The program's main impact improved the economy and increase the need for labor in the agricultural sector resulting in the regeneration of farmers. This program has a SROI value of 2.49, which means that every Rp. 1 invested by INALUM to the Babe Lucu program, generates up to Rp. 2.49 in social benefits.

**SROI Ratio
Value 6.27****Development of
Sejarah Beach
Mangrove Tourism**

INALUM also developed the Sejarah Beach Mangrove Tourism program, their mentoring program that is managed by the Kelompok Tani Cinta Mangrove (KTCM). Its main activities are mangrove forest conservation; the development of beach and mangrove forest tourism destinations; the empowerment of marginalized groups; the development of mangrove economic potential (Silvofishery); and the utilization of creative economic potentials through mangrove batik groups. This program produces an SROI value of 6.27, which means that every Rp. 1 investment donated by INALUM to the Sejarah Beach Mangrove Tourism Program generates up to Rp. 6.27 in social benefits.

**SROI Ratio
Value 2.82****AMOI Kampong
Program (Kampong
Agro Mandiri
Terintegrasi)**

It is a replication of the previous year's program to foster a self-reliant and integrated agricultural-based village developed by PT Timah Tbk, Muntok Metallurgical Unit. Located in Air Limau Village, West Bangka Regency. It aims to increase the community's income by the use of integrated land from non-productive land to productive land through the integration of agriculture, livestock, fisheries, and composting. Kampong Amoi has brought benefits in the form of support for the Government in handling the pandemic; support in regard to climate change adaptation efforts; the creation of social transformation through individual and collective capacity building; and the provision of collective learning through transfer

of knowledge. The program has succeeded in transforming people who previously had casual jobs such as tin panners and housewives into more productive members in the agricultural sector. The program produces a positive SROI value of 2.82 which means that every Rp. 1 investment provided by Timah, creates Rp. 2.82 in social benefits in the Air Limau Village area.

**SROI Ratio
Value 2.47****Climate Resilient
Island Program**

The Climate Resilient Island program was developed by PT Timah Tbk, Kundur Metallurgical Unit in Tulang Village, Karimun Regency, Riau Islands Province. It addresses several social problems such as weather uncertainties due to climate change, which has caused constraints for Setunak Island fishermen going to sea; the lack of awareness of the Setunak Island community in maintaining and preserving the mangrove ecosystem as an abrasion-resistant green belt; low food security of the Setunak Island community due to socio-economic resilience that only relies on fishing; and waste management on Setunak Island that is not in line with climate change mitigation and adaptation efforts. This program was designed to address these issues by increasing the capacity of the Setunak Island community in mitigating and adapting to climate changes for a sustainable life through crab cultivation using the silvofishery technique; hydroponic cultivation; mangrove management; and waste management. This program produces a positive SROI value of 2.47, which means that every Rp. 1 investment given by Timah for the implementation of the Climate Resilient Island Program creates a social value of Rp. 2.47.

HUMAN RIGHTS AND THE RIGHTS OF INDIGENOUS PEOPLES [GRI 411-1, 2-23]



MIND ID Group upholds respect for the rights of indigenous peoples, particularly those living in close proximity to our operational areas. To this end, the Company has issued an Implementing Policy on Human Rights which includes the protection of the rights of indigenous peoples, the preservation of local cultures, and the protection of customary rights.

Furthermore, MIND ID Group has an Implementing Policy on Community Development and Empowerment which focuses on the development and engagement of indigenous peoples. We can report that there were no incidents related to violations of indigenous peoples' rights by MIND ID Group during the reporting year.

ANTAM, through its West Kalimantan Bauxite Mining Business Unit, has its operations next to the Dayak Tribe. The North Maluku Nickel Mining Business Unit is located near the Togutil Tribe. While TIMAH's Belinyu operational area is adjacent to the Malay Tribe - Orang Lom.

Recognizing the importance of building positive relationships with local communities including indigenous tribes, MIND ID Group prioritized communication and socio-cultural approaches. In addition, the Company continues to optimize social contributions to indigenous communities in the development of Education, Environment, Health, Economy, and Socio-Culture.

ANTAM and Indigenous Peoples



A harmonious relationship between the local community and the Company is the keys to long-term sustainability. In recognition of this, ANTAM has demonstrated a real commitment and contribution to the indigenous communities that coexist with its two business units, namely the Togutil Tribe in Central Sulawesi and the Dayak Tribe in West Kalimantan.

Together with indigenous community members from the Togutil Tribe, ANTAM plays an active role in building and developing the Togutil Cultural Village. The Cultural Village is an initiative by ANTAM, part of the company's community investment. The main objective is to strengthen the cultural sustainability of the Togutil tribe. ANTAM has worked closely with the local community to build the infrastructure, educational facilities and preserve traditions. The Togutil Cultural Village is a place that brings the cultural heritage of the Togutil tribe to life, providing opportunities for the local community to maintain and enrich their cultural identity.

In West Kalimantan, ANTAM has been supporting the potential of the Tayan region the Lake Laet as a Fostered SME since 2018. Lake Laet, which has an area of about 800 hectares, is located in Subah Village, Tayan Hilir sub-district, Pontianak, West Kalimantan. Lake Laet is surrounded by natural beauty and there are twelve islands located in the middle of the lake. One of the islands, Kampung Otong, is inhabited by around 42 families. Visitors can enjoy the beauty of Lake Laet by boats for rent. ANTAM has built miniature Betang traditional houses; built proper toilets; provided life vests for boat passengers; and developed alternative lighting using solar cells. Beyond its natural potential, ANTAM also has also shown its concern for the preservation of Tayan's culture through the Rumah Betang program. Rumah Betang is a typical Dayak house that continues to be preserved in Tayan. The inside of the Betang house is decorated with ornaments that are the identity of the Dayak people.







10

PILLAR 5:

**ECONOMIC
DEVELOPMENT**





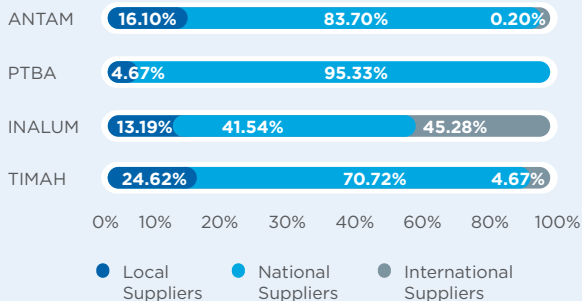
MIND ID is committed to becoming a sustainable economic accelerator in the communities located in and around the Company's operations. The fulfillment of this commitment includes assistance in infrastructure development, capacity building and community skills, funding for MSEs, as well as job creation and local economic productivity.



Rp900 billion

Dividends are MIND ID Members' contribution to the country. In 2022, MIND ID paid Rp900 billion to the State in the form of dividends.

Proportion of Procurement Realization [GRI 204-1]



Production

Nickel Ore	8,623 Kilo WMT
Ferronickel	24.3 Kilo Tni
Gold	1.3 Ton
Silver	8,200 Kg
Bauxite Ore	1,652 Kilo WMT
Coal	37.1 Million Ton
Aluminium	223.8 Kilo Ton
Tin Metal	19.8 Kilo Ton

In 2022, MIND ID Members have paid corporate income tax amounting to

Rp5.68 trillion

ECONOMIC IMPACT



Economic Value Generated and Distributed (Rp Million) PT Indonesia Asahan Aluminium (Persero) Parent Company and Member of MIND ID Holding [GRI 201-1]

Currency	Million Rupiah
Economic Value Generated	
Net Income	126,937,570
Other Income	880,793
Total Economic Value Generated	127,818,363
Distributed Economic Value	
Operating Expenses	(96,777,877)
Employee salaries and other benefits	(7,699,240)
Total payments to investors	(900,000)
Expenditure on government obligations (taxes, royalties, etc.)	(11,659,469)
Expenditures to society: for Community Development*	(589.605)
Total Economic Value Distributed	(117,626,191)
Retained Economic Value	10,192,172

In 2022, MIND ID recorded a positive economic performance and made significant contributions to the State revenue. This success was primarily driven by the super cycle of mining and metal commodity prices in the global market. With the upward momentum of commodity prices, MIND ID Members optimized production, which were further influenced by business development and expansion, particularly in the development

of mineral reserves and resources. Throughout this process, MIND ID Members continued to make innovations to enlarge mineral reserves and resources while maintaining a strong commitment to responsible mining. The following is the amount of reserves and resources owned by MIND ID Members and the production level of MIND ID Members in 2022 by commodity.



MINERAL RESERVES AND RESOURCES

MINERAL RESOURCES

	Bauxite	548.38 million WMT
	Gold	768 K Ozs
	Nickel	1,310.06 million WMT
	Coal	5,851 million Ton
	Tin	911,571 Ton

RESOURCES

	Bauxite	108.17 million WMT
	Gold	205 K Ozs
	Nickel	461.84 million WMT
	Coal	3,018 million Ton
	Tin	333,687 Ton

MIND ID Members' Production Performance

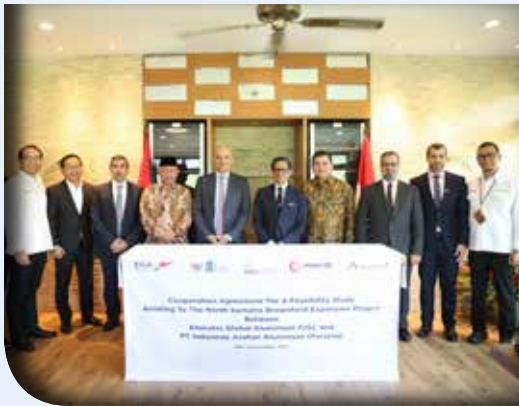
	Bauxite Ore	1,652 Kilo WMT		Gold	1.3 Ton		Ferronickel	24.3 Kilo TNi
	Nickel Ore	8,623 Kilo WMT		Coal	37.1 million Ton		Aluminium	223.8 Kilo Ton
	Tin Metal	19.8 Kilo Ton						

Based on production performances, MIND ID Members have in general delivered good economic value. The economic value generated by the Company is the income generated by the Company which includes operating income, financial income, other income, and share of net income from its associates and joint venture investments. This income is referred to as direct economic value which is used to finance the Company's operations and is distributed to stakeholders such as employees in the form of salaries, wages, and other benefits; to funders including shareholders and creditors in the form of dividends and interest; to the government in the form of taxes, levies, royalties, and others; and to the community, both the general public and local communities in the Company's operating areas

through the distribution Community Investment Programs. Retained economic value is the difference between economic value generated minus economic value distributed.

MIND Group's financial performance, business expansion impacting financial performance, economic value generated, distributed and retained economic values can be referred in the Financial Statements of MIND ID Members, which are attached to the Annual Report of the Company and MIND ID Members for the financial year 2022. Information on the liabilities of defined benefit plans and other retirement plans can also be found in the Financial Statements of MIND ID Members attached to the Annual Report of the Company and MIND ID Members for the financial year 2022.

INALUM and EGA Agree to Collaborate Potential Use of Brownfield Aluminium Technology in Indonesia



PT Indonesia Asahan Aluminium (INALUM) and Emirates Global Aluminium (EGA), the largest non-oil and gas industrial company from the United Arab Emirates, have signed a feasibility study agreement regarding the development of INALUM's brownfield expansion in Kuala Tanjung, North Sumatra.

The agreement grants EGA the exclusive right to license UAE-developed technology to INALUM for the expansion of the brownfield aluminium smelter, an Indonesian company with potential in aluminium smelters located in Kuala Tanjung, North Sumatra.

Under the agreement, EGA will have the exclusive right to license the DX+ Ultra smelting technology to INALUM which is the international company's latest industrial technology. The commercial license is for the brownfield expansion of the Kuala Tanjung smelter in North Sumatra, should the project prove viable.

EGA itself has been developing its smelting technology in the UAE for more than 30 years, and was the first UAE industrial company to license its core process technology internationally in a deal with Aluminium Bahrain in 2016.

The expansion project is expected to have a capacity of more than 400 thousand tons of aluminium per year, depending on the results of the bankable feasibility study which will now be co-financed by EGA and INALUM.

This agreement is expected to confirm EGA as INALUM's preferred partner for the Kuala Tanjung brownfield expansion, based on the efficiency of EGA's smelting technology and experience transferring it internationally, and the company's potential partnership as a metals investor and/or offtaker.

MIND ID's Contribution to Sustainable Economic Development

In the process of downstream mining, MIND ID has been mandated by the Government with the responsibility of controlling its reserves, promoting downstream business development, and building leadership in the global market. To fulfill this mandate, we have established several key business strategies that we integrate with sustainability aspects. These strategies include aggressive exploration and production

growth; improving cost competitiveness through digitization; building global downstream assets; forging strategic alliances for new downstream business exploration; and strengthening capability development and portfolio optimization.

Through this strategy, MIND ID engages in strategic projects that significantly impact sustainable economic development in Indonesia. In 2022, MIND ID carried out several strategic projects carried out by MIND ID Members. The strategic projects carried out in 2022 are as follows:

EV Battery Ecosystem



ANTAM, a MIND ID Member, is set to build an electric vehicle battery ecosystem. ANTAM formed PT Industri Baterai Indonesia (IBC) through a joint venture scheme with INALUM, PLN and Pertamina. In this collaboration, the electric vehicle battery ecosystem from mine to the precursor factory will be built in the East Halmahera region, North Maluku. The project will include a port and other infrastructure such as the construction of a nickel processing facility based on the Rotary Kiln Electric Furnace technology.

Feni East Halmahera Smelter Project



The FeNi Haltim smelter, located in Tanjung Buli, East Halmahera, North Maluku, is planned to have an annual production capacity of 13,500 TNi for Line 1. This smelter will complement ANTAM's 3 ferronickel smelter units in Pomalaa, Southeast Sulawesi which have 4 production lines with an annual combined capacity of 27,000 TNi. As such, if ANTAM's East Halmahera Ferronickel smelter project is completed, ANTAM will have a total annual production capacity of up to 40,500 TNi.

Pot Upgrading



Pot Upgrading is a capacity enhancement project through INALUM's existing furnace modernization project (Pot Upgrading). With the operation of the aluminium remelt project, the diversification of aluminium products will be increased through secondary aluminium billets and the continuation of the EPC (Engineering-Procurement-Construction) process for the Smelter Grade Alumina Refinery project.

Tin Ausmelt



This project aims to increase the production capacity of the tin ore refinery in stages, in line with the operation of the Top Submerge Lance (TSL) Ausmelt Furnace smelting technology project.

The Rp1.2 trillion project is capable of processing low grade tin ore ranging from 40-70 percent Sn with a production capacity of 40,000 tons of crude tin per year.

Infrastructure Investment and Community Support Services

[GRI 203-1]

As a mining company with a vision to become an integrated global mining company with a strong commitment to communities and the environment, it is a mandatory to invest in infrastructure and assist support services to communities. MIND ID

Members have developed community programs that prioritize the wellbeing and improvement of the local economy and the quality of life of the surrounding communities. Our programs have undergone meticulous planning to ensure that the investments made genuinely benefit the community, fostering self-reliance and reducing the risk of dependence.

Table below shows the details of the programs:

Facilities / Infrastructurer	MIND ID Member	Infrastructure Investment and Support Services for Communities
Educational Facilities	ANTAM	Construction of a Certification and Expertise Building in Pontianak
	PTBA	Facilities and infrastructure assistance for educational institutions located in the Company's Ring 1 operational areas: <ul style="list-style-type: none"> • Kindergarten: 64 donations • Elementary School: 112 donations • Junior High School: 54 donations • High School: 50 donations • Non-Formal School: 50 donations • Islamic Boarding School: 57 donations • Library: 1 donation
	INALUM	Renovation of school buildings and assistance in the provision of furniture for schools located in the vicinity of Inalum's Smelter, Hydropower Plant, and along the company's electricity transmission line.
	TIMAH	Support improvements to human resource capacity through the enhancement of educational facilities.
Worship Facilities	ANTAM	Repair and renovate houses of worship located near its Business Units
	PTBA	Develop the quality and quantity of houses of worship in the communities: 458 donations
	INALUM	Renovate mosques and churches in the surrounding areas of the company's smelter, hydropower plant, and along the area around INALUM's electricity transmission line.
	TIMAH	Social inclusion and harmony for the communities residing near the mines.

Facilities / Infrastructurer	MIND ID Member	Infrastructure Investment and Support Services for Communities
Infrastructure	ANTAM	Public street lighting (LPJU) Kolaka
	PTBA	<ul style="list-style-type: none"> Road repair/construction: 114 donations House renovations for pre-prosperous people: 57 units
	INALUM	<ul style="list-style-type: none"> Donation of a dump truck for the Asahan Regency Government to support better waste management in the Asahan Regency Donation of three-wheeled vehicles for garbage transportation to the Karo Regency Government.
	TIMAH	Fulfillment of access and services in the development and empowerment of mining communities
Health Facilities	PTBA	The Company's concern in improving the quality of health infrastructure, including donations for Posyandu, hospital infrastructure, medical devices, and health promotion activities: 66 donations
	INALUM	<ul style="list-style-type: none"> Donation of an ambulance to the Indonesian Red Cross (PMI) Batubara Regency Donation of Posyandu equipment to the Kuala Indah Family Welfare Empowerment (PKK)
	TIMAH	Improvement of health services and health rates for mining communities
Other Facilities	PTBA	PLTS-based irrigation in 5 locations (Talawi, Pesawaran, Tanjung Raja, Najungan, Rejosari)
	INALUM	Sports facilities for the communities
Environmental Facilities	INALUM	Biodiversity Protection Facilities for migratory birds travelling from Asia to Australia that stopover in the Batubara district.

Significant Indirect Economic Impact [GRI 203-2]

The operations of MIND ID Members provide significant indirect economic impacts, depending on how the operations are carried out. In addition to investments in the infrastructure development, MIND ID Members, through their subsidiaries, undertake community development programs to provide meaningful indirect economic impacts. The programs implemented in 2022 include scholarship programs; MSE development programs; tourism village development programs; training programs; business capital loan programs; conservation programs; waste management assistance; tourism improvement programs; health programs; and agriculture improvement programs.

More detailed information regarding Community Investment and Micro and Small Business Funding (PUMK) programs can be found in the Community Investment Report for the fiscal year 2022 published by MIND ID. These programs aim to have a significant impact on the economic well-being of the community and align with Sustainable Development Goals.

Contributions to the Country

The Government of the Republic of Indonesia owns 100% of the shares of PT Indonesia Asahan Aluminium (Persero) (INALUM), making the Government the sole shareholder of INALUM.

MIND ID Members' contributions to the State come in the form of dividends. In 2022, MIND ID paid Rp900 billion to the State as dividends.



Rp 900 billion

Dividends are MIND ID Members' contribution to the country. In 2022, MIND ID paid Rp 900 billion to the State in dividends.

In addition to dividends, MIND ID Members' other contribution to the country is in the form of taxes. The tax approaches and strategies adopted by MIND ID Members ensure compliance with applicable tax rules and regulations in Indonesia and promote transparent and fair tax practices. All MIND ID activities are conducted within the Indonesian tax jurisdiction. Therefore, there are no differences in the cross-border reporting arrangements of MIND ID Members' activities. [207-1] [207-4]

In 2020, MIND ID Members have entered into a memorandum of understanding (MoU) with the Directorate General of Taxes (DGT) regarding tax data integration. The partnership with DGT is undertaken to improve the transparency of MIND ID Member data. In the event of stakeholder concerns related to taxation aspects, MIND ID provides a reporting channel through the Company's Whistleblowing system. [207-3] [207-2]

In MIND ID's Governance structure, tax strategies, transactions and reports related to taxation are the responsibility of the Finance Director, monitored by the Board of Commissioners and assisted by the Audit Committee. The Audit Committee is responsible for the review of the financial

information to be released by the Company including tax matters. MIND ID also implements an adequate internal control and risk management system to minimize tax risks. In the reporting year, there were no tax-related risk events indicating MIND ID's non-compliance with tax regulations. [207-2]

We further ensure that the Company's tax information is verified by an independent party as tax information is part of the financial data that must be audited by a Public Accounting Firm. In 2022, MIND ID Members paid corporate income tax amounting to Rp5.68 trillion. The amount of dividends and tax payments of each MIND ID Member can be seen in their respective Financial Statements for the financial year of 2022. [207-1] [207-2]



In 2022, MIND ID Members have paid corporate income tax amounting to

Rp 5.68 trillion

In this reporting year, MIND ID Members did not receive any financial assistance from the Government in the form of tax exemptions or tax credits, subsidies, investment grants, grants for research and development, and other relevant types of grants, temporary royalty exemption facilities, or financial incentives and assistance. [201-4]

CREATING SHARED VALUES AND REGIONAL ECONOMIC DEVELOPMENT

Building and Promoting Regions

[GRI 203-1, 203-2]

Developing and advancing regions is a complex process that involves multiple parties, including the government, communities, the private sector, and the non-profit sector. The goal is to improve people's welfare and strengthen the local economy, so that the regions can become more self-reliant and develop sustainably. MIND ID Members as business actors who utilize natural resources are obliged to actively participate in developing and advancing the regions, particularly those around the Company's work locations.

With the creation of developed areas, the community becomes prosperous, self-reliant, and has the desire to make changes for the better. To assist a region in becoming self-sufficient is the ultimate aspiration of all parties concerned. This will create conducive working conditions as the Company has the support from the communities.

The following are some of the efforts made by MIND ID Members to develop and advance the areas around the Company's work locations:

1. Infrastructure development: MIND ID Members have built several infrastructures including roads; bridges; places of worship; schools; educational facilities; village offices; and other public facilities.
2. Education: MIND ID Members have established scholarship programs for the children of farmers/fishermen who have the desire to continue their education.
3. Local industry: the implementation of mentored partners is a form of local industry

development to enable them to compete and produce high-value goods.

4. Tourism is also a source of income for the region that should be developed. Aside from being a source of income, it also opens up new jobs and improves the economy of local residents to sell at tourism sites.

MIND ID's role in developing and advancing the regions can be seen in the section regarding infrastructure development for local communities, significant indirect economic impacts and local communities. [GRI 203-1, 203-2, 413-1]

Proportion of Purchases to Local Suppliers

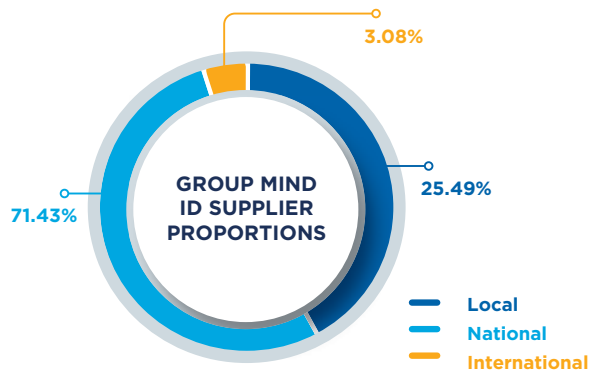
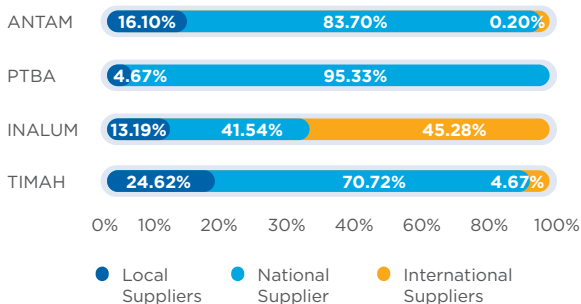
[GRI 204-1]

Procuring goods and services from local suppliers is a strategic approach adopted by the MIND ID Group to strengthen local communities and promote sustainable economic growth. By supporting local suppliers, the company aims to enable them to compete effectively with foreign suppliers. Collaborating with local suppliers also offers advantages such as reduced supply risk as communication is not hampered by distance, allowing suppliers to directly coordinate with the Company. This optimization leads to improved delivery costs and order times.

As of the end of 2022, there were 5,069 suppliers working with the MIND ID Group. with the percentage of, 96.92% are local and national suppliers, while 3.08% are international suppliers. Local suppliers are defined as suppliers based in the same province as the MIND ID Group's business units.

Proportion of Procurement Realization

[GRI 204-1]



Enhancing SOE Synergy, MIND ID Advocates the Use of Domestic Products and Services



MIND ID together with PT Pos (Persero), and PT Sarinah signed a Memorandum of Understanding to establish a synergistic relationship to support the use of domestic products and services. This collaboration is a concrete step to strengthen the economy in Indonesia through the use of domestic

products; creating opportunities for the development of MSEs; and increasing the capacity of logistics couriers. MIND ID is committed to supporting a synergistic relationship between SOEs.

The implementation of this collaboration also prioritizes the practice of Good Corporate Governance (GCG), mutual support and giving added value to others. MIND ID Members have the great expectation in driving MSEs to uplevel by engaging them to become part of the company’s supply chain in accordance as per the directives of the President and the Minister of SOEs. The contribution of MIND ID Members in efforts to develop MSEs is proven: from 2021, 501 actively mentored MSEs have been uplevelled out of a total 6,561 MSEs actively mentored by MIND ID Members.

Proportion of Senior Management Recruited from Local Communities [GRI202-2]

As part of the Company’s social commitment, MIND ID provides opportunities for local people to join and work with the MIND ID Group and continue to develop their potential to hold decision-making, supervisory, and senior management positions within MIND ID Group Members. By the end of 2022, 964 local people hold management and senior management positions in MIND ID Member companies. This represents 37.4% of management and senior management employees.



964
employees

Individuals recruited from the local community serve as management and senior management in MIND ID Member Companies. This number represents 37.4% of the total management and senior management employees

- Note:
- Senior management refers to the position of BOD-1.
 - Management refers to the positions of BOD-2 to BOD-4.
 - Management and senior management are involved in the decision-making process and performance monitoring within MIND ID Member Companies.
 - Local recruitment refers to individuals who have the same domicile address on their ID card (KTP) as the operational area of MIND ID Member Companies.





11

PILLAR 6: GOVERNANCE





The Governance pillar of MIND ID's sustainability strategy plays an important role as a driver in conducting sustainable business activities. Effective governance ensures that MIND ID Members adhere to and implement the other five pillars successfully.



95.79

GCG Score

As a State-Owned Enterprise (SOE), the Company complies with the prevailing laws and regulations and adopts the provisions of the Regulation of the Minister of State-Owned Enterprises Number PER- 01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises, as amended by the Regulation of the Minister of State-Owned Enterprises Number PER- 09/MBU/2012, and applies the criteria and methodology established by the Ministry of State-Owned Enterprises Number SK-16/S.MBU/2012 on Indicators/Parameters for Assessment and Evaluation of the Implementation of Good Corporate Governance in State-Owned Enterprises.

The implementation of GCG at MIND ID Members refers to the following laws and regulations:

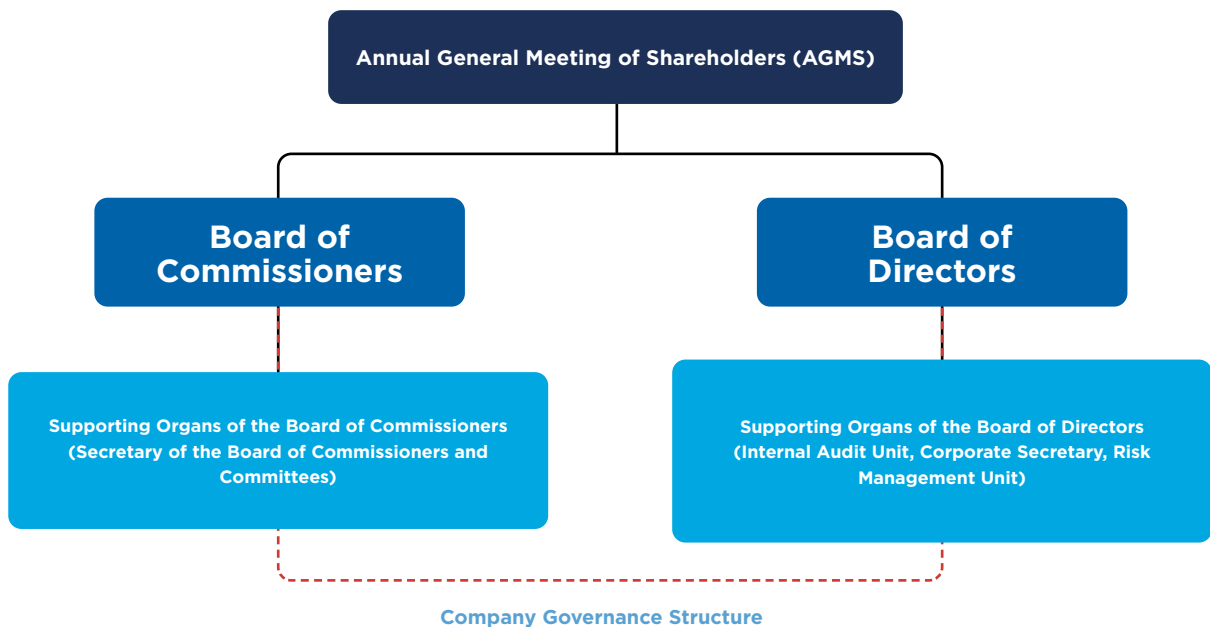
1. Law Number 19 Year 2003 on State-Owned Enterprises;
2. Law Number 40 of 2007 concerning Limited Liability Companies.
3. Regulation of the Minister of State-Owned Enterprises Number PER-01/ MBU/2011 on the Implementation of Good Corporate Governance in SOEs;
4. Regulation of the Minister of State-Owned Enterprises Number PER- 12/MBU/2012 on Supporting Organs of the Board of Commissioners/Supervisory Board of SOEs;
5. Decree of the Secretary of the Ministry of SOEs No. SK-16/S.MBU/2012 on Indicators/ Parameters for the Assessment and Evaluation of the Implementation of Good Corporate Governance (GCG) in SOEs;
6. Regulation of the Minister of SOEs No. PER-03/ MBU/02/2015 on Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Directors of SOEs;
7. Regulation of the Minister of SOEs Number PER-09/ MBU/2012 on the Amendment to the Regulation of the Minister of State-Owned Enterprises Number PER-01/MBU/2011 on the Implementation of Good Corporate Governance in State-Owned Enterprises;
8. Special Power of Attorney Number: SKK-14/ MBU/5/2018 dated May 31, 2018 in which the Ministry of State-Owned Enterprises as the proxy of the Government of the Republic of Indonesia, Shareholder of Dwiwarna Series A for ANTAM, PTBA Tbk and PT TIMAH Tbk. authorizes PT Indonesia Asahan Aluminium (Persero) to set strategic guidelines.
9. The Company's Articles of Association which has been amended several times. The latest amendment was made by a Notarial deed issued by Jose Dima Satria, S.H., M.Kn. Number 178 dated November 18, 2021.

LEADERSHIP AND DECISION-MAKING

Governance Structure and Composition [GRI 2-9]

A sound governance composition includes the representation of a wide range of backgrounds and experiences, including legal, financial, technological and environmental experts. A diverse composition will help improve the perspective and quality of decision-making. Furthermore, good governance also includes transparent and

accountable oversight and evaluation mechanisms to ensure the integrity and effectiveness of decision-making. The following is the structure and composition of MIND ID Members' governance. The complete disclosure of information regarding the duties, responsibilities, and authorities as well as the complete profiles of the Board of Directors and Board of Commissioners and their supporting committees can be found in the 2022 Annual Report chapter Commitment and Corporate Governance Policy page 108.



Notes :

----- Coordination Line

The following is the composition of MIND ID’s Board of Commissioners and Board of Directors based on age, gender, as of December 31, 2022 [GRI 405-1]

Name	Position	Diversity	
		Age	Gender
Doni Monardo	President Commissioner/Independent	59 years	Male
Muhammad Munir	Independent Commissioner	64 years	Male
Nicolaus Teguh Budi Harjanto	Commissioner	50 years	Male
Ridwan Djamaluddin	Independent Commissioner	59 years	Male
Martuani Sormin	Independent Commissioner	59 years	Male
Ilyas Asaad	Commissioner	63 years	Male
Alex Deni	Commissioner	54 years	Male

Name	Position	Diversity	
		Age	Gender
Hendi Prio Santoso	President Director	55 years	Male
Devi Pradnya Paramita	Director of Finance	45 years	Female
Dany Amrul Ichdan	Director of Institutional Relations	47 years	Male
Dilo Seno Widagdo	Director of Business Development	53 years	Male
Danny Praditya	Director of Operations and Portfolio	44 years	Male

Selection and Nomination Process of the Governance Body [GRI 2-10, 2-11]

The selection and nomination process of the members of the governance body is conducted by the Nomination, Remuneration, Risk Monitoring and GCG Committee and refers to:

1. Regulation of the Minister of SOEs PER-10/MBU/10/2020 dated 09 October 2020 on the Amendment to the Regulation of the Minister of State-Owned Enterprises Number PER-02/MBU/02/2015 on Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Commissioners and the Supervisory Council of State-Owned Enterprises.
2. Regulation of the Minister of SOEs PER-03/MBU/02/2015 dated 17 February 2015 on Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Directors of State-Owned Enterprises.

The selection and nomination process is conducted by taking into account several factors, such as expertise, experience, integrity, and leadership required to carry out the duties of the governance body, which also includes commitment and understanding related to sustainability. For MIND ID Members with public ownership, the appointment of the President Director and the President Commissioner is decided at the GMS. Whereas for MIND ID, which is wholly owned by the government, the appointment of the President Director and the President Commissioner as chair of the highest governance body is through a decree of the Minister of SOEs. With the concept of two-tier management in Indonesia, there is no duality in which the chairman of the highest governance body acts as a senior executive or a member of the board of directors.

Role of the Board of Commissioners and the Board of Directors in Sustainability [GRI 2-12, 2-13]

The Board of Governance plays an important role in managing the impact of the organization or Company on the environment and surrounding communities. All sustainability policies, strategies and implementation are the responsibility of the Board of Governance. The Board of Directors is responsible for setting sustainability policies, strategies, targets and implementation, and the Board of Commissioners is responsible for monitoring the Company's sustainability performance and achievements.

The Board of Directors develops policies to support the management of environmental and social impacts and provides strategic direction and decision-making, with responsibility for the MIND ID Group's sustainability strategy falling under the Director of Institutional Relations. MIND ID's Board of Commissioners oversees the implementation of sustainability in the Company.

Sustainability Governance

In carrying out the management of environmental and social impacts, the Highest Governance Body of the Company delegates its authority to functions related to sustainability issues in accordance with the Board of Directors Decree No. SK-068/DIRHK/2022 on the Environmental, Social, and Governance (ESG) Performance Team of Mining Industry Indonesia Group. This team aims to consolidate the MIND ID Group's sustainability strategy which refers to:

- a. Related Regulations on Good Mining Practises
- b. ISO 26000 regarding Social Responsibility;
- c. 10 Mining Principles of International Council on Mining and Metals (ICMM);
- d. ESG Risk Rating indicators;
- e. Sustainability Reporting Standards - Global Reporting Initiative; and
- f. Other applicable regulations and standards.

The ESG Working Team conducts integrated planning, implementation, monitoring and evaluation as well as periodic disclosure of ESG performance information to fulfill national regulations and international standards as well as stakeholder expectations.

This working team consists of:

- a. Steering Committee
- b. Implementation Committee
- c. Environment Aspect Sub-Team
- d. Social Aspect Sub-Team
- e. Governance Aspect Sub-Team

Development of Sustainability Competencies [GRI 2-17]

The development of sustainability competencies is a process to enhance the ability of individuals, organizations, and communities to understand, manage, and develop the aspects of sustainability. Sustainability competencies comprise of the knowledge, skills, and attitudes needed to respond effectively to sustainability challenges. The development of these competencies is particularly important at the level of the highest governance organ. Therefore, the Board of Directors and the Board of Commissioners actively participated in a number of executive trainings, education programs, seminars and conferences throughout 2022. The training programs attended by members of the Board of Directors, Board of Commissioners, and Committees can be found in the table below while the training programs for the Board of Commissioners and Board of Directors of MIND ID Members related to sustainability topics can be found in their respective Sustainability Report for the 2022 financial year.

Sustainability Training Attended by the Board of Directors

Training Name
SOE International Conference Driving Sustainable & Inclusive Growth
Onboarding Directorship Program - Ensuring Business Sustainability through GCG and Corporate Law & Compliance
Onboarding Directorship Program - Finance for Senior Executive: "Maximizing Shareholder's Value"
Onboarding Directorship Program - Formulating Impactful Value Creation Strategy
Onboarding Directorship Program - Managing Harmonious Relationship with Stakeholders

Note:

A more complete list of trainings attended by the Company's Board of Commissioners and Board of Directors can be found in the 2022 Annual Report.

In addition to trainings related to sustainability matters, the Company's Board of Commissioners and Board of Directors also attended various other trainings to improve their competencies. Details on the training programs for the Board of Commissioners and Board of Directors can be found in the Corporate Governance section of the 2022 Annual Report.

Performance Evaluation of Governance Bodies [GRI 2-18]

Evaluation of the performance of Governance Bodies is essential to ensure that these bodies are functioning properly and can fulfill their responsibilities to the organization or the Company. This evaluation relates to the

performance in overseeing the management of the Company's impacts on the economy, environment, and society. The performance evaluation is conducted according to the duties and responsibilities listed in the Board Manual and measured by key performance indicators (KPIs) as well as the Board of Commissioners and Board of Directors Work Plan.

In relation to sustainability issues, MIND ID Members conduct sustainability evaluations through several mechanisms such as:

- Evaluation of the KPIs of the Board of Directors and the Corporation related to ESG.
- Evaluation of the fulfillment of Shareholder Aspirations related to ICMM

- Monitoring and Evaluation Reporting of MIND ID Member's covering Sustainability issues
- Evaluation of sustainability performance achievements such as PROPER level attainments, Good Corporate Governance (GCG) score achievements, ESG Index achievements, etc.

The evaluation is carried out on a regular basis, at least once a month, through Board of Directors Meetings, Board of Commissioners Meetings, Board of Directors and Board of Commissioners Meetings, or discussions regarding sustainability performances at various meetings of the highest organs of governance as well as through periodic meetings with the Ministry of SOEs, Technical Ministries, other state institutions, and at the Annual General Meeting of Shareholders.

TRANSPARENCY AND ACCOUNTABILITY

Role of Governance Bodies in Sustainability Reports [GRI 2-14]

Governance bodies play an important role in the preparation and publication of the Sustainability Report. The following are some of the roles of MIND ID Members' Governance Bodies in the preparation and publication of the Sustainability Report:

1. Define goals and objectives related to the environmental, social, and economic issues that are the focus of the Sustainability Report.
2. Develop policies and procedures related to the preparation and publication of the Sustainability Report.
3. Monitor the implementation of the sustainability program and ensure that the set targets are achieved.
4. Identify material aspects to be included in the Sustainability Report.
5. Communicate with stakeholders.
6. Select appropriate assurers to ensure the validity and reliability of the report

Communicating Critical Matters [GRI 2-16]

The Company is in continuous communication with stakeholders in an open and transparent manner regarding critical issues that affect the success of the business and how the Company addresses environmental, social, and economic issues. The mechanism for the communication of critical matters to the Highest Governance Body is carried out by MIND ID Members through various channels such as Board of Directors Meetings; Board of Commissioners Meetings; Board of Directors and Board of Commissioners Meetings; and the GMS (General Meeting of Shareholders). The mechanism involves all shareholders; announcements or outreach to workers regarding critical matters, either through the Company's portal or open discussions; and engagement with the communities through deliberations or formal meetings with relevant local officials. To access the WBS filling form, can visit the company portal at <https://openmind-wbs.com/>. For the quantity and categories of complaints, can be view and download through the following link: <https://mind.id/pages/openmind>.

In this respect, MIND ID Group has an **OpenMIND** mechanism. Information regarding the **OpenMIND** mechanism for communicating critical matters can be found in the Whistleblowing System section of this report.

Remuneration Policy

[GRI 2-19, 2-20, 2-21]

The Regulation of the Minister of SOEs No.PER-12/ MBU/11/2020 dated November 25, 2020 concerning the Fifth Amendment to SOE Regulation Number PER-04/MBU/2014 concerning Guidelines for Determining the Income of the Board of Directors, Board of Commissioners, and Supervisory Council of SOEs, states that the remuneration of Directors and Commissioners and any increase is determined by the results of the General Meeting of Shareholders, and takes into account the results of a review conducted by the Company which includes performance achievements, KPIs, including sustainability performance and achievement of sustainability targets that have been set, and inflation in the current year.

The remuneration structure for the Board of Directors consists of fixed components and bonuses based on KPI attainment. For the Board of Commissioners, the remuneration structure consists of a *tantiem* and other components.

Information related to the policies, mechanisms, structure, and remuneration of the highest governance body at MIND ID and MIND ID Members can be seen in the annual report of each MIND ID Member and the MIND ID Annual Report for the fiscal year 2022 in the Corporate Governance chapter on page 153.

MIND ID is committed to providing compensation to all MIND ID employees by considering their achievements, performance, and not making a distinction between compensation given to men and women or other forms of discrimination outside of the consideration of position level, length of service, and performance.

Whistleblowing Mechanism

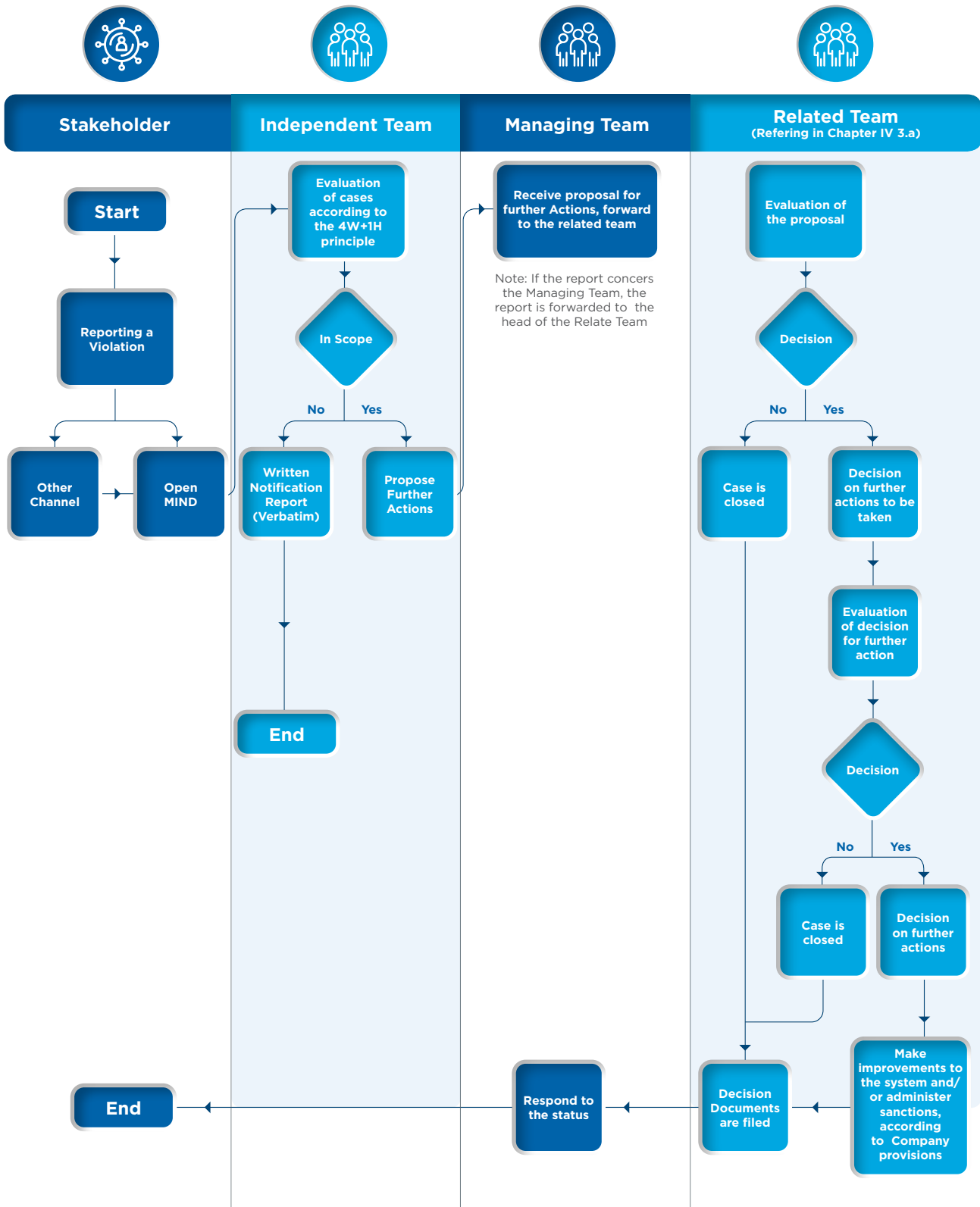
[GRI 2-26]

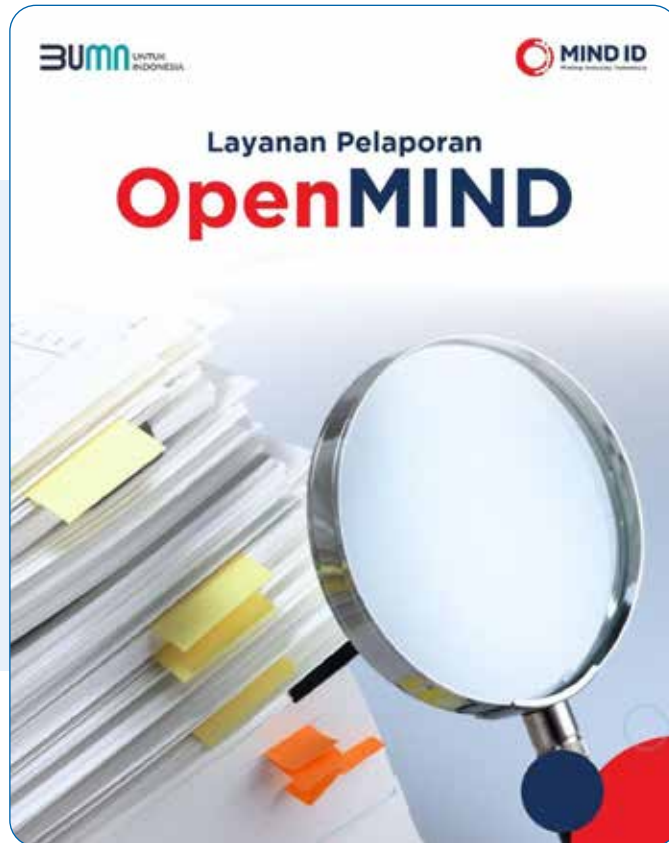
MIND ID Whistleblowing or **OpenMIND** is an independent reporting tool for all parties regarding violations committed by individuals within the MIND ID environment. **OpenMIND** guarantees confidentiality of the reports as well as the identity of the whistleblower. The Company has developed a Whistleblowing System policy as a mechanism to receive complaints from both within and outside MIND ID members, based on the **OpenMIND** Whistleblowing System Guidelines and Operating Committee Regulation No. PER-008/DIRPEL/2021. This reporting channel can be used to submit complaints regarding the following categories of violations:

- Criminal Offenses
- Fraud
- Corruption, Collusion and Nepotism
- Extortion
- Sexual Harassment
- Breach of confidentiality/Code of Ethics
- Racism

OpenMIND has a report acceptance standard that must be met by the reporter when submitting reports of alleged violations through the various OpenMIND report channels/media. The reporter has to submit information, proof or allegations that can be clearly accounted for and that include the "what, where, when, who, and how" (4W + 1H). These five elements are required in order to have all the information needed regarding the alleged violation so that it can be followed up. The following is the reporting procedure accepted by **OpenMIND**:

Whistleblowing System Procedures [GRI 2-25]





One of the advantages of **OpenMIND** compared to other whistleblowing systems is reports of alleged violations are openly accessible to the public. These reports can be viewed directly on our website <https://mind.id/pages/openmind>. The site is updated monthly, and the public can view statistics on the number of complaint lines used; the number of reports with open and closed status; the number of reported entities; and the number of report categories. In addition to the website, the complaint statistics report is also shared on MIND ID's social media channels.

Whistleblowing statistics in the form of incoming and actioned grievance reports for MIND ID Members can be seen in the Annual Report of MIND ID Members for the fiscal year 2022.

In addition to **OpenMIND**, the Company has also implemented a Gratification Control System

called ClearMIND. This system is managed by the Gratification Control Unit (UPG) and is a reporting tool to mitigate the occurrence of gratification practices and encourage all employees, partners, customers, and other stakeholders to submit a report if they suspect the occurrence of gratification. Unlike **OpenMIND**, ClearMIND is specifically for reporting gratification experienced by employees. Detailed regulations regarding gratuities, gifts, etc. have been communicated to all MIND ID employees through various channels. Employees can submit a report through electronic mail and the website <https://clear.mind.id/> by disclosing information on the recipient and giver of gratification; the type of incident and its details; the location of the gratification item; the type of gratification; and the nominal value. ClearMIND is MIND ID's commitment to improve employee integrity and promote an anti-corruption, anti-bribery, and anti-gratification culture. [GRI 205-2]

**OpenMIND ID:
Promoting Transparency, Ensuring Protection**



Anti-corruption is not only one of the principles of good governance practices but is also strongly supported by the MIND ID Group in accordance with the principles of international responsible mining standards for sustainability, namely the Extractive Industry Transparency Initiatives (EITI). Corporate transparency in the mining and metals industry is an important milestone to boost investment and national development. This transparency is then embodied by MIND ID in two initiatives called **OpenMIND** and ClearMIND.

OpenMIND and ClearMIND are MIND ID's initiatives in utilizing digitalization and technological innovation in the field of anti-corruption. Both initiatives not only detect and analyze potential acts of corruption, but also improve integrity and monitoring that **OpenMIND ID**: Advancing Transparency, Ensuring Effective Protection, accountability,

and transparency. This is in line with the United Nations Development Program's (UNDP) Anti- corruption for Development study and the United Nations Global Compact (UNGC) Principle 10 on Anti- corruption.

Transparency and validation in reporting demonstrates MIND ID's commitment to implement the principles of Good Corporate Governance, namely transparency, accountability, responsibility, independence, and honesty. MIND ID has made OpenMIND and ClearMIND part of its efforts to improve the culture of anti-corruption and integrity through the reporting system. **OpenMIND's** sophistication has also been acknowledged by the Indonesia DEI & ESG Awards (IDEAS) 2022 organized by PR Indonesia. OpenMIND received an award in the Governance category in the ESG field.

BUSINESS ETHICS AND COMPLIANCE



Conflict of Interest [GRI 2-15]

MIND ID Group has implemented policies and approaches to mitigate conflicts of interest within the Company.

In managing conflicts of interest, MIND ID Group shall identify any potential conflicts of interest, report them, and handle them with full integrity. MIND ID encourages transparency and integrity in decision-making that takes into account the interests of all parties.

To ensure that no such conflicts of interest occur, the code of ethics guideline regulates both Business Conduct and Work Conduct.

Business Conduct comprises of the Company's relationship with:

1. Employees
2. Customers
3. Suppliers
4. Creditors/Investors
5. Business Partners
6. Competitors
7. Government and Public Institutions
8. Communities
9. Media
10. MIND ID Members

Work Behavior includes:

1. Company work colleagues
2. Company Information
3. Company assets
4. Intellectual Property
5. Security and Safety, Occupational Health and Environmental Protection
6. Financial Report
7. Conflict of Interest and Abuse of Authority
8. Giving and Receiving Gratification
9. Political Activities

The Code of Conduct has been communicated with all employees through routine information dissemination and other internal programs. In addition to employees, the Code of Conduct has also been shared with external stakeholders such as partners/providers. The Code of Conduct is digitally accessible through the Company's website.

All Company employees at all levels are committed and responsible for the consistent implementation of the Code of Conduct. The Board of Directors and the Audit Committee have emphasized the importance of the Code of Conduct for the viability of the Company. In 2022, there were no material transactions with conflicts of interest involving members of the Board of Commissioners, Board of Directors, suppliers, related parties, or other third parties.

Anti-corruption [GRI 205]

The Company has a comprehensive anti-corruption policy and management system which prevents material loss of commercial profits and immaterial loss of reputation, both of which can impair the Company's long-term sustainability. Moreover, the development of anti-corruption policies supports efforts to improve compliance with laws and regulations and supports the Government's program to combat corruption in Indonesia.

MIND ID Group's anti-corruption policies, systems and activities include:

1. Code of Ethical Conduct and Good Corporate Governance Guidelines
2. Regular socialization of GCG
3. Periodic internal discussions of AKHLAK values
4. GCG Commitment Statement that must be signed by all employees.
5. Identification and mitigation of corruption and fraud risks at every stage of the business process
6. Whistleblowing System channel
7. Implementation and certification of ISO 37001:2016 Anti-Bribery Management System.



As part of this commitment, MIND ID Members have obtained certification for

ISO 37001:2016

related to the Anti-Bribery Management System

The procurement of goods and services is considered to be at risk of abuse due to its relationship with third parties, namely suppliers. The recruitment process is also at risk of abuse when unscrupulous applicants try to bribe internal employees to get hired by the Company. These practices are detrimental to the Company and indicate an unprofessional attitude that puts the Company's reputation at stake. [GRI 205-1]

All of MIND ID business units have been assessed for corruption risk in accordance with the risk identification cycle process as per the risk universe of the MIND ID group.

MIND ID Members have undertaken several measures to strengthen their anti-corruption efforts, including establishing a culture of integrity; creating anti-corruption policies; providing training and socialization to employees; strengthening supervision and control; applying strict sanctions; and improving transparency and accountability.

[GRI 205-2]

Throughout 2022, an Anti-Corruption socialization was conducted in collaboration with the Corruption Eradication Commission (KPK). No reports were received by MIND ID Members in relation to corruption committed by the Company's employees during the reporting year.

[GRI 205-3]

Compliance with Laws and Regulations [GRI 2-27]

As a state-owned company, MIND ID Members are committed to comply with laws and regulations. MIND ID Members conduct regular internal audits to evaluate the Company's compliance with internal rules and policies; provide appropriate training and education to employees on applicable laws and regulations; and regularly update the Company's policies and procedures to ensure compliance with changes in applicable regulations or laws.

As an SOE, MIND ID always strives to comply with applicable rules and regulations. Law No. 7/2017 on General Elections prohibits the donation of campaign funds for the benefit of political parties in the General Election, including by SOEs. MIND ID Members have not provided any financial or in-kind assistance to political parties or made any political contributions in the reporting year.

[GRI 415-1]

Throughout the reporting year, there were no violations of laws and regulations committed by MIND ID Members.

RISK MANAGEMENT



Risk Management System and Evaluating the Application of Risk Management

MIND ID Members have put in place a risk management system by adopting the principles of Enterprise Risk Management as well as ISO 31000:2018 which is under the responsibility of the Enterprise Risk Management (ERM) Division in coordination with the Risk Management Function (FMR) of the Subsidiaries. The system is extensively applied at all levels of the organization from the Holding Company to subsidiaries and second-tier subsidiaries and down to the divisions, covering all risks. The risk management process at MIND ID Members is conducted through the identification, analysis, monitoring and reporting of risks at all levels of the group organization (MIND ID Member, Subsidiaries, Divisions/Departments). MIND ID Members have incorporated sustainability issues in their risk management process.

The evaluation of the successful implementation of the risk management system within MIND ID Members is carried out by the Risk Monitoring and GCG Committee. This committee supervises and evaluates the implementation of the company's risk management strategies; methods, policies and systems to increase the effectiveness of Enterprise Risk Management activities. The Risk Monitoring and GCG Committee also assists in reviewing the risk management system prepared by the Board of Directors and provides input and recommendations regarding the risk tolerance that can be taken by the Company. Furthermore, the Risk Monitoring and GCG Committee evaluates the level of compliance with all regulations and standards related to risk management, reporting systems, and corrective action plans for identified risks.

The risk management process, the main risks faced by the Company, and the evaluation of the implementation of the risk management system of MIND ID and MIND ID Members can be seen in the Annual Report of each MIND ID Member and the MIND ID Annual Report for the fiscal year 2022.

Financial Implications and Other Risks Due to Climate Change

[GRI 201-2, 2-23]

Climate change impacts many aspects of human life, including finance and risk. The MIND ID Group has begun to identify the risks and opportunities of climate change in accordance with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and ICMM's Performance Expectation.

In the initial stages of this process, the Company has identified a number of climate risks that have the potential to impact operational assets and capabilities. The following are the result of the identification:

- **Damage to assets and infrastructure:**
Climate change can lead to natural disasters such as floods, storms, droughts, and forest fires which can damage assets and infrastructure. This could result in financial losses for the Company as it would have to finance repairs and restoration.
- **Higher energy costs:**
Climate change may affect the availability and cost of energy. For example, drought may reduce the supply of hydropower, while more extreme weather may increase the demand for energy for cooling or heating. This could result in higher energy prices paid by consumers and the Company.

- **Higher insurance costs:**
The risk of damage to assets and infrastructure due to climate change may lead to higher insurance costs for the Company. This may place a financial burden and increase the Company's operating costs.
- **Legal risks:**
Governments and regulatory bodies may issue new rules and laws related to climate change that may affect the Company's operations and business. Non-compliance with such rules may expose the Company to significant legal risks and financial penalties.
- **Supply shortages and supply instability:**
Climate change may affect the supply of raw materials and commodities necessary for the Company, particularly in the agriculture, food and energy sectors. This may lead to supply shortages and price instability, which may affect the Company's performance and profitability.
- **Reputation risk:**
Companies perceived as environmentally unsound and irresponsible towards climate change may face reputational risks that may affect their image.

In addition to risks, climate change also creates a number of new opportunities. Along with other state-owned enterprises, MIND ID Group has initiated the Indonesia Battery Corporation (IBC) to explore business opportunities that support the development of the Electric Vehicles (EV) ecosystem. Going forward, MIND ID Group will continue to identify other opportunities driven by climate change.







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APPENDIX

CONTENT INDEX IN ACCORDANCE WITH GRI STANDARD 2021

Statement of use : MIND ID has reported a Sustainability Report in accordance with the GRI Standards for the period 1 January 2022 - December 31, 2022

GRI 1 used : GRI 1: Foundation 2021

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
General Disclosures							
GRI 2: General Disclosures 2021	2-1 Organizational details	28					
	2-2 Entities included in the organization's sustainability reporting	19					
	2-3 Reporting period, frequency and contact point	24, 29					
	2-4 Restatements of information	24					
	2-5 External assurance	24				10.4	
	2-6 Activities, value chain and other business relationships	32,33					
	2-7 Employees	109-110					EM-MM- 310a.1
	2-8 Workers who are not employees	110					
	2-9 Governance structure and composition	157				1.1,1.3 2.1	
	2-10 Nomination and selection of the highest governance body	158					
	2-11 Chair of the highest governance body	158				10.4	
	2-12 Role of the highest governance body in overseeing the management of impacts	42,158					
	2-13 Delegation of responsibility for managing impacts	158					
	2-14 Role of the highest governance body in sustainability reporting	160					
	2-15 Conflicts of interest	165				10.1	
	2-16 Communication of critical concerns	160 https://openmind-wbs.com/ https://mind.id/pages/openmind				1.1 1.2 2.1	
	2-17 Collective knowledge of the highest governance body	159					
	2-18 Evaluation of the performance of the highest governance body	159				1.4	

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
	2-19 Remuneration policies	161				3.5	
	2-20 Process to determine remuneration	161				3.5	
	2-21 Annual total compensation ratio	161	2-21 Annual total compensation ratio	The information is not available	The data is still being uniformed and consolidated up to the holding level		
	2-22 Statement on sustainable development strategy	36,42				2.1 2.2	
	2-23 Policy commitments	42,44-47, 81,114,121, 135,139, 168,172				3.1	
	2-24 Embedding policy commitments	42,44, 118				1.1 1.3	
	2-25 Processes to remediate negative impacts	162					
	2-26 Mechanisms for seeking advice and raising concerns	128,161					
	2-27 Compliance with laws and regulations	166					
	2-28 Membership associations	33				10.1	
	2-29 Approach to stakeholder engagement	20,125				4.1 9.3 10.1	
	2-30 Collective bargaining agreements	121				3.9 4.1 9.3 10.1	
Material Topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	21					
	3-2 List of material topics	22-23				4.1 9.3 10.1	
Economic Performance							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45				4.1	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	145					
	201-2 Financial implications and other risks and opportunities due to climate change	168				4.1	
	201-3 Defined benefit plan obligations and other retirement plans		Referring to the 2022 Financial Report on page 284				
	201-4 Financial assistance received from government	151					

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
GRI 202: Market Presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	115					
	202-2 Proportion of senior management hired from the local community	153					
Indirect Economic Impacts							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	149,152					
	203-2 Significant indirect economic impacts	150,152					
Supply Chain							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	144,152				2.2 9.2	
Anticorruption							
GRI 3: Material Topics 2021	3-3 Material Topics 2021	163					
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	166				1.2	EM-MM- 510a.1.
	205-2 Communication and training about anti- corruption policies and procedures	-	205-2 Communication and training about anticorruption policies and procedures	The information is not available	The data is still being uniformed and consolidated up to the holding level		
	205-3 Confirmed incidents of corruption and actions taken	166					
GRI 207: Tax	207-1 Approach to tax	151					
	207-2 Tax governance, control, and risk management	151					
	207-3 Stakeholder engagement and management of concerns related to tax	151					
	207-4 Country-by-country reporting	151					
Energy							
GRI 3: Topik Material 2021	3-3 Pengelolaan topik material	44-45					
GRI 302: Energy 2016	302-1 Energy consumption within the organization	67				6.5	EM-MM- 130a.1.

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
	302-2 Energy consumption outside of the organization	67	302-2 Energy consumption outside of the organization	The information is not available	MIND ID Group is currently in the phase of inventorying the sources and quantity of energy consumption outside the Company. Once the data becomes available, MIND ID will report it in the subsequent Sustainability Report.		EM-MM- 130a.1.
	302-3 Energy intensity	67				6.5	
	302-4 Reduction of energy consumption		302-4 Reduction of energy consumption	The information is not available	MIND ID Group is still in the process of calculating energy efficiency.	6.5 8.1	
	302-5 Reductions in energy requirements of products and services	68					
Water and Effluents							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource		303-1 Interactions with water as a shared resource	The information is not available	MIND ID Group is still in the process of analyzing the impact of water usage.		
	303-2 Management of water discharge-related impacts	64				6.2	EM-MM- 140a.2.
	303-3 Water withdrawal	63					EM-MM- 140a.1.
	303-4 Water discharge	64					EM-MM- 140a.1.
	303-5 Water consumption		303-5 Water consumption	The information is not available	MIND ID Group is currently in the phase of accurately measuring the quantity of water consumed based on its types. Once the data becomes available, MIND ID will report it in the subsequent Sustainability Report.	6.2	EM-MM- 140a.1.
Biodiversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	51,58				7.1	EM-MM- 160a.1.
	304-2 Significant impacts of activities, products and services on biodiversity	52,53				7.2	EM-MM- 160a.3.

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB	
			Requirements Not Listed	Reason	Explanation			
	304-3 Habitats protected or restored	56,57,60						
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	57,58,60						
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	69,71					EM-MM-110a.1. EM-MM-110a.2.	
	305-2 Energy indirect (Scope 2) GHG emissions	69				6.5		
	305-3 Other indirect (Scope 3) GHG emissions	71				6.5		
	305-4 GHG emissions intensity	70				6.5		
	305-5 Reduction of GHG emissions	72						
	305-6 Emissions of ozone-depleting substances (ODS)		305-6 Emissions of ozone-depleting substances (ODS)	The information is not available	MIND ID Group is currently in the process of inventorying and measuring the sources and quantity of ODS emissions. Once the data becomes available, MIND ID will report it in the subsequent Sustainability Report.			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	71						EM-MM-120a.1.
Waste								
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45						
GRI 306: Waste 2020	306-1 Water discharge by quality and destination	74					EM-MM-150a.4.	
	306-2 Waste by type and disposal method	74				6.3 6.4	EM-MM-150a.10.	
	306-3 Significant spills	74					EM-MM-150a.5. EM-MM-150a.6. EM-MM-150a.7.	
	306-4 Transport of hazardous waste	75					EM-MM-150a.8.	

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
	306-5 Water bodies affected by water discharges and/or runoff	75					
Supplier Environmental Assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	93					
	308-2 Negative environmental impacts in the supply chain and actions taken	92,93					
Employment							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	113				3.6 8.5	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	116				3.2 5.4 8.5	
	401-3 Parental leave	116					
GRI 402: Labor/ Management Relations	402-1 Minimum notice periods regarding operational changes	120					
Occupational Health and Safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	97,98				5.1	
	403-2 Hazard identification, risk assessment, and incident investigation	101-102					
	403-3 Occupational health services	103,104					
	403-4 Worker participation, consultation, and communication on occupational health and safety	104					
	403-5 Worker training on occupational health and safety	104,105				5.2	
	403-6 Promotion of worker health	103,104					
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	100,102					

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
	403-8 Workers covered by an occupational health and safety management system	97					
	403-9 Work-related injuries	100,105					EM-MM- 320a.1.
	403-10 Work-related ill health	103,104					
Training and Education							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	117					
	404-2 Programs for upgrading employee skills and transition assistance programs	118					
	404-3 Percentage of employees receiving regular performance and career development reviews	118					
Diversity, Equal Opportunity and Non-discrimination							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	109,100, 157					
	405-2 Ratio of basic salary and remuneration of women to men		405-2 Ratio of basic salary and remuneration of women to men	Confidentiality agreement	Contains confidential information and includes sensitive data that is not intended to be disclosed to the public or unauthorized individuals.		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	109				3.4 3.8	
Rights of Indigenous People							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	121					
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	115					
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	115					

GRI standard/ Other Sources	Disclosure	Location	Not Listed			ICMM Performance Expectation	SASB
			Requirements Not Listed	Reason	Explanation		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	141				3.7	EM-MM- 210a.3.
Local Communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	128,136, 152				9.1	EM-MM- 210b.1.
	413-2 Operations with significant actual and potential negative impacts on local communities	128					
Supplier Social Assessment							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	93					
	414-2 Negative social impacts in the supply chain and actions taken	92,93					
GRI 415: Public Policy	415-1 Political contributions	166					
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	91					
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	91					
Marketing and Labeling							
GRI 3: Material Topics 2021	3-3 Management of material topics	44-45					
GRI 417: Marketing and Labeling	417-1 Requirements for product and service information and labeling		417-1 Requirements for product and service information and labeling	Not applicable	Not applicable because the products sold by MIND ID members do not have such requirements.		
	417-2 Incidents of non- compliance concerning product and service information and labeling	91					
	417-3 Incidents of non- compliance concerning marketing communications	91					
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	88					

CROSS REFERENCE INDEX

UNITED NATIONS GLOBAL COMPACT



UNGC Principle	Discussed in chapter
Human Rights	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	Pilar 2: Smart Operation & Product Stewardship Pilar 3: People Pilar 4: Society
Principle 2: make sure that they are not complicit in human rights abuses	
Labour	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Pilar 3: People
Principle 4: the elimination of all forms of forced and compulsory labour	
Principle 5: the effective abolition of child labour	
Principle 6: the elimination of discrimination in respect of employment and occupation	
Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges	Pilar 1: Environment & Climate Change Pilar 2: Smart Operation & Product Stewardship
Principle 8: Undertake initiatives to promote greater environmental responsibility	
Principle 9: Encourage the development and diffusion of environmentally friendly technologies	
Anti-Corruption	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery	Pilar 6: Governance

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National Center for Corporate Reporting

Laporan Kesesuaian dengan Standar Pelaporan Statement of GRI Standards in Accordance Check

National Center for Corporate Reporting (NCCR) telah melakukan pengecekan kesesuaian dengan Standar GRI atas Laporan Keberlanjutan Mining Industry Indonesia (MIND ID) 2022 ("Laporan"). Pengecekan dilakukan untuk memberikan gambaran tentang sejauh mana Standar GRI telah diterapkan dalam Laporan tersebut. Pengecekan ini bukan merupakan opini atas kinerja keberlanjutan maupun kualitas informasi yang dimuat dalam Laporan tersebut.

Kami menyimpulkan bahwa Laporan ini telah disusun sesuai dengan Standar GRI-2021.

Jakarta, 28 Agustus 2023

The National Center for Corporate Reporting has conducted a GRI Standards in Accordance Check on Mining Industry Indonesia (MIND ID) Sustainability Report 2022 ("Report"). The check communicates the extent to which the GRI Standards has been applied in the Report. The check does not provide an opinion on the sustainability performance of the reporter or the quality of the information provided in the Report.

We conclude that this report has been prepared in accordance with GRI Standards-2021.

Jakarta, August 28, 2023

National Center for Corporate Reporting
GRI Standards Aligning Service

A handwritten signature in black ink, appearing to read 'Andy Twohig', is positioned above the name and title of the signatory.

Andrew K. Twohig, BCom, BA (Hons), MA, CSRA
Director



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INDEPENDENT ASSURANCE OPINION STATEMENT
The 2022 Sustainability Report Mining Industry Indonesia (MIND ID)
Statement No: 591/TRID-S02/VI/23
Type: 2
Level: Moderate

PT TUV Rheinland Indonesia is an independent entity with no financial and operational interest in the operation of Mining Industry Indonesia (MIND ID or the Company) other than for the purposes of assessment and assurance of this report. PT. TUV Rheinland Indonesia does not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for, or in connection with, any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read. **This opinion statement is intended to be used by stakeholders and the management of MIND ID.**

Scope Limitations of the Assurance

The scope of engagement agreed upon with MIND ID includes the following:

1. Evaluation of the report against GRI Sustainability Reporting Standards (GRI Standards), focusing on the ESG pillars identified by MIND ID Management and their stakeholders. The material topics covered in this assessment are Environment & Climate Change (topics: Biodiversity & Conservation, Water & Air, Decarbonization, Responsible Production), Smart Operation & Product Stewardship (topics: Operation Excellence, Automation, Digitalization & Innovation, Product Quality & Responsibility, Marketing & Sales, Customer Satisfaction), People (topics: Health & Safety, Security, Recruitment, Inclusion & Diversity, Learning & Development Labour Rights), Society (topics: Community Investment Program, Human Rights, Stakeholder Engagement), Economic Development (topics: Economic Impact, Creating Shared Value, Financial Performance, Expansion & Diversification), and Governance (topics: Leadership & Decision Making, Transparency & Accountability, Business Ethics & Management, Risk Management).
2. A Type 2 Moderate Level of Assurance is used to evaluate the nature and extent of MIND ID's adherence to all four AA1000 Accountability Principles (2018), namely **Inclusivity, Materiality, Responsiveness and Impact**, using AA1000 Assurance Standard (2008) with the 2018 Addendum.
3. Not to investigate data and information outside the reporting period.
4. The financial data provided by MIND ID has been audited by independent parties and, therefore, presentation of financial data and information in the report is NOT within the scope of assurance.
5. Data on occupational health and safety, emission, and environmental indicator information has been verified by independent parties (certification bodies) and is recognized by the government certification bureau. Notwithstanding the fact that one site has not been verified by an independent third party, we have confirmed its existence and accuracy.

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Opinion Statement

This report is assured by the sustainability report assurers' team in accordance with AA1000AS (2008) Principles with 2018 Addendum, AA1000AP (2008) Principles, and GRI Standards. Based on the information and explanations provided, we have received sufficient evidence to conclude that the MIND ID Sustainability Report 2022 provides a fair and balanced representation of MIND ID's sustainability performance during 2022. The GRI Standards has been applied and prepared in this Report. Based on the outcome of all the investigations conducted by our team according to our procedures, we conclude that the 2022 data presented by MIND ID for all the performance indicators related to the material topics are reasonably represented and nothing has come to our attention that would cause us to believe that MIND ID has not presented accurate and reliable data.

Methodology

We conducted the assurance in accordance with the following assurance procedures and activities:

- A top-level review of issues raised by external parties that could be relevant to MIND ID's policies to provide a check on the appropriateness of statements made in the report.
- Discussion with MIND ID senior executives on MIND ID's approach to stakeholder engagement.
- Interviews with staff involved in sustainability management, report preparation and provision of report information.
- Review of key organizational developments.
- Review of supporting evidence for assertions made in the reports.
- Evaluate the adherence of report content, disclosure and presentation against the standard principles, and indicators of AA1000AS (2008) with 2018 Addendum, AA1000AP (2018), and GRI Standards.

Findings and Conclusions

The detailed review against AA1000AP (2018) for Inclusivity, Materiality, Responsiveness, and Impact and the GRI Standards is presented below:

Inclusivity

This report has reflected MIND ID's continued commitment to its stakeholders, as engagement and participation of stakeholders has been conducted, and an accountable and strategic response to sustainability has been achieved. This report covers stakeholder issues together with fair reporting and disclosures of material topics and information. In our professional opinion, the report covers MIND ID's application of inclusivity principles.

Materiality

MIND ID presents sustainability information that describes the sustainability context as a Mining Company. These data enable MIND ID's stakeholders to make informed judgments about the company's management and performance. In our professional opinion, the report covers the organization's material issues by using MIND ID's materiality matrix and boundary mapping.



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Responsiveness

MIND ID has implemented the management practice to respond to the expectations and concerns of its stakeholders. It includes communication on stakeholder expectations and different feedback mechanisms to external and internal stakeholders. In our professional opinion, the report covers MIND ID's responsiveness to issues. Our inputs for the improvement of the report were adopted by MIND ID before the issue of this opinion statement.

Impact

MIND ID has made steps to identify, measure, monitor, and be accountable for how their actions affect their broader ecosystems including Environmental, Economic and Social aspects. In our professional opinion, the report covers MIND ID's impacts on the broader ecosystems. Our improvement report inputs have been adopted by MIND ID before the issue of this opinion statement.

In Accordance with GRI Standards

The Report is in accordance with GRI Standards where all disclosures of material topics are presented and discussed in the Report. The management approach disclosure for each material topic in general is fairly disclosed.

GRI Standards Principles

The Management has applied the Principles for Defining Report Content (stakeholder inclusiveness, sustainability context, materiality, and completeness) and the Principles for Defining Report Quality (balance, comparability, accuracy, timeliness, clarity, and reliability). Supporting documents were adequately presented during the assurance work. When applicable, the report presents data and information clarification that is undisclosable due to Management discretion or system and data administration issues.

Energy and Emission Assessment

The energy and emission calculation presented in the report is computed based on the methodology chosen by MIND ID. In our professional opinion, the calculation is fairly disclosed with total emission in Scope 1: 2,646,230.91 tonCO₂eq, Scope 2: 207,392.67 tonCO₂eq; and related to energy, 42% of the total internal energy consumption of MIND ID Group comes from renewable energy sources, particularly hydropower.

Gender Diversity

This report also presented the calculation of gender diversity for MIND ID Group's highest governance bodies and employees according to the methodology and boundaries chosen by MIND ID. Based on our expertise, we find that the calculation has been adequately disclosed, with total female employees of 1,019 and male employees of 9,548. And 16,22% of MIND ID Group's Board of Commissioners and Directors were female.

Local Procurement

The sustainability report of MIND ID highlights the percentage of local procurement and local suppliers, as determined by the Company's chosen methodology and boundaries. Following

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a thorough assessment, we can assert with confidence that the disclosure of the calculation includes transparent information on local procurement. Notably, ANTAM recorded a local procurement rate of 16.10%, PTBA reported 4.67%, INALUM documented 13.19%, and TIMAH achieved a rate of 24.62%. As for number of local suppliers, MIND ID Group's reported 25.49% suppliers were domiciles in the same province. Regarding the count of local suppliers, MIND ID Group's sustainability report reveals that 25.49% of suppliers operated within the same province.

Nature Based Solution and Post-mining Activities

MIND ID's sustainability report includes the cumulative figures of reclamation areas and the number of planted trees as of 2022, based on MIND ID's chosen methodology. Upon thorough evaluation, we can affirm that the disclosed calculation is transparent. Notably, MIND ID has successfully planted over 6 million trees as part of its nature-based solution strategy to mitigate carbon emissions resulting from the Company's operations. Furthermore, the report indicates that the accumulated reclamation areas of MIND ID Group span over 6,300 hectares.

Recommendation

There are further suggested recommendation for MIND ID as continuous improvement for the Company sustainability journey:

1. The management of MIND ID is expected to continuously enhance the understanding of the BoD regarding climate change, transitional and physical risk analysis in line with the TCFD (Taskforce on Climate-related Financial Disclosure) recommendations as this is currently the best practice and are growingly expected by international stakeholders.
2. To enhance transparency, it is recommended that MIND ID upload its policies related to the Company's ESG pillars in its website to help stakeholders in obtaining comprehensive information about this matter.

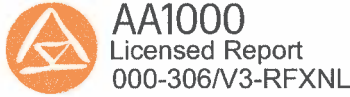
Statement of Responsibility of the Management of MIND ID

The Management of MIND ID has sole responsibility for preparing and presenting the Subject Matter in accordance with GRI Standards and preparing the Report in adherence to the AA1000AP (2018) Principles. MIND ID's responsibilities also include maintaining effective internal controls over the information and data, resulting in the preparation of the Subject Matter in a way that is free from material misstatements.

Statement of Responsibility, Competency, Independency and Impartiality of Assurer

Our responsibility is to plan and perform our work to obtain assurance statement over whether the Subject Matter has been prepared in accordance with the GRI Standard and reporting to MIND ID in the form of an independent assurance conclusion, based on the work performed and the evidence obtained.

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PT TUV Rheinland Indonesia is an independent professional services company that specializes in quality, environmental, health, safety, and social accountability with over 25 years of history. As part of the Assurer Team, the experts must understand the principles and standards of AA1000 Accountability, and also have experience in writing and reviewing sustainability reports and integrated reports.

PT TUV Rheinland Indonesia operates a certified Quality Management System which complies with the requirements of ISO 9001:2015, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

PT TUV Rheinland Indonesia has implemented a Code of Ethics which meets the requirements of the International Federation of Inspections Agencies (IFIA) across its business which ensures that all our staff maintains integrity, objectivity, professional competence and due care, confidentiality, professional behavior and high ethical standards in their day-to-day business activities.

Our assurer team does not have any involvement in projects with MIND ID outside those of an independent assurance scope and we do not consider there to be a conflict between the other services provided by PT TUV Rheinland Indonesia and that of our assurer team.

For and on behalf of PT TUV Rheinland Indonesia
Jakarta, 05 June 2023



Nyoman Susila
President Director

FEEDBACK SHEET

Dear stakeholders, we look forward to receiving your suggestions, input, and criticism to improve our transparency and sustainability performance in the future. Readers (stakeholders) can choose and complete the following questions:

1.	This report described the Company's material aspects:		
	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Strongly Disagree
	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	
2.	This report described the Company's positive and negative information:		
	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Strongly Disagree
	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	
3.	This report fulfilled my information needs:		
	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Strongly Disagree
	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	
4.	This report was easy to understand:		
	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Strongly Disagree
	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	
5.	This report was interesting:		
	<input type="checkbox"/> Strongly Agree	<input type="checkbox"/> Neutral	<input type="checkbox"/> Strongly Disagree
	<input type="checkbox"/> Agree	<input type="checkbox"/> Disagree	

Assessment of the Company's sustainability management activities

1.	What material aspect is most important to you (Please rate 1 - most important to 5 - least important).		
	<input type="checkbox"/> Economic Performance	<input type="checkbox"/> Waste Management	<input type="checkbox"/> Occupational Health and Safety
	<input type="checkbox"/> Emissions	<input type="checkbox"/> Anti Competition	<input type="checkbox"/> Environmental Compliance
2.	Please provide any suggestion/comments on this report:		
		
		

STAKEHOLDER IDENTITY

Full Name	:
Occupation	:
Name of Institution/Company	:
Type of Institution/Company	:
<input type="checkbox"/> Government	<input type="checkbox"/> Industry	<input type="checkbox"/> Media
<input type="checkbox"/> Public	<input type="checkbox"/> Education	<input type="checkbox"/> NGO

Please return this feedback form to:

MIND ID Group

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