

# Synergy for Harmony



### Disclaimer

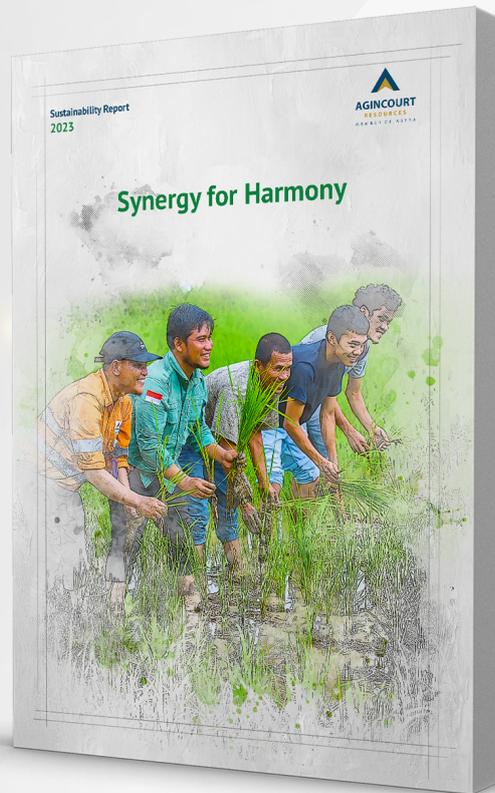
This Sustainability Report discloses PT Agincourt Resources (PTAR)'s plans, projections, strategies and objectives that are not statements of historical facts and would be treated as forward-looking statements under applicable law. Forward-looking statements encompass, but are not limited to, discussions on potential mineral resources, exploration targets and prospects; considerations about mining, processing, project infrastructure, sales, exploration programmes, post-mining plans and the anticipated demand for specific metals. Given their nature, these statements entail numerous risks, uncertainties and assumptions that may lead to actual results or events differing materially from those expressed or implied.

The terms "Company", "PTAR" and "Our" refer to PT Agincourt Resources. The tables and charts in this Report present numerical data and they are written following English grammatical rules.

To make it convenient for stakeholders, this Sustainability Report is available in digital version on the following page <https://agincourtresources.com/sustainability-reports/>. PTAR also invites the readers to ask questions and send suggestions through: [2-3]

### PT Agincourt Resources

Pondok Indah Office Tower 2 Suite 1201  
Jl. Sultan Iskandar Muda Kav V-TA, Pondok Indah Jakarta, Indonesia 12310  
Email: [martabe.corporatecommunications@agincourtresources.com](mailto:martabe.corporatecommunications@agincourtresources.com)

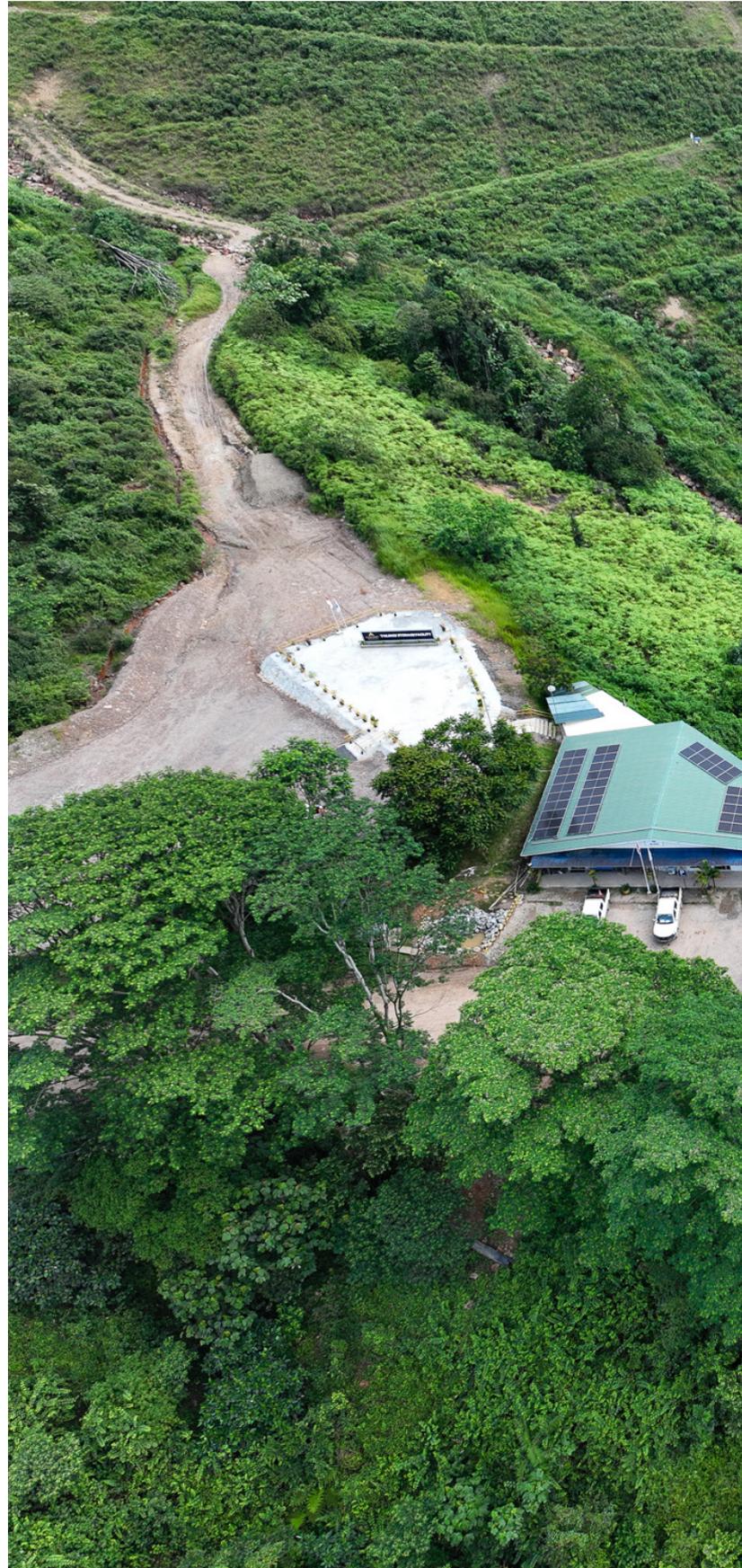


## Synergy for Harmony

Nature is life. We firmly believe that by preserving nature, we safeguard the foundations of life for both the present and the future. As a result, our Company continually strengthens its commitment to environmental conservation, with a specific focus on safeguarding biodiversity. We extend an invitation to all stakeholders to participate in safeguarding the environment to maintain its greenery and sustainability. With a thriving nature, we hope to collectively build a harmonious well-being for all.

## Table of Contents

Sustainability Performance Highlights	06
Significant Events in 2023	08
Awards in 2023	13
Message from the Board of Directors	18
About PT Agincourt Resources	20
Sustainability Governance	29
Sustainability at PT Agincourt Resources	37
<b>Strategic Pillar: Portfolio</b>	<b>51</b>
Sustainable Economic Performance	52
Environmental Compliance and Impact Management	58
Biodiversity Conservation	61
Land Management and Rehabilitation	64
Hazardous Waste Management	66
Tailings Management	70
Water Use and Management	76
Energy Use	80
Emissions	84
<b>Strategic Pillar: People</b>	<b>87</b>
PTAR Employees	88
Occupational Health and Safety	99
<b>Strategic Pillar: Public Contribution</b>	<b>108</b>
Community Development and Empowerment Programme (CDEP)	109
Public Complaint Mechanism Procedure	129
Responsibility for Sustainable Product Development	132
<b>About this Report</b>	<b>133</b>
<b>References POJK No.51/POJK.03/2017 and GRI Standards Content Index</b>	<b>134</b>
<b>Glossary</b>	<b>141</b>
<b>Independent Assurance Statement</b>	<b>144</b>
<b>Feedback Form</b>	<b>149</b>





The Raw Water Tank (RWT) at the Martabe Gold Mine acts as an interim reservoir for untreated water drawn from natural sources. This infrastructure plays a pivotal role in the Company's water treatment processes, contributing to overall environmental stewardship.

# Sustainability Performance Highlights



## Economic Performance (Billion)

In USD ('000), unless otherwise stated



**Net Profit After Tax (NPAT)**

2023	2022	2021
93,885	186,882	242,648



**Total Tax and State Revenue**

2023	2022	2021
61,004	92,219	114,078



**Wage and Benefit Payments to Employees**

2023	2022	2021
36,303	31,694	35,200

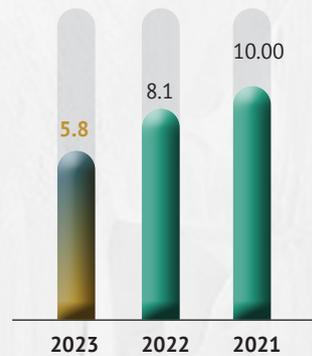


**Procurement of Goods and Services from Local Contractors and Suppliers (in millions of USD)**

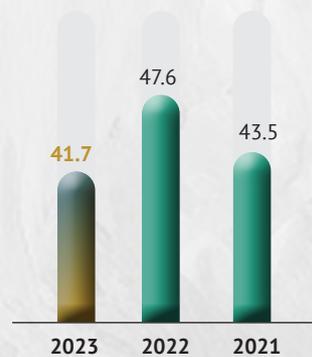
2023	2022	2021
20.2	16.2	12.9

## Operational Performance (Output)

**Gold (Tonnes)**



**Silver (Tonnes)**



## Biodiversity and Environment <sup>(B.2)</sup>



**Total Energy Consumption**  
(Gigajoule)

2023	2022*	2021
<b>1,170,702</b>	1,165,539	1,110,022

\*Note: Restatement for 2022 due to addition of solar PV energy [2-4]



**Waste Production**  
(Tonnes)

2023	2022	2021
<b>135</b>	3,624	4,777

Note:

- This change is due to the addition of a waste sorting facility for recycling, which significantly reduced the amount of waste.
- All outgoing waste is weighed using a weighing rack to ensure the accuracy of the resulting quantity.



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

2023	2022	2021
<b>33,226.81</b>	37,034.85	34,637.01

Scope 1

<b>126,055.86</b>	155,651.75	138,721.18
-------------------	------------	------------

Scope 2

<b>159,282.67</b>	192,686.61	173,358.20
-------------------	------------	------------

Total

Note: Calculate Direct GHG Emissions using Astra tools



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

2023	2022	2021
<b>16,051,309</b>	17,893,748	14,775,098



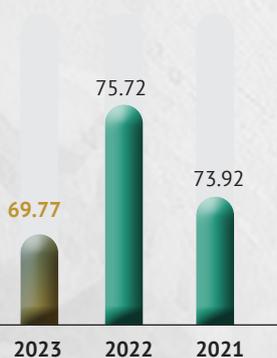
**Seedlings Planted**

2023	2022	2021
<b>11,436</b>	7,914	8,000

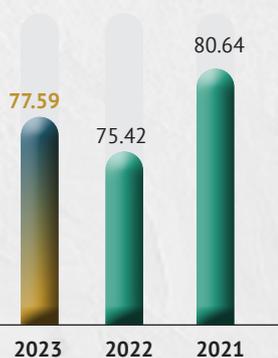
The total of plants planted by PTAR in 2023 outside the operational area are **30,000 mangrove trees (Rhizophora sp)** plants and **150 seedling plant**.

## Social Performance <sup>(B.3)</sup>

Percentage of Local Employees (%)



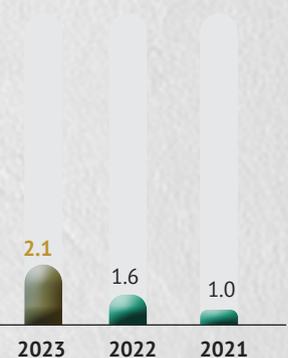
Mining Safety Management System (SMKP) Minerba Audit Score (%)



Lost Time Injuries



Community Empowerment Costs (Million Dollars)



## Significant Events in 2023



January  
2023

The handover of the Completion of the Programme for Restoring Children from Malnutrition to Good Nutrition (normal) at the Batangtoru Community Health Center and Muara Batangtoru Community Health Center.



January  
2023

A workshop on Synchronization and Integration of Community Development and Empowerment Programmes (PPM) with the South Tapanuli Regency Government, as well as outreach to the community which was attended by 56 representatives from 21 Regional Apparatus Organizations (OPD) and related agencies of the South Tapanuli Regency Government.



February  
2023

PTAR's commitment to environmental preservation was again proven through the Mangrove Planting Action, "Dari Hati untuk Bumi", by planting 30,000 mangrove seedlings in the Central Tapanuli coastal area covering an area of 10 hectares in collaboration with the Ministry of Environment & Forestry, Environment Service, North Sumatra and Regional Environment Service, Central Tapanuli.



February  
2023

National Waste Awareness Day (HPSN) 2023 in collaboration with Environmental Service, South Tapanuli by supporting in increasing public awareness of good waste management.



March  
2023

Supported the construction of an open hall for SMA Negeri 1 Batangtoru.



March  
2023

The first harvest of the Siporang rice variety from South Tapanuli with a tiling yield of 5.28 tons/ha and an early maturity of 108 days in the Aek Pahu rice field area.



March  
2023

PTAR became the first company in South Tapanuli to provide support for the protection of women and children by signing a memorandum of understanding of preventing cases of violence against women and children with the South Tapanuli Women's Empowerment and Child Protection (P3A) Service, at the Martabe Gold Mine site.



April  
2023

The Imaji Cerdas Berkarya (ICB) Cooperative assisted by the South Tapanuli Environmental Service (DLH) and PTAR, as well as managing the Waste Sortation Facility (WSF) at PTAR, launched the Naposo Hamubaon Waste Bank at the Wek IV Village Hall.



April  
2023

PTAR held the Announcement of the winners of the 2023 Journalism Competition with the theme "Sustainable Mining Practices at the Martabe Gold Mine: Growing with Community and the Environment".



April  
2023

PTAR provided support in the form of breeding Jurung fish as an endemic species to South Tapanuli and other freshwater fish as a form of ecosystem conservation and preserving biodiversity in rivers.



May  
2023

PTAR held the peak event of the 2023 Kartini Day celebration as well as gathering entitled Perayaan Kesetaraan, Serentak Berpacu dalam Kesetaraan dan Keberagaman (Peran Sepadan) 2023 "Our Growth is Made Real Through Diversity and Biodiversity" at the Tor Sipalpal Sport Hall, Martabe Gold Mine.



May  
2023

PTAR held An Animal Health Cadre Volunteer Field School (Sukakeswan) in the Marguna Hall, Batangtoru Sub-District Head Office.



May  
2023

PTAR held the launched of the Bapak Asuh Anak Stunting (BAAS) programme in the Batangtoru Community Health Center Hall.



June  
2023

PTAR held the Opening of Environmental Day by planting 130 tree seedlings at the Sabar Dump, in the Martabe Gold Mine site area.



June  
2023

PTAR provided 875 plant seeds, most of which were used for the Climate Village Programme (Proklim) for villages assisted by the South Tapanuli Environmental Service.



July  
2023

PTAR encouraged community preparedness in anticipating various potential disasters, one of which is by facilitating the implementation of the Emergency Action Plan (RTD) Simulation for the Tailings Storage Facility (TSF) dam.



PTAR held the Field Training on Primate Ecology and Conservation in the Gurah Forest Area, Ketambe, Southeast Aceh.

July  
2023



PTAR held a National Seminar on World Environment Day 2023 with the theme "Implementation and Strategy for Implementing Nationally Determined Contributions (NDCs) for Business Actors at the Mega Permata Hotel, Padangsidimpuan.

July  
2023



PTAR received the International Organization for Standardization (ISO) 45001: 2018 certificate regarding K3 and ISO 14001: 2015 regarding Environmental Management Systems from PT Societe Generale de Surveillance (SGS) Indonesia.

August  
2023



PTAR held the woodcraft training for 10 representatives from Sumuran Villages.

August  
2023



PTAR collaborated with the Indonesian Scorpion Foundation to hold training on handling and rescuing wild animals which was attended by 25 employees from various departments.

August  
2023



PTAR collaborated with the South Tapanuli Health Service and the Sitinjak Health Center, West Angkola Sub-District, to bring three medical specialist, paediatricians, gynaecologists and internal medicine specialists to Siuhom Village.

September  
2023



September  
2023

PTAR again released thousands of Jurung fish seeds at the bottom of the ban in two villages, Aek Ngadol Village, Sitinjak and Sumuran Village.



October  
2023

The Dissemination and Announcement of Laboratory Test Results for Martabe Gold Mine Waste Processed Water for the June 2023 Period at the Martabe terminal, attended by the South Tapanuli Environmental Service, South Tapanuli Regent and Integrated Processed Water Quality Monitoring Team.



November  
2023

PTAR held the 2023 Batangtoru Environmental Preservation Action with the theme "Dari Hati untuk Bumi" which was carried out simultaneously in 3 villages, namely Aek Ngadol Village with 20 people, Garoga Village with 57 people and Batuhoring Village with 15 people.



November  
2023

PTAR handed over 9,450 books for Early Childhood Education (PAUD) and received an award from the Indonesian World Records Museum (MURI) for The Most Book Donations to PAUD Students at PT Perkebunan Nusantara (PTPN) III Field, Batangtoru Sub-District.



December  
2023

PTAR held the E-Coaching Jam (ECJ) "Harmony for the Earth, Protecting the Environment for Sustainability" in collaboration with Muhammadiyah University of South Tapanuli (UMTS).



December  
2023

PTAR held a Biodiversity Workshop to improve the quality of the biodiversity management programme at the Martabe Gold Mine. It was also carried out to ensure that various development plans balance environmental management and economic mining operations.

## Awards in 2023



The Winner of the Best Innovation in Mining Safety for Mineral Commodity Companies through the innovation of the “Retractable Frame Conveyor” by the Directorate of Engineering and Environmental Affairs for Mineral and Coal, Directorate General of Mineral and Coal.

**Energy and Mineral Resources Ministry (ESDM)**

January 12<sup>th</sup>, 2023



Second Winner of the Mining Safety Video Competition in the Operational Supervisor Category with the title “Safety Leader” during the National Occupational Safety and Health (K3) Month celebration.

**Energy and Mineral Resources Ministry (ESDM)**

January 12<sup>th</sup>, 2023



Second Winner in the Astra Friendly Company Category, sub-category Conservation & Biodiversity, for Enrichment of Local Plant Species through the Seedball Method in Native Forest Areas as an Ecosystem Conservation Strategy.

**Astra Corporate Affairs Award (CAA) 2022**

January 12<sup>th</sup>, 2023



Silver Award Australasian Reporting Awards (ARA) 2023.

**Australasian Reporting Awards (ARA) 2023.**

June 16<sup>th</sup>, 2023



Bisnis Indonesia Corporate Social Responsibility Awards (BISRA)

**Bisnis Indonesia**  
August 15<sup>th</sup>, 2023



TrenAsia ESG Award 2023 in the Gold company category with the Action predicate

**TrenAsia**  
August 30<sup>th</sup>, 2023



Best Award Eco-tech Pioneer Sustainability Awards (EPSA) 2023

**Department of Environmental Engineering, Diponegoro University, Semarang, Central Java.**  
September 2<sup>th</sup>, 2023



Silver Award for Eco-Hazard Innovation at Eco-tech Pioneer Sustainability Awards (EPSA) 2023 Waste Oil Purification Treatment Through Vacuum Chamber as Emulsion Base for Blasting Phase

**Department of Environmental Engineering, Diponegoro University, Semarang, Central Java.**  
September 2<sup>th</sup>, 2023



Silver Award for Eco-Cycle Innovation at Eco-tech Pioneer Sustainability Awards (EPSA) 2023 Application of Sawdust as Carbon Sources for Domestic Waste Composting in Waste Sortation Facility Martabe

**Department of Environmental Engineering, Diponegoro University, Semarang, Central Java.**  
September 2<sup>th</sup>, 2023



Gold Award for Hydro Smart Innovation at Eco-tech Pioneer Sustainability Awards (EPSA) 2023 - Instalasi Recyn Plant

**Department of Environmental Engineering, Diponegoro University, Semarang, Central Java.**  
September 2<sup>th</sup>, 2023



Silver Award for Ecosystem Protection Eco-tech Pioneer Sustainability Awards (EPSA) 2023 Pengayaan Meranti Tembaga yang Merupakan Spesies Endemik Status Near Threatened Pada Hutan Original dengan Metode Nursery di Martabe Gold Mine

**Department of Environmental Engineering, Diponegoro University, Semarang, Central Java.**  
September 2<sup>th</sup>, 2023



Gold Award for Power Innovation at Eco-tech Pioneer Sustainability Awards (EPSA) 2023 - Slip Energy Recovery (SER Installation for Velocity Control).

**Department of Environmental Engineering, Diponegoro University, Semarang, Central Java.**  
September 2<sup>th</sup>, 2023



Award for Collaboration for Agricultural Development in South Tapanuli Regency

**Regent of South Tapanuli**  
September 22<sup>nd</sup>, 2023



Subroto Award for Innovative Mineral Community Development and Empowerment (PPM) in Metal Category, Sub-category: Real Income and Employment Enhancement.

**Energy and Mineral Resources Ministry (ESDM)**  
September 29<sup>th</sup>, 2023



Good Mining Practice Award - Principal Recognition for Sustainable Management of Mineral and Coal Conservation

**Energy and Mineral Resources Ministry (ESDM)**  
September 30<sup>th</sup>, 2023



Good Mining Practice Award - Principal Recognition for Environmental Management in Mineral and Coal Mining

**Energy and Mineral Resources Ministry (ESDM)**  
October 1<sup>st</sup>, 2023



Good Mining Practice Award - Aditama Recognition for Technical Management in Mineral and Coal Mining

**Energy and Mineral Resources Ministry (ESDM)**

October 3<sup>th</sup>, 2023



Gold Rank at the Asia Sustainability Reporting Rating (ASRRAT) 2023

**The National Center for Corporate Reporting (NCCR)**

November 6<sup>th</sup>, 2023



Performance Development and Empowerment Community, Community Prosperity Mining Award 2023 in the Implementation category, Health Sector, for Evidence-Based on Intervention and Revitalization of Integrated Health Posts (Posyandu) to Address Stunting.

**Energy and Mineral Resources Ministry (ESDM)**

December 8<sup>th</sup>, 2023

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



**MULIADY SUTIO**  
President Director

### **To Our Respected Shareholders and Stakeholders,**

We express our heartfelt gratitude to the Almighty for the abundant grace and blessings that have enabled our Company to navigate through 2023 successfully. Despite the dynamic business environment, we have remained steadfast in our commitment to sustainable economic, environmental, social and governance practices.

As the Board of Directors, we are pleased to present the 2023 Sustainability Report for PT Agincourt Resources, outlining the Company's contributions to sustainable development in Indonesia. This report provides an overview of our governance and approach to sustainable practices, encompassing environmental management, community engagement, health and safety, also diversity initiatives.

### **Sustainability commitment and strategy**

The Company firmly believes that achieving sustainable development goals require strong commitment and is integral to our business activities. Sustainability is embedded in our operational activities and governance processes, serving as a foundation for performance evaluation and business decision-making.

The Company consistently targets and implements several key sustainability initiatives outlined in our

Public Contribution Strategy, including (1) Adopting an internationally recognised environmental management system, (2) Managing biodiversity, (3) Reducing greenhouse gas (GHG) emissions through decarbonization, offsetting and nature-based solutions, (4) Decreasing water extraction intensity and maintaining water discharge quality, (5) Managing solid and liquid waste, (6) Empowering communities and (7) Creating a working environment that promotes equity, diversity and inclusion.

We aim to create value and deliver benefits to all stakeholders through balanced and sustainable commitment, strategy implementation and initiatives. We are confident that our efforts contribute to regional, national and global sustainable development.

### **Protecting our environment and biodiversity**

As a mining company and a producer of gold and silver, we face significant challenges. We respond with urgency and environmentally friendly innovations, including biodiversity initiatives. We continue to analyse and report on greenhouse gas emissions, water usage, hazardous waste management and biodiversity management from both operational and supporting activities. In 2023, we maintained our fundamental, structured and collaborative environmental programmes with all stakeholders.

The Company consistently meets domestic and industrial wastewater quality standards. We conduct monthly water quality monitoring from the Martabe Gold Mine, with samples sent to independent laboratories by the Integrated Monitoring Team. Eleven parameters are measured, with results disseminated to the local community and the public every quarter.

We are committed to enhancing sustainable operations and supporting the preservation of endemic flora and fauna. To protect biodiversity, we regularly rehabilitate and reclaim former mining areas. In 2023, biodiversity initiatives included: (1) Conducting orangutan site surveys and experimental drone surveys, (2) Assessing the establishment of a research station, (3) Conducting a second-phase biodiversity offset study, (4) Reviewing and installing arboreal bridges, (5) Implementing mycorrhiza study findings in rehabilitation activities and (6) Increasing nursery production capacity.

Throughout 2023, we produced 35,000 seed balls and planted and distributed 15,000 tree seedlings in reclamation areas, Aek Pahu conservation areas and original forest zones. Our reclamation efforts covered 4.7 hectares, as planned and submitted to the Ministry of Energy and Mineral Resources. We have designated approximately 100 hectares of the former Tailing Management Facility (TMF) East area as a conservation zone, following detailed biodiversity mapping, which will guide future enrichment programmes.

**Continued investment in our communities**

Our commitment to ongoing investment through the Community Development and Empowerment Programme (CDEP) is part of our comprehensive approach to Corporate Social Responsibility (CSR), focuses on five main pillars: Health, Education, Local Business and Economic Development, Public Infrastructure and Community Relations, targeting communities in 15 villages around the Martabe Gold Mine. In 2023, we implemented 76 CSR programmes benefiting 9,407 individuals and allocated approximately Rp32 billion to support CDEP activities.

The Company's CSR efforts have earned several accolades, including the Bisnis Indonesia Corporate Social Responsibility Awards (BISRA), supported by the National Development Planning Agency (Bappenas), the Subroto Award for Innovative Community Development and Empowerment in the Mineral Sector, Real Income and Job

Creation Improvement by the Ministry of Energy and Mineral Resources, the MURI Record for the Most Book Donations to Early Childhood Education Students and the 2023 Tamasya Award for Community Welfare through Implementing Evidence-Based Health Interventions and Revitalizing Health Posts to Address Stunting. These recognitions motivate us to continue investing in our communities.

**Sustainable business, an enduring legacy**

The Company successfully mitigated various challenges and uncertainties in the macroeconomic and geopolitical landscape affecting business and operational activities throughout 2023. By practising operational excellence and adhering to Good Corporate Governance, we achieved production, sales and financial targets agreed upon with shareholders.

In addition to focusing on short-term achievements, we undertook several long-term strategies in 2023 to extend the life of our mining operations. Stakeholders can understand our economic and financial performance comprehensively by reading this report alongside the 2023 Annual Report.

**Closing**

We believe a holistic and integrated approach with all stakeholders enhance and balance economic, social and environmental performance.

The positive outcomes achieved in the challenging year of 2023 is a testament to the hard work and collaboration of various parties, including oversight and guidance from the Board of Commissioners, support from shareholders, partners, suppliers, the government and other stakeholders, as well as the dedication and efforts of all employees. On behalf of the Board of Directors, I extend our gratitude and appreciation for your support and cooperation.

Jakarta, July 2024



**MULIADY SUTIO**  
President Director

## About PT Agincourt Resources



### Vision

To become a sustainable world-class gold mining company.



### Mission

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

## Corporate Values

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



### Growth

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



### Respect

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



### Excellence

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



### Action

We act and behave with integrity and responsibility, maintain OHSE and are committed to always upholding business code of ethics and code of conduct.



### Transparency

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

## PTAR at A Glance [C.1] [C.2] [C.3] [C.4] [2-1] [2-6]

PT Agincourt Resources (PTAR) is a mining company in Indonesia specialising in the exploration and mining of gold and silver. The Company operates at the Martabe Gold Mine in South Tapanuli Regency, North Sumatra, with its corporate functions managed from the head office in Jakarta. [2-1]

The Company's majority shareholder is PT Danusa Tambang Nusantara (95%), which is owned by PT United Tractors Tbk (60%) and PT Pamapersada Nusantara (40%). PT Artha Nugraha Agung owns the remaining 5% of the Company's shares, jointly owned by PT Tapanuli Selatan Membangun (70%) and PT Pembangunan Prasarana Sumatera Utara (30%). [2-1]



**Company Name**  
PT Agincourt Resources



**Company Status**  
Domestic Investment



**Date of Establishment**  
14 April 1997



**Line of Business and Products**  
Gold and Silver Mining

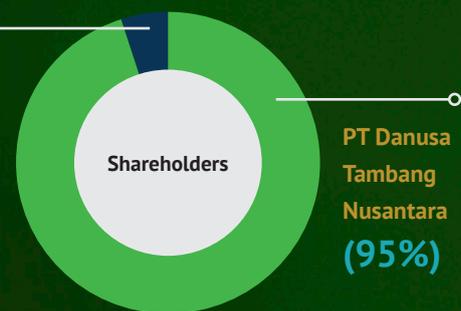


**Website**  
[www.agincourtresources.com](http://www.agincourtresources.com)



**Authorised Capital**  
USD85,000,000, consisting of 5,000,000 Series A shares and 80,000,000 Series B shares

PT Artha  
Nugraha  
Agung  
(5%)



**Issued and Fully Paid Capital (Shares)**  
USD85,000,000, consisting of 5,000,000 Series A shares and 80,000,000 Series B shares



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

### Head Office Address

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

### Mining Site Location

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

Note: In 2023, there were no significant changes that impacted the Company's operational activities. [C.6]

## Organisational Scale [C.3] [2-6] [2-7] [2-8]



### Capitalisation & Asset (Million USD)

2023	2022	2021
<b>340.049</b>	516.17	580.60
<b>Total Sales</b>		
<b>303.7</b>	486.0	546.8
<b>Gold</b>		
<b>36.4</b>	30.1	33.8
<b>Silver</b>		



### Output (Ounce)



2023	2022	2021
<b>187,807</b>	260,658	321,431



2023	2022	2021
<b>1,342,176</b>	1,531,503	1,399,440

Note: PTAR's operational areas only in Indonesia

## Market Served [C.4] [2-6]

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

## Operations Activity

PTAR is headquartered in Jakarta and operates the Martabe Gold Mine. The Martabe Gold Mine, located in South Tapanuli Regency, North Sumatra, covers 657 hectares. With an annual capacity exceeding 6 million tonnes of ore, it yields over 200,000 ounces of gold and 1-2 million ounces of silver annually. The Company does not have operational areas abroad. [2-6]



## Business Process [2-6]



Mining Geology Department employees discuss the type of rock produced from mining to determine the grade content.



### Exploration

Continuous and active exploration efforts are concentrated in local mining zones, supported by the ongoing extension of Contract Work agreements. Exploration activities on the site primarily involve drill pads and worker camps. Movement of materials and personnel to the drill pads is typically facilitated by helicopters to minimise ground travel disturbance. Upon completion of drilling, the drill pads undergo rehabilitation efforts.



### Mining

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



### Processing

The extraction process of gold and silver from the ore is structured, as crushing and stockpiling, grinding and conversion, leaching of gold and silver, adsorption of gold and silver, removal of gold and silver. The final step includes smelting to produce dore bullion bars ready for shipment.

## Key Material Inputs and Outputs of the Martabe Gold Mine in 2023 [301-1]





**PRESIDENT DIRECTOR**  
MULIADY SUTIO

**VICE PRESIDENT DIRECTOR**  
RULI TANIO

**Director – External Relations**  
SANNY TJAN

**Director & Chief Financial Officer**  
NOVIANDRI HAKIM

**Director & Chief Operating Officer**  
RULI TANIO (CONC)

**GMO & Deputy Director Operations**  
RAHMAT LUBIS

**Senior Manager - Corporate Communications**  
KATARINA HARDONO

**Senior Manager - External Relations**  
IRWANTO F. SITUMORANG

**Senior Manager Commercial**  
JINGGA CARRERA AJANI

**Senior Manager - Human Capital Development**  
SANDRA V. MAKADADA

**Senior Manager - Community**  
CHRISTINE HENNY LYDIA PEPAH

**Senior Manager EHS**  
HARI ANANTO

**Manager - Public Relations**  
RENI NUGRAHIKA RADHAN

**Manager - Internal Audit & Risk Assessment**  
MOHAMMAD FAHRUL FAUZAN

**Manager - Tax**  
BUDI IRAWAN

**Manager - HC**  
STANLEY WILSON

**Manager - Community Relations**  
MASDAR MUDA HASIBUAN

**Manager - Environmental**  
MAHMUD SUBAGYA

**Manager - Administration**  
KRISTIN ABIERTA VIRANITA

**Manager Stakeholders Relation**  
BAYU WICAKSONO

**Manager - IT & System**  
DOUGLAS JACKLY LAHIANG

**Manager - Finance**  
DINA MUHARRIMAH

**Manager - Facilities & Services**  
RACHMAT SOEKOTJO

**Manager - Community Development**  
ROHANI SIMBOLON

**Manager - OHST**  
HARIS JUANDA SIHALOHO

**Manager - Contract & Procurement**  
JULI RENOVA

**Manager - Materials Management & Logistics**  
ICHSAN AZIS

**Manager - Security**  
JEREMIAS K. TEHUPURING

## Organisational and Management Structure <sup>[2-9]</sup>

The organisational structure of PT Agincourt Resources (PTAR) is bifurcated into Executive and Supervisory levels. At the Executive level, the President and Vice President Director lead key operational aspects, encompassing External Relations, Finance, Operations, Exploration and Engineering. Simultaneously, the Board of Commissioners oversees all supervisory functions, including the Audit Committee, Remuneration Committee, Resources and Reserves Governance Committee and Biodiversity Committee. This delineation ensures effective oversight and governance across the Company.



## Association Membership [C.5] [2-28]



Association of Indonesian Mining Professionals (PERHAPI) of North Sumatra  
**Chairman**



Indonesian Mining Association  
**Member**

## External Initiatives and Certifications

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

# SUSTAINABILITY GOVERNANCE

PTAR places a strong emphasis on sustainability governance throughout its operations, with a commitment to securing the trust and support of all stakeholders. The Board of Commissioners, Board of Directors, company officials, employees and affiliated parties are obligated to give precedence to legal compliance rooted in business ethics, ensuring that every undertaking is in harmony with the fundamental values of Growth, Respect, Excellence, Action and Transparency (GREAT). In 2023, PTAR did not incur fines or sanctions for any legal breaches against the Ministry of Energy and Mineral Resources, the Ministry of Environment and Forestry, or other mining-related authorities. [2-27] [F.16]

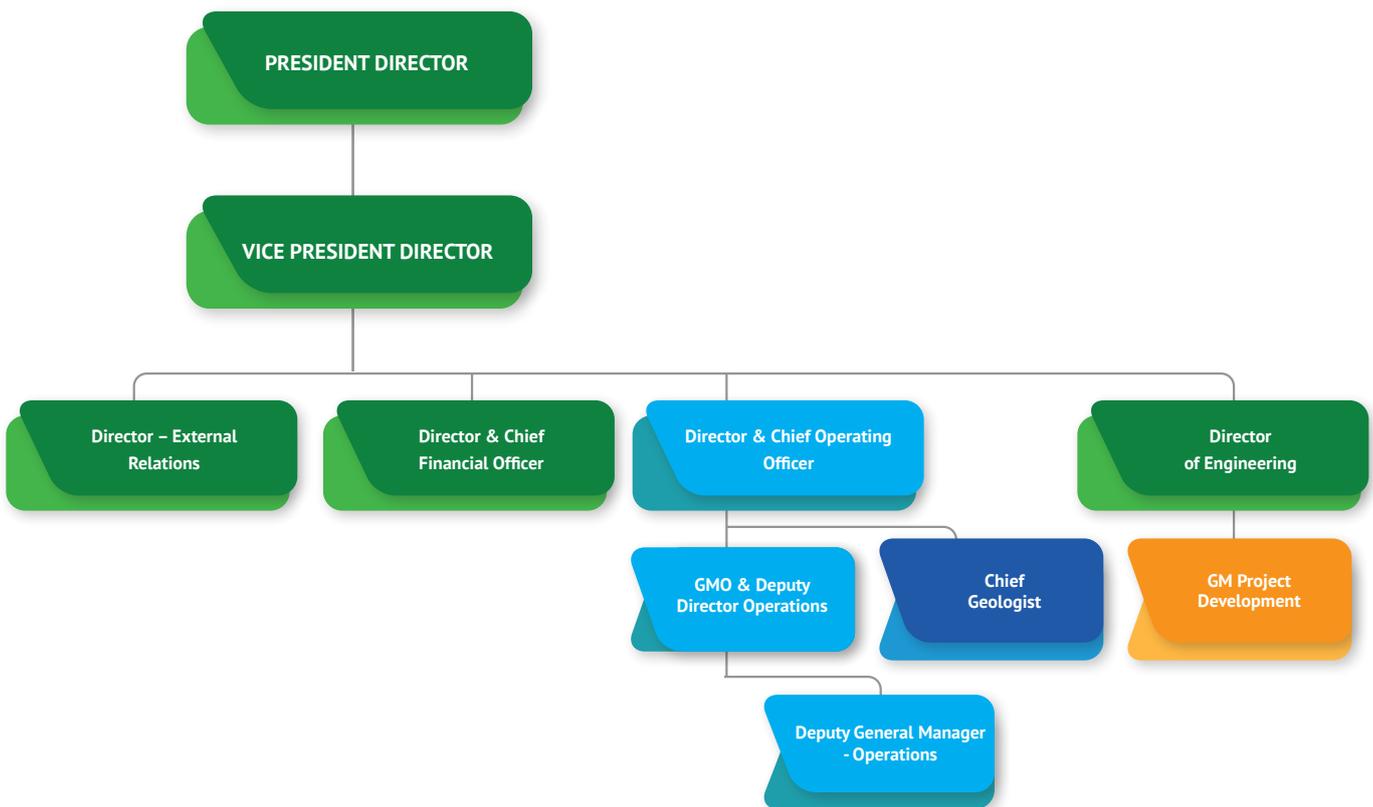


Occupational, Health & Safety (OHS) Department employees carry out occupational safety and health inspections in the Lime Warehouse, Supply Chain Management (SCM) area.

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

PTAR's commitment to sustainability governance aligns closely with the principles of good corporate governance (GCG). The Company's organisational structure adheres to the guidelines outlined in Law No. 40 of 2007 on Limited Liability Companies and its Articles of Association. This structure comprises the General Meeting of Shareholders (GMS) as the highest governance authority, the Board of Directors is responsible for executive functions and the Board of Commissioners oversees supervisory functions. Notably, PTAR does not appoint the chairman of the highest governing body as an executive officer.

The management function is led by the President Director and the Vice President Director, overseeing other directors responsible for key business areas, including External Relations, Finance, Operations, Exploration and Engineering. To enhance oversight, the Board of Commissioners coordinates supervisory functions and oversees the Audit Committee, Remuneration Committee and Resources and Reserves Management Committee. Importantly, PTAR maintains a commitment to transparency and accountability, ensuring that there are no conflicts of interest among the Board of Directors, the Board of Commissioners and the shareholders that could compromise the integrity of decision-making processes.





Details regarding the GMS, Board of Commissioners and Board of Directors, along with their subordinate functions, are contained in the Company's Annual Report which can be accessed on the website <https://agincourtresources.com/annual-reports/>. [2-10] [2-14] [2-18]

## Nomination and Appointment

The nomination and appointment of both Board of Directors and Commissioners at PTAR are within the purview of the shareholders and are formally ratified during the General Meeting of Shareholders (GMS). The GMS holds policies concerning various critical matters, including the selection and removal of board members, the allocation of dividends and modifications to the Company's Articles of Association. The criteria applied in the selection process emphasise the independence of potential members and their expertise in the economic, social and environmental aspects.

Board of Commissioners members are appointed by the GMS on an annual basis, while Board of Directors members are appointed for a term of two years. It is important to note that the GMS retains the right to dismiss the Board of Directors and Commissioners members at any time, under prevailing laws and regulations.

## Evaluation

The GMS conducts a thorough performance assessment of both the Board of Commissioners and Directors, utilising specific evaluation criteria aligned with their respective duties and responsibilities. The Board of Commissioners, in its supervisory role, consistently evaluates the performance of the Board of Directors. Reports on the performance of the Board of Directors, encompassing sustainability-related aspects, are presented to the GMS. In addition to providing performance insights, PTAR provides conclusions and recommendations for continuous improvement.

## Remuneration

PTAR, as a private company, does not disclose the remuneration details of its highest governance or senior executives in this Report. Similarly, information about the process of determining remuneration and remuneration ratios between governance bodies and employees is currently not disclosed. [2-19] [2-20] [2-21]

## Sustainability Training and Capacity Building [2-17] [E.2]

PTAR's commitment to sustainability governance is evident through the proactive engagement of its Board of Commissioners and Directors in activities aimed at enhancing their knowledge. In 2023, both the Board of Commissioners and the Board of Directors actively participated in conferences, workshops and training programmes focused on mining and business economics, with the specific goal of optimising sustainability performance.

These activities serve as valuable opportunities for the Board of Commissioners and the Board of Directors to enhance their competence and broaden their insights into the latest developments in the industry. By staying informed and continuously improving their understanding of sustainability principles, the leadership at PTAR demonstrates a proactive approach toward aligning the company with evolving industry standards and the best practices.

## Sustainability Governance Implementation <sup>[E.1]</sup>

Sustainability governance is a collective responsibility overseen by the Board of Directors, led by the President Director as the highest-ranking officer for sustainability governance. The President Director is tasked with reviewing and approving the Sustainability Report, ensuring comprehensive coverage of all material topics and relevant committees. Stakeholders receive sustainability performance reports through the Annual General Meeting of Shareholders (GMS). Other members of the Board of Commissioners and the Board of Directors are responsible for supervising and supporting all aspects of management planning and implementation. The Board of Directors maintains a harmonious working relationship by ensuring the absence of conflicts of interest in sustainability management.



Employees from the Exploration Department are conducting a thorough examination of rock samples collected from the Ramba Joring Pit. The primary objective of this monitoring is to acquire precise and comprehensive data regarding the subsurface geological profile.

## Delegation of Authority <sup>[E.1] [F.1] [2-12] [2-13] [2-14] [2-15]</sup>

PTAR has given authority and responsibility to the Board of Directors to carry out sustainability governance. The President Director serves as the highest authority on sustainability, responsible for reviewing and authorising the content of the Sustainability Report, which includes determining material topics.

- The Board of Directors has the authority to delegate the implementation of sustainability governance to Company officials according to their respective areas of responsibility. The delegation of authority to committees is carried out by the highest governance body. PTAR has a dedicated committee responsible for overseeing the implementation of sustainability aspects within the Company.
- The President Director, along with three other Directors, actively shares the responsibility for implementing sustainability management. The Vice President Director, who also serves as the Chief Operating Officer, holds management responsibilities that include ESG performance, while the Chief Financial Officer and the Director of External Relations act as the primary coordinators.
- The main coordination or management responsibility falls under the Vice President Director, supported by the Chief Financial Officer and the Director of External Relations. They hold primary responsibility for sustainability management, including the development of a sustainability management culture throughout the organization, ensuring the application of sustainability management principles, implementing sustainability strategies, publishing the Sustainability Report and monitoring the progress of sustainability issues.
- The Environment, Health and Safety (EHS) Division coordinates sustainability performance with other divisions such as community relations, occupational health and safety, environment, operations, training and development and stakeholders to promote a culture of sustainable governance across the Company's operations. The performance results are then reported by the Corporate Communications Division to the CFO and Director of External Relations on a regular basis.

## The Role of Steering Committees

The Company's sustainability performance management requires collaboration with a diverse group of technical specialists and team leaders spanning multiple departments. To facilitate and direct these collaborative efforts, the Company has instituted several steering committees, each dedicated to overseeing a specific area of operational risk or opportunity. These committees report to the Board of Directors and are appointed with a consideration for diversity. [2-13]

Committee	Responsibility
Project Committee	<p><b>Objective:</b> To monitor the progress of all projects at the Martabe Gold Mine referred to as the Operation Sustainability Project.</p> <p><b>Responsibilities:</b> Discuss project developments, obstacles and engage in technical discussions with Management, including safety and environmental aspects.</p>
Safety and Chief of Mining Engineering Steering Committee	<p><b>Legal and Other Requirements</b></p> <ul style="list-style-type: none"> <li>• New or changes in legal requirements</li> <li>• Consultation on how to fulfil legal requirements and other requirements</li> </ul> <p><b>Non-Conformances</b></p> <ul style="list-style-type: none"> <li>• Consultation and participation in investigating nonconformities and determining corrective actions</li> </ul> <p><b>OHS Objective &amp; Target</b></p> <ul style="list-style-type: none"> <li>• Objective Target needs to be fulfilled by departments/employees (POAP)</li> <li>• Consultation on how to establishing OH&amp;S objectives and planning to achieve them</li> </ul> <p><b>HSE Requirements for Contractors</b></p> <ul style="list-style-type: none"> <li>• Consultation on determining applicable controls for outsourcing, procurement and contractor</li> </ul>
Biodiversity Committee	<p><b>Purpose</b></p> <p>To ensure biodiversity management by PTAR is aligned with industry-leading practices and that risk to the Company from biodiversity-related issues is minimised.</p> <p><b>Key Objectives</b></p> <ul style="list-style-type: none"> <li>• To ensure that impacts on biodiversity associated with Company activities are minimised through the consistent implementation of industry-leading practices for biodiversity management in project development, operations and closure stages.</li> <li>• To maintain the reputation of PTAR in the area of biodiversity management.</li> <li>• To minimise risk to the Company from biodiversity-related issues.</li> <li>• As far as practicable, to meet stakeholder expectations of the Company for the protection of biodiversity.</li> <li>• To approve and provide oversight and support for annual action plans in support of continuous improvement in biodiversity management at the Martabe Gold Mine.</li> <li>• To maintain a PTAR Biodiversity Strategic Plan and ensure its implementation.</li> <li>• Review and approval of related management system documentation.</li> </ul>
Environmental, Social and Governance (ESG) Committee	<p>The ESG Committee is a committee consisting of a specially appointed team with each having expertise and responsibility in a particular relevant area. The ESG Committee is tasked with planning, implementing and overseeing the implementation of ESG principles in the Company that focus on:</p> <ol style="list-style-type: none"> <li>1. Greenhouse Gas Emission Reduction</li> <li>2. Renewable Energy Implementation</li> <li>3. Water Resources Management</li> <li>4. Solid Waste Management</li> <li>5. Health &amp; Safety</li> <li>6. Community Development</li> <li>7. Biodiversity</li> <li>8. Diversity, Equality &amp; Inclusion</li> <li>9. Sustainable Supply Chain Management</li> <li>10. Good Corporate Governance (GCG)</li> </ol>

## Risk Management [E.3]

PTAR’s enterprise risk management programme, overseen by the Internal Audit function, effectively identifies and prioritises critical risks, encompassing safety, environmental impact, community relations, government compliance, reputation and financial viability. These risks are regularly evaluated to ensure alignment with business objectives. Management at the highest levels assesses the results of the risk management programme and progress is communicated through risk management scorecards, addressing the most significant risks.

Specifically for environmental and social risks related to the Martabe Gold Mine, comprehensive assessments are conducted as stipulated by regulations, including the project’s Environmental Impact Assessment (EIA) and subsequent EIA Addendum. These evaluations cover various aspects, such as the original EIA (2008), EIA Addendum addressing changes (2010), EIA Addendum addressing prospects (2016) and EIA Addendum addressing operational changes (2018).

Furthermore, the Company employs a Corporate Internal Control System, tasked with conducting due diligence to manage economic, environmental and social risks. This process is audited by an independent party with expertise in the respective field and the economic performance is subject to independent audit. The Company actively involves the community, independent examiners and the Regional Government in managing social and environmental impacts, fostering a collaborative and transparent approach.

## Precautionary Principle [F.29] [2-27] [416-2] [2-24]

PTAR adheres to the precautionary principle, emphasising regulatory compliance and adopting best sustainability practices. This approach allows the Company to proactively minimise and potentially eliminate negative impacts, mitigating the likelihood of non-compliance incidents, particularly concerning the health and safety impacts of products and services. Consequently, there were no product recalls reported in the current year.

To continually advance sustainability, PTAR actively pursues predetermined targets and goals, demonstrating a commitment to ongoing improvement. Safety and environmental management play a pivotal role in swiftly and accurately addressing operational risk areas through the implementation of integrated management strategies, swiftly and effectively mitigating operational risks related to safety and the environment at PTAR. This comprehensive approach encompasses various key components:



## Ethical Business Practices <sup>[2-24]</sup>

The Company consistently fosters a business environment entrenched in principles of integrity, transparency and social responsibility, guided by the core values of Growth, Respect, Excellence, Action and Transparency (GREAT). PTAR embraces a proactive approach to ethical decision-making, instilling a culture that transcends compliance to generate enduring positive impacts. Navigating the intricacies of the mining industry, PTAR's steadfast commitment to ethical considerations stands as a foundational pillar for sustainable growth and resilience in the dynamic business landscape.

## Whistleblowing System (WBS) <sup>[2-26]</sup>

PTAR has established a Whistleblowing System (WBS) as a mechanism to address reports of alleged violations, fraudulent activities and other issues about Company's Code of Ethics, Company policies, integrity of tailings facilities and/or relevant laws and regulations. A dedicated Special Whistleblowing Team (TKPP) has been established to assess each received report, ensuring appropriate follow-up actions. PTAR remains steadfast in its commitment to optimizing the application of Good Corporate Governance principles, encompassing accountability, responsibility, independence, equality and fairness. Further information on the WBS can be found on PTAR's 2023 Annual Report.

## Anti-Fraud and Anti-Corruption Policy <sup>[2-24]</sup>

PTAR's commitment to anti-fraud and anti-corruption is demonstrated through Management Policy No. 00113 and the Code of Ethics and Business Conduct. These documents outline our dedication to preventing corruption and fraud within the company. PTAR's proactive efforts have resulted in a positive performance, with no reported incidents of corruption within the Company. However, it is noteworthy that the Company has not conducted a corruption risk assessment. PTAR remains steadfast in its commitment to principles of legal compliance, refraining from engaging in monopoly, antitrust and other illegal activities. Additionally, to reinforce this commitment, PTAR conducts anti-corruption outreach to its work partners and suppliers. <sup>[205-1] [205-3] [206-1]</sup>

### Delivery and Training of Anti-Corruption Policies and Procedures <sup>[205-2]</sup>

Description	Gender	2023	2022	2021
<b>Signing of the PTAR Code of Ethics and Business Conduct</b>				
Senior Management	Male	30	26	22
	Female	10	11	12
	<b>Total</b>	<b>40</b>	<b>37</b>	<b>34</b>
Staff	Male	402	361	346
	Female	145	136	127
	<b>Total</b>	<b>547</b>	<b>497</b>	<b>473</b>
Non-Staff	Male	316	309	308
	Female	104	107	103
	<b>Total</b>	<b>420</b>	<b>416</b>	<b>411</b>
All Employees	Male	748	696	676
	Female	259	254	242
	<b>Total</b>	<b>1,007</b>	<b>950</b>	<b>918</b>

Note:

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

## Code of Ethics and Business Conduct



PTAR provides Conflict of Interest forms to be submitted to management, serving as a mechanism for reporting potential breaches of the code of conduct. [2-15, 2-27, 205-1]

PTAR upholds a strict Code of Conduct (KEPU) that mandates compliance from all Company personnel. This Code promotes elevated standards of business conduct for every employee and official within the Company. Serving as the Company's commitment to compliance with policies and legal regulations, KEPU also acts as a comprehensive guideline for responsible business operations.

To ensure the effective implementation of KEPU within the Company, PTAR mandates all personnel to undergo KEPU training during the recruitment process. Subsequently, employees are required to sign a written agreement affirming their commitment to the Company's Code of Ethics. This legal document binds them and any evidence of violations may result in disciplinary action. Presently, all PTAR employees have signed the KEPU, reinforcing the Company's commitment to integrity in its business operations. Employees accused of violations can be reported to the Director. [2-15]



TSF Department personnel conducting topsoil monitoring on the slope of the Tailing Storage Facility (TSF) at Martabe Gold Mine. This monitoring is crucial for maintaining the stability and safety of the dam, while minimising environmental impact.

# SUSTAINABILITY AT PT AGINCOURT RESOURCES

The Company believes that sustainability aspects are important to implement in carrying out operational activities. The Company strives to build strong and long-lasting relationships with stakeholders, doing various effort to reduce any negative impacts from activities, implementing operations with high ethical standards, implementing transparent governance and actively contributes to environmental and biodiversity conservation and sustainable development.



## Sustainability Milestones in 2023



### General

In 2023, the "Free Cataract Surgery Operation: Open Your Eyes, See the Beauty of the World" was held at four locations: Batangtoru, Sipirok, Pematang Siantar and Medan. A total of 1,310 eyes were successfully operated on from 1,235 individuals, with 66% originating from Tapanuli Selatan and 10% from mining area villages. Since its inception in 2011, over 10,000 eyes of approximately 9,000 cataract patients have been restored.

### Environment

PTAR's commitment to environmental preservation is continuously demonstrated through the Mangrove Planting Action, "Dari Hati untuk Bumi," planting 30,000 mangrove seedlings on a 10 hectare and spread 20,000 shellfish seeds into coastal area in Tapanuli Tengah, in collaboration with the Ministry of Environment and Forestry, the North Sumatra Environmental and Forestry Agency and the Tapanuli Tengah District Environmental and Forestry Agency.

PTAR once again achieved outstanding performance by receiving the Green PROPER award from the Ministry of Environment and Forestry (KLHK) at the 2023 Public Disclosure Programme for Environmental Compliance (PROPER) Awards. PROPER is a government policy aimed at promoting environmental management performance improvement in companies, as stipulated by regulations. The Green PROPER is awarded when a company's performance meets and exceeds environmental management policies.

### Social

PT Agincourt Resources (PTAR) provided Martabe Prestasi education scholarships for the 2023/2024 school year to 283 outstanding students from elementary to university levels from underprivileged families from South Tapanuli, North Sumatra. This amount increased by 35% compared to 2022, with a total fund of Rp2.94 billion.



# Sustainability Strategy and Principles

## Sustainability Strategy <sup>[A.1]</sup>

The Company has formulated its Sustainability Policy outlining tangible approaches and strategies for sustainable development. This policy fundamentally aligns with the Sustainable Development Goals (SDGs) and the 10 Principles of the International Council on Mining and Metals (ICMM). Further, PTAR conducts a thorough annual evaluation, adjusting the Sustainability Policy to meet the evolving internal and external needs and conditions, in line with international and industry best practices.

Through the Sustainability Policy, PTAR is committed to conduct all business activities in accordance with the objectives and principles based on the Company's Sustainability Policy:

A firm corporate governance system that leads to ethical business practice;

- Full compliance with applicable laws and regulations; <sup>[2-27]</sup>
- Effective risk management through well-developed management systems;
- Complete environmental and social impact assessments implemented for all new projects and significant changes to existing operations;
- The continuous improvement of health and safety performance since the safety and health of our employees and surrounding local communities is paramount;
- The continuous improvement of environmental performance for the protection of biodiversity and prevention of pollution;
- Protection of fundamental human rights within the organisation and in engagements with all stakeholders; <sup>[2-23]</sup>
- Respect for all cultures, customs and values of local communities;
- Continuous contribution to the development of local communities;
- Maintaining transparent, effective, inclusive and open engagement with all stakeholders.

## Upholding Human Rights <sup>[2-23]</sup>

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

## Sustainability Principles

To reinforce the Company's commitment to sustainable development, all Company personnel are required to adhere to PTAR's guiding sustainability principles in all activities. The Company has instituted these principles to mitigate and minimise the likelihood of conflicts of interest. With these principles in effect, the Company expects to maintain the highest standards of sustainability performance.



## 2024 Sustainability Strategy and Roadmap

PTAR carries out its business strategy by integrating economic, environmental, social and governance aspects to provide long-term positive values for all stakeholders. In carrying out its sustainability performance, the Company focuses on three pillars, namely environmental, social and economic aspects. For sustainability performance in 2024, the Company has planned the following initiatives:



### Environment

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



### Social

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



### Economic

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



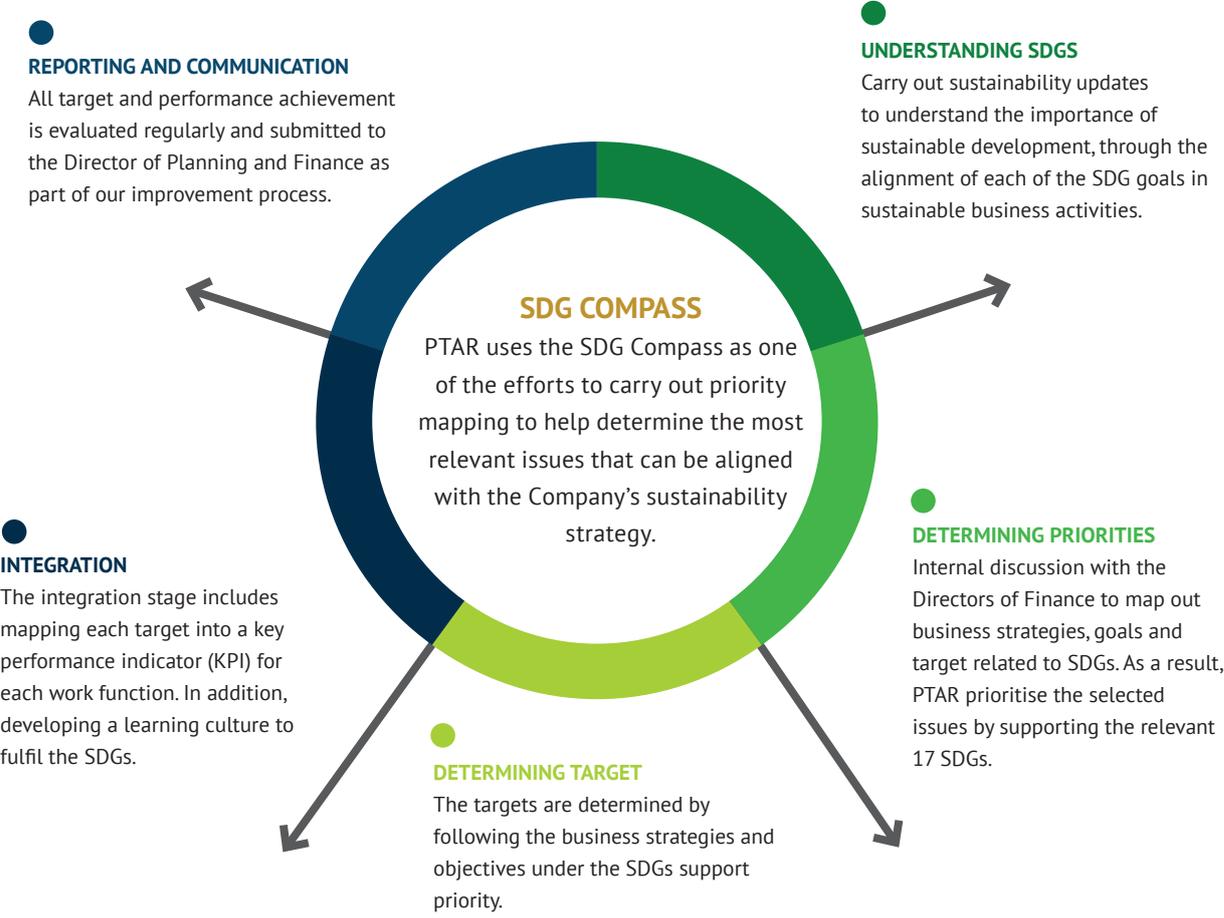
**Other sustainability performance initiatives for 2024 are expected to provide significant positive value and impact on environmental, social and economic performance over the remaining mine life.**

# Sustainability Framework and Foundation <sup>[A.1]</sup>

In the pursuit of operational excellence, the Company has established a comprehensive sustainability framework that aligns seamlessly with global best practices and industry standards. Therefore, PTAR has created a sustainability platform to serve as a guide for the Company’s stakeholders and provide insight into the methodology and principles underlying PTAR’s commitment to sustainability.

## Supporting PTAR To Sustainable Development Goals (SDGs) <sup>[2-22] [2-23] [2-24]</sup>

PTAR is firmly committed to achieving sustainable development in harmony with the Sustainable Development Goals (SDGs), incorporating and aligning targets and strategies for sustainability performance. In 2023, PTAR actively pursue the implementation of SDGs which are considered relevant to mining operational activities under the TPB Compass. 17 SDG priorities were implemented by the Company throughout 2023.





SDG	Key Actions	Achievements
	Supporting community welfare	<ul style="list-style-type: none"> <li>Enhancing the capacity and access of local communities to small and medium enterprises.</li> <li>Developing small and medium enterprises in the communities around the mine.</li> </ul>
	Supporting food security	<ul style="list-style-type: none"> <li>Development of local champions in agricultural programmes</li> <li>Development of millennial young farmers and entrepreneurship based on superior commodities</li> <li>Development of agricultural land expansion for rice, corn and other agricultural potentials</li> <li>Increased programme capacity and partnership with BPP</li> <li>Development and training of environmentally friendly livestock groups</li> </ul>
	<ul style="list-style-type: none"> <li>Enhancing health and safety performance sustainably within the company's operations</li> <li>Sustained improvement in environmental performance by reducing pollution</li> <li>Contributing to public health</li> </ul>	<ul style="list-style-type: none"> <li>Zero work-related illnesses in 2023.</li> <li>Total emissions Scope 1, 2 and 3 reached 260,915.71 tons CO<sub>2</sub>eq.</li> <li>Allocating USD 2.1 million to support community development activities in 2023, including health programmes.</li> <li>The Free Cataract Surgery Operation, conducted since 2011, with a total of 1,310 successful eye surgeries performed in 2023.</li> <li>Completion of the Recovery of Malnourished Children to Good Nutrition (normal) Programme implemented at Batangturu Health Center and Muara Batangtoru Health Center.</li> </ul>
	Training and education through Marsipature, OHS and Community Development and Empowerment Programme (PPM)	<ul style="list-style-type: none"> <li>2,703 employees participated in training, averaging 31.89 hours per employee.</li> <li>Partner employees received 37,625.9 hours of training.</li> <li>Permanent PTAR employees received 48,578 hours per year.</li> </ul>
	Gender diversity in the workplace	<ul style="list-style-type: none"> <li>25.54% of PTAR employees are female.</li> <li>10% of PTAR's Outsourcing employees are female.</li> </ul>
	Providing access to clean water and sanitation	<ul style="list-style-type: none"> <li>Borehole drilling and water pump installation at Wek III Village.</li> <li>Construction of a borehole at the Al-Huda Mosque in Sumuran Village.</li> <li>Support provided for the construction of toilets equipped with septic tanks and absorption wells for SMPS Muhammadiyah 41 Batangtoru.</li> <li>Construction of irrigation channels for agricultural land in Garoga Village and Sipenggeng Village.</li> <li>Preparation of clean water facilities for several mining area villages in Batangtoru Sub-District.</li> <li>Construction of public toilets in Garoga Village.</li> </ul>
	Achieving clean energy	<ul style="list-style-type: none"> <li>Developing emission inventories.</li> <li>Solar panel usage of up to 8,766 GJ (Gigajoule).</li> <li>Implementation of Biofuel (B35) in 2023</li> <li>Total of using renewable energy 32,200 MWh</li> <li>In 2023, PTAR get Renewable Energy Certificate (REC)</li> </ul>
	<ul style="list-style-type: none"> <li>Enhancing economic performance</li> <li>Implementing non-discrimination policies</li> </ul>	<ul style="list-style-type: none"> <li>Total tax and cash state revenues amounting to USD61.004 million.</li> <li>Payment of USD20.2 million for procurement of goods and services by local suppliers.</li> </ul>

SDG	Key Actions	Achievements
	Supporting infrastructure development	<ul style="list-style-type: none"> <li>• Management of clean water for communities</li> <li>• Village facilities development</li> <li>• Improvement of public facilities and agricultural assistance</li> <li>• Vocational School Infrastructure &amp; Facilities</li> <li>• Community Learning Center (Phase I)</li> <li>• Maintenance of Sopo Daganak</li> <li>• Batangtoru Water Supply</li> <li>• Partnership programme with local government in public infrastructure</li> </ul>
	<ul style="list-style-type: none"> <li>• Diversity and equal opportunities in the workplace</li> <li>• Equal remuneration for male and female employees based on skills, experience and performance</li> </ul>	<ul style="list-style-type: none"> <li>• No human rights violations.</li> <li>• No gender pay gap.</li> </ul>
	Building sustainable cities and communities	<ul style="list-style-type: none"> <li>• Promoting Village Self-Reliance for Good Village Governance.</li> </ul>
	Responsible consumption and production	<ul style="list-style-type: none"> <li>• Processing organic waste into compost.</li> <li>• Hazardous waste management.</li> <li>• Waste management and Reduce, Reuse, Recycle (3R) practices.</li> </ul>
	Addressing climate change	<ul style="list-style-type: none"> <li>• Solar panel usage up to 8,766 GJ (Gigajoule).</li> <li>• Phasing out halocarbon refrigerants (CFC).</li> <li>• Producing 26.095 local seedlings.</li> <li>• Reclaiming 4,72 hectares of land.</li> <li>• Planting 2.732 kilograms of ground cover plants and 26,990 seed balls to enrich species diversity in native forest areas.</li> </ul>
	Preserving marine ecosystems	<ul style="list-style-type: none"> <li>• Releasing 28,600 local endemic fish seeds into the Batu Horing River.</li> </ul>
	Protecting terrestrial ecosystems	<ul style="list-style-type: none"> <li>• Biodiversity Conservation Programme.</li> <li>• Turmeric cultivation.</li> </ul>
	<ul style="list-style-type: none"> <li>• Ethical business practices</li> <li>• Transparency, effectiveness, inclusivity and open engagement with all ptar stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with mine closure plans.</li> <li>• Signing of the Code of Ethics and Business Conduct by 100% of employees and suppliers.</li> </ul>
	Building partnerships for sustainability	<ul style="list-style-type: none"> <li>• Becoming a member of the Indonesian Mining Experts Association (PERHAPI) North Sumatra.</li> <li>• Joining the Indonesian Mining Association.</li> </ul>

## Astra 2030 Sustainability Aspirations

**In 2024, the Company will further adhere to the Triple-P strategy, emphasising the balance of economic, environmental and social aspects in the short and long term.**

Beginning in 2022, PTAR, as a member of the Group PT Astra International Tbk, will start to adopt and incorporate Group PT Astra International Tbk's 2030 Sustainability Aspirations into its sustainability framework and strategy to further solidify its commitment and contribution to sustainable development. This collective effort aims to provide clear direction and transparency in adhering to sustainability principles aligned with global standards.

The aspirations function as guiding principles, facilitating the seamless integration of sustainability into the Triple-P Strategy, comprised of Portfolio, People and Public Contribution. This strategic integration is instrumental in guiding PTAR through its transitional journey to become a more sustainable and resilient company.



## Material Topics [2-14, 2-26] [3-1, 3-2, 3-3]

PTAR formulates its sustainability programmes and initiatives in alignment with international best practice, giving due consideration to identified material topics. In determining material topics, the Company conducts focused consultations and discussions involving both internal and external stakeholders. Subsequently, stakeholders contribute input and suggestions to the Company regarding priority issues for PTAR each year.

Following these discussions and consultations, PTAR ensures its programmes and reporting address stakeholder needs and enlighten community empowerment plans based on the Community Empowerment Plan (CMP).

Through discussions and consultations with internal stakeholders, including the Board of Directors on 18 December 2023, 9 material topics were discerned as most pertinent to the Company and its stakeholders, having the largest impact on the Company’s sustainability and stakeholder needs. In comparison to the previous year, the material topics underwent a thorough examination to ensure alignment with Astra’s 2030 Sustainability Aspirations. This explains the variation in the number of material topics compared to the previous year. The material topics, along with their progress and updates, are communicated to all stakeholders through the annual Sustainability Report. [3-3]

Triple-P Strategy	Astra 2030 Sustainability Aspirations	Alignment and Identified Material Topic	Importance	Company Policies for Material Topic Management
Portfolio 	<ul style="list-style-type: none"> <li>Reduce Greenhouse Gas Emission</li> <li>Energy Management</li> <li>Solid Waste Management</li> <li>Water &amp; Wastewater Management</li> <li>Business Model Resilience</li> </ul>	Biodiversity and Land Management	Protecting biodiversity through careful land management helps preserve ecosystems and supports the company's commitment to environmental stewardship. Sustainable land use not only ensures compliance with regulations but also contributes to the long-term health of local environments, fostering positive relationships with stakeholders and aligning with broader sustainability goals.	<ul style="list-style-type: none"> <li>Environmental Policy</li> <li>Biodiversity Policy</li> <li>Standard and Procedure of Biodiversity Protection</li> <li>Land Access Disturbance Request</li> <li>Sustainability Policy</li> </ul>
		Tailings Management	Tailings management is essential to prevent environmental harm, uphold community safety and ensure compliance. A proactive and responsible approach to tailings management plays a pivotal role in securing the company's social license to operate, minimising environmental risks and enhancing overall sustainability.	<ul style="list-style-type: none"> <li>Environmental Policy</li> <li>Biodiversity Policy</li> <li>Sustainability Policy</li> </ul>
		Water Resources	Efficient water usage and proper disposal or treatment of wastewater are critical to mitigate environmental impact and comply with regulations. Prioritising water conservation and quality not only safeguards ecosystems and local communities but also enhances PTAR's reputation and resilience in the face of increasing water scarcity concerns.	<ul style="list-style-type: none"> <li>Environmental Policy</li> <li>Biodiversity Policy</li> <li>Sustainability Policy</li> </ul>

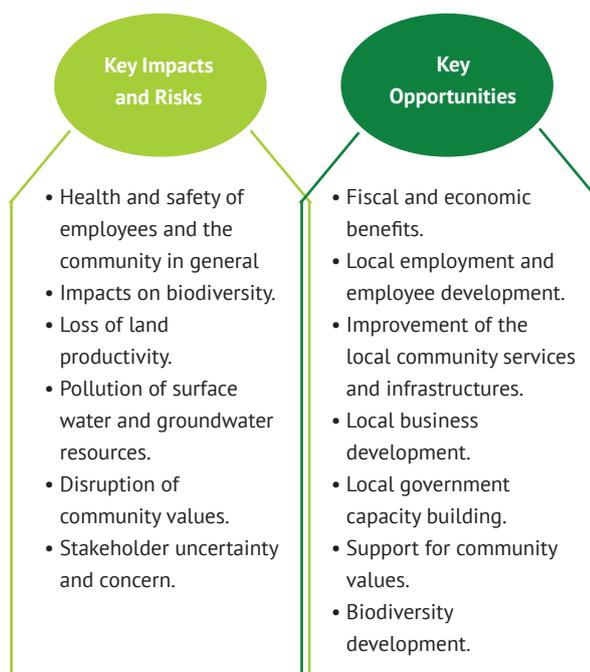


Triple-P Strategy	Astra 2030 Sustainability Aspirations	Alignment and Identified Material Topic	Importance	Company Policies for Material Topic Management
		Energy and Emissions	Energy and emissions management directly influences regulatory compliance, operational costs and stakeholder trust. Effective energy management not only ensures adherence to environmental regulations but also improves operational efficiency, mitigating long-term risks associated with evolving market dynamics.	<ul style="list-style-type: none"> <li>Environmental and Energy Policy</li> <li>Sustainability Policy</li> </ul>
People 	<ul style="list-style-type: none"> <li>Employee Diversity &amp; Inclusion</li> <li>Occupational Health &amp; Safety</li> <li>Board Diversity &amp; Inclusion</li> </ul>	Occupational Health and Safety	PTAR consistently monitors workplace conditions, workforce competencies and employee behaviour by Mining Safety Management System (SMKP) also the Health, Safety and Environment (HSE) Management System as part of the Company's commitments.	OHS Policy
		Diversity and Equity	Diversity and Equity are crucial for PTAR as they foster a workplace culture that values and respects differences among its employees. Embracing diversity ensures a range of perspectives, which can lead to innovation and improved decision-making within the company. Promoting diversity and equity not only enhances employee morale and engagement, but also aligns with societal expectations for responsible corporate practices, contributing to a positive corporate image and long-term success.	<ul style="list-style-type: none"> <li>Gender Diversity Policy</li> <li>Anti-Harassment Policy</li> </ul>
		Human Capital Management	The effectiveness of PTAR's workforce significantly influences operational efficiency and overall company performance. Strategic talent acquisition, training and development initiatives are essential for building a skilled and adaptable workforce in the mining industry. Prioritising the well-being and professional growth of employees not only enhances productivity but also contributes to a positive corporate culture, employee retention and the Company's ability to navigate challenges in a dynamic market.	<ul style="list-style-type: none"> <li>Graduate Development Policy</li> <li>Lactation Room Facilities Policy</li> <li>Marsipature Programme Policy</li> <li>Maternity Leave and Paternity Leave Policy</li> <li>Service Recognition Award Policy</li> </ul>

Triple-P Strategy	Astra 2030 Sustainability Aspirations	Alignment and Identified Material Topic	Importance	Company Policies for Material Topic Management
Public Contribution 	Community Development	Community Development	Investing in community development initiatives, such as education, healthcare and infrastructure, fosters positive relationships and contributes to the social and economic well-being of the areas where the Company operates. Prioritising community engagement and sustainable development not only aligns with corporate social responsibility but also helps build trust, secure social licence to operate and create a more resilient and supportive operating environment for the Company.	<ul style="list-style-type: none"> <li>Community Empowerment and Development Master Plan</li> <li>Marsipature Programme Policy</li> <li>Community Development Policy 2023</li> <li>Community Policy</li> <li>Sustainability Policy</li> </ul>
		Indirect Economic Impact	PTAR's mining operational activities have the potential to generate indirect economic impacts for all stakeholders.	<ul style="list-style-type: none"> <li>Community Empowerment and Development Master Plan</li> <li>Community Development Policy 2023</li> <li>Community Policy</li> <li>Sustainability Policy</li> </ul>

## Key Impacts, Risks and Opportunities of Operations <sup>[3-3]</sup>

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



## Stakeholder Engagement [2-26, 2-29, 2-30] [E.4]

Stakeholders play crucial roles both internally and externally, exerting their interests and influence over the business and sustainability of PTAR. Consequently, stakeholder engagement is an integral component of the Company's business activities. PTAR consistently evaluates, reviews, updates and analyses stakeholder input to identify and address the most significant issues of concern.

PTAR proactively engages with all its stakeholder groups to identify and understand their expectations and needs. The Company adopts a comprehensive and prudent approach, ensuring that its sustainability performance aligns with or surpasses the expectations of its stakeholders. This robust stakeholder engagement allows PTAR to navigate the evolving sustainability landscape, assess and prioritise the concerns that hold utmost significance for stakeholders.

Since the initiation of the Martabe Gold Mine, PTAR has managed stakeholder relationships guided by the following engagement strategy:

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

- Ensuring that regulatory bodies are supported in discharging their regulatory obligations, including the implementation of approval processes and site, goods and services inspections;
- Ensuring that all government reporting requirements are met in an accurate and timely manner; and
- Facilitating the open reporting of stakeholders' concerns and grievances on our activities. [2-26]

PTAR recognises that the Martabe Gold Mine is the sole operating mine in South Tapanuli and thus an understanding of the environmental and social impacts of the mine is crucial for the surrounding communities. Consequently, the Company has implemented an active and publicly accessible communication programme to ensure that local stakeholders gain a comprehensive understanding of the Martabe Gold Mine's operation.

The primary components of this communication programme include:

- Providing guided tours of the mine for a diverse range of stakeholder groups.
- Publishing Tona Nadenggan (which translates to 'the good message' in the Angkola language), a bi-monthly magazine for local stakeholders covering topics such as community development projects, environmental management and cultural activities.
- Publishing Saroha (which means 'one heart' in the Angkola language), a weekly newsletter for employees covering community-related topics.
- Disseminating Sustainability Reports in Indonesian, English and the Mandailing languages.
- Distributing media releases and conducting media briefings, along with site visits for media groups.

During 2023, PTAR has identified stakeholder needs based on the results of the mapping analysis.

## Shareholders

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Annual General Meeting of Shareholders</li> <li>Monthly Review</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports</li> <li>Returns and benefits</li> </ul>	<ul style="list-style-type: none"> <li>Dividend distribution</li> <li>Results from the General Meeting of Shareholders</li> </ul>

## Employees

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Weekly meeting</li> <li>Safety briefing every day and safety forum every two weeks</li> <li>Monthly safety campaign (OHS)</li> <li>Daily Management Meeting (DMM)</li> <li>Healthy Safety Environmental (HSE) Forum</li> </ul>	<ul style="list-style-type: none"> <li>Remuneration and other benefits (including recognitions)</li> <li>Training and education</li> <li>Occupational Health &amp; Safety (OHS)</li> <li>Gender equality</li> <li>Sustainability and Business Growth</li> </ul>	<ul style="list-style-type: none"> <li>Rewarding employees every year</li> <li>Training and education plan</li> <li>Regular training takes place throughout the year</li> <li>OHS Procedure: Golden Rules</li> </ul>

## Local communities

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Site visits</li> </ul>	<ul style="list-style-type: none"> <li>Local employee involvement</li> <li>Preference for local employment</li> <li>Donations for infrastructure and others</li> <li>Training and education</li> <li>Environmental protection</li> <li>Rehabilitation and mine closure</li> </ul>	<ul style="list-style-type: none"> <li>Implementing the Five Pillars of Community Empowerment Programme (PPM). The programme operates various activities throughout the year</li> <li>Local advertisement for all job vacancies</li> <li>Training and education for local communities implemented throughout the year</li> <li>Meeting all environmental protection commitments sustainably</li> </ul>

## National, regional and local government as well as agencies

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Regular meetings</li> <li>Discussions for community development activities</li> </ul>	<ul style="list-style-type: none"> <li>Tax and other contributions</li> <li>Community development</li> <li>Compliance</li> <li>Rehabilitation and Mine Closure</li> </ul>	<ul style="list-style-type: none"> <li>Timely tax and contribution payments</li> <li>Conducting PPM</li> <li>Submit reports to the government regularly</li> <li>Conducting monthly water sampling</li> </ul>

## Suppliers

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>As necessary</li> </ul>	<ul style="list-style-type: none"> <li>Timely payments</li> <li>The quality of services and goods</li> </ul>	<ul style="list-style-type: none"> <li>Providing required information at the early stage of the tender</li> </ul>

## Work Partner

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Daily meetings</li> <li>Healthy Safety Environmental (HSE) Forum</li> </ul>	<ul style="list-style-type: none"> <li>Occupational health &amp; safety (OHS)</li> <li>Working agreement</li> </ul>	<ul style="list-style-type: none"> <li>Education and training as required</li> <li>Business ethics implementation continuously</li> </ul>

## Educational Institutions

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Meeting as necessary</li> </ul>	<ul style="list-style-type: none"> <li>Internship</li> <li>Community study</li> </ul>	<ul style="list-style-type: none"> <li>Provide internship opportunities as needed</li> <li>Engage and report as necessary</li> <li>Conducting E-coaching jam quarterly</li> </ul>

## Media

Stakeholder Engagement Method and Frequency	Significant Issues and Stakeholders' Needs	Responses and Further Actions from the Company
<ul style="list-style-type: none"> <li>Meetings and briefings as necessary</li> <li>Site visits</li> </ul>	<ul style="list-style-type: none"> <li>Communication &amp; publications</li> <li>Press releases</li> <li>Site visits</li> <li>Training and education</li> </ul>	<ul style="list-style-type: none"> <li>Provide news regularly, especially on important events and activities</li> <li>Capacity building</li> <li>Annual competition &amp; comparative study</li> </ul>

# STRATEGIC PILLAR : PORTFOLIO

As a member of the Group PT Astra International Tbk, PT Agincourt Resources (PTAR) is actively engaged in the "Portfolio" Strategic Pillar, transitioning to become a more sustainable and resilient business. This transformation can have a positive impact on the planet, its climate and the business and contribute to the well-being of the communities around the operational area.



## Sustainable Economic Performance

Economic performance serves as a key indicator of the Company's ability to effectively manage resources in pursuit of its sustainability goals. As such, it holds significant importance in PTAR's commitment to sustainable development. The Company continues to strive to achieve growth by providing benefits to the Company itself and the community around the Martabe Gold Mine operational area by integrating it into its economic value chain. Further information on the Company's economic and financial performance can be found in the 2023 Annual Report.

## Economic Value Generated and Distributed

PTAR is committed to maximising economic and financial performance to generate value for all stakeholders, striving for comprehensive and sustainable benefits across its diverse stakeholder groups.

### Total Economic Value and Distribution (USD '000) <sup>[201-1] [207-4]</sup>

Description	2023	2022	2021
<b>Total Economic Value Generated - Revenues (A)</b>	<b>340,049</b>	<b>516,171</b>	<b>580,603</b>
Total Operating Cost	146,748	203,801	187,672
Wages and Benefits to Employees and Directors	36,303	31,694	35,200
Community Investment	2,110	1,575	1,004
Total Payments to Government	61,004	92,219	114,078
• Royalties Expense	26,023	25,595	29,398
• Tax Expenses	27,625	55,333	74,652
• Other Taxes	7,356	11,291	10,028
<b>Total Economic Value Distributed (B) <sup>[3-3]</sup></b>	<b>246,165</b>	<b>329,289</b>	<b>337,954</b>
<b>Total Economic Value Retained (A-B)</b>	<b>93,885</b>	<b>186,882</b>	<b>242,648</b>

Note: Uses Accrual Basis Approach.

### Financial Implications Due to Climate Change <sup>[201-2]</sup>

PTAR monitors climate change as it is essential in supporting operational activities. Various factors, such as increased rainfall caused by climate change, can potentially disrupt mining operations. The Company proactively develops the water balance by implementing effective dam management and adequate capacity to overcome this. In addition, the Company also adjusted its mining schedule to accommodate the challenges posed during the rainy season.



In 2023, rainfall remained consistent as anticipated, mitigating the identified impacts of climate change. PTAR has not undertaken specific research to assess the potential risks and opportunities associated with climate change that could lead to substantial changes in operations, revenue, or expenditure.

# Production Performance

To optimise the Company's financial performance, the production performance is meticulously managed to align with the established targets. Furthermore in 2023, the sales equivalent to gold decreased from 286.4 million ounces to 175.4 million ounces. Despite this, an increase in the average selling price and sales volume contributed to PTAR recording USD 340,0 million, marking decrease compared to USD516.1 million in 2022.

Furthermore, Net Profit After Tax (NPAT) reached USD93.8 million, with an NPAT margin of 30.9% surpassing the 38.5% margin reported in 2022. In recognition of the robust financial performance, PTAR distributed USD151.6 million in dividends to shareholders in 2023.



Employees from the OHS and SCM Departments are conducting a safety inspection at the SCM warehouse. The company is committed to maintaining safe working conditions, protecting employees and minimising the risk of accidents.

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

Year	Comparison of Target and Gold Production Realisation (ounce)		Comparison of Target and Revenue Realisation (USD '000)		Comparison of Target and Profit/Loss Realisation (USD '000)	
	Target	Realisation	Target	Realisation	Target	Realisation
2023	200,134	187,807	425,267	340,051	84,765	93,885
2022	274,044	260,658	503,201	516,171	188,279	186,882
2021	316,875	321,431	641,409	580,603	277,428	242,648

Achievement of company operational and financial performance in 2023 can provide positive value to its stakeholders, including: [201-1]

- Total royalty payments to the government amounted to USD26,023 million.
- Wages and benefits of USD36.3 million paid to PTAR employees and contract employees. PTAR does not disclose fixed payments or certain variables for the highest governance or senior executive as we are not a public company. Furthermore, information regarding the process of determining remuneration, remuneration ratios between the Governance Agency and employees cannot be disclosed in this report. In the future, PTAR plans to make disclosures in the upcoming report. [2-19] [2-20] [2-21]
- Dividend payments to shareholders in 2023 were USD151.6 million.
- PTAR incurred USD2,103,390 for community development programmes following the plan, initiative and the need for our stakeholders (the amount of costs will increase or decrease each year, depending on the value of infrastructure projects).



PTAR payment of USD20.2 million for procurement of goods and services by local suppliers, increased than last year USD16.2 million.

## Investments in Environmentally Sensitive Projects [F.3]

In 2022, PT Agincourt Resources purchased 75,600 MWh of Renewable Energy Certificates (REC) from PT PLN Persero, equivalent to Rp2.9 billion, valid for the years 2023 – 2024. Through this purchase, PTAR can reduce emissions by approximately 75,000 tons of CO<sub>2</sub>e over 2 years. PTAR also received an award from PLN UID Sumatera Utara is the Largest REC Buyer at the PLN Customer Loyalty Award 2022.

In addition to REC purchases, PTAR reduced emissions in 2023 through the carbon offset scheme and the purchase of carbon units in the form of SPE GRK (Greenhouse

Gas Emission Reduction Certificates) on the Carbon Exchange. PTAR purchased 7,945 carbon units from the account holder PT Pertamina Geothermal Energy, with a transaction value of approximately Rp475 million.

In 2024, PTAR plans to make further REC or carbon unit purchases to continue improving emission reduction achievements, complementing other emission reduction efforts already undertaken such as energy efficiency and the use of renewable energy (solar PV).



Highly skilled Metallurgists monitor the intricate processes within our Processing Plant. Through a series of complex procedures, we extract and refine precious gold from mined ore.

## Tax Disclosure and Policy [201-4] [207-1] [207-2] [207-3]

When carrying out its business activities, PTAR is committed to complying with applicable laws and regulations, especially related to the fulfilment of payment obligations to the State consisting of tax and non-tax payments.

Tax and Non-Tax contributions include:

- Corporate Income Tax and other Income Tax
- Land and Building Tax;
- Royalty;
- Dead Rent;
- Dividend; and
- Local Taxes and Local Levies

In 2023, the contribution of Corporate Tax and Non-Tax to state revenue is very significant, amounting to 85.32% of Net Profit After Tax (NPAT). This contribution increased when compared to 2022 of 66.43%. In accordance with Law No.1 of 2022 concerning Financial relations between the central government and local governments, PTAR has fulfilled obligations to the State which include obligations to pay various types of taxes, regional taxes, regional levies, royalties and dead rent in the regions where the Company operates.

In 2023, PTAR did not receive any financial assistance from the government. However, PTAR actively collaborates with tax stakeholders, notably the Directorate General of Taxes (DJP) of the Ministry of Finance. PTAR is actively engaged in organising dissemination sessions, discussions and educational training programmes within the company to ensure awareness and compliance with tax regulations. [202-1] [202-4]

The President Director and the Board of Directors hold responsibility for all matters related to taxation. Furthermore, the Board of Commissioners and shareholders play a role in supervising and monitoring the Company's tax management through the annual budget. The budget is meticulously prepared, taking into account the Company's resources, mine life and market conditions. The approved budget undergoes review and approval by the Ministry of Energy and Mineral Resources, followed by reporting to the Government and all shareholders. [207-1] [207-2] [207-3]

PTAR's financial and economic performance management also involves the Audit Committee, tasked with conducting a comprehensive review of company operations, including financial statements, managing and monitoring company risks and supervising internal audit activities. To maintain quality and credibility for shareholders, the Company appoints an independent auditor for its annual financial statements. [207-2]

As part of the Company's voluntary divestment, PT Artha Nugraha Agung holds a 5% ownership stake in PTAR, with 70% owned by the South Tapanuli Regency Government and 30% owned by the North Sumatra Provincial Government. As of the end of 2023, there were no instances of noncompliance with social and economic laws and regulations. [419-1]

## PTAR Suppliers <sup>[2-6]</sup>

Our business operations rely significantly on the engagement of suppliers. We are committed to enhancing the impact of product and service supply from the communities surrounding the Martabe gold mining operation. This initiative underscores our dedication to strengthening the local and national economy. Consequently, the involvement of local partners can facilitate increased local revenue absorption. <sup>[204-1]</sup>

Given PTAR's rural location, we are committed to crafting a tailored logistics strategy to maintain uninterrupted supply chains for goods and services. This strategy addresses challenges related to the type, source and volume of necessary goods for mining operations, as well as optimal routes and transportation modes. To maximise efficiency and cost-effectiveness, the Company implements standardised methodologies across its logistics operations.

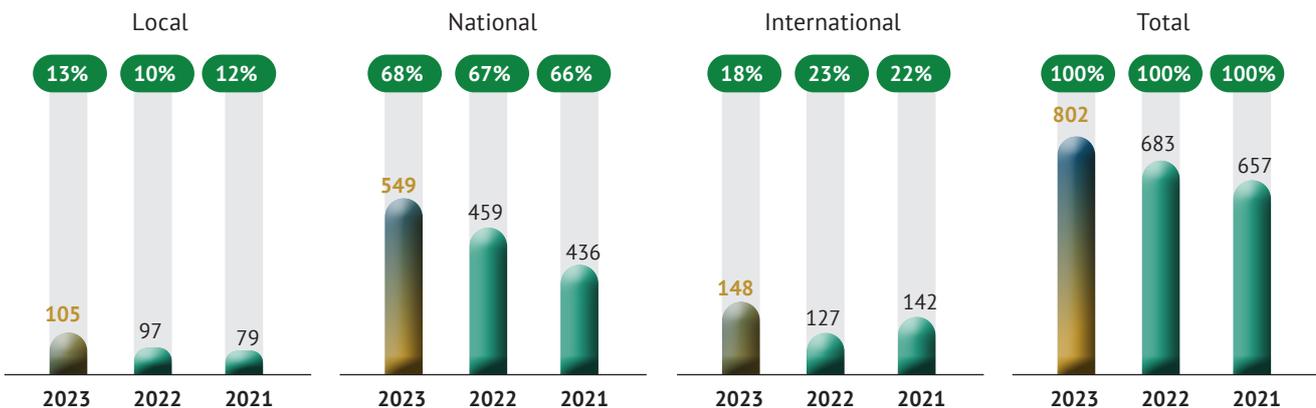
The Company prioritises buying from local suppliers in South Tapanuli, Central Tapanuli and Sibolga, which can supply goods competitively, both from prices, quality, delivery time, warranty and other commercial requirements compared to suppliers located in other locations.

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

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

Overall the proportion of local and national suppliers spending is 79.52%, with a total procurement of USD20.2 million for local suppliers, USD107 million for national suppliers and USD32.7 million for international suppliers.

### Total and Percentage of Suppliers <sup>[204-1]</sup>



### Local Suppliers <sup>[203-2]</sup>

PTAR also provides cooperation opportunities for local entrepreneurs to be involved in the Company's business activities. This is reflected in PTAR's support towards local and national suppliers, involving 81% of the total supply chain in 2023. Therefore, our efforts in providing economic opportunities for the local and national community can impact positively on both local and regional economic growth. <sup>[203-2]</sup>

However, PTAR recognises that not all members of the local community may benefit from the economic opportunities offered by the Company. Therefore, we advocate for additional initiatives to positively impact the community's economy, particularly through community development and empowerment programmes (PPM). <sup>[203-2]</sup>



In the rice fields of Garoga Village, Batangtoru, our Community Department employee works hand-in-hand with local farmers, helping to cultivate a brighter future. By supporting traditional rice farming, we're not only fostering local businesses but also strengthening our connection to the people who contribute to the success of our operations.

# Environmental Compliance and Impact Management

## Environmental Policy

As a mining company, PTAR is committed to preserving and maintaining environmental balance to mitigate potential negative impacts from its business operations. The commitment includes operating the Martabe Gold Mine in strict compliance with environmental laws and regulations, aligning with the following laws and regulations:

- Government Regulation No. 22 of 2021 concerning Implementation of Environmental Protection And Management.
- Government Regulation No. 78 of 2010 concerning Reclamation and Post-Mining.
- The Minister of Environment and Forestry Regulation No. 6 of 2021 concerning Procedures and Requirements for the Management of Hazardous and Toxic Waste (B3).
- Decree of the Minister of Environment No. 68 of 2016 concerning Domestic Wastewater Quality Standards.
- Decree of the Minister of Environment No. 202 of 2004 concerning Wastewater Quality Standards for Gold/Copper Ore Mining Activities.
- Decree of the Minister of Energy and Mineral Resources No. 1827 of 2018 concerning Guidelines for the Implementation of Good Practices of Mining Engineering Principles.
- The Minister of Energy and Mineral Resources (ESDM) Regulation No. 26 of 2018 concerning the Implementation of Good Mining Principles and Supervision of Mineral and Coal Mining.
- Government Regulation No. 76 of 2008 concerning Forest Rehabilitation and Reclamation.
- Ministry of Energy and Mineral Resources Ministerial Regulation No. 07 of 2014 concerning Reclamation and Post-mining Implementation in Mineral and Coal Mining Business Activities.
- The Minister of Forestry Regulation No. P.43/Menhut-II/2008 concerning the Guidelines for Borrowing and Using Forest Areas.
- The Minister of Forestry Regulation No. P.4/ Menhut-II/2011 concerning Guidelines for Forest Reclamation.
- Regulation of the Minister of Environment and Forestry of 2021 No. 5 concerning Procedures for

Issuing Technical Approval and Operational Eligibility Letters in the Field of Environmental Pollution Control.

- Regulation of the Minister of Environment and Forestry No. 4 of 2021 concerning List of Businesses and/or Activities Required to Have an Analysis of Environmental Impacts, Environmental Management Efforts and Environmental Monitoring Efforts or a Statement of Commitment to Manage and Monitor the Environment.

These regulations serve as the foundation of PTAR's Environmental Policy, focusing on protection and conservation to mitigate adverse environmental impacts. The policy incorporates the following measures:

- Identification of potential environmental impacts, management and maintenance efforts from the planning stage of the approved Environmental Impact Analysis (EIA) document;
- Adopting global environmental management best practices to minimise environmental impact;
- Performing environmental management and monitoring from the planning stage based on the approved EIA for mining operations;
- Compliance with all applicable laws, regulations and operating permits;
- Safe disposal of tailings and waste rock;
- Pollution prevention;
- Biodiversity protection; And
- Restoring the function of disturbed areas to safe, stable and productive areas.

This policy extends to the Martabe Gold Mine, whereby PTAR adheres rigorously to the mine's key activities, including:

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



Moreover, in the procurement process, particularly during the pre-qualification stage, PTAR assesses its suppliers' compliance with environmental requirements. Only suppliers meeting these standards can qualify to become partners. [308-1]

## Environmental Impact Mitigation [3-3]

PTAR conducts a thorough analysis of its business to comprehend the environmental impact of its operations. Additionally, the Company assesses operational risks that pose elevated environmental risks, enabling PTAR to effectively mitigate and manage these risks.

### Impact, Response and Mitigation of Environmental Quality

Impact	Source of Impact	Environmental Programme
Noise	Operational production facilities	<ul style="list-style-type: none"> <li>Implementation of noise monitoring activities</li> <li>Manage noise level at the production site</li> </ul>
	Transportation on site	<ul style="list-style-type: none"> <li>Maintenance of transport equipment</li> <li>Work time management</li> <li>Traffic control on site</li> </ul>
Waste pollution	Production activities	<ul style="list-style-type: none"> <li>Increase competencies in handling liquid waste</li> <li>Add liquid waste handling equipment</li> <li>Storage of tailings</li> <li>Disposal of B3 waste in collaboration with competent and licensed independent partners</li> </ul>
	Operational activities	<ul style="list-style-type: none"> <li>Install a container for temporary waste storage</li> <li>Non B3 waste sortation to reduce landfilled waste and increasing 3R</li> <li>Wastewater treatment operations of both production and domestic activities with a wastewater treatment plant (IPLC)</li> <li>Routine maintenance of air emission quality control</li> </ul>
Water pollution	Production operational activities	Wastewater treatment operations of both production and domestic activities with a wastewater treatment plant (IPLC) and a cycle plant
Air pollution	Emissions of production equipment, processing plants and operational vehicles	<ul style="list-style-type: none"> <li>Developing an emissions inventory</li> <li>Identification of potential mitigation actions</li> <li>Using solar panels up to 2.1 MPA (Megawatt Peak Ampere)</li> </ul>
	Dust emissions from transportation and rock crushing	<ul style="list-style-type: none"> <li>Maintenance and improvement of the performance of the processing plant</li> <li>Hydrocarbon waste management</li> <li>Maintenance and improvement of the performance of the transportation heavy equipment fleet</li> </ul>
Impacts on biodiversity [3-3]	Land clearing	<ul style="list-style-type: none"> <li>Special analysis process for planned land clearing</li> <li>Collaboration with third parties on biodiversity initiatives</li> <li>Restoration of forest habitat under the site rehabilitation programme</li> </ul>

## Compliance Monitoring & Evaluation

Environmental compliance management falls under the purview of the Chief Mine Officer (KTT). Nevertheless, each operational department holds responsibility for environmental management, subject to monitoring by the Environment Department. The environmental compliance management system undergoes an annual audit by the Company's parent company, PT Astra International Tbk, as part of their AGC (ASTRA Green Company) programme.

To enhance the efficiency of environmental compliance management, the Senior Management Team must remain informed about the Company's current environmental compliance status. As such, the Environment Department issues a monthly Environmental Compliance Report summarising compliance monitoring results, relevant regulatory limits and the status of all required environmental permits.

The Company undergoes annual external audits by the Ministry of Environment and Forestry through their Public Disclosure Programme for Environmental Compliance (PROPER). Additionally, there is an Environmental Management Performance Assessment conducted every two years by the Directorate General of Minerals and Coal of the Ministry of Energy and Mineral Resources (ESDM) to verify the effectiveness of its environmental management efforts. As of 31 December 2023, there have been no incidents of environmental noncompliance. [307-1]

## Allocated Resources for Environmental Management and Monitoring

In 2023, PTAR use funds amounting to USD12,4 for environmental management and monitoring activities. This allocation ensures the implementation of optimal environmental management practices, meeting quality standards and complying with relevant regulations.

## Environmental Management Plans for 2024

In 2024, PTAR will remain consistent in carrying out environmental management by carrying out the following activities:

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

# Biodiversity Conservation <sup>[3-3]</sup>

Safeguarding biodiversity is the primary focus of PTAR’s environmental management efforts. During the land clearance for mining, PTAR always takes into account the biodiversity of the land area by implementing rehabilitation measures and ensuring the absence of protected wildlife species at the clearing site through stringent regulations that prohibit all employees and partners from hunting and capturing wildlife. <sup>[F.9]</sup>

The Company acknowledges the negative impact of its operational activities on biodiversity. However, the Company regularly manages the biodiversity impacts associated with the operation of the Martabe Gold Mine based on its mitigation hierarchy, aligned with industry best practices. Furthermore the most significant project-related impact on biodiversity is site clearing. This impact is minimised by a range of operational controls, most important of which is habitat restoration under the site rehabilitation program. <sup>[304-2]</sup>

Additionally, the Company recognises the presence of fauna habitats included in the IUCN Red List, such as the Tapanuli Orangutan (*Pongo tapanuliensis*), categorised as Critically Endangered (CR), which have been potential lost due operational activities. Nonetheless, these impacts are mitigated through biodiversity management and habitat restoration measures in accordance with the site rehabilitation program implemented during the mine’s lifecycle. <sup>[304-4]</sup>

Preventive measures are systematically implemented through a multi-stakeholder collaborative approach, involving education and the dissemination of relevant information to discourage poaching and wildlife trade-in the surrounding communities. PTAR has also conducted surveys to comprehensively assess the composition and diversity of flora and fauna in the Martabe Gold Mine development area.

For comprehensive details regarding our biodiversity policies, action plans, strategies and assessments, please visit our <https://agincourtresources.com/biodiversity/>. We regularly update our website to ensure the provision of the latest information.

## Collaborative efforts to date have included the following: <sup>[F.10] [304-3]</sup>

### NATURE CONSERVATION PARTNERSHIP WITH SCORPION FOUNDATION INDONESIA (YAYASAN SCORPION INDONESIA)

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

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

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

### COLLABORATION WITH LEADING RESEARCHERS

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

### COLLABORATING WITH KELOMPOK TANI HUTAN MANDIRI LESTARI

The Tani Hutan Mandiri Lestari Farmers Group, which concentrates on rehabilitating mangrove land, collaborate with PTAR in 2023 to plant and improve mangrove land in Central Tapanuli covering an area of 10 Ha by planting and caring for 30,000 mangroves and spreading 20,000 shellfish seeds. Routinely monitor mangrove growth every month, including habitat monitoring in coastal areas.

### PARTNERSHIP PROGRAMME WITH EDUCATIONAL INSTITUTIONS

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

All these universities have signed a Memorandum of Understanding. Activities carried out include:

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

In addition to collaborative initiatives, PTAR organised large-scale biodiversity conservation events with several external parties in 2023. These efforts included:

- Commemorating Environment Day by holding a series of activities to create a culture of preserving the environment in daily life on the site and in the surrounding community.
- Release 28,600 fish seeds endemic to the Batu Horing River.
- Supporting the inauguration of the Ape Rescue Center by the Indonesian Scorpion Foundation.
- Produced 26,095 local seeds in a nursery facility, reclaimed 4.72 hectares of land and planted 8,105 local plant seeds in native areas for species enrichment.
- Planted 2,732 kilograms of cover crops and distributed 26,990 seed balls for species enrichment in native forest areas.

Beyond environmental conservation measures, these initiatives also align with local culture, demonstrating respect for the rights of the local community. Consequently, in 2023, the Company reported no

incidents of violations involving the rights of indigenous peoples. [411-1]

The Company has made plans for its 2024 Biodiversity action plan, focusing on the following initiatives:

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



At the Martabe Gold Mine's nursery facility, our dedicated Environment Department team is nurturing the growth of local biodiversity. In 2023, this nursery produced 26,095 native seedlings, playing a vital role in our commitment to environmental conservation and rehabilitation.

## Land Management and Rehabilitation <sup>[3-3]</sup>

### Land Management

Environmental land management is crucial for mining operations, ensuring responsible and sustainable practices by controlling the allocation of the Company's operational areas for specific purposes, thereby preserving resources for future generations.

### Mine Closure <sup>[MM10]</sup>

In 2023, no mine closure targets or plans were executed due to the active state of our operations. Nevertheless, PTAR's environmental policy consistently prioritises environmental protection to minimise adverse impacts. PTAR is committed to rehabilitating disturbed areas at the Martabe Gold Mine, transforming them into safe, stable and productive states after completing its mining and processing operations.

In line with this commitment, PTAR developed the Mine Closure Plan in accordance with Government Regulation No. 78 of 2010 on Reclamation and Post Mining, as well as the Minister of Energy and Mineral Resources Regulation No. 26 of 2018 on the Implementation of Good Mining Principles and Supervision of Mineral and Coal Mining. The rehabilitation and mine closure process will integrate key environmental management outcomes considered vital from feasibility to mine closure, including:

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

In light of these considerations, PTAR has formulated an approved Mine Closure Plan strategy with the following key components:

- Detailed technical studies will be carried out during operations based on the closing study timeline, which is reviewed and updated annually.
- After the processing activities are completed, the processing plant and associated infrastructure such as offices and workshops will be decommissioned. Any remaining chemicals will be collected and transported to a licensed waste processor. Site

concrete foundation will be destroyed or covered with stones and earth.

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

The initial Mine Closure Plan (RPT) for the site was approved in 2014. A revision covering the Ramba Joring, Barani and Tor Ulu Ala pits, as well as the TMF plan, was submitted in 2019 and received approval in 2022.

Further, the government has instituted a system to mitigate the risk of high mine closure costs. In accordance with the Decree of the Minister of Energy and Mineral Resources No. 18/2008, every mining company in Indonesia is mandated to make an annual closing bond payment based on the estimated cost of closing the mine during operation. PTAR will receive back these funds upon mine site closure.

The closing bond value is determined using the detailed mine closure cost estimate at the Mine Control Production (MCP). PTAR has an approved MCP for the Martabe Gold Mine and adheres to this regulation by fulfilling the closing bond payments.

## Site Rehabilitation [304-3] [MM10] [MM2]

The goal of the site rehabilitation program is restoration of forest cover on disturbed areas as far as practical habitat forest, habitat similar has on site rehabilitation land rehabilitation programme of PTAR focuses on promptly reclaiming disturbed land and is committed to rehabilitating the entire designated area covering 100%.

[MM2]

PTAR has a conservation area of 57.42 hectares that requires a biodiversity management plan as stipulated in the Biodiversity Conservation Area Designation Letter.

The responsibility for mining rehabilitation falls under the Chief Mine Officer (KTT), the highest-ranking individual overseeing mining activities on the site. While the Mining Operations Department handles planning and land management at the operational level, the Environment Department is tasked with planting and maintaining reclamation plants.

### In rehabilitating disturbed areas, we apply the following steps:

- Land arrangement (regulating land slope, constructing drainage systems and spreading topsoil)
- Spreading the topsoil layer throughout the area
- Planting tall plant species.
- Planting cover crops
- Plant maintenance.

The use of the hydroseeding method plays a crucial role in the land rehabilitation process, particularly on sloping land, where cover crops are planted. These cover crops include legumes (*Leguminosae*) to prevent erosion and fast-growing plants to establish a canopy, ultimately enhancing soil quality and the overall environment. Routine plant care is diligently undertaken to ensure the survival and growth of the planted vegetation.

To support the Site Rehabilitation Programme and protect the habitat of native tree species from extinction, plant nurseries in the Martabe Gold Mine area play a crucial role. Reclamation activities are conducted in stages, with PTAR ensures routine plant maintenance to guarantee optimal plant growth. Annually, a team from the Ministry of Energy and Mineral Resources evaluates the success rate of reclamation plant growth and assesses the overall condition of the area.

**The rehabilitated land, once completed, is designated as open and remains undisturbed for at least one year will be rehabilitated shortly in line with PTAR commitment to environmental sustainability.**

## Site Rehabilitation and Reclamation Progress

[MM10] [MM2] [F.4]

PTAR is committed to carrying out mine rehabilitation based on the 2022-2026 Period Reclamation Plan and mine closure planning, by complying with relevant regulations. The Mine Closure Plan approved in 2022 includes costs for the Purnama Pit, Barani Pit, Ramba Joring Pit, Tor Ulu Ala Pit, TSF and TMF with a mine closure guarantee value of USD29,651,372.

Since 2023, the PTAR Reclamation Plan for the 2022-2026 period has been approved by the Minister of Energy and Mineral Resources to rehabilitate 4.72 hectares of operational areas and 2.34 hectares of exploration areas. However, the rehabilitation achievement in 2023 is 4.72 hectares of operational area and 4.94 hectares of exploration area.

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

Description	Unit	2023	2022	2021
Total disturbed land at the beginning of the year	Ha	567.52	544.39	515.74
Disturbed land		41.12	23.13	28.65
Rehabilitated land (Operation Area)		4.72	0	11.62
Rehabilitated land (Exploration Area)		4.94	2.7	3.94
Total disturbed land at the end of the year		608.64	567.52	544.39
Seedlings planted	Total	11,436	7,914	8,000

Note:

- 2.59 Ha of reclamation area converted into mine road
- Data for 2022 and 2021 is restated due to recalculations of disturbed land area and rehabilitation efforts.

### Location of Operation Adjacent to Protected Areas or Areas with High Biodiversity [304-1]

Description	Unit	2023	2022	2021
Number of sites owned, managed, or adjacent to protected areas and areas with high biodiversity value outside protected areas	Total	1	1	1
Distance from the nearest point*	km	1,169	1,169	4
Operation location size*	km <sup>2</sup>	0.9868	0.9868	5

Notes:

- The site does not operate on land below its surface or underground.
- The mine site is about 4 km from the protected forest at the nearest point.
- Most of the landscape before construction within the mine footprint was forest, degraded forest, plantations, cleared land and trails. Due to its proximity to rural areas, small towns and large plantation areas, the area has previously experienced significant disturbances, including the existence of many roads used by rubber plantation workers.
- \* Difference in 2021-2023 data because the distance in 2021 is calculated from purnama pit and at the same time ramba joring pit has not opened.

## Hazardous Waste Management



To minimise waste, PTAR complies with all applicable laws and regulations, including those related to B3 waste management. In accordance with Law no. 32 of 2009 concerning Environmental Protection and Management and Minister of Environment and Forestry Regulation No. 6 of 2021 concerning Procedures and Requirements for Management of Hazardous and Toxic Waste, the Company consistently ensures the obtaining special permits for the placement, storage, transportation, processing or utilization of B3 waste. PTAR has obtained the necessary permits to store tailings in the Tailings Storage Facility (TSF) and another permit to build a temporary B3 waste storage facility at the mine site and has obtained another permit to build a reuse facility for used oil B3 waste. All B3 waste, except tailings, is transported to a licensed commercial waste processor outside the site.

Our toxic and hazardous waste management reflects our commitment to compliance with proper practices, reinforced by the implementation of various preventive measures:

- Implementation of toxic and hazardous waste management obligations on site. All PTAR employees and site work partners comply with the PTAR Code of Practice for Waste Management.
- The PTAR Workplace Condition Insection (WCI) Programme defines detailed toxic and hazardous waste management requirements;
- PTAR training course for toxic and hazardous waste management;
- During the HSE site orientation, new employees receive information on important toxic and hazardous waste management requirements, which are also disseminated through the HSE site poster programme;
- Monthly Environmental Compliance Report distributed to the Senior Management Team, informing them of B3 waste non-compliance as well as contract status with toxic and hazardous waste transportation and processing work partners; And
- At the daily PTAR production meeting, the remaining capacity at the site's temporary toxic and hazardous waste storage facility is reported regularly.

As of 2023, PTAR has secured the following toxic and hazardous waste management permits:

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

In 2023, PTAR implemented several waste management work programmes, including:

### Waste Sortation Facility (WSF) Operation

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

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

Furthermore, the waste that has been sorted will be processed. Organic waste is processed into compost. Meanwhile, paper, plastic and can packaging waste will be compacted using a press machine before being removed from the WSF for further management. As of the end of 2023, the total waste managed was solid waste 616.24 tonnes with a 3R percentage of 52%. [F.13]



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

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

The utilisation of B3 waste for blasting activities at the Martabe Gold Mine site is in accordance with Technical Approval No. S.192/PSLB3/PLB3/PLB.3.3.2022 concerning Technical Approval in the Sector of B3 Waste Management for B3 Waste Utilisation Activities for PTAR and has an Operational Eligibility Letter (SLO) with No. S.588/PSLB3/PLB3 / PLB.3/9/2022 issued by the Ministry of Environment and Forestry of the Republic of Indonesia (KLHK RI) on 30 September 2022. As of the end of 2023, PTAR has utilised 114.02 tonnes of used lubricating oil, which made up 20.68% of all used lubricating oil usage in the blasting process. [301-2] [F.5]

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

In 2023, hazardous waste stored in the LB3 Temporary Storage Site (TPS) was sent to PT Prasadha Pamunah Limbah Industri (PPLI) and PT Wiraswasta Gemilang Indonesia (WGI) for further management. The total volume of toxic and hazardous waste sent to these third-party companies amounted to 437.88 tonnes. Additionally, internally generated toxic and hazardous waste, used for blasting activities at Martabe Gold Mine in the form of used lubricating oil (code: B105D), reached 114.02 tonnes. The Company utilises the lubricating oil for blasting activities at Martabe Gold Mine. [306-5]



### Reutilised Hazardous Waste

Types of Hazardous Waste (tonnes)	2023	2022	2021
Lubricant	114.02	37.39	0

Note: In 2021, PTAR did not utilise hazardous waste (lubricating oil) as it lacked a Waste Oil Processing Plan (WOPP) facility and a permit for utilising B3 waste.

### Waste by Type and Disposal Method (Tonnes) [306-3] [306-4] [306-5]

Description	2023	2022	2021
<b>Total hazardous waste</b>	551.88	605.21	579.5
• Utilization on site	114.02	37.39	-
• Use outside the site (third party)	113.98	244.15	288.59
• Off-site destruction (Third party)	323.88	323.67	290.91
<b>Total non-hazardous waste</b>	616.24	3,895.62	4,188.65
Recovery	481.22	271.17	102.65
Management Place (off-site)	135.02	3,624.45	4,086.00

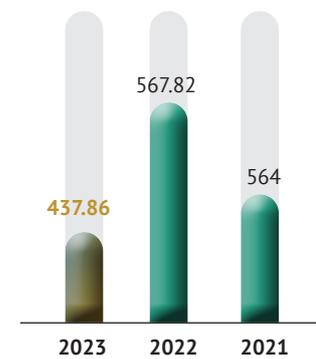
Notes:

- All B3 waste is managed by licensed waste management companies that comply with Government regulations.
- Waste data is collected through weighing facilities owned by PTAR for hazardous and non-hazardous waste.



### Hazardous Waste Transportation (Tonnes) [306-2]

Transported and Delivered to Third-Parties



Note: All waste identified under regulations as hazardous and toxic (B3) is transported off-site to licensed waste treatment. PTAR monitors third-party waste management license holders through its SIRAJA system and through routine visits.

## Tailings Management <sup>[3-3]</sup>

PTAR operates a Tailings Storage Facility (TSF) as a crucial prevention and control mechanism specifically designed for tailings containment and management. PTAR is committed to adhering to industry best practices in the design, construction and sustainable operation of the TSF. The TSF's design was developed by an international team of geotechnical engineering consultants and annual monitoring of the TSF operation is conducted by an expert consultants, ensuring independent reviews cover all aspects of TSF safety. Monthly TSF reports are provided to senior management, anticipating the need for proactive risk mitigation measures.

The critical safety objectives of the TSF include preventing uncontrolled disposal of tailings or water, avoiding overflow or damage to embankments; mitigating impacts on groundwater from seepage; preventing wildlife mortality within the TSF; maintaining ongoing control of acid mine drainage in the embankments; and ensuring the rehabilitation of structures to a safe and stable condition after closure.



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

### Rock Fill

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

### Zone 1

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

### Zone 2

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

### Zone 3

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

### Zone 4

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

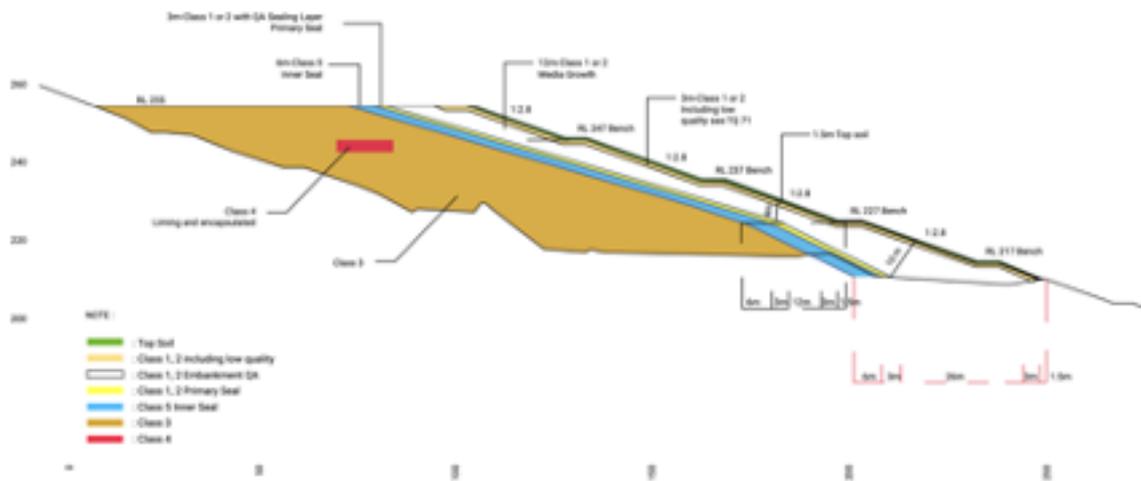
Further, the TSF was constructed by taking into account two crucial aspects:

1. Acid Mine Drainage (AMD)

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

2. Technical Aspects of Construction and Quality

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



The processing plant treats all tailings to reduce cyanide levels to below 50 mg/L, in accordance with the International Cyanide Management Code. Tailings are deposited in the TSF in thin layers, reaching the ‘shore’ of tailings. Each layer undergoes settling and drying before being overlaid with a new tailings layer. To prevent excessive water retention, the amount of pond water in the TSF is minimised.

The TSF has critical safety objectives, including:

- No uncontrolled disposal of tailing or water (due to overflow or damage to embankments).
- Mitigation of impacts on groundwater from seepage.
- Prevention of wildlife mortality within the TSF.

- Ongoing control of acid mine drainage in the embankments.
- Rehabilitation of structures to a safe and stable condition after closure

To minimise TSF risk, a range of risk controls were implemented throughout the design, construction, operation and closure stages. These controls include design specifications, construction methods, Quality Control (QC)/Quality Assurance (QA) programmes and operational measures, including procedures, staff training, change management, condition monitoring, inspections, reviews and audits. The following provides a summary of these controls.

## Prevention and Controls In TSF Design and Construction

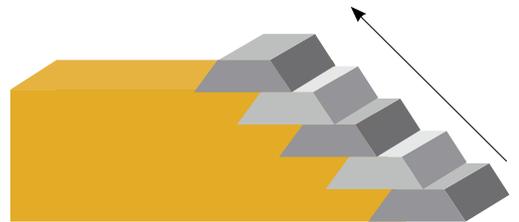
PTAR commissioned a team of international geotechnical engineering consultants to design the TSF, with the following prevention and control mechanisms:

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

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

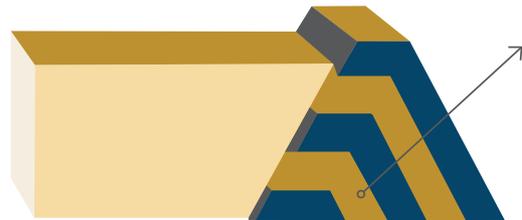
Embankment stability is widely acknowledged as a critical performance criterion. As a result, the TSF was designed to maintain its integrity during the most credible earthquake (MCE).

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



Upstream lifting using dried tailings to extend the wall

### Martabe Gold Mine TSF



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

Furthermore, PTAR implemented a number of special initiatives in 2023 to reduce the TSF risks, including:

- Addition, upgrade and digitization of Dam monitoring tools.
- Improve the quality of tools supporting soil testing activities, to support QAQC activities at TSF dams.
- Carrying out annual audit activities carried out by experts – Independent Technical Review Panel.
- Carrying out Emergency Response Activities both internally and with local communities.



The Tailing Storage Facility (TSF) at Martabe Gold Mine showcases our dedication to safety and environmental care. Built to meet strict standards from both Indonesia and international guidelines, the TSF's strong slopes ensure lasting stability. We've also restored the surrounding area by planting local plants, transforming it into a green, thriving landscape that supports the local environment.

## Tailings Placement & Disposal

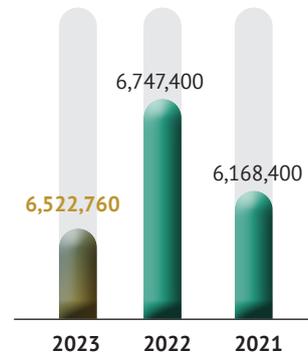
PTAR is directly responsible for overburden management and tailings processing. Before excavation, the Geology Team places a waste block and the overburden is transported to the TSF dam based on its level using an Articulated Dump Truck (ADT). Periodic testing ensures that these materials meet or exceed established technical requirements. Tailings waste was stored in the TSF in accordance with the Decree of the Minister of Environment and Forestry No. 611/2016.

TSF performance is monitored by expert consultants who conduct an independent review of all aspects of TSF safety annually. In addition, the Company ensures that the design, construction and operation of a sustainable TSF adheres to industry best practices. Reports on TSF operations are provided to senior management monthly in anticipation of the need for risk mitigation measures, if required.

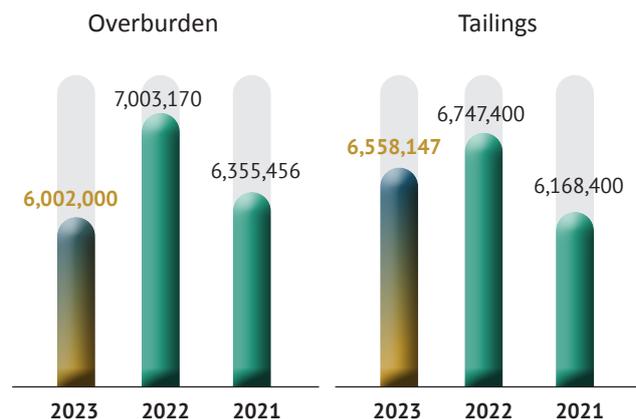
In 2023, 6,522,760 tonnes of tailings were placed in the TSF without any incident and in compliance with operational requirements as stipulated in the Code of Practice for Safe Tailings Placement. Some of the significant results obtained are as follows:

1. Tailings are distributed with several discharge points throughout the top of the embankment.
2. Throughout 2023, tailings placement has been successful in creating a gradient to avoid water infiltration in the dam core.
3. Residual processing water is collected on the north side of the tailings beach, ensuring that the operational requirements of the processing plant are met.
4. Tailings elevation from a well-managed deposition process to achieve key TSF performance. This primary performance objective is to maintain allowable TSF impoundment capacity during storm events and also prevent possible overtopping.

**Total Tailings Filled (Tonnes)**



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



Waste rock materials and their disposal sites pose several risks, such as acid-producing rock materials which can leach acid products into water systems and dams which, if not properly managed, can lead to toxic spills. If left unchecked, this can result in metal-containing acid rain leaching known as Acid Mine Drainage. For this reason, PTAR strives to carry out appropriate waste management. By the end of 2023, there were no spills.

[306-1] [F.15]

## Waste Rock Disposal

The Martabe Gold Mine generates waste rock as the second major waste stream, requiring proper management to prevent negative environmental impacts. This waste, comprised of rock with insufficient gold content for processing, is primarily utilised in constructing the TSF embankment, eliminating the need for extensive disposal.

Certain waste rocks at the Martabe Gold Mine have the potential to generate acid due to the natural oxidation of sulfide minerals, a common phenomenon in metallurgical mines. To address this, the mine employs various closure strategies, including using layers of soil. Acid-generating rock/soil is surrounded by rock/soil layers approximately 8.7 meters thick within the TSF embankment. Waste rocks/soils are categorised as either non-acid forming (NAF) or acid-forming (PAF). Other types of complex rocks are categorised based on the geological conditions in the area. [306-1]

In 2023, PTAR allocated funds of up to USD599,535.87 for wastewater management to monitor and mitigate the risk of waste pollution, including the leaching of acid-producing rocks into the water system and the potential for toxic spills from dams if not managed properly. The company succeeded in preventing the entry of potentially acid-forming materials into the TSF embankment by applying a layer of compacted rock to prevent the entry of oxygen. PTAR's commitment to proper waste management resulted in no spills by the end of 2023.

[F.15] [MM3]

In 2023, the TSF managed 44,005,768.85 m<sup>3</sup> of material (Actual Water + Tailing Volume) originating from mining and processing activities. The AMD Management Programme is implemented through the following steps:

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



Waste rock disposal

# Water Use and Management <sup>[3-3]</sup>

## Water Use

PTAR recognises the vital role of water in supporting its production activities. Approximately two-thirds of the water used in production is sourced from the Tailings Storage Facility (TSF), utilising a closed circulation system. The recycled tailing water undergoes a thorough separation process to remove sediments, ensuring its suitability for factory production.

In 2023, all excess water from the TSF was carefully evaluated for compliance with quality standards before being reintroduced into the water flow. The Company, through regular monitoring and assessment, refrains from utilising water from drought-stricken areas or polluted sources, further emphasising its commitment to responsible water management.

[MM11] [F.23, F.14]

PTAR utilises various surface water sources for operational needs. Water for the processing plant is drawn from the WD (Water Diversion), while water for Water Truck operations is sourced from water catchments. Groundwater is used for office needs and third-party water is purchased from the community. [F.8]



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

Description	2023	2022	2021
Surface Water for Plants	836,634	729,332	687,647
Surface Water for Road Watering (Water Truck)	53,384	53,426	52,896
Surface Water for Offices	10,064	-	-
Groundwater	108,300	117,397	121,222
Water from Third Parties	69	294	-
<b>Total</b>	<b>1,008,451</b>	<b>900,449</b>	<b>861,765</b>

Note: The source of surface water is from WD



### Recycled and Reused Water

Description	Unit	2023	2022	2021
Volume of Recycled Water (TSF to Plant)	m <sup>3</sup>	7,141,062	6,948,110	6,559,088
Volume of Recycled Water (WPP to Plant)		162,842	326,739	330,781
Volume of Water Surface Flow to Plant		836,634	729,331	687,646
Percentage of Water Reused	%	90	91	91

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



### Clean Water Extraction and Consumption (m<sup>3</sup>/year)

Description	2023	2022	2021
Freshwater taken	1,008,451	846,729	121,222
Freshwater consumed	1,008,451	900,449	861,765

## Water Management System <sup>[303-1]</sup>

PTAR is committed to responsible water management, ensuring no adverse impacts on the ecosystem and local communities. The Company consistently meets the required standards for mine wastewater discharged into public waters, as outlined in the Minister of Environment Decree No. 202 of 2004, which establishes quality standards for wastewater from gold and copper ore mining activities; and Minister of Environment and Forestry Regulation No. 68 of 2016 for the disposal of domestic liquid waste in public spaces. Furthermore, PTAR has its own Site Water Management Standard Operating Procedure, which guides our water quality management and processing. <sup>[303-2]</sup>

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

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

To further safeguard environmental quality around the Martabe Gold Mine, PTAR collaborates with Universitas Sumatera Utara (USU), conducting quarterly monitoring of aquatic biota. This rigorous water management system is implemented in accordance with the Code of Practice for Site Water Management, emphasising the importance of responsible water stewardship.

The Company employs a comprehensive approach to ensure the accuracy and independence of water quality compliance data. Trained technicians follow a standard protocol for sampling and preserving samples before

testing. Independent testing service providers conduct analyses to prevent unintentional bias, using a sample identification system to conceal locations. A rigorous quality assurance/quality control process, including sample blanks and duplicates to minimise errors. Results are stored in a database for environmental monitoring. Expert consultants review data biannually during site audits.

Precautionary measures for accurate and independent water quality assessments include compliance with reporting requirements, emission limits and a flawless track record for Water Polishing Plant discharge. Adherence to regulations for handling hazardous waste, EIA Environmental and Social Monitoring Plan and reclamation assurance requirements further ensures thorough compliance.

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

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

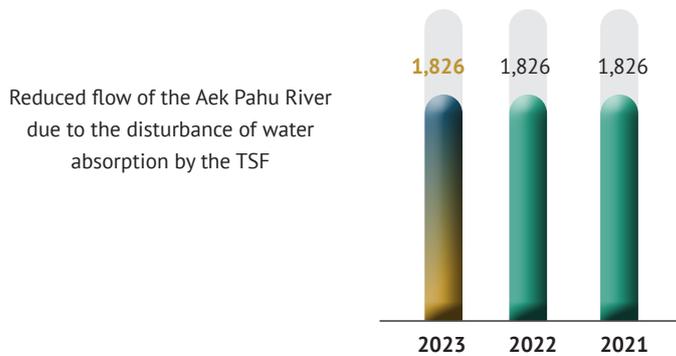
### Water Release Based on Quality and Purpose (m<sup>3</sup>/year) [303-4]

Description	2023	2022	2021
Water Treatment Plant/ Water Polishing Plant (WPP) to the Batangtoru River	15,997,310	17,837,949	14,720,241
Installation of Wastewater Treatment Plant to Aek Pahu River	53,999	55,798	54,872
Total Volume of Water	16,501,309	17,893,748	14,775,113

Note:

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

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



Notes:

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

## Site Water Balance Model

The foundational step in effective water management at PTAR's mine site is the development of a water balance model. This model plays a crucial role in crafting a robust site water management strategy and identifying necessary infrastructure, including ponds, structures, pumps and piping systems.

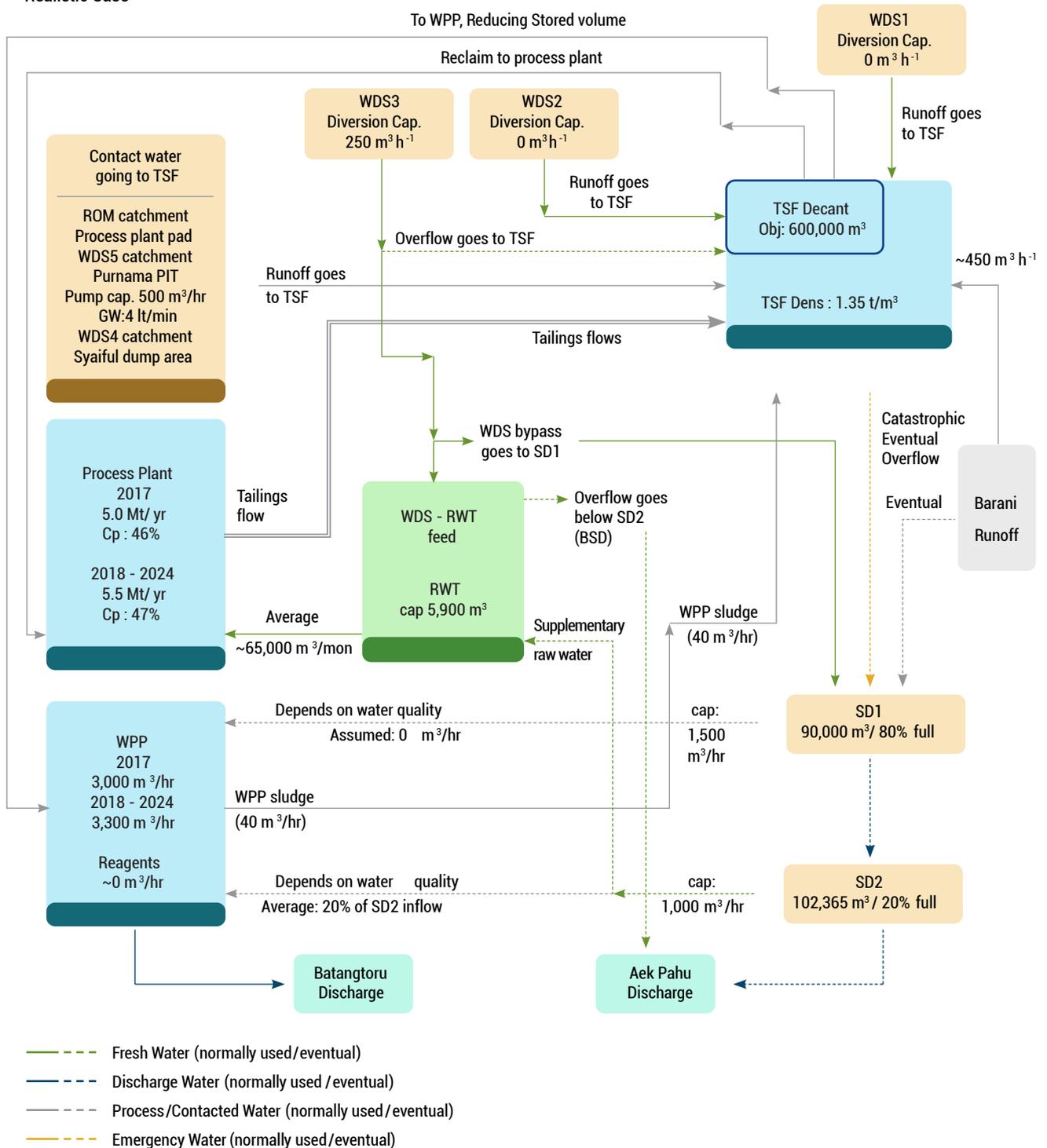
PTAR has implemented a sophisticated site water balance model for the Martabe Gold Mine. This model adopts a 'probabilistic' approach, taking into account natural variables that influence local rainfall by simulating various storm events. Through these simulations, the model generates estimates of water accumulation across a range of probabilities. Water balance modelling conducted in the planning stages of the Martabe Gold Mine indicated a positive net water balance for the site. Consequently, water discharge will be necessary during operations. This proactive approach aligns with PTAR's commitment to responsible water management practices.



Environment Department employees tested wastewater samples from the process at WD 1, the Martabe Gold Mine site area. This testing is carried out periodically, once a month, to ensure that the quality of the remaining process water meets the quality standards set by the government.

# Martabe Water Balance Upgrade

Realistic Case



## Energy Use <sup>[3-3]</sup>

Energy consumption plays a pivotal role in sustainability, influencing environmental impact, resource conservation and operational efficiency. Sustainable energy practices not only mitigate greenhouse gas (GHG) emissions but also enhance operational efficiency, reduce costs, meet stakeholder expectations and ensure compliance with regulatory standards, fostering long-term resilience and innovation in energy technologies. At the Martabe Gold Mine, the main sources of energy use encompass excavating machines, transportation, processing plants and office buildings.

As of 2023, PTAR does not currently calculate energy consumption outside the organisation. However, the Company has plans to incorporate the calculation of energy consumption outside the organisation in the future. <sup>[302-2]</sup>



In 2023, PT Agincourt Resources installed solar panels at Martabe Gold Mine, supporting a sustainable future. This on-grid system integrates renewable energy into our operations, showcasing our dedication to reducing environmental impact and conserving energy.

### Total Internal Energy Consumption and Energy Intensity within the Organisation <sup>[302-1] [302-3] [F.6]</sup>

Energy Source	Unit	2023	2022*	2021*
Electricity	Gigajoule	482,767	596,113	537,957
Diesel fuel		562,528	556,238	572,064
Solar PV		8,766	6,631	-
Renewable Energy Certificate		116,640	-	-
<b>Total Energy</b>		<b>1,170,702</b>	<b>1,165,539</b>	<b>1,110,022</b>
Gold Production	Tonnes	5.84	8.11	9.90
Energy Intensity	GJ/Tonnes	200,406	143,770	111,113
Milled	Tonnes	6,590,063	6,747,400	6,148,400
Energy Intensity	GJ/Tonnes	0.18	0.17	0.18

Notes:

- \*Restatement of 2022 and 2021 data due to recalculation with tools from ASTRA <sup>[2-4]</sup>
- PLN electricity excluding REC

## Energy Conversion

Energy conversion is a pivotal element in the Company's sustainability endeavours, particularly in its efforts to reduce fossil fuel reliance in its mining operations. PTAR adheres to Minister of Energy and Mineral Resources Regulation No. 70/2009, which mandates industries exceeding 6,000 tonnes of oil equivalent (TOE) to implement an energy management system. At present, the responsibility for managing energy conversion lies with the Company's maintenance officers.

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

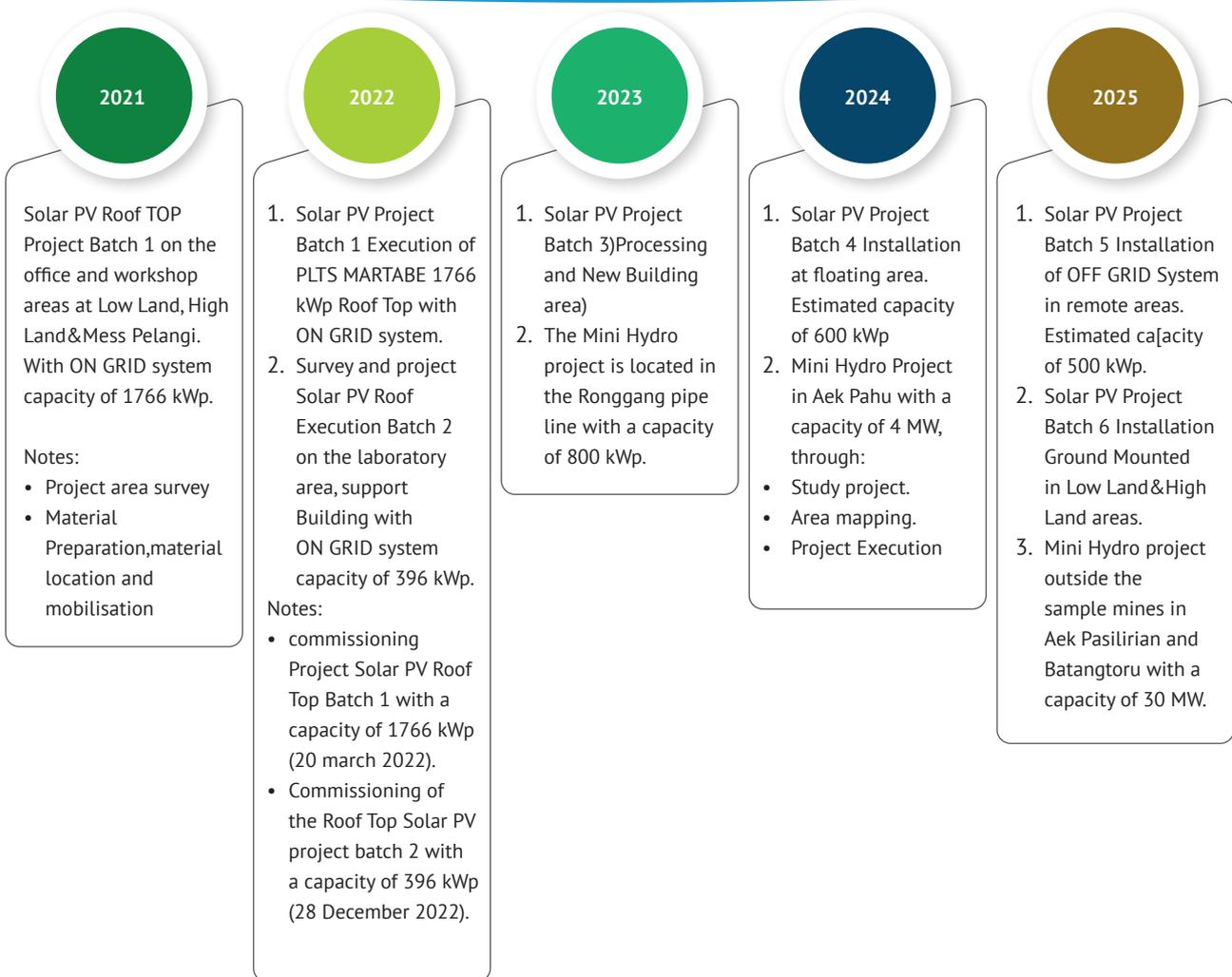
Fuel Type	Unit	2023	2022*	2021*
Biodiesel (B35)	L	14,002,043	-	-
Biodiesel (B30)		987,809	15,563,538	14,975,510
Biodiesel (B20)		-	-	-
<b>Total</b>		<b>14,989,852</b>	<b>15,563,538</b>	<b>14,975,510</b>
<b>Sub Total Energy</b>	<b>GJ</b>	<b>551,092</b>	<b>556,055</b>	<b>572,064</b>
Gasoline	L	4,784	4,192	8,913
Gasoline	GJ	167	146	395
Liquefied Petroleum Gas	Ton	89	-	-
<b>Liquefied Petroleum Gas</b>	<b>GJ</b>	<b>4,408</b>	<b>-</b>	<b>-</b>
Kerosene	L	-	-	600
Kerosene	GJ	-	-	18
Aviation Turbine Fuel (AVTUR)	L	194,000	191,600	276,800
Aviation Turbine Fuel (AVTUR)	GJ	6,861	6,595	12,207
<b>Total Energy</b>		<b>562,528</b>	<b>562,796</b>	<b>572,064</b>



## New & Renewable Energy

PTAR is proactively committed to reducing and minimising GHG emissions by incorporating energy efficiency measures into its mining and processing operations. The Company has embraced renewable energy practices, particularly through the adoption of solar and other new and renewable (NRE) energy sources, which comprised 26% of the Company's total energy mix as of 2023. These NRE sources have been able to reduce the Company's GHG emissions. The Company continuously explores opportunities to further enhance the utilisation of renewable energy. In line with this commitment, the Company has outlined a comprehensive five-year plan for the New and Renewable Energy (NRE) project, focusing on the following key objectives: [E.5] [F.7]

### ENERGY IMPROVEMENT PROJECT



**In 2023, the solar panel installation at the Martabe Gold Mine, with a capacity of 2.1 MWP, features a rooftop on-grid system covering three main areas: highlands, lowlands and the camp area, which includes 90 buildings. PTAR also ensures that part of the electrical energy used in production comes from renewable energy supplied by PLN.**

## Energy Consumption Reduction <sup>[302-4] [F.7]</sup>

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

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

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

The energy mapping programme is carried out periodically to monitor the efficiency of energy use. The results of the mapping was then used to conduct a gap analysis, which resulted in several recommendations for improving daily operations and implementing an energy mapping improvement programme.

For this reason, as an energy efficiency measure, as of the end of 2023, PTAR used electricity from PT PLN (Persero) for the entire operation, while generators are only used as backup power.

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

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



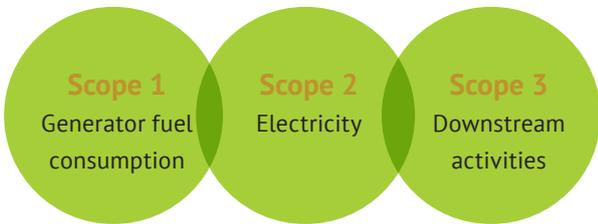
**In the future, the Company will continue to make efforts to reduce energy consumption as well as calculate energy consumption reductions to realise optimal sustainability performance.** <sup>[302-4]</sup>



# Emissions <sup>[3-3]</sup>

## Greenhouse Gas Emissions

PTAR recognises the substantial risks associated with climate change on a local, national and global scale. In 2023, PTAR engaged external consultants to enhance greenhouse gas (GHG) accounting and reporting practices, aligning with the Global Reporting Initiative (GRI) standards. The Company has identified three categories of GHG emissions relevant to operational activities: direct GHG emissions (Scope 1), indirect GHG emissions (Scope 2) and other indirect GHG emissions (Scope 3). <sup>[305-5]</sup>



Direct GHG emissions at PTAR arise from the combustion of natural gas to support production activities in the energy sector, the use of natural gas in product manufacturing (IPPU sector) and the management of liquid waste. Meanwhile, Indirect GHG emissions result from the purchase of energy, including electricity and steam, from external suppliers. Other indirect GHG emissions from operational activities come from sources not directly owned or controlled by PTAR.

In 2023, PTAR continued its successful efforts to reduce greenhouse gas (GHG) emissions. The Company decreased its Scope 1 emissions to 33,226.81 tonnes of CO<sub>2</sub> equivalent, down from 37,034.85 tonnes in 2022. Additionally, Scope 2 emissions were reduced to 126,055.86 tonnes of CO<sub>2</sub> equivalent in 2023, compared to 155,651.75 tonnes the previous year, mainly due to the utilisation of renewable energy certificates and increased adoption of solar energy. Moreover, PTAR achieved a reduction in Scope 3 emissions from 109,801.45 tonnes of CO<sub>2</sub> equivalent in 2022 to 101,633.04 tonnes of CO<sub>2</sub> equivalent in 2023. <sup>[F.12]</sup>

PTAR calculates GHG emissions by considering gases such as CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O, following the In-Pit Crushing and Conveying (IPCC) 2006 Volume 2 guidelines for the energy category, Volume 3 for the industrial category (including industrial ammonia) and Volume 5 for the liquid waste category. The base year for GHG emissions calculation is 2016, determined by mutual agreement within the implementing team. Meanwhile, GHG emission data for 2023 at PTAR uses audited data to ensure accuracy and reliability. The formula used for GHG emission calculations is as follows:

### GHG Emissions: Activity Data x Emission Factors

Note:

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

### Direct Greenhouse Gas Emissions (Scope 1) (Tonnes of CO<sub>2</sub> Equivalent) [305-1]

Description	2023	2022	2021
Fuel Burning	27,639.25	30,640.65	29,710.04
Fugitive Emissions (refrigerant)	547.56	1,834.21	366.98
Process Emissions	5,040.00	4,560.00	4,560.00
<b>Total</b>	<b>33,226.81</b>	<b>37,034.85</b>	<b>34,637.01</b>

Notes:

- Based on data from the Martabe project.
- Calculations using Astra tools.
- There is a significant decrease in Scope 1 emissions because in 2023 PTAR began to switch to using B35 from previously using B30.

### Indirect Greenhouse Gas Emissions – Electricity Purchased from PLN (Scope 2) (Tonnes of CO<sub>2</sub> Equivalent) [305-2]

#### Electricity purchased from PLN



Note:

- \*After the reduction of REC and Solar PV.
- Calculations using tools from ASTRA.

### Indirect Greenhouse Gas Emissions (Scope 3 - Services) (Tonnes of CO<sub>2</sub> Equivalent) [305-3]

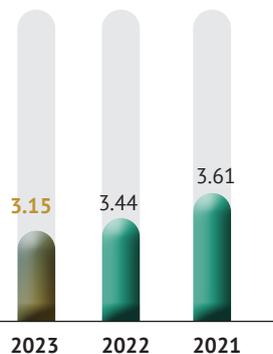
Description	2023	2022
Cat 1 purchased goods and services	51,225.92	57,090.77
Cat 2 capital goods	185.70	377.29
Cat 3 Fuel and energy-related activities	37,428.28	39,317.62
Cat 4 Upstream transportation and distribution	5,034.93	5,321.62
Cat 5 Waste generated in operations	249.04	2,041.15
Cat 6 Business travel	4,129.20	2,162.38
Cat 7 Employee commuting	3,011.87	3,180.67
Cat 9 Downstream transportation and distribution	185.08	136.90
Cat 10 Processing of sold products	183.04	172.86
<b>Total Scope 3 Emissions</b>	<b>101,633.04</b>	<b>109,801.45</b>

Notes

- Calculations using tools from ASTRA
- The Company only began calculations for scope 3 starting in 2022.

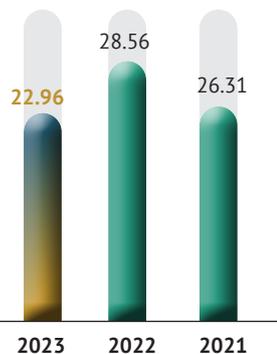
### Greenhouse Gas (GHG) Emission Intensity [305-4] [F.11]

#### Dore Bullion Produced



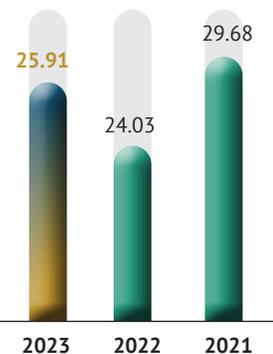
t CO<sub>2</sub>-e/kg Dore

#### Ore Milled



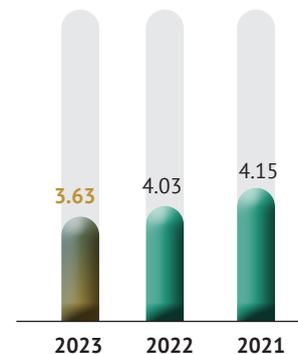
t CO<sub>2</sub>-e/ekt Ore Milled

#### Refined Gold Produced



t CO<sub>2</sub>-e/kg Gold

#### Refined Silver Produced



t CO<sub>2</sub>-e/kg Silver

Notes

- Calculations using tools from ASTRA
- Calculations are based on Scope 1 and 2 emissions and each product's production process.

## Non-Greenhouse Gas Emissions

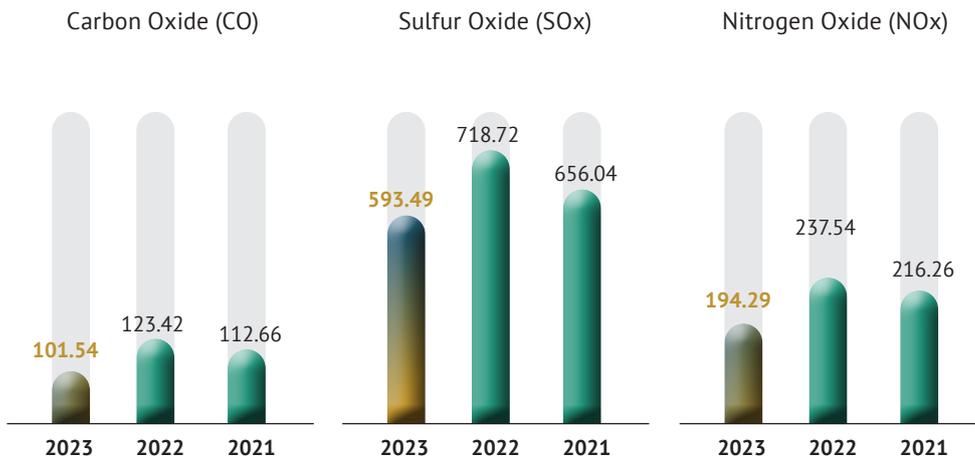
### Ozone Depleting Substances <sup>[305-6]</sup> [F.12]

PTAR has phased out the use of halocarbon refrigerants (CFCs) since 2012, known for their ozone layer-depleting potential, in favour of environmentally friendly alternatives. Refrigeration units across mines, processing plants, offices and employee housing have been replaced, eliminating the use of ozone-depleting substances from PTAR's business processes. This commitment aligns with environmental sustainability practices and contributes to ozone layer protection.

### Nitrogen Oxide (NO<sub>x</sub>), Sulphur Oxide (SO<sub>x</sub>) and Other Significant Air Emissions <sup>[305-7]</sup>

In addition to GHG emissions, PTAR's manufacturing process generates conventional gas emissions. The Company conducts air quality measurements at its processing plants' furnace and boiler stack in accordance with Ministry of Environment and Forestry Regulation No. 4/2014. Direct measurements of air emissions are made by registered and accredited service providers in registered environmental laboratories at the Ministry of the Environment and Forestry. Meanwhile, all monitoring and measurement of NO<sub>2</sub> (nitrogen dioxide) and SO<sub>2</sub> (sulphur dioxide) dust and furnace particulate matter comply with applicable and relevant regulations.

### Nitrogen Oxide (NO<sub>x</sub>), Sulphur Oxide (SO<sub>x</sub>) and Other Significant Air Emissions (kg/year) <sup>[305-7]</sup>



# STRATEGIC PILLAR: PEOPLE

PT Agincourt Resources (PTAR) is committed to fostering a diverse, inclusive workplace retains the best talent in Indonesia. This commitment is aligned with the Astra Group's People Strategic Pillar, with the goal of enabling all personnel to give opportunity for development, success and prosper together with the nation.



## PTAR Employees [2-7] [2-8] [C.3]



Recognising the crucial role of its employees, PTAR upholds its commitment to proper human capital management and development. In line with this commitment, the Company has implemented various initiatives and policies to foster a positive work environment and enhance the skills and well-being of its workforce. [F.18]

### Employee Demographics

In 2023, PTAR employed 3,328 individuals, comprising 1,014 permanent full-time and 2,314 contractor employees. Of the total workforce, 70% are employees from villages around the mine, while 0.63% are foreign employees (TKA). [2-7] [2-8]

Further internal breakdown reveals 920 permanent employees and 94 contract employees. Of the total, 980 Company employees were stationed at the Martabe Gold Mine (Site Martabe). In comparison, the remaining 38 employees were based in Jakarta (Jakarta Office).

The Contractor play a crucial role in PTAR's operational activities, with 167 outsourced employees contributing to departments such as Exploration and Mining. Their employment status included Fixed-Term Employment Contract (PKWT) and Daily Employees, serving temporary roles like covering for employees on maternity leave, extended leave, or short-term assignments. The majority of outsourced employees were situated at the Martabe Gold Mine site as field workers (land clearing, transporting soil samples, admin staff). [2-8]

### Origin of PTAR Employees and Partners

Origin	2023	%	2022	%	2021	%
Expatriate	21	0.63	18	0.63	17	0.49
National	985	29.61	804	39.23	880	25.59
DAV	1,854	55.71	1,840	48.85	1,907	55.45
Local	468	14.06	724	11.30	635	18.46
<b>Total</b>	<b>3,328</b>	<b>100</b>	<b>3,386</b>	<b>100</b>	<b>3,439</b>	<b>100</b>



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

Description	Gender	2023		2022		2021	
		Number	%	Number	%	Number	%
PTAR Employees	Male	755	74.45	702	73.43	683	73.83
	Female	259	25.55	254	26.57	242	26.17
	<b>Total</b>	<b>1,014</b>	<b>100</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>
Outsourcing Employees	Male	151	90.41	428	96.83	409	98.08
	Female	16	9.59	14	3.17	8	1.92
	<b>Total</b>	<b>167</b>	<b>100</b>	<b>442</b>	<b>100</b>	<b>417</b>	<b>100</b>
<b>Grand Total</b>		<b>1,181</b>		<b>1,398</b>		<b>1,342</b>	



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

Assigned Work Location	Permanent Employee	Contract Employee
Martabe Site	884	92
Jakarta	36	2
<b>Total</b>	<b>920</b>	<b>94</b>



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

Age	2023		2022		2021	
	Number	%	Number	%	Number	%
<25	51	5.03	39	4.08	35	3.78
26-30	156	15.38	139	14.54	136	14.70
31-35	160	15.78	170	17.78	157	16.97
36-40	181	17.85	180	18.83	191	20.65
41-45	197	19.43	184	19.25	168	18.16
46-50	128	12.62	114	11.92	124	13.41
>50	141	13.91	130	13.60	114	12.32
<b>Total</b>	<b>1,014</b>	<b>100</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>



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

Education Level	2023		2022		2021	
	Number	%	Number	%	Number	%
Master's Degree	27	2.66	24	2.51	21	2.27
Bachelor's Degree	384	37.87	340	35.56	319	34.49
Associate's Degree	62	6.11	63	6.59	58	6.27
D2	3	0.30	3	0.31	3	0.32
D1	10	0.99	10	1.05	9	0.97
High School	480	47.34	468	48.95	470	50.81
Junior High School	35	3.45	35	3.66	32	3.46
Elementary School	13	1.28	13	1.36	13	1.41
<b>Total</b>	<b>1,014</b>	<b>100</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>





### Employee Composition by Position

Position	2023		2022		2021	
	Number	%	Number	%	Number	%
Head of Division	14	1,28	15	1,57	15	1.6
Head of Unit	31	3,16	23	2,41	24	2.6
Superintendent	61	6,02	56	5,86	53	5.73
Staff	908	89,55	862	90,17	833	90.05
<b>Total</b>	<b>1,014</b>	<b>100</b>	<b>956</b>	<b>100</b>	<b>925</b>	<b>100</b>



Note: The 2020-2023 data shows the total of permanent and Contract employees, staff and non-staff

### Total Top Management and Committee Members in 2023 based on Age Group and Gender

Age Group	Director		Commissioner	
	Male	Female	Male	Female
41-50 year	2	0	0	0
Above 50 year	1	1	6	1
<b>Total</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>1</b>

### Total Top Management and Committee Members in 2022 based on Age Group and Gender

Age Group	Director		Commissioner	
	Male	Female	Male	Female
31-40 year	2	0	0	0
41-50 year	0	1	0	0
Above 50 year	1	0	0	1
<b>Total</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>

### Total Top Management and Committee Members in 2021 based on Age Group and Gender

Age Group	Director		Commissioner	
	Male	Female	Male	Female
31-40 year	2	0	0	0
41-50 year	3	0	0	0
Above 50 year	0	1	6	1
<b>Total</b>	<b>5</b>	<b>1</b>	<b>6</b>	<b>1</b>

## Human Capital Management <sup>[3-3]</sup>

PTAR recognises the invaluable role that its employees play as the cornerstone of the Company's success. The Company firmly believe that a workforce characterised by excellence, capability, experience and competence is pivotal in propelling the Company forward. In pursuit of this belief, PTAR places a strategic emphasis on 3 principal pillars:

- Gender diversity;
- Local employment; and
- Capacity improvement and employee development.

These three pillars serve as guidelines for recruitment and hiring, compensation and benefits, training, promotions, work environment, labour relations management and other important functions.

While conducting its business activities, PTAR adheres to relevant regulations governing labour, including Law No. 13 of 2003 concerning Manpower, Law No. 6 of 2023 regarding the Ratification of Government Regulation in Lieu of Law No. 2 of 2022 concerning Job Creation into Law and Law No. 1 of 1970 concerning Occupational Safety and Health. PTAR's commitment to compliance with legal regulations also ensures that the Company and its suppliers do not engage in child labour or forced labour, in accordance with the provisions outlined in Chapter 3 Article 11 of the Collective Labour Agreement (CLA). <sup>[2-30] [408-1] [409-1] [F.19]</sup>

### Employee Remuneration

PTAR demonstrates its commitment to compliance by ensuring fair wages for employees in accordance with the regional minimum wage regulations set by the local government. The Company maintains a structured wage scale, encompassing basic salaries, bonuses and employee benefits such as health insurance, educational assistance for children, BPJS contributions, transportation allowances, bereavement support and eyeglass assistance.

The principles guiding employee remuneration at PTAR based on:

- Compliance with Indonesian laws and regulations and minimum wage provisions.
- Benchmark or comparison with similar national mining companies.

- Competency-based remuneration system, which takes into account job grades and individual work performance.
- Equal remuneration regardless of gender, concerning roles and responsibilities.
- Remuneration is reviewed and adjusted annually, based on an annual performance evaluation.

PTAR implements pay equity as part of its human resources strategy by maintaining an equal pay ratio (1:1) for salaries and basic wages between male and female employees, with all (100%) employees receiving compensation above the minimum remuneration set by the government. <sup>[F.19] [F.20] [405-2]</sup>

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



### Facilities Received by Employees Based on Employment Status <sup>[401-2]</sup>

Description	Permanent Employee	Contract Employees
BPJS Ketenagakerjaan	✓	✓
Health Care	✓	✓
Maternity Leave	✓	✓
Paternity Leave	✓	✓
Old Age Security	✓	X
Retirement Insurance	✓	X

## New Employees <sup>[404-1]</sup>

PTAR strives to keep employee turnover rates low through its human resources policies. This effort is ongoing, fostering conducive employee relations, as reflected in the relatively low number of issues or complaints received by the HR Department.



### New Employees <sup>[401-1]</sup>

Number of New Employees	2023	2022	2021
Male	83	46	59
Female	22	27	22
<b>Total</b>	<b>105</b>	<b>73</b>	<b>81</b>

### Employee Turnover Rate (%)

2023	2022	2021
4.94	4.35	3.7

### Employee Turnover Rate by Gender and Region

Gender	2023	2022	2021
Male	31	26	25
Female	17	15	9
<b>Total</b>	<b>48</b>	<b>41</b>	<b>34</b>
<b>Age Group (year)</b>			
<30	9	11	7
30-50	28	21	12
>50	11	9	15
<b>Total</b>	<b>48</b>	<b>41</b>	<b>34</b>
<b>Area</b>			
DAV	6	3	8
Local	1	2	2
Non-Local	41	34	24
<b>Total</b>	<b>48</b>	<b>39</b>	<b>34</b>

## Labour and Industrial Relations

PTAR upholds and protects human rights in the workplace, aligning with Company Policy and the Collective Labour Agreement (CLA). The Company and its employees (100%) consistently adhere to the agreements outlined in the CLA, ensuring the fulfilment of their respective rights and responsibilities in accordance with procedures, Company Policy and the CLA.

Furthermore, the Company also maintains harmonious partnerships with labour unions, particularly the Leadership of the Work Unit (PUK) of the All Indonesia labour Union (SPSI) and the Martabe Mine labour Union (SPTM), along with work partners. PTAR holds monthly meetings with the Labour unions to discuss matters related to Labour, both within the Company and those relevant on a regional and national scale. The outcomes of these meetings are then communicated to the Company's employees. In cases involving operational changes, such as terminations that impact the workforce, the Company is committed to provide timely notification before the employment period ends, with some exceptions. <sup>[407-1] [402-1] [2-30]</sup>

## Retirement Programme

PTAR offers a comprehensive retirement programme for all employees, with retirement benefits funded through contributions to BPJS Ketenagakerjaan. The retirement schemes are defined as follows: [201-3]

### 1. Normal Retirement

Employees become eligible for normal retirement at the age of 58 years.

### 2. Early retirement

Employees aged 50 years or older who have completed 10 consecutive years of service at PTAR are eligible for early retirement. Eligible employees meeting these criteria may submit retirement proposals to management.

In 2023, PTAR's retirement obligation was recorded at USD10.93 million. However, the Company did not participate in the retirement programme other than BPJS Ketenagakerjaan. Retirement payments at PTAR are aligned with government regulations, as stipulated in PTAR's CLA. The Company ensures full compliance with its retirement obligations by fully disbursing retirement payments to its employees. [201-3]

In 2023, PTAR did not implement any supplementary retirement or education and training programmes aimed at preparing employees for retirement. [404-2]

## Human Capital Development

PTAR places a strong emphasis on continuous learning and development as a key pillar of its human capital strategy. The company invests in comprehensive training programmes tailored to specific departmental needs, fostering cross-functional collaboration and ensuring employees remain knowledgeable of industry trends and technological advancements.

The Training and Development Policy at PTAR encompasses four main types of training for employees and site partners:

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

Human capital development is overseen by the Training & Development team. Each employee receives a list of required training and the implementation of development is delegated to a Training Needs Analysis (TNA) appointed by the head of the respective department. In 2023, all (100%) employees underwent periodic performance evaluations and career development, spanning managerial and higher-level positions, as well as general staff and non-staff. [404-3]

In 2023, PTAR conducted 320 training sessions, engaging 2,703 employees with an average duration of 31.89 hours per participant. Contractors employees received 37,625.9 hours of training, while permanent PTAR employees received 48,578 hours annually.

In 2023, training programmes focused on occupational safety and the Supervisory Development Programme. PTAR prioritises safety training to prevent occupational accidents, requiring all employees to possess core safety competencies.

Training initiatives also targeted Frontline Operational Supervisors (POP), Middle Operational Supervisors (POM) and Senior Operational Management (POU). A total of 68 PTAR employees and contractors completed the POP training, with 46 individuals receiving new competency tests/certifications and 22 undergoing updates. Additionally, 22 employees and partners received BPOM training and 5 employees and contractors completed the new POU Training competency test/certification. The Supervisory Development Programme was attended by 87 functional supervisors. [403-5] [404-2]

### Employee Training by Gender and Training Hours in 2023 <sup>[404-1]</sup>

Training Type	Female			Male			Total		
	Training Hours	Number of Employees	Average Hours	Training Hours	Number of Employees	Average Hours	Training Hours	Number of Employees	Average Hours
Language skills	656	13	50.46	578	14	41.29	1,234	27	45.70
Technical skills	2,938.08	97	30.29	5,518.33	164	33.65	8,456.41	261	32.40
Safety and Environment <sup>[403-5]</sup>	3,704.75	171	21.67	13,202.45	574	23.00	16,907.2	742	22.79
Training to obtain a license vehicle and equipment operation	1,040.08	27	38.52	4,355.61	97	44.90	5,395.7	124	43.51
Self-development	4532.68	179	25.32	8,913	402	22.17	13,455.68	581	23.14

### Human Rights Training Programme <sup>[410-1]</sup> <sup>[404-2]</sup>

PTAR emphasises human rights in all aspects of the Company operations, both in human resource management and stakeholder relations. PTAR provides training on the Voluntary Principles of Security and Human Rights to ensure that there are no human rights violations or discrimination in the work environment.

<sup>[406-1]</sup>

In addition, the objectives of the Voluntary Principles of Security and Human Right Training are as follows:

- Participants know 10 categories of human rights and principles of human rights.
- Participants know the types of human rights violations and know the authorities in their resolution.
- Participants know the security duties related to human rights and know how to implement them in the assignment.

### Voluntary Principles of Security and Human Rights (VPSHR)

No	Date of Implementation	Total Personnel
1	16 October 2022	10
2	31 December 2022	10
3	11 January 2023	10
4	25 January 2023	10
5	16-20 March 2023	20

## Empowering Local Communities

One of PTAR's commitments to contributing to the surrounding community of the mine is by prioritising the employment of local employees. The Company recognises the importance of developing the workforce in its operational areas. Through recruitment initiatives and strategic involvement, we aim to empower local talents, thereby creating a positive impact on the socio-economic growth of the region. These engagement initiatives include the Marsipature Programme, apprenticeship programmes and internal promotions.

PTAR provides employment opportunities for the local community, particularly those residing in villages around the mine, as well as those in broader areas such as South Tapanuli Regency, Padangsidempuan City, Central Tapanuli Regency and Sibolga City. To enhance the competency of the human resources, the Company offers local employees opportunities for training and skill development to support their roles. PTAR continues this effort by placing local employees in managerial and other strategic positions.



Currently, there are 38 national employees, consisting of 2 local and 36 non-local employees. Only 7 foreign employees are employed at the managerial level or as advisors. [202-2]

### Marsipature Programme

PTAR is committed to increasing local workforce employment while enhancing the development of local employees. To achieve this, the Company established the Marsipature Programme in 2017, with a specific focus on developing local employee competencies. The name "Marsipature" is derived from the Batak language, meaning "Let's Build." It is also the original name of Martabe and an abbreviation of "Marsipature Huta Nabe."

This programme was implemented under the Department of Localisation Development (LD). The Marsipature Programme aims to enhance employee competency, providing local employees with opportunities to develop their potential and future careers. PTAR evaluates the programme periodically through monthly reports, assessing progress, gender diversity and addressing obstacles to meet targets. The evaluation report includes information on the composition of female employees, audit activities, target achievement and improvements for target attainment. [F.22]

### Apprentice Programme

In 2019, PTAR collaborated with the Surabaya State Polytechnic of Shipbuilding (PPNS) to implement an Apprentice programme for local employees, providing training and education for 3 years at PPNS and the Martabe Gold Mine. As of December 2023, the following number of participants were enrolled in the Apprentice programme:

- 8 Apprentices in the Mechanical field.
- 3 Apprentices in the Electrical & Instrumentation field.
- 4 Apprentices in the Boiler field.

Given the increasing challenges anticipated in the future, the Company has plans to further develop local employees to meet the workforce needs to be aligned with organisational requirements.

## Diversity and Equality [F.18] [3-3]

Diversity and equality bring varied perspectives and ideas, fostering innovation and creativity. Moreover, an inclusive workplace culture improves employee morale, engagement and overall satisfaction. This is done by the Company to create a decent, safe and comfortable work environment. [F.21]

### Anti-Harassment Policy

This policy establishes clear guidelines and procedures for reporting and addressing such incidents, ensuring that all employees feel safe, respected and valued. The policy codifies the Company's stance against discrimination, intimidation and harassment in the workplace.

### Code of Practice on Managing Pregnancy-Related Work Restrictions

Demonstrates PTAR's commitment to the health and well-being of pregnant employees. It not only protects them from workplace hazards but also acknowledge their right to continue working under safe conditions until their due date, promoting inclusivity and fairness.

### Lactation Policy

Supports female employees who are breastfeeding. By providing designated spaces and time for lactation, the company acknowledges the unique needs of working mothers, contributing to their well-being and ensuring they can balance their professional and personal responsibilities.

### Maternity and Paternity Leave Policy [401-3]

Offering 4 months of paid maternity leave and 2 weeks of paternity leave for employees with wives in labour demonstrates PTAR's commitment to work-life balance and family support. This policy recognises the importance of parental involvement during significant life events, contributing to overall employee satisfaction and retention.

### Gender Diversity Policy [405-1]

The company's focus on gender diversity is reflected in the Gender Diversity Policy. In 2023, 22.54% of the total workforce were female. Moreover, 96.5% of female employees held management positions and at the highest management level, 2 women served as Commissioner and Director.

**Returning Employees and Retention Rates After Maternity/Paternity Leave** [401-3]

Description	2023		2022		2021	
	Male	Female	Male	Female	Male	Female
Number of Employees Entitled to Maternity/Paternity Leave	634	113	626	143	589	135
<b>Total</b>		747		769		724
Number of Employees Taking Maternity/Paternity Leave	40	29	60	33	28	18
<b>Total</b>		69		93		46
Number of Employees Returning to work After Giving Birth / After taking a leave for the birth of his child and Number of Employees Still Working 12 Months After Returning to Work	39	28	60	31	28	17
<b>Total</b>		67		91		45
Retention Rate After Giving Birth		97%		98%		94%

**Commitment to Gender Diversity**

PTAR’s proactive approach to optimising the implementation of diversity policies to create an inclusive and equitable workplace. The Company has identified obstacles and implemented targeted solutions, demonstrating a comprehensive strategy to foster diversity and equal opportunities. On account of those efforts, there were no discrimination incidents within the Company as of the end of 2023. [406-1] [F.18]

**Setting Gender Diversity Targets**  
By establishing gender diversity targets and commitments for all parties involved in PTAR operations, the Company sets clear expectations. This proactive step provides a framework for measuring progress and holding stakeholders accountable for creating an inclusive work environment.

**Removing Barriers to Gender Diversity Targets**  
Recognising and addressing obstacles is crucial. PTAR takes steps to remove barriers hindering the achievement of gender diversity targets, creating a more supportive environment for the professional growth of both male and female employees.

**Wage Surveys to Address Pay Gaps**  
Conducting wage surveys between male and female employees demonstrates PTAR’s dedication to addressing pay gaps. This data-driven approach helps identify and rectify disparities in compensation for positions with equal responsibilities.

**Reviewing and Monitoring Contributions**  
Regularly reviewing and monitoring the contributions and achievements of each department in gender diversity programmes ensures ongoing progress. This systematic approach allows PTAR to assess the effectiveness of its initiatives and make informed adjustments as needed.

**Incorporating Gender Diversity Targets in KPIs**  
By including gender diversity targets in the Key Performance Indicators (KPIs) of each department head, PTAR aligns organisational goals with diversity objectives. This integration ensures that diversity and inclusion are integral to the overall success of the Company.

**Campaigns about Gender Diversity Programmes** PTAR engages in campaigns to raise awareness about gender diversity programmes. These campaigns help communicate the Company’s commitment, educate employees and community about the importance of diversity and encourage a culture of inclusion.

To realise gender diversity in the Company, PTAR took several steps in 2023, as follows

1. The company's focus on gender diversity is reflected in its Gender Diversity Policy. By 2023, 25.54% of total employees will be female. In addition, 9.65% of female employees held management positions and at the highest management level, 2 women served as Commissioners and Directors, within the >50 years age group demographic. [405-1]
2. Employment and promotions are considered regardless of gender.
3. Promoting gender diversity in the workplace at all levels.
4. Building a culture and work environment that promotes dignity and respect for a workplace that is free from discrimination, intimidation, intimidation or harassment.
5. Provide lactation facilities for breastfeeding mothers.
6. Provide clean work facilities for male and female employees.
7. Implement training programmes and activities for employees to increase their understanding of gender diversity and equality issues.
8. Implement programmes that support work-life balance and flexibility to fulfil family responsibilities.

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

- Local employment strategy with equal opportunities for all employees;
- Setting gender diversity targets and commitments for all parties involved in PTAR operations;
- Mapping potential employees through recruitment;
- Removing barriers to achieving gender diversity targets;
- Implementation of development programmes with training to provide equal career opportunities for male and female employees;
- Conducting wage surveys between male and female employees to address pay gaps between positions with equal responsibility;
- Making policies that support gender diversity programmes;
- Creating a schedule for reviewing/monitoring the contributions and achievements of each department in the gender diversity programme;
- Including gender diversity targets in the KPI/KPI of each department head; and
- Conducting campaigns about Gender Diversity programmes.



Through various efforts that have been made, in 2023 the Company will have no incidents of discrimination. [406-1]



The Exploration Department team holds daily meetings to discuss exploration area planning.

# Occupational Health and Safety <sup>[3-3]</sup>



Occupational Health and Safety (OHS) is a top priority for PTAR. The inherent risks associated with mining operations pose potential hazards to employee health and safety. The Company is committed to prioritising OHS aspects to achieve zero accidents and incidents across all operational areas

## Approach to Occupational Health and Safety (OHS)

Occupational Health and Safety (OHS) strives to ensure the well-being and safety of the workforce. The Company oversees the implementation of its OHS by adhering to the Standard & Procedure, which is a mandatory requirement in the OHS risk management system. The OHS Management Standard & Procedure includes:

- Audits and Inspections
- Emergency Management
- Basic Safety Controls
- OHS Legal Compliance
- Incident Management
- Work Environment
- Occupational Health Management (including managing pregnancy-related work restrictions)
- Organisation Context & HIRADC
- Management of OHS Non-Conformities
- Permit to Work
- Personal Protective Equipment
- Work at Height
- OHS Competencies & Qualification

The Company ensures the effectiveness, efficiency and comprehensiveness of its OHS by focusing on identifying, assessing and managing all health and safety risks associated with the Company's activities and those of field contractors. It provides the necessary resources, equipment and training for employees to work safely and fully integrates health and safety outcomes as a priority in all planning processes from project feasibility to mine closure.

## OHS Management

To establish a secure work environment, the Company has instituted an Occupational Health and Safety Management System (OHSMS), aligning with the Minister of Energy and Mineral Resources Regulation No. 26 of 2018 regarding the Implementation of Good Mining Principles and Supervision of Mineral and Coal Mining. Moreover, PTAR conducts comprehensive management and monitoring of the work environment in mining working areas, aligning with Government Regulation No. 55 of 2010 and Ministerial Decree No. 1827.K/30/MEM/2018 and Director General Decree No. 185.K/37.04/DJB/2019. As a result, the Company mandates that all contracts or transactions with work partners adhere to the procedures outlined in the OHS System and comply with applicable laws and regulations. The Company's OHS management system protects all (100%) of its employees and work partners. <sup>[403-1][403-8]</sup>

The OHS Department supports all departments in OHS management through the following functions:

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

Each head of department, with direct leadership provided in monthly meetings. These sessions cover the OHS system at PTAR and discussions outlined in the HSE Forum. Additionally, three other organisational bodies contribute to OHS management: [403-4]

### 1. Department HSE Committees

This committee is led by the department head, tasked with reviewing and coordinating the department's safety management efforts.

### 2. A Site-level KTT Safety Steering Committee

This committee is led by the General Manager Operations, responsible for the ongoing review of the Company's safety management performance, the continuous improvement of the OHS management system, safety special programmes and campaigns, the legal responsibilities of the Technical Mine Manager (KTT) and the supervision of investigations into high risk and near-miss incidents.

### 3. The Martabe HSE Forum

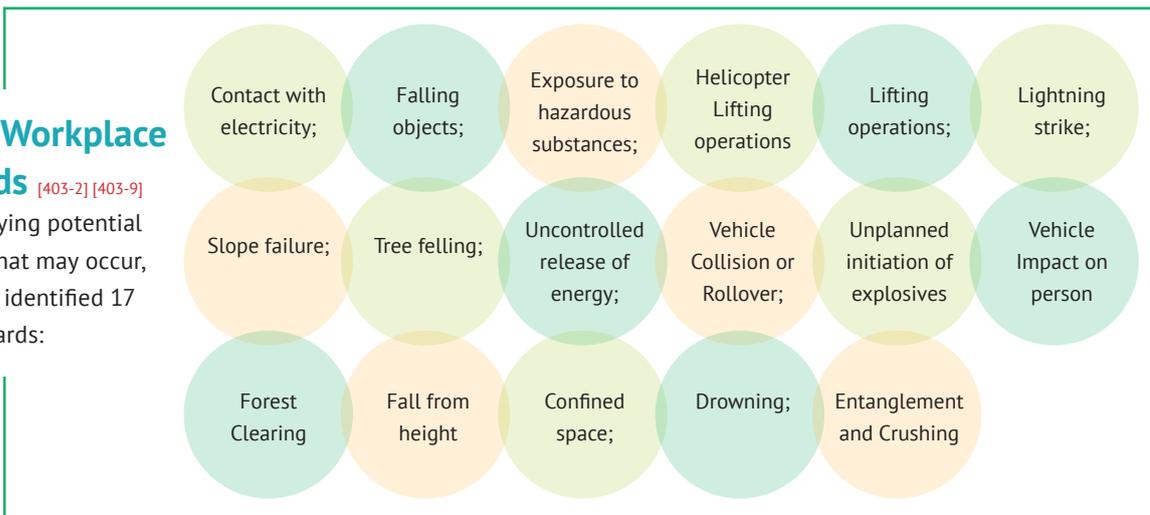
This forum brings together PTAR and site contractor management to discuss safety incidents, share thoughts and knowledge, provide feedback on OHS programmes and training and keep each other informed regarding revisions to operational controls such as the Codes of Practice.

### HSE Committee and Forum Representatives in 2023 [403-1]



## Major Workplace Hazards [403-2] [403-9]

In identifying potential hazards that may occur, PTAR has identified 17 main hazards:



PTAR utilises a digital database system that is accessible to all employees for reporting hazards. Reports submitted through the digital database system will be thoroughly investigated and addressed by the project manager overseeing OHS. PTAR is committed to classifying incidents and implementing appropriate follow-up measures, including corrective actions.

## Operational Safety and Occupational Health Controls <sup>[403-3]</sup>

PTAR enforces a policy mandating the reporting of all safety incidents in the Martabe Gold Mine operational area within 24 hours. This includes:

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

Furthermore, Work environment management and monitoring at PTAR includes

- Management and monitoring of dust
- Noise
- Vibration
- Lighting
- Quality and quantity of working air
- Radiation carried out by radiation detection officers supported by radiation testers and officers must wear the specified radiation badge at any time when carrying out inspections in the area along with inspection procedures, chemicals, biological factors and work environment cleanliness.



**Management and monitoring of the work environment in mining working areas has been carried out by PTAR in accordance with Government Regulation No. 55 of 2010 and Ministerial Decree No. 1827.K/30/ MEM/2018.**

Corrective actions are implemented in response to any incident. Given the complexity and invisibility of incident causes, an incident investigation approach based on the best Incident Cause Analysis Method (ICAM) methodology is adopted. Incident management is facilitated by an online system, enabling automatic and online incident reporting, conducting investigations and monitoring corrective actions.

## Emergency Response <sup>[403-9]</sup>

To minimise the risks of incidents, the Martabe Gold Mine has established a dedicated Emergency Response Team (ERT) comprised of emergency response personnel and the radio station operators.

To enhance the effectiveness of emergency response, the Company maintains medical facilities, including professionally managed clinics staffed by doctors and paramedics. In cases requiring medical evacuations to hospitals, the Company is equipped with ambulances and helicopters, collaborating with leading medical service providers to ensure swift and efficient assistance.



### Potential Emergencies

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



## Addressing Safety Risks at the Martabe Gold Mine

PTAR proactively manages safety risks at the Martabe Gold Mine through targeted programmes and standardised operating procedures, each designed to achieve specific safety objectives. [\[403-9\]](#) [\[403-7\]](#)

Name	Object	Details
Golden Rules	Designed to Safeguard Employees against serious hazards that are the leading cause of fatal accidents in the mining industry.	The Martabe Gold Mine Golden Rules are mandatory simple rules governing safe work practices that are directly under the employees control. Before starting their work at the Martabe Gold Mine, all employees are trained in the Golden Rules. Any employee who knowingly violates a Golden Rule may receive a final written warning or be fired. <a href="#">[403-5]</a>
Take 5	Designed to assist a employee in identifying the hazards inherent in a task and the necessary controls to complete the task safely.	Take 5 is the simplest safety procedure. It consists of a simple checklist that each employee should complete prior to beginning work. A Take 5 takes less than five minutes to complete, as the name implies.
Job Safety and Environmental Analysis (JSEA)	Designed to assist work teams in identifying and planning for the controls necessary to complete a job safely.	The analysis is carried out by the team to plan work that requires step-by-step details, identify the hazards associated with each activity and implement the necessary safety controls. Each team member must sign the completed JSEA to demonstrate their understanding of the hazards and necessary controls.
Permit to Work (PTW) System	Designed to ensure the safety of employees engaged in servicing, repairing, or modifying equipment, particularly in complex and hazardous industrial environments.	A permit to work is an agreement between a work team and the supervisor of an operational area that details the controls that will be implemented to protect the team from uncontrolled energy releases, such as electricity, liquids, or pressurised gas. One of the main precautions taken is to put isolators on equipment that uses a lock to prevent the equipment from starting, transferring energy, or releasing pressure suddenly.
Active Safety Agreement (ASA)	Designed to address unsafe behaviour in the workplace and support safety systems.	Various workplace accidents are attributable in part to unsafe behaviour. This can include failing to follow procedures, taking shortcuts, ignoring risk, or working carelessly. At PTAR, such unsafe behaviours are mitigated by the Active Safety Agreement (ASA) programme. The ASA is a technique used to motivate employees to consider the potential consequences of their actions and the importance of working safely regularly, based on a conversation initiated by a management team member.
Critical Risk Management (CRM)	A critical risk control system designed to prevent serious accidents and deaths.	A critical risk control system is all the necessary controls related to hazards in the workplace to prevent serious injury and death (common examples include safety belts in vehicles and safety valves in pressure vessels). This critical risk control is to increase awareness of critical risk controls in the work area, increase the reliability of controls through routine inspections and reporting and manage ineffective controls or areas where there are no controls.

## Occupational Health Programme [403-3] [403-6] [403-10]

PTAR has an Occupational Health Programme to prevent work-related illnesses and diseases amongst the employees by focusing on the 4 pillars of occupational health, namely promotive, preventive, curative and rehabilitative.

- Promotional Activities** → Health information dissemination, nutrition bulletins, distribution of health materials and the promotion of healthy food through programmes like the Traffic Light Systems.
- Preventive Activities** → Medical check-ups (MCU) before work and periodically and the implementation of the Wellness Programme as a follow-up to the results of the MCU analysis.
- Curative activities** → Medical services, referrals to specialist doctors and health consultations at the Company clinics.
- The Rehabilitative Programme** → Process or effort to recover or the stages in the process of someone who has recovered from illness or injury, so they can return to work.



PTAR's Emergency Response Team (ERT) carried out a simulation of extinguishing a fire in a closed room.

## Medical Check-Up [403-3] [403-6] [403-10]

To ensure the physical and mental well-being of its workforce, PTAR requires all employees to undergo an annual Periodic Medical Check-Up (MCU). The Company collaborates with accredited health facilities to conduct these MCU activities. In 2023, a total of 925 employees participated in MCU, which includes various essential components.

The comprehensive MCU for employees encompasses a range of examinations such as physical examination, Electrocardiography (ECG), treadmill test, audiometry, X-ray and blood and urine laboratory tests. This thorough approach to medical check-ups aims to assess individuals' fitness for specific work locations and job categories, ultimately enhancing and maintaining their physical, mental and social health for increased efficiency and productivity.

PTAR's commitment to employee health involves early assessment of potential work-related influences, timely prevention and detection of health issues. This holistic approach considers both external and internal factors within the work environment, covering occupational health and fitness. Additionally, non-work-related aspects, including employees' exposure to non-communicable diseases, are considered during these medical evaluations. In 2023, PTAR successfully avoided any employees being diagnosed with work-related illnesses. This shows that PTAR is implementing effective health and safety measures for each employee. [403-10]

The actual medical assessments are conducted by PTAR in collaboration with hospitals or health facilities meeting the company's licensing standards. This collaborative effort underscores PTAR's dedication to safeguarding its workforce's health through systematic and thorough health assessments.

Following the results of their annual MCU, employees have access to further consultations with the Company's doctors. The analysis of health examination results involves a third-party assessment utilising the Framingham Score and Health Risk categories for Non-Communicable Diseases. This comprehensive approach involves prioritising consultations for employees with high health risks, re-checking Hemoglobin Glyca (HbA1C) and blood lipids, analysing the re-examination results by company doctors, referring employees with abnormal findings to specialist doctors and distributing digital blood pressure measuring devices to those with high blood pressure.

Special medical check-ups are conducted for employees facing high occupational health risks, include: [403-10]

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



**In support of OHS implementation, PTAR ensures that its work environment is equipped with accessible health facilities and clinics for all employees and contractors. Each workplace is also furnished with a first-aid box as part of early prevention for work incidents. Additionally, PTAR provides health insurance coverage that includes glasses, dental and mental health treatment (psychologists and psychiatrists) for its employees.**

## OHS Performance in 2023

PTAR has developed 13 Key Performance Indicators (KPIs) to assess accident rates and safety management effectiveness at the Martabe Gold Mine. These KPIs are documented in the monthly Safety KPI Dashboard report. Key activities within the control system encompass mandatory safety training, reporting of unsafe acts and conditions, on-site inspections, timely incident investigations, active management team participation in the Active Safety Agreement (ASA) Programme and Operations Supervisor involvement in the Critical Control Programme.

In 2023, the site's KPI score reached an impressive 97%. This underscores PTAR's commitment to high compliance levels and the efficacy of its monitoring and control system in minimising incidents. PTAR recorded 16,374,705 hours lost without injury. A total of 0 Lost Time Injury was recorded and the Lost Time Injury Frequency Rate (LTIFR), which is the ratio of injuries to lost time per one million working hours, is recorded at 0. <sup>[403-9]</sup>

### Safety Efforts 2023 - Martabe Gold Mine Safety Awareness and Communication Safety Competency and Monitoring

Safety Awareness and Communication	
Active Safety Agreements (ASA) Completed	2,293
Departmental Safety Committee Meetings	156
Hazard Reporting Recognition Awards	11
HSE Alert Health Advisory	76
Safety Poster Topics	7
Monthly Martabe HSE Forum Meetings	12
Safety and Health Competitions	7
Safety Competencies	
Safety Training Course Attendance (Hours)	16,907
Monitoring and Assurance	
Formal Vehicle and Equipment Inspections (Gate Pass Inspection)	845
HSE Workplace Inspections	124
Hazards and non-conformances reported	463
Workplace Industrial Hygiene Surveys	131
Incident Management	
Accidents and Near-misses Investigated	86
Corrective Actions Completed	194
HSE Management Systems	
HSE Standard Procedures	63
Standard Operating Procedures	713
SMKP Minerba Compliance Audit Score	77.59%

### Rate and Number of Occupational Accidents

No	Category	2023	2022	2021
<b>PTAR Operational Activity</b>				
1	Mine Accident	0	1	1
	Minor	0	0	0
	Major	0	1	1
	Fatal	0	0	0
2	Injury Rate (IR)	0.00	0.39*	0.40
3	Lost Day Rate (LDR)	-	--	-
4	Absentee Rate (AR)	107.27	59.18	104.98

No	Category	2023	2022	2021
<b>Partner Companies Operational Activity</b>				
1	Mine Accident	2	1	3
	Minor	1	0	0
	Major	1	1	3
	Fatal	0	0	0
2	Injury Rate (IR)	0.17	0.17	0.53
3	Lost Day Rate (LDR)	0.50	21.23	3.17
4	Absentee Severity Rate (AR)	35.67	21.22	227.47

Note:

- This table is the reporting standard provided by the Ministry of Energy and Mineral Resources
- \* There was restatement from the Sustainability Report 2022

### Lost Time Injuries (LTI) and Lost Time Injury Frequency Rate (LTIFR) in the Martabe Gold Mine In 2023

Description	2023	2022	2021	2020	2019
Total Lost Time Injury (LTI)	0	1	1	0	0
Lost Time of Injury Frequency Rate (LTIFR)	0	0.12	0.12	0	0

### Score Key Performance Indicator (KPI) Score 2021-2023

No.	KPI	Measure	Target	2023	2022	2021
KPI scores to measure accidents and safety management performance scores				97%	98%	97%
1.	LTIs	Number of LTIs	Target, 0 = 100%	100%	99%	99%
2.	MTIs	Number of MTIs	Recorded	13	7	13
3.	FAIs	Number of FAIs	Recorded	24	18	9
4.	High-Risk Incidents	Number of High-Risk Incidents Recorded		34	19	14
5.	Hazards Reported	Number of Hazards Reported (*2023 Increased since the use of digital reporting)	Recorded	463	50	58
6.	Investigations	Overdue Safety Incident Investigations (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	100%	99%
7.	Corrective Actions	All Overdue Corrective Actions from Incident - Safety, Incident - Environment, Hazard/Nonconformance & HSE WCI Events (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	100%	99%
8.	Departmental HSE Committee meetings	Department HSE Committee Meetings Held	Target, 12 = 100%	100%	100%	100%
9.	Workplace Inspections	Quarterly Workplace Inspection Score (Site average Workplace Inspection Score)	Target 90%	94%	93%	93%

No.	KPI	Measure	Target	2023	2022	2021
10.	Industrial Waste Inspection	Number of Industrial Waste Inspection Findings	Target 100%	97%	98%	96%
11.	Safety Training	% Mandatory Safety Competencies completed	Target 90%	97%	98%	98%
12.	ASA (Behaviour Observation)	% Total ASAs conducted against the target (YTD completed)	Target 100%	100%	100%	100%
13.	CRM (Critical Risk Management)	% Total CCCLs completed against a target (YTD completed)	Target 100%	100%	100%	100%

Note: The data is compiled based on guidelines or criteria set by Global Reporting Initiative (GRI) and includes information by OHS aspect KPIs.

## OHS Innovations in 2023

In 2023, PTAR launched several additional programmes and methods to identify, address and prevent accidents through include:

1. CRM for Manager and Superintendent  
Beginning in 2023, critical risk inspection activities, previously conducted by supervisors, now require managers and superintendents to participate in critical risk verification.
2. Improvement of Hot Work Safety Quality  
In 2023, several hot work safety standards were enhanced. For instance, the Fire Watch waiting time after a hot work process, previously set at a minimum of 30 minutes, was increased to at least 1 hour. Additionally, all hot work tasks now require a risk assessment before commencement.

## Work Safety Management Improvement in 2023

In 2023, PTAR has implemented a number of significant initiatives regarding workplace health and safety management, among others:

1. SADA LV Pre-start  
A digital application for conducting pre-operation checks on operational vehicles, directly linked to the vehicle maintenance administration. This ensures quicker transmission and management of vehicle condition information.
2. SADA Awas  
A digital application for instantly reporting hazards as soon as they are identified, enabling immediate recording and control.
3. GREAT Steps Challenge  
A workplace health programme aimed at encouraging employees to stay physically active. In this programme, employees are required to engage in walking or running activities during the challenge period.
4. Chronic Disease Management Programme  
A monitoring programme for employees with chronic diseases and those at high health risk. Routine monitoring is conducted to detect early health changes and ensure proper follow-up care. This includes laboratory tests, blood pressure checks and regular doctor consultations.

# STRATEGIC PILLAR : PUBLIC CONTRIBUTION

Aligned with the PT Astra International Tbk. Group, PT Agincourt Resources (PTAR) directs its public contributions towards empowering and supporting communities, aiming for an improved future for all. This commitment is channelled through the Company's Community Development and Empowerment Programme (CDEP).



## Community Development and Empowerment Programme (CDEP) <sup>[3-3]</sup>

PTAR is committed to creating added value and positive impact for all stakeholders, aiming to support the development of local communities and economies while contributing to the ongoing long-term improvement of quality of life. To achieve this, the Company has established guiding principles to shape the development and implementation of community development and empowerment programmes (PPM).

### PTAR Guidance Achievements in 2023

No	Programme	Location	Group Name	Achievements
1	Programme for the Development of Non-Formal Education at Sopo Daganak and Children's Reading Garden (TBA) 2023	Sopo Daganak, Napa Village	Sanggar Tari Sopo Daganak	2 dance groups participated in the Traditional Creative Dance Competition of North Sumatra in Padang Lawas Regency and won second and third place.
2	Rice Harvesting	Sipenggeng Village	Permata Hijau Farmers' Group	Seed products have been registered in the E-Catalogue of South Tapanuli Regency.
3	Revitalisation of Posyandu	Napa Village and Hapesong Lama Village	<ul style="list-style-type: none"> <li>Posyandu Teratai Indah (Hapesong Lama)</li> <li>Posyandu Suplir 1 (Napa Village)</li> </ul>	2 Posyandu cadres mentored by PTAR passed the Avicenna Astra Batch 4 competition in 2023: Rohima Hasibuan (Posyandu Suplir 1) and Elsy Pusvita (Posyandu Teratai Indah)
4	Preservation of Arts and Culture: Nasyeed Religious Art	Sopo Daganak, Napa Village	Nasyeed Group	The Nasyeed group mentored by PTAR won first place in the Nasyeed Competition at the Tapanuli Selatan level
5	Lubuk Larangan	Garoga Village	Garoga Village	Garoga Village won second place in the Clean and Healthy Environment (LBS) category at the PKK (Family Empowerment and Welfare) Hari Kesatuan Gerak (HKG) competition
6	Youth Development and Sports; Athletics	Batangtoru Sub-District	Jaya Athletics Club	<ul style="list-style-type: none"> <li>5 athletes participated in the Sibayak Altitude Run competition</li> <li>3 mentored athletes participated in the Jogja Marathon race</li> <li>6 athletes participated in the TNI AU Marathon competition in Pekanbaru, Riau</li> <li>23 athletes participated in the 73<sup>rd</sup> South Tapanuli Anniversary Marathon competition</li> <li>4 athletes participated in the Jakarta National Marathon competition</li> </ul>

## PTAR Community Development Guiding Principles

1

### Empowerment

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

2

### Good Governance

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

3

### Sustainable Development

Community development programmes shall deliver benefits to stakeholders after mine closure.

4

### Stakeholder Values

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

5

### Maximising Benefits

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

PTAR employs an Asset-Based Community Development (ABCD) approach in its CDE initiatives. ABCD highlights the significance of identifying, utilising and ensuring community ownership of assets. The Company places priority on 15 villages adjacent to the Martabe Gold Mine area, categorised as Directly Affected Villages (DAVs) or Ring 1. In recent years, PTAR's outreach has extended to broader areas within Batangtoru and Muara Batangtoru Sub-District, South Tapanuli Regency and North Sumatra.

PTAR acknowledges and understands that daily life of the Martabe Gold Mine community is deeply rooted in traditional culture. Therefore, the Company is committed to promote and preserve local community culture, considering it a shared responsibility. PTAR recognises the significant role that cultural preservation plays in the progress of the nation and strives to positively contribute to the awareness and appreciation of regional culture among the general public.



In 2016, PTAR initiated Perkumpulan Sahabat Cerdas (PERSADA), a group of youth residing around the mining operations. PERSADA serves as the pioneer among PTAR's societal partners in implementing its CDE initiatives and programmes. The establishment of PERSADA aims to enhance support for the Company in optimising CDE plans and post-mining implementation, fostering a harmonious relationship between PTAR and all stakeholders. [413-1]

# Community Development and Empowerment Plan

As mandated by applicable regulations, PTAR is obligated to conduct social and environmental impact assessments of its operations. From a social perspective, the Ministry of Energy and Mineral Resources (ESDM) requires all mining companies to have social mapping documents that capture the conditions and needs of the communities, followed by the development of a Community Development and Empowerment Master Plan (CDEMP) based on this social mapping. The CDEMP is prepared through consultations with the community and all relevant stakeholders, including the government. The results are openly communicated to both the public and the government.

PTAR has developed the CDEMP in accordance with the implementation guidelines issued by the Ministry of ESDM. This Master Plan serves as a comprehensive framework to guide all of PTAR's programmes in community development and empowerment.

In formulating the CDEMP, PTAR references global and industry best practices, including:

- The UN Sustainable Development Goals
- The International Council on Mining and Metals (ICMM) Community Development Toolkit
- The International Finance Corporation (IFC) Strategic Community Investment Handbook
- ISO 26000 Guidelines on Social Responsibility.

The Master Plan outlines PTAR's priority CDE programmes and initiatives based on eight pillars for the period 2018-2031.

## Priority Programmes - PTAR Community Development and Engagement Master Plan



**Education**  
Increasing the acceleration of quality and education services



**Health**  
Revitalisation and acceleration of quality and public health services



**Income and Employment**  
Diversification and development of local potential-based livelihoods



**Local Business Development**  
Development of Various Local Potential-Based Business Centre



**Infrastructure Development**  
Improving access and quality of basic social infrastructure, urban settlements, supporting economic activation and public administration



**Community-based Environmental Management**  
Environmental health towards sustainable settlements, disaster risk reduction



**Community Institutional Capacity**  
Development of community institutional capacity, government apparatus capacity for improving public service performance, strengthening and developing community business networks



**Social and Cultural**  
Preservation of biodiversity and revitalization of local arts, religion and culture; development of achievements in sports, arts and local culture

The implementation guidelines of the Community Development and Empowerment Programme (CDEP) stipulate that the associated costs should be classified as operational expenses. These costs are integrated into the annual Work Plan and Budget (RAKB) and require approval from the Ministry of Energy and Mineral Resources. This financial planning also includes a project feasibility study, ensuring transparency and accountability in the community development initiatives by mining companies.

The CDEP is implemented in collaboration with the community, leveraging their abilities and potential and involves partnerships with local governments through various departments and relevant organisations.

This includes cooperation with the Departments of Education, Health, Agriculture, Industry and Trade, Labor, Cooperatives and other agencies. Additionally, PTAR collaborates with organisations or experts possessing technical expertise, such as UT School for vocational education in heavy equipment, the Jambi Agricultural Training Center, the YPLH Semut Merah for Adiwiyata schools, the Dharma Bakti Astra Foundation (YDBA) for cooperative mentoring and the Agricultural Vocational Education Quality Assurance Development Center (BBPPMPV) for agricultural vocational education.

To optimise the implementation of the CDEP, PTAR has developed a comprehensive plan as the foundation for CDEP throughout 2023: [413-1] [F.25]

### Community Development and Empowerment in 2023

No	CDEP Pillar	Activity	Location
1	<b>Education</b>		
	a) Scholarships	Martabe Achievement & Focused Learning Programme	Batangtoru District & Muara Batangtoru District
		Development of Outstanding Classes at the Junior High School and Senior High School Levels	Batangtoru District & Muara Batangtoru District
	b) Education, Skills Training and Basic Expertise	Development of a National Programme on Environment-Based Schools (Adiwiyata)	Batangtoru District & Muara Batangtoru District
		Partnership Programme for the Development of 3 Vocational High Schools	State Vocational High School 1 Batangtoru State Vocational High School 1 Muara Batangtoru
	c) Assistance for Educators	Capacity Building and Empowerment of Teachers	Batangtoru District & Muara Batangtoru Sub-District
		Partnership Programme with Local Governments in the Education Sector	Batangtoru District & Muara Batangtoru District and South Tapanuli Regency.
	d) Educational Facilities and Infrastructure Assistance	Children's Education and Creativity Center	14 villages surrounding the mine; Batu Hula, Sumuran, Aek Pining, Napa, Telo, Wek IV, Wek III, Wek II, Wek I, Hapesong Baru, Sipenggeng, B. Hapinis, Hutaraja, Muara Hutaraja

No	CDEP Pillar	Activity	Location
<b>2</b>	<b>Health</b>		
	a) Public Health Around the Mine Site	Initiation of Sustainable Settlement Programme	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		Adolescent Integrated Health Posts (Posyandu Remaja)	Batangtoru District & Muara Batangtoru District
		Implementation of cataract surgeries or support for mitigating other health issues	North Sumatra
	b) Health Workforce	Capacity building for healthcare personnel in the surrounding areas of the mine	Batangtoru & Hutaraja Community Health Centres (Puskesmas)
		Provision of specialist doctor services	Batangtoru Puskesmas
	c) Health Facilities and Infrastructure	Collaboration on health programmes with the Local Government in the Health Sector	South Tapanuli
		Thematic Health Training for Cadres and Health Employees	South Tapanuli
<b>3</b>	<b>Real Income Level</b>		
	a) Economic activities based on profession, such as:		
	Agriculture	Development of Local Champions in agricultural programmes	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		Development of Young Millennial Farmers and Entrepreneurship Based on Superior Commodities	Batangtoru District & Muara Batangtoru District
		Expansion and Development of Rice, Corn and Other Agricultural Potential Lands	Batangtoru District, Muara Batangtoru District and South Tapanuli (selected)
		Capacity building and partnership programmes with the Agricultural Extension Agency (BPP)	Batangtoru District & Muara Batangtoru District
	Husbandry	Development and Training of Environmentally Friendly Livestock Groups	Batangtoru District & Muara Batangtoru District

No	CDEP Pillar	Activity	Location	
4	<b>Economic Independence</b>	a) Capacity building and access improvement for Local Communities in small and medium-sized enterprises	Development of new local business units and culinary ventures	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
			Development and Operation of the "Bagas Silua" SME Gallery & Village-Owned Enterprises (BUMDES)	Batangtoru District & Muara Batangtoru District
			Enhancement of Community Capacity through Skills and Competency Development	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		b) Development of small and medium-sized enterprises in Communities around the Mine	Cooperative and MSME Development	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
5	<b>Social and Culture</b>	a) Assistance in the construction of religious facilities and infrastructure, as well as involvement in religious affairs	Improvement of religious buildings	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
			Christianity Development Programme	Batangtoru District
			Islamic Development Programme (Ramadan, Eid al-Fitr Celebrations, Quran Recitation Competition)	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		b) Natural disaster aid	Donations and humanitarian aid	Batangtoru District, Muara Batangtoru District, Central Tapanuli, South Tapanuli
			Management of Clean Water Facilities	Wek II & Wek IV
		c) Participation in the preservation of local culture and wisdom	Preservation of Arts and Culture	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
			Youth and Sports Development	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
			Disaster Risk Mitigation	Batangtoru District, Muara Batangtoru District, Central Tapanuli, South Tapanuli
			Conservation and Biodiversity	Batangtoru District, Muara Batangtoru District, Central Tapanuli, South Tapanuli

No	CDEP Pillar	Activity	Location
6	Providing opportunities for local communities to participate in sustainable environmental management in Communities around the Mine	Support for Participation in Training/Seminars	South Tapanuli
		Community Site Tours	Martabe Site
		Village Meetings	15 villages surrounding the mine at Batangtoru District
		Capacity Building for Village Officials	Batangtoru District
		Assessment of Village Digitalisation	Batangtoru District and Muara Batangtoru District
7	Establishment of community institutions to support the sustainability of CDEP	Community Institutions: capacity building, mentoring, operational support	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
8	Development of infrastructure supporting CDEP	Management of clean water for communities	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		Village facilities development	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		Improvement of public facilities and agricultural assistance	15 villages surrounding the mine at Batangtoru District and Muara Batangtoru District
		Vocational School Infrastructure & Facilities	Batangtoru District and Muara Batangtoru District
		Community Learning Center (Phase I)	Batangtoru District
		Maintenance of Sopo Daganak	Napa Village
		Batangtoru Water Supply	Batangtoru District
		Partnership programme with local government in public infrastructure	Batangtoru District
		Agricultural lab testing vehicle	South Tapanuli Regency
		Muara Batangtoru KUA Office	Muara Batangtoru District
		BT Mosque (District Office of BTR)	Wek I
		Muara Batangtoru Health Center	Muara Batangtoru District
		Wek I Landfill	Wek I, Batangtoru District
		Renovation of HKBP Sipirok Church	Sipirok, South Tapanuli Regency
		Renovation of DAMIU Satahi Water Depot	Muara Hutaraja
		Renovation of Pulo Godang Hanging Bridge	Des Telo
		MSME Production Kitchen	Batangtoru District & Muara Batangtoru District
		Concrete Pavement Construction	Hutagodang Village
Al-Ittihad Mosque	Bandar Hapinis Village		
Micro hydro Repair	Aek Pahu Village		

Note: The CDEP Pillars are in accordance with Minister of Energy and Mineral Resources Decree Number 1824 K/30/MEM/2018 regarding Guidelines for Community Development and Empowerment Implementation.

## Community Development and Empowerment Programme (CDEP) In 2023 <sup>[F.25]</sup>

In 2023, PTAR allocated USD2,103,390 million to support the implementation of the CDEP, benefiting a total of 18,367 individuals through various programmes and initiatives. The funds exclude dividends paid to district and provincial governments, as well as payments made to local work partner companies for the supply of goods and services. PTAR also contributes to the government through capacity building, training, event sponsorship, joint programmes and public infrastructure provision.

During the reporting period, there were no significant adverse impacts on the lives of local communities resulting from the Company's operational activities during the reporting period. As part of ongoing efforts to assess and enhance the effectiveness of its programmes, PTAR conducted an Impact Assessment of the PPM (Community Development and Empowerment) Programme in Directly Affected Villages. This assessment, spanning from 2018 to 2023, aimed to gather feedback and insights for programme improvements. The findings will inform and guide PTAR's initiatives over the next five years, demonstrating a commitment to continuous improvement and community engagement. <sup>[413-1] [413-2] [F.23]</sup>

### PTAR Community Development and Empowerment Funding (PPM) 2023 <sup>[203-1] [F.4]</sup> (in USD)

Pillar	Funding
Education	423,867
Health	464,118
Real Income Level	329,599
Economic Independence	53,258
Social & Cultural	234,781
Environmental Management in the Community	4,928
Special Projects and Infrastructure	592,839
Total	2,103,390

Note:

- Infrastructure development that supports PPM includes concrete rebates, gabions, drilled wells etc.
- The development and programs conducted are pro-bono and in-kind.

### The total beneficiaries of the 2023 CDEP programme by PTAR

Programme	People
Education	6,906
Health	6,485
Real income level or employment	220
Economic independence	288
Social & Cultural	3,260
<ul style="list-style-type: none"> <li>• Provide opportunities for local communities to participate in sustainable</li> <li>• Environmental management of communities around the mine</li> </ul>	1,157
Formation of social institutions to support the independence of PP	51
Total	18,367

Note: Infrastructure development that supports PPM include Concrete Rebates, Gabions, Drilling Wells and so on.

## Health

No.	Programme	Description
1	Specialist Doctor Services Provision	<ol style="list-style-type: none"> <li>1. PTAR collaborates with the South Tapanuli Regional General Hospital (RSUD), the South Tapanuli Regional Health Office and the Batangtoru Community Health Center to provide pediatric, obstetrics and internal medicine specialist services. Throughout 2023, they served a total of 3,890 patients.</li> <li>2. Expanding community healthcare services through the Free Medical Treatment Social Service Programme to several remote and accessibility-vulnerable villages including Bandar Tarutung, Biru, Simarpinggan, Batu Horpak, Tano Tombangan, Sipangimbar and Siuhom, with a total of 898 patients served.</li> <li>3. Enhancing the Capacity of Health Personnel in Community Health Centers, Village Family Welfare Development (PKK) and Integrated Health Post (Posyandu) cadres in the Batangtoru and Muara Batangtoru Districts through health seminars.</li> </ol>
2	Sustainable Village Programme	<p>PTAR initiated a pilot Programme called the Healthy Village Programme to support Sustainable Settlement Programmes in the mining area, starting with two major initiatives: Towards South Tapanuli Free of Tuberculosis (ENTAS TB) and Posyandu Revitalisation.</p> <ol style="list-style-type: none"> <li>1. Stunting Prevention: This programme involves the handling and recovery of 7 stunted children in four villages in the Batangtoru District, namely Wek III, Wek IV, Hutagodang and Sipenggeng, over 6 months with support including milk and vitamin supplementation, as well as regular check-ups by doctors.</li> <li>2. Posyandu Revitalisation Programme, in collaboration with CV Sinergy Medika Indonesia as the programme implementation partner, Batangtoru and Hutaraja Community Health Centers, has conducted activities including: <ul style="list-style-type: none"> <li>• Refreshment training for 303 Posyandu cadres from 69 Posyandu in 32 villages and urban neighborhoods in the Batangtoru and Muara Batangtoru Districts.</li> <li>• Roadshows to 7 Pengimbas villages in the Batangtoru District (Padang Lancat Sisoma, Sipenggeng, Sisipa, Wek IV) and Muara Batangtoru District (Pardamean, Muara Hutaraja and Hutaraja Sub-district).</li> <li>• Training and assistance in using the "iPosyandu" application for 10 Posyandu Development cadres and activities facilitating Posyandu Assessment in 7 villages and Integrated Posyandu training.</li> </ul> </li> <li>3. Towards South Tapanuli Free of Tuberculosis (ENTAS TB) Programme: <ul style="list-style-type: none"> <li>• Facilitating South Tapanuli in developing a Regional Action Plan (RAD) and Regional Head Regulation (Perkada) for Tuberculosis Elimination (TB).</li> <li>• Conducting TB examinations and X-rays for a total of 250 individuals at Pesantren Syech Achmad Basyir Parsariran, Pesantren Baburrohman Terapung Raya and Batangtoru Community Health Center. 31 TB-positive cases were found (24 from Batangtoru and 7 from Muara Batangtoru).</li> <li>• Health promotion for TB prevention.</li> <li>• Refreshment training for 87 TB cadres in the Batangtoru and Muara Batangtoru Districts to refresh their understanding and knowledge of their roles and responsibilities.</li> <li>• Handover of TB service support equipment including 1 unit of Olympus Cx23 Binocular Microscope, 1 unit of Sharp refrigerator and 1000 cartridges.</li> <li>• Conducting Multi-Sector Forum (FMS) Monitoring and Evaluation for Accelerating TB Elimination in South Tapanuli District.</li> </ul> <p>PTAR received an award from the North Sumatra Health Office for its commitment and attention to the TB eradication programme.</p> </li> </ol>



No.	Programme	Description
3	Healthy Adolescent Programme	<p>This Programme combines Adolescent Health Care Services (PKPR) and School Health Efforts (UKS) in collaboration with the Health Office and Batangtoru and Hutaraja Community Health Centers, targeting junior and senior high schools in Batangtoru and Muara Batangtoru Districts. The aim is to empower students to become an extension of the school and serve as first aid providers for their peers. A total of 192 students from 19 schools were involved. Activities conducted during this period include:</p> <ol style="list-style-type: none"> <li>1. Organising 3 seminars and monthly mentoring sessions for healthy adolescent cadres.</li> <li>2. Holding Healthy Adolescent competitions, Healthy Adolescent Ambassadors and Talent Shows in collaboration with Batangtoru and Muara Batangtoru Community Health Centers, Batangtoru and Muara Batangtoru PKK Movement Teams and the South Tapanuli Women's Empowerment and Child Protection Agency (PPPA).</li> <li>3. Inaugurating 150 Healthy Adolescent cadres and 15 GENRE (Family Planning Generation) couples from 15 schools in Batangtoru and Muara Batangtoru for the 2022/2023 academic year.</li> </ol>
4	Collaboration Programme with South Tapanuli District Government	PTAR conducted training on Normal Childbirth Care and Management of Placental Retention for 80 midwives and healthcare professionals from 15 Community Health Centres across 15 districts in South Tapanuli Regency.
5	Free Cataract Surgery Operations	PTAR organised Free Cataract Surgery in 2023 at 4 locations: Bhayangkara Level IV Hospital in Batangtoru, Sipirok Regional General Hospital, Pematang Siantar Eye Hospital and Mencirim 77 Eye Hospital in Medan, with a total of 1,310 successful eye surgeries performed.

## Education

No.	Programme	Description
1	Martabe Prestasi Scholarship	<p>The Martabe Prestasi programme is aimed at providing educational assistance and scholarships to academically accomplished students from underprivileged families in the districts of Batangtoru, Muara Batangtoru and Tapanuli Selatan Regency, spanning from elementary to tertiary education levels. PTAR is committed to contributing to the improvement of education quality, reducing school dropout rates and enhancing the formal education index in Tapanuli Selatan Regency. The programme includes the Academic Achievement Award (PPA) for elementary and junior high school levels, the Sustainable Achievement Award (PPB) for senior high school to tertiary education levels and the Special Sustainable Achievement Award (PPB) for Outstanding Senior High Schools and Selected Tertiary Institutions (graduates of Vocational High Schools - ASTRA Polytechnic).</p> <ol style="list-style-type: none"> <li>1. Conducting a national webinar in collaboration with the Martabe Prestasi scholarship recipients and experts in their respective fields.</li> <li>2. Assessment visits to three national universities (UNDIP - Diponegoro University, USU - University of North Sumatra) and ASTRA Polytechnic to discuss the Regional Scholarship (BUD).</li> <li>3. Dissemination of information to schools regarding the opening of registrations for the Martabe Prestasi scholarship for the academic year 2023-2024.</li> <li>4. Organising the Martabe Prestasi Scholarship award ceremony at Sopo Daganak. A total of 379 students and scholars from Tapanuli Selatan successfully received the Martabe Prestasi Scholarship, with 283 being new beneficiaries and 96 being repeat beneficiaries.</li> </ol> <p>In 2023, PTAR facilitated the Martabe Prestasi scholarship to ASTRA Polytechnic for the first time. Three students from SMK Negeri 2 Batangtoru successfully received the Martabe Prestasi scholarship to study at ASTRA Polytechnic.</p>
2	Children's Education and Creativity Programme - Children's Reading Garden (TBA) & Sopo Daganak Art Studio	<p>Aiming to nurture children's character through arts, literacy and cultural activities in the districts of Batangtoru and Muara Batangtoru, PTAR collaborates with PERSADA (Perkumpulan Sahabat Cerdas) as the programme partner. This programme, conducted in 14 TBA and Sopo Daganak, also support the Tapanuli Selatan Regency's Programme of Child-Friendly District. Some of the ongoing activities include:</p> <ol style="list-style-type: none"> <li>1. English classes held in 8 TBA.</li> <li>2. Modern music classes twice a week, divided into 3 groups.</li> <li>3. Regular dance training is divided into four dance groups: Basic, Intermediate, Advanced and Expert.</li> <li>4. Children's Art Performances are staged twice a year.</li> <li>5. Renovation of buildings in 9 TBA (Children's Reading Gardens) in 9 Direct Affected Villages (DAV).</li> <li>6. PTAR donated 950 books to the Sopo Daganak library and 14 TBA under its care.</li> </ol>
3	Focused Learning Programme	<p>In collaboration with the tutoring institution SSC (Sony Sugema College) Branch in Pandan, PTAR provides educational assistance to students in Grade IX of Junior High School and Grade XII of Senior High School (both Science and Social Studies majors) in the districts of Batangtoru and Muara Batangtoru. This assistance involves offering focused learning (Tutoring) to prepare them for admission to prestigious Senior High Schools (for Junior High School graduates) and top Public Universities. Following administrative, academic and field verification selection processes, a total of 143 students have been chosen to participate in the tutoring sessions.</p>

No.	Programme	Description
4	Partnership Programme for the Development of 3 Vocational High Schools	<p>Through a collaborative effort with PT United Tractors (UT), the development of SMK Negeri 2 Batangtoru has been ongoing for three years, encompassing support in software, brainware and hardware. Under the SOBAT Programme (UT foster school), the curriculum has been strengthened to align with the needs of the business and industrial sectors, particularly in the Heavy Equipment Engineering field. This includes capacity building, vocational advocacy and enhancement of facilities supporting the Heavy Equipment Engineering curriculum. Activities during this period include:</p> <ol style="list-style-type: none"> <li>1. Facilitating 13 students from SMK Negeri 2 Batangtoru to take entrance exams at Politeknik ASTRA and enabling 58 students from the Geology Department of SMK Negeri 2 Batangtoru to undergo competency assessment exams conducted by an external examination team.</li> <li>2. On August 11th, PTAR and PT United Tractors (UT) signed a memorandum of understanding for the second phase of the Link and Match Programme between the two companies and SMK Negeri 2 Batangtoru. During the same event, PTAR also donated practical learning equipment to five vocational schools in Tapanuli Selatan and Padangsidempuan, including SMK Negeri 2 Batangtoru, SMK Negeri 1 Batang Angkola, SMK Swasta LMC Model Industri, SMK Negeri Padangsidempuan and SMK Swasta Teruna Padangsidempuan, comprising nine units of used light vehicles (LV) and one forklift.</li> <li>3. Providing knowledge about workplace safety procedures in the mining industry to 160 students who will be undergoing Industrial Work Practice (PKL).</li> </ol> <p>SMK Pertanian, SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru:</p> <ol style="list-style-type: none"> <li>1. Completion of the Assessment and Baseline Data Mapping for SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru, involving the Big Center for Vocational Education Quality Assurance Development (BBPPMPV).</li> <li>2. Implementation of monitoring and evaluation of the progress and continuation of the integrated Agricultural Vocational School development programme at SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru.</li> <li>3. Collaboration with the Branch Chief of the Padang Sidempuan Education Office and the Big Center for Vocational Education Quality Assurance Development (BBPPMPV) in Agriculture to conduct advocacy and coordination followed by training and technical guidance on school management excellence for 2 school principals and 20 teachers from SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru.</li> <li>4. Organising the Adaptive Normative Teacher Training in line with the Pancasila Student Profile Strengthening Project (P5). A total of 23 teachers from SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru participated in this training.</li> <li>5. Conducting Training and Assistance for the Implementation of TEFA (Teaching Factory) according to World of Work and Industry (DUDI) standards.</li> <li>6. Workshop on curriculum synchronisation for teachers at SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru, attended by 13 participants and the Establishment of Professional Certification Institution (LSP I) Phase I Workshop for 16 teachers at SMK Negeri 1 Batangtoru and SMK Negeri 1 Muara Batangtoru.</li> </ol>

No.	Programme	Description
5	GPBLHS Programme (Environmental Care and Cultural Awareness Movement in Schools)/ Adiwiyata	<p>This Programme involves expert assistance from the Semut Merah Foundation and 8 Adiwiyata foster schools, namely SMK Negeri 2 Batangtoru, SMP Negeri 1 Batangtoru, SMP Negeri 2 Batangtoru, MTSN 3 Tapanuli Selatan, SD Negeri 100707 Perkebunan Batangtoru, SD Negeri 100712 Hapesong Lama, SD Negeri 100714 Garoga and SD Negeri 100715 Telo.</p> <p>Activities in this quarter include:</p> <ol style="list-style-type: none"> <li>1. The Semut Merah Foundation provides online guidance to SMK Negeri 2 Batangtoru for filling out the Adiwiyata school application forms.</li> <li>2. Organising Workshops on Implementation and Launching of the School Development Programme for the Environmental Care Movement in Schools (GPBLHS)/Adiwiyata towards Independent Adiwiyata 2023 for the eight Adiwiyata schools in the Batangtoru District.</li> <li>3. Conducting Teacher Training Workshops twice in the year 2023.</li> </ol>
6	Martabe Goes To School	<p>PTAR's commitment to enhancing the quality of education continues through initiatives such as Martabe Goes to School aimed at:</p> <ol style="list-style-type: none"> <li>1. Providing students with non-formal knowledge beyond formal education, such as health, safety, mining, etc.</li> <li>2. Offering students in-depth and up-to-date theoretical and practical knowledge from PTAR employees or contractors, aligned with their expertise.</li> </ol> <p>Throughout 2023, Martabe Goes to School was conducted 9 times in SMP and SMA schools in the Batangtoru and Muara Batangtoru Districts. Various topics were covered, including exploration activities and rocks, nutrition, reproductive health and first aid (P3K).</p>
7	Collaboration Programme with the South Tapanuli Regency Government	<p>This programme collaborates with the South Tapanuli Department of Education:</p> <ol style="list-style-type: none"> <li>1. On 14 August, PTAR facilitated the socialisation of the "Merdeka Belajar" Programme Episode 24 "Transisi PAUD ke SD yang Menyenangkan" at Sopo Daganak. The event was attended by 356 participants.</li> <li>2. On 30 October, training on the GASING method (Easy, Exciting and Fun) was launched for 32 elementary school teachers and 94 elementary school students. The training took place over 14 days from 30 October to 14 November.</li> </ol>
8	Training for Subject Teachers at Elementary, Junior High and Senior High School Levels in 2023	<p>Collaborating with POSI (Indonesian Science Olympiad Training) Medan, to conduct subject training for elementary, junior high and senior high school teachers to enhance their abilities and enable them to mentor students participating in the National Science Olympiad (OSN), particularly in Mathematics and Biology. A total of 150 teachers participated in the 8-day Training Programme.</p>
9	Book Donation	<p>On 20 November, PTAR donated 9,450 books for Early Childhood Education (PAUD) and received recognition from MURI for this largest book donation</p>

### Martabe Prestasi Scholarship Recipients in 2021-2023

	Academic Achievement Award (PPA)	Regular Continuous Achievement Award (PPB)	Special Continuous Achievement Award (PPB Special)	Funding (Rp)
2023	155	164	60	2,944,420,068
2022	144	108	36	1,795,299,068
2021	128	90	28	1,510,720,000

### Local Business Development

No.	Programme	Description
1	Development of Local Partnerships	Throughout 2023, PTAR provided opportunities for and empowered local partners to support mining operations. PTAR offered guidance and assistance to local partners, focusing primarily on improving service quality, ensuring regulatory compliance and enhancing managerial practices.
2	Development of South Tapanuli Batik and its derivative products	<ol style="list-style-type: none"> <li>1. Kelompok Usaha Bersama (KUB) Batik of South Tapanuli collaborated with the Balai Besar Kerajinan dan Batik Yogyakarta to participate in capacity-building activities aimed at establishing a sustainable creative industry centre. This involved 15 members of the KUB Batik of South Tapanuli undergoing training in the production of derivative batik products in collaboration with Tiara Handicraft.</li> <li>2. Five members of KUB Batik and Bator Craft went on a study tour to Yogyakarta and Solo to learn about the installation of batik industry wastewater treatment plants (IPAL).</li> <li>3. The group participated in a Fashion Show and a batik Fashion Show as part of the celebration of the 73rd anniversary of South Tapanuli.</li> </ol>
3	Intensification of Rhizome Cultivation	To enhance the productivity of rhizome crops, which correlates with farmers' income, PTAR provides agricultural production assistance such as seedlings, fertilisers, farming equipment and mentoring to 2 community groups: Makmur Jaya Women Farmers Group in Bandar Hapinis Village and Torop Jaya Women Farmers Group in Sumuran Village.
4	Extensification of rice seed breeding cultivation	<p>The superior rice seed breeding initially covered a 2-hectare land in Sipenggeng and has now expanded to 8 hectares distributed across several rice fields. Collaborating with BP3K Batangtoru District and the Seed Supervision and Certification Center (BPSB) of North Sumatra Province, PTAR supports the Green Gem farmers' group in extending their rice breeding cultivation.</p> <ol style="list-style-type: none"> <li>1. The varieties Inpari 32, Mekongan and Ciharang seeds are registered in the South Tapanuli Regency E-Catalog as local producers of superior seeds.</li> <li>2. The Agricultural Extension Center (BPP) conducts a field school for Bio Saka Elisitor production, attended by 11 members of the Rose Farmer Group in Hutagodang Village.</li> <li>3. Expansion of the rice breeding Programme over 5 hectares in Garoga Village is carried out in collaboration with the Rimmatogu Farmers Group.</li> <li>4. Support is provided to expand organic rice farming in Garoga Village with a package including seeds, compost fertiliser, liquid organic fertiliser and organic pesticides.</li> </ol>

No.	Programme	Description
5	Organic Rice Farming in Napa Village Expansion to Garoga Village Area	The first organic farming initiative in South Tapanuli Regency, in collaboration with the Aek Pahu Farmers Group, includes: <ol style="list-style-type: none"> <li>1. Conducting adaptation trials of the superior local seed variety, Siporang, in the Aek Pahu rice fields using organic farming methods. The successful trial resulted in the inaugural harvest on March 20, 2023.</li> <li>2. Providing support in the form of 10 tons of dolomite and 12 tons of compost fertiliser to aid in soil pH neutralisation.</li> <li>3. Additionally, support is extended to expand organic rice cultivation by 1 hectare in Garoga Village comprises a package of inputs including seeds, compost fertiliser, liquid organic fertiliser and organic pesticides.</li> </ol>
6	Development of Corn Clusters	This programme supports the Mulia Bakti Farmers Group in Sumuran Village to become a leading producer of high-quality sweet corn seeds and their derivatives. Farmers from both the Mulia Bakti and Muara Manompas groups receive assistance in the form of seeds, compost, chemical fertilisers and medications.
7	Development of Fisheries Clusters / ASIK (Activation of Fish Farming System)	During this period, the activities carried out in the fisheries programme in Sumuran Village include pond maintenance and cultivation.
8	Development of Key Actors	PTAR implements the Millennial Farmer Programme aimed at creating a number of outstanding and exemplary Millennial Farmers in South Tapanuli Regency. Through a selection process, 15 individuals have been chosen to become Millennial Farmers and have undergone entrepreneurship training along with 15 Field Agricultural Extension Officers (PPL) from 8 Agricultural Extension Centers (BPP).
9	Land Suitability Survey in 15 Villages Surrounding the Mine	PTAR collaborates with PT Surveyor Indonesia and a team from the University of Sumatera Utara (USU) to conduct land suitability surveys in 15 villages surrounding the mine. The goal is to support the improvement of agricultural quality and promote sustainable agriculture by mapping land fertility, analysing land conditions and suitable commodities and providing recommendations for land use improvement. The survey targets 150 farmer respondents, with 30 of them having soil samples taken from their agricultural land.
10	PENAS (National Week) XVI 2023	Eight (8) individuals supported by PTAR in agriculture, livestock and fisheries attended the XVI PENAS event in Padang, West Sumatra on 11-14 June. Through this event, farmers had the opportunity to learn about agricultural cultivation, livestock breeding, fisheries, processing agricultural products for additional income and the latest agricultural, fisheries and livestock technologies.
11	Field School for Outstanding Volunteer Health Animal Actors (Sukakeswan)	To enhance the skills and knowledge of livestock farmers, PTAR conducted a Field School for Volunteer Livestock Health Cadres (Sukakeswan) attended by 16 Sukakeswan actors/farmers in mining surrounding villages of Batangtoru and Muara Batangtoru Districts as well as Field Extension Officers (PPL) of Batangtoru. This activity aims to improve the quality of their livestock, thus increasing production. Some activities included improving superior cattle breeds through artificial insemination, managing livestock feed and utilising animal manure for compost.
12	Capacity Building for Business Groups and Cooperatives	PTAR, in collaboration with the Yayasan Dharma Bhakti Astra (YDBA), provided mentoring to 3 cooperatives affiliated with PTAR, namely Koperasi Karya Mulia Bakti, Griya Upa Tondi and Permata Siala Sappagul. A total of 7 training sessions were conducted, covering topics such as basic mentality, group dynamics, cooperative principles, simple bookkeeping, cooperative business models, cooperative financial management, contract farming and ongoing support to ensure that cooperatives could conduct their Annual Member Meetings (RAT) successfully.

No.	Programme	Description
13	Development of Community-Based Business Units Based on Village Potential	<ol style="list-style-type: none"> <li>1. Satahi Water Refill Depot (DAMIU): PTAR assisted to the refill water business at Satahi DAMIU in Muara Hutaraja Village, which is part of the Satahi Muara Hutaraja Village-Owned Enterprises (BUMDES) unit.</li> <li>2. Culinary Business: PTAR provided mentoring and business development support in the culinary sector, facilitating group participation in exhibitions at both local and national levels. This included assistance in obtaining Taxpayer Identification Numbers (NPWP), Halal certification, registration of Business Identification Numbers (NIB) and Home Industry Food Production (PIRT) certification for 18 members of the third batch of culinary groups. Additionally, PTAR assisted in renovating production kitchens for 12 entrepreneurs.</li> <li>3. Sewing Business Groups: PTAR provided mentoring to sewing groups in Batu Hula Village, Batuhoring Village and Hutaraja Village. The training focused on enhancing the capacity of each group. PTAR also donated 4 Singer sewing machines to support the productivity of the Batuhoring group.</li> <li>4. Handicraft Business Groups: PTAR provided mentoring and training to 3 handicraft business groups: a woodcraft group comprising 10 representatives from villages surrounding the mining area, a knitting group in Muara Hutaraja Village and a leathercraft and tarpaulin bag group in Hutaraja Village.</li> </ol>
14	Development of Competency-based Local Human Resource Skills	<ol style="list-style-type: none"> <li>1. Bridal Makeup Training: PTAR facilitated bridal makeup training for 20 individuals from villages surrounding the mining area in collaboration with the Vocational Training Center (BLK) of the South Tapanuli Manpower Office.</li> <li>2. Welder Training: PTAR collaborated with the South Tapanuli Manpower Office through the Technical Implementation Unit (UPTD) of the Vocational Training Center to conduct Shield Metal Arc Welding (SMAW) 3G Competency-Based Plate Welder Training for 20 individuals from villages surrounding the mining area. This initiative aimed to enhance competitiveness in welding skills, create job opportunities and reduce unemployment.</li> </ol>
15	Development of BUMDES Business Units	PTAR supports the development of BUMDES-owned businesses in Kelurahan Wek III, Wek IV and Muara Hutaraja by organising training sessions tailored to their respective fields. This includes sewing workshops, construction of water tank-equipped fiberglass tanks, as well as providing 5 units of tents and a complete wedding set (bridal dais).

### Infrastructure Projects and Category

Project	Number of Projects
MSME Production Kitchen	7
House of Worship	7
Public Facilities	10
School Facilities	13
Agricultural Infrastructure	3
Village Facilities	15
Clean Water for the Community	4

No.	Programme	Description
1	Construction of the SMA Negeri 1 Batangtoru auditorium	Completion and handover of an open multipurpose hall measuring 8x20 meters to the school on 6 March 2023.
2	Bore well installation	<ol style="list-style-type: none"> <li>1. Borehole drilling in Wek III village has been completed to a depth of 156 meters. The water pump has been installed and is capable of pumping water at a rate of 2 litres per second.</li> <li>2. Borehole drilling has been completed to a depth of 161 meters. The water pump has been installed and is capable of pumping water at a rate of 2.8 litres per second.</li> <li>3. Construction of a borehole at the Al-Huda Mosque in Sumuran Village.</li> </ol>
3	Construction of a toilet at SMPS Muhammadiyah 41 Batangtoru	Support was provided for the construction of toilets equipped with septic tanks and absorption wells.
4	Concrete pavement construction	<ol style="list-style-type: none"> <li>1. Construction of a concrete paved road in Muara Hutaraja Village, spanning 200 meters and a bridge leading to the landfill site.</li> <li>2. Construction of a concrete paved road and stairs leading to a dug well in Telo Village.</li> </ol>
5	Irrigation channel construction	<ol style="list-style-type: none"> <li>1. Construction of irrigation channels for agricultural land in Garoga Village spanning 75 meters.</li> <li>2. Construction of irrigation channels in the Saba Dolok paddy fields in Sipenggeng Village spanning 100 meters, along with the installation of gabions at three points totaling 30 meters.</li> </ol>
6	Renovation of places of worship	<ol style="list-style-type: none"> <li>1. Renovation of the Babul Khoirot Mosque in Hutaraja Sub-District, Muara Batangtoru, including wall work and electrical installation.</li> <li>2. Construction of a Musholla and clean water pipelining in Sisipa Village.</li> <li>3. Renovation of the Al-Jihad Mosque in Muara Batangtoru.</li> <li>4. Construction of a Musholla in the Batangtoru District office.</li> <li>5. Renovation of the HKBP church in Sipirok.</li> <li>6. Construction of a Musholla in Wek III Village.</li> <li>7. Construction of toilets at the Ar Rusda Mosque in Batuhula Village.</li> </ol>
7	Batangtoru Water Supply	Preparation of clean water facilities for several mining area villages in Batangtoru District from the Sigumuruh River in Sipenggeng Village. PTAR has held meetings with district governments, village heads and related parties regarding solutions for the water pipeline route.
8	Public toilet construction in Garoga Village	Construction of public toilets in Garoga Village.
9	Construction of the Muara Batangtoru KUA office	Construction of the Office of Religious Affairs (KUA), Indonesian Ulema Council (MUI), Indonesian Mosque Council (DMI) and Qur'an Recitation Development Institute in Muara Batangtoru.
10	Renovation of a suspension bridge	Renovation of the Pulo Godang Suspension Bridge in Telo Village.
11	Construction of Bagas Silua	Construction of Bagas Silua, a gallery project for small business products to be displayed at the former LKMM office.
12	Renovation of health facilities at Muara Batangtoru Community Health Center (Puskesmas)	<ol style="list-style-type: none"> <li>1. Renovation of the Muara Batangtoru Community Health Center.</li> <li>2. Construction of Posyandu (integrated health post) and UMKM corners in Aek Pining Sub-District.</li> <li>3. Renovation of Posyandu in Hapesong Lama Village.</li> <li>4. Construction of toilets at the Posyandu in Telo Village.</li> <li>5. Renovation of Posyandu in Tarapung Raya Village.</li> </ol>



No.	Programme	Description
13	Construction of farmer's huts	Construction of farmer's huts in the Hutagodang paddy fields.
14	Installation of water tank houses	Construction of Damiu Satahi water tank houses in Bongal Village, Muara Hutaraja.
15	Establishment of integrated health post (Posyandu) and MSMEs	Construction of Posyandu and MSME corners in Aek Pining Sub-District.
16	Construction of the Martabe Community Learning Centre	Martabe Community Learning Centre construction: land access road clearing by PT MMS.
17	Construction and renovation of 12 kitchens for culinary MSME practitioners	Construction and renovation of 12 kitchens for culinary MSME practitioners. 7 kitchens have been successfully renovated.
18	Construction of school facilities	<ol style="list-style-type: none"> <li>1. Construction of SD Negeri No. 100113 in Panobasan Lobu Uhom.</li> <li>2. Construction of SD Negeri No. 100312 in Pargarutan Jae.</li> <li>3. Construction of State Islamic Elementary School (MIN) 3 in South Tapanuli.</li> <li>4. Construction of SD Negeri No. 100715 in Telo, preparation for ceramic floor installation.</li> <li>5. Construction of SD Negeri No. 100716 in Batuhoring.</li> <li>6. Construction of SD Negeri No. 100707 in Perkebunan Batangtoru.</li> <li>7. Construction of SD Negeri No. 100712 in Hapesong Lama.</li> <li>8. Construction of State Islamic Junior High School (MTsN) 3 in South Tapanuli.</li> <li>9. Construction of MTs Nurul Huda in Hutaraja.</li> <li>10. Construction of Smart Workshop at SMK Negeri 2 Batangtoru.</li> </ol>

## Community Relations

As part of efforts to maintain mutually supportive and transparent relationships with stakeholders, PTAR holds regular meetings with stakeholders, both formally and informally. Stakeholders are identified in the stakeholder mapping document, which is updated periodically.

PTAR's Community Relations programmes aim to foster trust and respect between PTAR and its stakeholders. Therefore, PTAR's efforts focus on three main areas of activity:

1. Increase public awareness of PTAR operations by upholding the value of transparency;
2. Appropriately managing stakeholder concerns and complaints about PTAR operations;
3. Respect, appreciate and preserve local wisdom.

No.	Programme	Description
1	Community Visit Programme to Martabe Gold Mine site	1,104 total visitors in 2023, including DAVs and non-DAVs.
2	Youth Development and Sports Programme	PTAR continued its coaching efforts with youth groups focusing on athletics, collaborating with the Athletic Club of Batangtoru District. The training, overseen by three experienced coaches, was conducted four times a week for 37 young men and women from the district.
3	Traditional Culture and Heritage Preservation Programme	<ol style="list-style-type: none"> <li>1. Traditional Gondang Music Training: Collaboration with the Tapanuli Selatan Arts Council (DKTS) to train approximately 30 participants from 15 surrounding villages in traditional Gondang music.</li> <li>2. Nasyeed Religious Music Programme: Aimed at preserving religious music and Islamic values, involving around 20 participants from 15 surrounding villages, trained by two instructors.</li> <li>3. Support for Religious Activities – Regional Quran Recitation Contest: Contributing to religious activities at the village, sub-district and district levels to promote harmony among religious communities, especially during the 55th Regional Quran Recitation Contest in Tapanuli Selatan in 2023.</li> </ol>
4	Disaster Risk Reduction	<ol style="list-style-type: none"> <li>1. South Tapanuli Disaster Management Agency (BPBD) Staff Capacity Building: Supporting disaster mitigation efforts and enhancing the operational capacity of BPBD staff through medical first responder training, involving 26 personnel.</li> <li>2. Disaster-Responsive Village Programme: Continuing the development of disaster-responsive villages by organizing socialisation and volunteer formation activities in five additional villages.</li> </ol>
5	Village Self-Reliance Initiative	<ol style="list-style-type: none"> <li>1. Consultant conducted village digitization training in Wek III, Wek IV and Hapesong Baru villages to improve village services and governance quickly and precisely and develop the potential of villages through the use of information technology.</li> <li>2. Village-owned enterprises (BUMDES): PTAR supports the empowerment and economic independence of village communities through Village-Owned Enterprises (BUMDES) by conducting training on administration, financial reports, organizational management and capacity building of BUMDES in Muara Hutaraja, Garoga and Wek III Villages.</li> </ol>
6	Biodiversity Preservation Programme in Lubuk Larangan, involving Desa Garoga, Batuhoring, Aek Ngadol, Sitinjak and Sumuran.	<ol style="list-style-type: none"> <li>1. The Lubuk Larangan programme aims to preserve the traditional practice of protected fishing areas (lubuk larangan) and to facilitate the breeding of Jurung fish, an endemic species in South Tapanuli, along with other freshwater fish, as part of ecosystem conservation efforts. This initiative not only contributes to biodiversity conservation but also economically enhances village income. Additionally, it encourages rural communities to develop village tourism and promote local potential.</li> <li>2. PTAR released approximately 21,300 fingerlings (Jurung and Mas fish species) into the protected fishing areas of Aek Ngadol, Sitinjak, Sipenggeng and Sumuran villages, further supporting the objectives of the Lubuk Larangan programme.</li> </ol>

No.	Programme	Description
7	Ramadan Festival	Gema Ramadan, organised in collaboration with the Indonesian Ulema Council (MUI) and the Office of Religious Affairs (KUA) of the Batangtoru and Muara Batangtoru districts, featured various competitions including Quranic recitation contests for children and adults, Adhan competitions, Quran memorisation competitions and Quranic recitation competitions. Additionally, there were charitable activities such as assisting 554 orphans from 15 surrounding villages. A total of 247 individuals from the Batangtoru and Muara Batangtoru districts participated in these activities.
8	Christmas Celebration	The annual Christmas Celebration Together, organised by PTAR, aims to strengthen harmonious relationships among communities and promote interfaith harmony. Around 850 individuals, including community members, PTAR employees and partners, participated in the event held at the Martabe Gold Mine Terminal. PTAR also distributed 1,100 packages of necessities to 28 churches in the Batangtoru district and 20 churches in the Muara Batangtoru district.
9	Emergency Action Plan Simulation	PTAR promotes community preparedness in anticipation of various potential disasters, including facilitating the organisation of Simulations for Emergency Response Plans (ERT) for the Tailings Storage Facility (TSF) dam. These simulations, conducted in collaboration with the BPBD and the South Tapanuli Regency Government, involved hundreds of residents from six surrounding villages.
10	Formation of Community Institutions to Support CDEP Self-Reliance	PTAR is actively involved in developing existing organisations or institutions such as the Perkumpulan Sahabat Cerdas (PERSADA). The strategy involves providing mentorship and support to enhance PPM programmes within communities in the future. PTAR continues to support PERSADA in its efforts to facilitate PPM activities held at the Sopo Daganak building and children's reading programmes spread across 14 villages in the Batangtoru and Muara Batangtoru districts.



## Monitoring and Evaluation

PTAR is committed to continuous improvement and effective programme performance evaluation. Collaborating with the Atma Jaya Foundation, the Company conducts studies to assess the socio-economic impact and community satisfaction with PTAR's community programmes. The evaluation aims to ensure that the implemented programmes are beneficial and provide long-term benefits to the community and beneficiaries. The study indicates that nearly 70% of the community are aware of PTAR's CSR programmes and express satisfaction. They recognise PTAR's support for improving public service access and quality, contributing to public awareness of PTAR's contributions.

Based on these findings, several recommendations for programme improvement include:

1. Enhancing equal and inclusive participation spaces based on data and logical programme frameworks.
2. Aligning programmes with regional policies and planning by strengthening basic services and enhancing the capacity of village officials and policymakers.
3. Bridging priority agreements and Multi-Stakeholder Frameworks to achieve specific measurable goals agreed upon collectively.
4. Establishing measurable public accountability.
5. Focusing on sustainable empowerment.

In response to these recommendations, PTAR synchronises its CSR programmes with local governments and mining community stakeholders in the planning for 2023 and 2024. Programmes proposed during synchronisation forums are validated to ensure alignment with CSR pillars, relevance and non-overlap with government programmes. It is expected that these efforts will lead to greater impact, target accuracy and full community participation and engagement.

In 2023, PTAR established a Monitoring and Evaluation (M&E) Standard Operating Procedure (SOP) for Community Development and Empowerment Programmes (CDEP). This SOP ensures that CDEPs are systematically monitored and evaluated using relevant research methodologies tailored to programme needs and goals. It serves as a tool for measuring success and providing recommendations for all stakeholders involved in each programme.

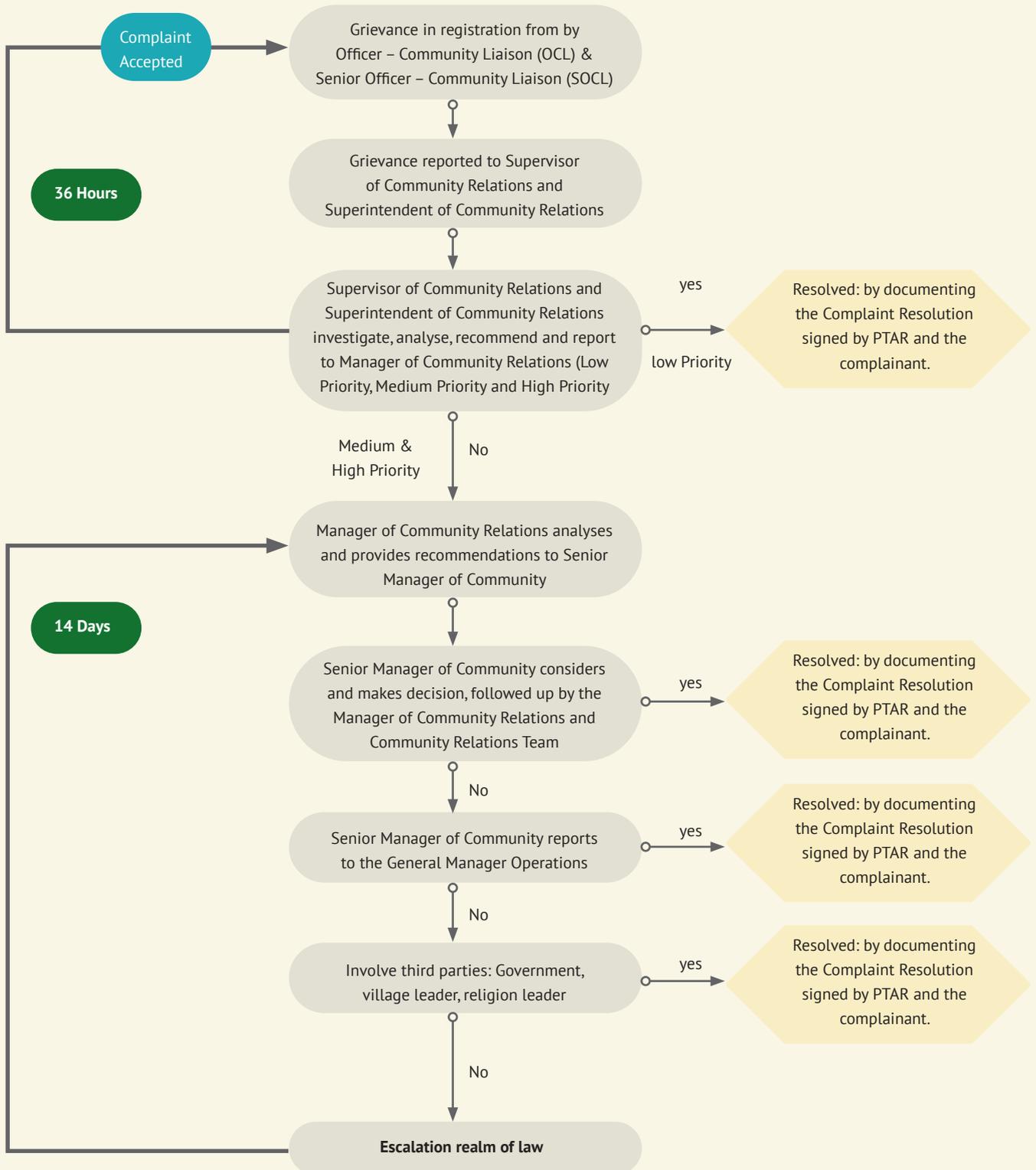
## Public Complaint Mechanism Procedure <sup>[2-25]</sup>

PTAR is committed to fostering harmonious relationships with all stakeholders and upholding this commitment is of utmost importance. Therefore, PTAR operations must receive full support from all parties, especially the local community, by ensuring that any complaints regarding the impacts of mining operations, whether from individuals or groups, are promptly addressed. These complaints are well-documented, analysed, handled and effectively and measurably responded to prevent larger issues from arising in the future. The Company has established a comprehensive Mechanism and Procedure for Community Complaints to address any concerns and complaints, including those related to significant issues. The Community Relations Department manages this facility and reports directly to the Board of Directors to ensure a systematic and accountable approach to handling complaints.

The scope of the Complaint Procedure is broad, encompassing all segments of society, including government agencies, citizens (both individuals and groups), community organisations and private institutions in the Directly Affected Villages (DAVs) as well as Batangtoru and Muara Batangtoru Districts. To manage and address different types of complaints arising from mining operations, PTAR has classified them into various impacts, such as socio-cultural life, economy, health, education and the environment. The Company utilises a database system to automatically archive all relevant documentation, ensuring a transparent and organised record-keeping process.

The Complaint Handling Procedure guides the management in addressing complaints raised by local stakeholders concerning the operations of the Martabe Gold Mine. These guidelines delineate the process of receiving complaints, maintaining records and registrations, resolving disputes and facilitating communication with all parties involved, both internally and externally. PTAR places a strong emphasis on prompt responses to any complaints, demonstrating its commitment to addressing concerns in a timely and effective manner. This approach contributes to building and maintaining positive relationships with stakeholders while promoting transparency and accountability in the Company's operations.

## GRIEVANCE HANDLING PROCESS FLOW CHART



## Complaints in 2023 [F.25]

In 2023, PTAR successfully addressed 2 complaints from the community. All complaints received were effectively resolved.

Furthermore, PTAR’s operational area does not directly border with indigenous communities, thereby avoiding disputes over land use or indigenous land rights. The Company has not been involved in any incidents involving violations of indigenous rights. There are also no community/small-scale mining areas located around or adjacent to PTAR’s mining area. PTAR remains committed to maintaining respectful and positive relationships with the local community. [411-1] [MM4, MM5, MM6, MM7, MM8, MM9]

The Company reports significant complaints or concerns to the Board of Directors or the highest governance body through quarterly reports. In 2023, only minor impact complaints were received, so they were not detailed to the Board of Directors or the highest governance body. [GRI 2-16]



**In 2023, PTAR successfully resolved all complaints received and did not receive any new and significant complaints from the public or local community. The year was marked by the absence of strikes, either by the community or employees, that could have potentially disrupted operations for more than 1 week.** [MM3] [MM4]

## Number of Public Complaints Received and Followed Up [F.24]

Significant Disputes Related to Land Use, Customary Rights and Indigenous People and the Environment-Quality of the River

2023		2022		2021	
Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Grievances Resolved
2	2	1	1	3	3

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

## Responsibility for Sustainable Product Development [F.17] [F.26] [F.27] [F.28] [F.29] [F.30]

PTAR is dedicated to delivering high-quality products to its customers, constantly striving for excellence through innovation. Technological innovations are actively incorporated into product development, production processes and distribution to enhance overall efficiency and customer experience.

To demonstrate its commitment to internalising innovation as a cultural norm, the Company organised an internal convention called the Innovation Convention, or Marinovasi, in 2023. Marinovasi serves as a platform for internal competition among employees, where they can contribute their ideas and innovative works aimed at enhancing efficiency and operational quality within PTAR.

The safety of its products and services is a paramount consideration, with rigorous evaluations conducted to ensure customer well-being. The Company maintains a proactive approach to product assessment, regularly

reviewing its offerings to identify and address any potential negative impacts. In the event of discovering an impact, PTAR is committed to providing customers with accurate and transparent information.

The Company is committed to ongoing improvement across all business functions through the Martabe Improvement Programme (MIP). Specifically designed to enhance asset optimisation and achieve cost reductions, MIP serves as a strategic initiative for driving continuous improvement within the organisation.

In 2023, PTAR did not issue any product recalls. Further, there were no compliance incidents related to health and safety impacts associated with PTAR's products up to the same period. While prioritising customer satisfaction, PTAR has not yet conducted a specific customer satisfaction survey in 2023. Nevertheless, the Company remains dedicated to meeting and exceeding customer expectations in its ongoing pursuit of excellence.



At the Martabe Gold Mine processing plant, the production of bullion represents the culmination of our team's dedication to excellence. Through advanced technology and sustainable practices, we transform ore into high-quality gold and silver bullion.

## About this Report <sup>[2-1] [2-2] [2-3] [2-4] [2-5]</sup>

The 2023 Sustainability Report of PT Agincourt Resources (PTAR) provides insights into the Company's environmental, social, governance and economic performance. This Report serves as a continuation of the 2022 Sustainability Report published in March 2024. It underscores our commitment to responsible and sustainable business practices, aligning with the evolving expectations of stakeholders and global sustainability standards.

Entities included in this Report and the consolidated financial statements are PT Agincourt Resources (PTAR), encompassing the Martabe Gold Mine and the Jakarta Office. This Report does not include other entities, as PTAR has no subsidiaries.

All information presented in this Sustainability Report was sourced from the Company's headquarters in Jakarta and its operational site, featuring numerical data comparisons for the previous three years. The reporting period spans from 1 January 2023 to 31 December 2023. The Company's Financial Statements are presented on a consolidated basis for the fiscal year ending on 31 December 2023 and have undergone an audit by the public accounting firm Tanudiredja, Wibisana, Rintis & Rekan.

The Company has included restatements in this year's report for certain data from 2022 and 2021, such as energy consumption, rehabilitated land and fuel usage. These restatements primarily resulted from recalculations to align with Astra, the inclusion of newly rehabilitated land and changes in calculation methods. Detailed explanations of these restatements can be found in the relevant sections of the report.

This sustainability report has been prepared Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017, Circular Letter Financial Services Authority (SEOJK) No. 16/SEOJK.04/2021, Global Reporting Initiative (GRI) 2021 standards, with conformity: "in accordance to the GRI Standard" and GRI Metal and Mining Sector Disclosure.

This report has also been externally assured by SR Asia. The appointment is based on approval by the Director and there is no business relationship or conflict of interest with any third party. An independence statement has been included in this report.

## Feedback Response from the Previous Report <sup>[G.3]</sup>

PTAR did not receive any feedback for its 2022 Sustainability Report. Despite this, the Company continually strives to improve its sustainability performance in line with stakeholder expectations and international best practice.

# References POJK No.51/POJK.03/2017 and GRI Standards Content Index

## References POJK No.51/POJK.03/2017

Index Name		Page
<b>Sustainability Strategy</b>		
A.1	Sustainability Strategy Explanation	39
<b>Performance Overview on Sustainability Aspects</b>		
B.1	Economic Aspects	6
B.2	Environmental Aspects	7
B.3	Social Aspects	7
<b>Company Brief Profile</b>		
C.1	Vision, Mission and Sustainability values	21
C.2	Company's Address	21
C.3	Business Scale	21, 22, 88, 89
C.4	Products, Services and Running Business Activities	21, 22
C.5	Association Membership	28
C.6	Significant Changes in Issuers and Public Companies	21
<b>The Board of Directors message</b>		
D.1	The Board of Directors message	18
<b>Sustainability governance</b>		
E.1	Responsible for Implementing Sustainable Finance	32
E.2	Competency Development Related to Sustainable Finance	31
E.3	Risk Assessment of the Implementation of Sustainable Finance	34
E.4	Relations with Stakeholders	48
E.5	Problems with the Implementation of Sustainable Finance	82
<b>Sustainability performance</b>		
F.1	Activities to Build A Culture of Sustainability	32
<b>Economic performance</b>		
F.2	Comparison of Targets and Production Performance, Portfolio, Financing Targets, or Investments, Income As Well As Profit and Loss	53
F.3	Comparison of Target and Portfolio Performance, Financing Targets, or Investments in Financial Instruments or Projects that are in Line with the Implementation of Sustainability	54
<b>Environmental Performance</b>		
<b>General Aspect</b>		
F.4	Environmental Costs Incurred	65, 116
<b>Material Aspect</b>		
F.5	Use of Environmentally Friendly Materials	68

Index Name		Page
<b>Energy Aspect</b>		
F.6	Number and Intensity of Energy Used	80
F.7	Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	82,83
<b>Water Aspect</b>		
F.8	Water Usage	76
<b>Aspects of Biodiversity</b>		
F.9	Impacts from Operational Areas that are Adjacent to or are In Conservation Areas or Have Biodiversity	61
F.10	Biodiversity Conservation Efforts	61
<b>Emission Aspect</b>		
F.11	Number and Intensity of Emissions Generated by Type	85
F.12	Efforts and Achievements of Emission Reduction	84,86
<b>Waste and Effluent Aspects</b>		
F.13	Amount of Waste and Effluent Generated by Type	68
F.14	Waste and Effluent Management Mechanism	76
F.15	Spill Incident (if any)	74-75
<b>Complaint Aspects Related to the Environment</b>		
F.16	Number and Material of Environmental Complaints Received and Resolved	29
<b>Social Performance</b>		
F.17	The Financial Service Institution, Issuer and Public Company's Commitment to Provide Services for Equivalent Products and/or Services to Consumer	132
<b>Employment Aspect</b>		
F.18	Equal employment opportunities	88,96-98
F.19	The Presence or Absence of Forced Labor and Child Labor	91
F.20	Regional Minimum Wage	91
F.21	Decent and Safe Working Environment	96
F.22	Training and Development of Employee Skills	95
<b>Community Aspect</b>		
F.23	Impact of Operations on Surrounding Communities	116
F.24	Public Complaints	131
F.25	Environmental Social Responsibility Activities (CSR)	112,116,131
<b>Responsibility Of Sustainability Products and/or Services Development</b>		
F.26	Innovation and Development of Sustainable Financial Products/Services	132
F.27	Products/Services that the safety Have Been Evaluated For Customers	132
F.28	Product/Service Impact	132
F.29	The number of Products Withdrawn	34,132
F.30	Customer Satisfaction Survey on Sustainable Financial Products and/or Services	132

Index Name		Page
<b>Others</b>		
G.1	Written Verification from Independent Parties (if any)	144-147
G.2	Feedback Sheet	149
G.3	Responses to Feedback on the Previous Year's Sustainability Report	133
G.4	List of Disclosures According to Financial Services Authority Regulation Number 51/POJK.03/2017 Concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies	134-135

## GRI Standards Content Index

Statement of Use	PT Agincourt Resources has reported in accordance with the GRI Standards for the period 1 January 2023 – 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI Metal and Mining Sector Disclosure

Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-1	Organizational details	21				
	2-2	Entities included in the organization's sustainability reporting	133				
	2-3	Reporting period, frequency and contact point	133				
	2-4	Restatements of information	133				
	2-5	External assurance	133				
	2-6	Activities, value chain and other business relationships	21-24,56				
	2-7	Employees	22,88				
	2-8	Workers who are not employees	22,28				
	2-9	Governance structure and composition	27,30				
	2-10	Nomination and selection of the highest governance body	30-31				
	2-11	Chair of the highest governance body	30				
	2-12	Role of the highest governance body in overseeing the management of impacts	30,32				
	2-13	Delegation of responsibility for managing impacts	30,32-33				
	2-14	Role of the highest governance body in sustainability reporting	30-32,35				

Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	2-15	Conflict of interest	32,36				
	2-17	Collective knowledge of the highest governance body	31				
	2-19	Remuneration policies	31,53				
	2-20	Process to determine remuneration	31,53				
	2-22	Statement on sustainable development strategy	18,41				
	2-23	Policy commitments	39,41				
	2-24	Embedding policy commitments	34-35,41				
	2-25	Processes to remediate negative impacts	129				
	2-26	Mechanisms for seeking advice and raising concerns	35,45,48				
	2-27	Compliance with laws and regulations	22,88				
	2-28	Membership associations	28				
	2-29	Approach to stakeholder engagement	48				
	2-30	Collective bargaining agreements	48,91-92				
<b>Economic Performance</b>							
GRI 3: Material Topics 2022	3-1	Process to determine material topics	45-47				
	3-2	List of material topics	45-47				
	3-3	Management of material topics	45- 47,59,61,64, 70,76,80,84, 91,96,99,109				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	52-53				
	201-2	Financial implications and other risks and opportunities due to climate change	52				
	201-3	Defined benefit plan obligations and other retirement plans	93				

Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	56				
GRI 205: Anti-Corruption 2016	205-3	Confirmed incidents of corruption and actions taken	35-36				
<b>Environmental Management</b>							
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	80				
	302-2	Energy consumption outside the organisation	80				
	302-3	Energy intensity	80				
	302-4	Reduction of energy consumption	83				
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	66				
	304-2	Significant impacts of activities, products and services on biodiversity	61				
	304-3	Habitats protected or restored	61,65				
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	61				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	85				
	305-2	Energy indirect (Scope 2) GHG emissions	85				
	305-3	Other indirect (Scope 3) GHG emissions	85				
	305-4	GHG emission intensity	85				
	305-5	Reduction of GHG emissions	84				
	305-6	Emissions of ozone-depleting substances (ODS)	86				
	305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	86				

Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	77				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	74-75				
	306-2	Management of significant wasterelated impacts	69				
	306-3	Waste generated	69				
<b>Social Scope Management</b>							
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	92				
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	91				
	401-3	Parental leave	96-97				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	99				
	403-2	Hazard identification, risk assessment and incident investigation	100				
	403-3	Occupational health services	101,103-104				
	403-4	Worker participation, consultation and communication on occupational health and safety	100				
	403-5	Worker training on occupational health and safety	93-94,102				
	403-6	Promotion of worker health	103-104				
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	102				
	403-8	Workers covered by an occupational health and safety management system	99				
	403-9	Work-related injuries	100-102,105				
	403-10	Work-related ill health	103-104				

Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	92,94				
	404-2	Programs for upgrading employee skills and transition assistance programs	93-94				
	404-3	Percentage of employees receiving regular performance and career development reviews	93				
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	96,98				
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	94,97-98				
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	92				
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	91				
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	91				
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	94				
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	63,131				
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	110,1102,116				
	413-2	Operations with significant actual and potential negative impacts on local communities	116				

## GRI Metal and Mining Sector Disclosure

Index	Indicator	Disclosure	Page
Biodiversity	MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated	66
	MM2	Sites identified as requiring biodiversity management plans	65
Effluent and Waste	MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	74-75, 131
Labor/Management Relations	MM4	Number of strikes and lockouts exceeding one week in duration, by country	131
Indigenous Rights	MM5	Total number of operations taking place in or adjacent to indigenous people's territories and number and percentage of operations or sites where there are formal agreements with indigenous people's communities	131
Local Communities	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and indigenous peoples	131
	MM7	The extent to which grievance mechanism were used to resolve disputes relating to land use, customary rights of local communities and indigenous peoples and the outcomes	131
Artisanal and Small-Scale Mining	MM8	The number (and percentage) of the company's operating locations where small-scale and artisanal mining (ASM) occurs on, or adjacent to, those locations; related risks and actions taken to manage and reduce those risks.	131
Resettlement	MM9	The area where residential relocation occurred, the number of households relocated and the changes and impacts of relocation on their lives.	131
Post-mining Closure	MM10	Number and percentage of operations with closure plans.	64-65
Material Stewardship	MM11	Programs and progress related to materials management	76

# Glossary

## General Terms

### All-in Sustaining Cost (AISC)

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

### Biodiversity

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

### Biodiversity Offsets

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

### Contractors

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

### Sustainability Governance

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

### Downstream Waters

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

### Environmental Impact Assessment (AMDAL)

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

### Haul Roads

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

### Lost Time Injuries (LTI)

A work-related injury that causes the employee to miss the next regularly scheduled work shift.

### Lost Time Injury Frequency Rate (LTIFR)

A ratio of the number of LTIs per million hours worked:  
 $LTIFR = \frac{LTIs \times 1,000,000}{\text{total hours worked}}$

### Mineral Resource

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

### Mine Closure Plan

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

### Ore Reserve

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

### Oxidation

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

### Plant Nursery

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

### Processing Plant

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

### Raw Water

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

### Rehabilitation

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

### Remuneration

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

### **Tailings Dams**

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

### **Social license to operate**

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

### **Suppliers**

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

### **Surface Mining**

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

### **Sustainability**

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

### **Tailings**

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

### **Tailing Storage Facility (TSF)**

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

### **Waste Rock**

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

### **Water Balance**

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

### **Water Polishing Plant**

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

## **GRI Terms**

### **Disclosures**

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

### **General Disclosures**

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

### **Global Reporting Initiative (GRI)**

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

### **Indicators**

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

### **Material Topic**

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

### **Stakeholders**

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

# Independent Assurance Statement <sup>(G.1)</sup>



## Independent Assurance Statement The 2023 Sustainability Report of PT Agincourt Resources

Number	: 14/000-758/V/2024/SR-Asia/Indonesia
Assurance Type	: Type 1 and Type 2 for the specific topic of Community Development and Biodiversity and Land Management
Assurance Level	: Moderate
Reporting Standard	: GRI Universal Standard 2021 Consolidated and GRI G4 Mining and Metals (MMSS)
Reporting Regulation	: Sustainable Finance Regulation POJK No. 51/POJK.03/2017 (Indonesia)

Dear stakeholders,

**Social Responsibility Asia** or “SR Asia” is issuing an **Independent Assurance Statement** (“the Statement”) of the **2023 Sustainability Report** (“the Report”) of **PT Agincourt Resources** (“the Company”). The Company is a specialises in gold and silver exploration, mining and processing within the Martabe Gold Mine. The Report presents the commitment and efforts of the Company in managing its sustainability performance for the reporting period of **January 1<sup>st</sup> to December 31<sup>st</sup>, 2023**. As agreed with Management, SR Asia’s responsibility isto make an assessment based on the data and content of the Report for the year.

### Intended User and Purpose

The purpose of the Statement is to present our opinion including the findings and recommendations based on the results of assurance work to the Company’s stakeholders. The assuror team in accordance with specific procedures and a specific scope of work carried out the assessment. Except for the areas covered in the scope of the assurance, we encourage all NOT to solely interpret the Statement as the basis to conclude the Company’s overall sustainability performance.

### Responsibilities

Our obligations to Management involve assessing the Report's content, generating findings and recommendations, and issuing a Statement. Additionally, we are tasked with forming conclusions and recommendations according to agreed-upon standards, methods, and approaches. Consequently, SR Asia is solely evaluated based on the most recent editorial and data received as of May 15<sup>th</sup>, 2024, regarding the final draft. SR Asia's responsibility lies solely in providing assurance work, distinct from an audit, in accordance with the Non-Disclosure Agreement, the Assurance Engagement Agreement, Representation Letter, and Subsequent Event Testing. Management bears the sole responsibility for presenting data, information, and disclosures within the Report. Therefore, any parties relying on the Report and Statement must assume and manage their own risks.

### Independence, Impartiality, and Competency

SR Asia confirms NO relationships between the assuror team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assuror team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assuror team members have knowledge of ISO 26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations such as GRI Universal Standard, GRI G4 Mining and Metals, and Sustainable Finance Regulation POJK No. 51/POJK.03/2017.

#### Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content.
2. **Type 2 assurance** on **Community Development and Biodiversity and Land Management**
3. **A moderate level of assurance** to the procedure on the Report content and evidence, where the risks of information and conclusions of the Report being error is reduced, but not to very low, but not zero.

#### Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of January 1<sup>st</sup> to December 31<sup>st</sup>, 2023.
2. Material topics presented in the Report: **Biodiversity and Land Management, Tailings Management, Water Resources, Energy and Emissions, Occupational Health and Safety, Diversity and Equity, Human Capital Management, Community Development, and Indirect Economic Impact.**
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. SR Asia does NOT include financial data, information, and figures in the Report content. We assumed that the Company, independent parties, or other parties associated with the Company have verified and/or audited financial statements, data, and information.
5. Adherence to the following reporting principles, standards, and regulations:
  - a) Consolidated set of GRI Sustainability Reporting Standards 2021 (GRI Universal Standard) and GRI G4 Mining and Metals Sector Supplement (GRI-G4 MM) issued by the Global Reporting Initiative.
  - b) Regulation of Otoritas Jasa Keuangan (OJK) No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institutions, Listed, and Public Companies (POJK 51) with reference to OJK Circular Letter (SEOJK) 2022 No.16/SEOJK.04/2021.

#### Exclusion

1. The expression of opinion, belief, expectation, advertisement, and also forward-looking statements, including future planning of the Company as specified in the Report content.
2. Analysis or assessment against regulations, principles, standards, guidelines, and indicators other than those indicated in the Statement.
3. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.

#### Methodology and Source Disclosure

1. Form an assessor team composed of individuals proficient in both sustainability report development and assurance standard.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the assessor team.
3. Hold a kick-off meeting and initial analysis of the Report draft based on the SR Asia Protocol on Assurance Analysis refers to the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Verify evidence and trace data and information as covered in the Report.
6. The company integrated our suggestions into the initial report draft and subsequently published the finalized report content.
7. Prepare the Statement and send it to SR Asia International Director for review to get approval before submitting it to the Company.
8. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

### Adherence to AA1000AP (2018) and GRI Universal Standards

**Inclusivity** – The Company has a robust stakeholder engagement strategy centered around understanding and addressing the needs, concerns, and aspirations of various stakeholder groups. The Company proactively engages all stakeholder groups to identify and understand their expectations and needs through a comprehensive and prudent approach, ensuring that its sustainability performance aligns with stakeholders’ expectations. We recommend the Company further enhance this approach by involving stakeholders in the development of corporate policies and long-term strategies, ensuring that internal policies are equitable and reflective of diverse perspectives.

**Materiality** – The Company conducts focused consultations and discussions involving both internal and external stakeholders to determine material topics in the Reporting year. This process includes extensive stakeholder consultations to identify and prioritize material topics that align with internal best practices and effectively address stakeholder concerns. Further, we recommend the Company disclose the involvement of the Risk Management function to enhance the materiality assessment process by integrating a more thorough risk perspective, aligning sustainability goals with broader corporate risk management strategies.

**Responsiveness** – The Company has a comprehensive mechanism and procedure for handling community complaints, managed by the Public Relations Department. This process is designed to address complaints promptly and effectively, demonstrating the Company's commitment to mitigating the impacts of mining operations on local communities. The procedure encompasses all segments of society, ensuring that concerns and complaints are well-documented, investigated, and properly handled. Further, we recommend the Company disclose the efforts made to communicate the resolution and completion of complaints to each affected stakeholder.

**Impact** – The Company’s main operational activities drive positive impacts on both society and the environment. On social aspects, their business activities provide significant employment opportunities and economic benefits, though they can also strain local infrastructure and services. The Company’s Community Development and Empowerment Programs (CDEP) demonstrate their commitment to positively impacting communities through initiatives in economic development, education, health, infrastructure, and environmental conservation. On environmental aspects, their adherence to best practices and regulatory standards leads to the implementation of advanced technologies and methods that minimize environmental harm and promote sustainable resource use. The initiatives in environmental management, such as reforestation and biodiversity conservation, contribute positively to local ecosystems and help restore disturbed land. These positive impacts underscore the Company’s commitment to sustainable development and improving the well-being of the communities in which they operate.

**Statement of Use: “In Accordance with the GRI Standards”** – We evaluated the Report content is adherence to the GRI Universal Standards principles, disclosures, and requirements for reporting. The Company has referred to the nine requirements: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the Company cannot comply with, publish a GRI content index, provide a statement of use, and notify GRI.

**GRI Standards Principles** – As the assurance work was taken, the report content indicates its adherence to sustainability reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). The Management provided sufficient support during the assurance work by submitting evidence/documents as requested.

**Type 2 Assurance** – The Company has implemented policies and operational procedures for Community Development and Biodiversity and Land Management as part of its initiatives. We suggest that companies should determine the specific objectives they wish to attain from each chosen material topic and subsequently develop and execute plans to achieve these objectives through monitoring and concrete actions. Utilizing a method that emphasizes openness in the process of generating value aligns with a company's operations.

#### Recommendation

1. To perform materiality testing to establish sustainable commitments and report on performance. Materiality testing should follow the AA1000 standards and principles.
2. To implement proactive stakeholder engagement practices based on AA1000 SES (2015) and integrate them into the Company's key management actions.
3. To enhance sustainable reporting by implementing a robust management information system that can handle both financial and non-financial data. This will ensure that future reports correspond to relevant standards and indicators.

The assurance provider,  
Jakarta, May 15<sup>th</sup> 2024



**Lim Hendra**

Country Director for Indonesia  
Social Responsibility Asia



**AA1000**  
Licensed Report  
000-758/V3-T861R

---

#### Social Responsibility Asia (SR Asia)

##### *International*

4F-CS-25, Ansal Plaza, Vaishali, Ghaziabad (NCR Region Delhi), Uttar Pradesh 201010, INDIA Landline/

Mobile: +91-120-4103023; +91-120-6452020 / +91-9810059109

E-mail: [info@sr-asia.org](mailto:info@sr-asia.org), Website: [www.sr-asia.org](http://www.sr-asia.org)

##### *Indonesia*

PT Sejahtera Rambah Asia, Jl. Tebet Barat Dalam VIII A No. 25, Jakarta 12810, INDONESIA

Landline: +62-21-5010 1504, E-mail: [services@srasia-indo.com](mailto:services@srasia-indo.com), Website: [www.srasia-indo.com](http://www.srasia-indo.com)

---



The rice fields of Garoga Village reflect our commitment to empowering traditional farming practices. Through our support, we aim to strengthen local agriculture and promote sustainable growth within the community.

# Feedback Form [G.2]

**YOUR PROFILE**

Name : \_\_\_\_\_

Institution/Company : \_\_\_\_\_

Email : \_\_\_\_\_

Telephone : \_\_\_\_\_

**STAKEHOLDER GROUP TO WHICH YOU BELONG:**

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

The 2023 PT Agincourt Resources Sustainability Report aims to provide an overview of the financial and sustainability performance. We would like to receive your input, criticisms and suggestions by e-mail or through this form.

- The Report is Easy to Understand.
 

Disagree                     
  Neutral                     
  Agree
- This report describes the Company’s performance in sustainability development.
 

Disagree                     
  Neutral                     
  Agree
- This report is useful to you.
 

Disagree                     
  Neutral                     
  Agree
- Material topic(s) which is (are) the most important to you: (score 1=most important up to 9 = Least important)
  - Land Management and Biodiversity ( )
  - Tailings Management ( )
  - Water Resources ( )
  - Energy and Emission ( )
  - Occupational Health and Safety ( )
  - Diversity and Equity ( )
  - Human Capital Management ( )
  - Community Development ( )
  - Indirect Economic Impact ( )

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

.....

.....



**Please return this feedback form to:**  
 PT Agincourt Resources  
 Pondok Indah Office Tower II 12th Floor Suite 1201  
 Jl Sultan Iskandar Muda Kav V-TA Pondok Pinang,  
 Kebayoran Lama, Jakarta Selatan DKI Jakarta 12310  
 email : [martabe.corporatecommunications@agincourtresources.com](mailto:martabe.corporatecommunications@agincourtresources.com)



**PT Agincourt Resources**

Pondok Indah Office Tower II 12th Floor Suite 1201  
Jl Sultan Iskandar Muda Kav V-TA Pondok Pinang,  
Kebayoran Lama, Jakarta Selatan DKI Jakarta 12310  
[www.agincourtresources.com](http://www.agincourtresources.com)



**Agincourt Resources**