2020 SUSTAINABILITY REPORT
LAPORAN KEBERLANJUTAN

NURTURING VALUE TOWARDS SUSTAINABILITY

MEMPERKUAT NILAI MENUJU KEBERLANJUTAN



ITM
PT Indo Tambangraya Megah Tbk

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PT Indo Tambangraya Megah Tbk

NURTURING VALUE TOWARD SUSTAINABILITY

MEMPERKUAT NILAI MENUJU KEBERLANJUTAN

Pandemi COVID-19 pada tahun 2020 memberikan tantangan bagi PT Indo Tambangraya Megah Tbk (selanjutnya disebut "ITM" atau "Perusahaan"), untuk mempertahankan bisnis secara berkelanjutan. Pandemi COVID-19 tidak hanya berdampak pada sektor kesehatan, tetapi juga berimbas pada sektor ekonomi termasuk pertambangan batubara. Keadaan ini mendorong ITM melakukan langkah strategis untuk memberikan kinerja terbaik, sembari melindungi pekerja dan masyarakat di sekitar area operasi. Salah satu langkah strategis yang dilakukan adalah menjaga nilai-nilai yang berlaku di Perusahaan.

Hal ini pula yang menjadi pertimbangan ITM memilih tema: Memperkuat Nilai Menuju Keberlanjutan untuk Laporan Keberlanjutan 2020. Dengan menjaga nilai-nilai yang menjadi dasar berkegiatan, ITM dapat terus tumbuh berkelanjutan dan bertransformasi menuju perusahaan solusi energi masa depan. Untuk mendukung transformasi, pada tahun 2020, ITM merumuskan kembali visi dan misi sebagai salah satu nilai penting Perusahaan. Dengan visi dan misi yang baru, ITM semakin adaptif dalam mengelola isu-isu Lingkungan, Sosial, dan Tata Kelola (LST) yang semakin berkembang di masa mendatang seiring tuntutan dunia pada ketersediaan energi bersih dan pencegahan dampak perubahan iklim, serta kesenjangan sosial dan tata kelola yang berkelanjutan.

The COVID-19 pandemic in 2020 presents a challenge for PT Indo Tambangraya Megah Tbk (hereinafter referred to as "ITM" or "the Company"), to maintain its business sustainability. Aside from affecting health sector, the COVID-19 pandemic has also affected the economic sector, including coal mining. This situation urged ITM to take strategic actions to provide the best performance, while protecting employees and communities around the operating area. One of the strategic actions taken was to maintain the Company's values.

It is also the reason for ITM in choosing the theme: Nurturing Value Toward Sustainability for the Sustainability Report 2020. The values that underlie its activities allow ITM to keep its sustainable growth and transformation into a future energy solution company. In 2020, ITM redefined its vision and mission as one of the Company's core values to support this transformation. With the new vision and mission, ITM can be more adaptive in managing Environmental, Social, and Government(ESG) issues that will be developing in the future in line with the global demands for clean energy and the prevention of climate change impacts, as well as social inequality and sustainable governance.



Sanggahan dan Batasan Tanggung Jawab:

Laporan ini berisi pernyataan-pernyataan yang dapat dianggap sebagai pandangan masa depan (*forward looking statements*) sehingga hasil-hasil nyata Perusahaan, pelaksanaan atau pencapaian-pencapaiannya dapat berbeda dari hasil yang diperoleh melalui pandangan masa depan; yang antara lain merupakan hasil dari perubahan-perubahan ekonomi dan politik baik nasional maupun regional, perubahan nilai tukar valuta asing, perubahan harga dan permintaan dan penawaran pasar komoditas, perubahan kompetisi perusahaan, perubahan undang-undang atau peraturan dan prinsip-prinsip akuntansi, kebijakan-kebijakan dan pedoman-pedoman serta perubahan-perubahan asumsi-asumsi yang digunakan dalam membuat pandangan masa depan.

*Sebagian foto ilustrasi dalam laporan ini diambil sebelum masa pandemi.

Disclaimer and Limitation of Liability:

This report contains statements that may be considered forward-looking, thus the Company's actual results, performance or achievements may differ from those obtained through forward looking statements; which, among other things, are results from national and regional economic and political changes, changes in foreign exchange rates, prices, demand and supply of commodity markets, changes in corporate competition, changes in laws or regulations and accounting principles, policies and guidelines, as well as changes in assumptions used in making the forward looking statements.

*Some of the photos in this report were taken before the pandemic.



ITM
PT Indo Tambangraya Megah Tbk

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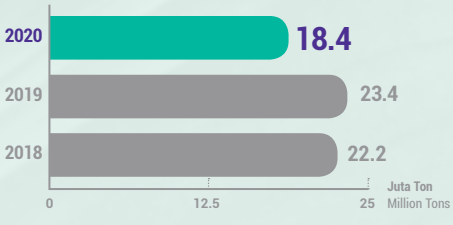
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Feedback Form



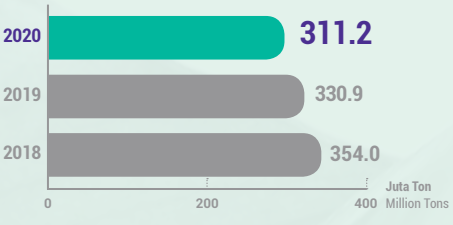
Pencapaian Kinerja
Performance Highlights

KINERJA KEBERLANJUTAN EKONOMI
Economic Sustainability Performance

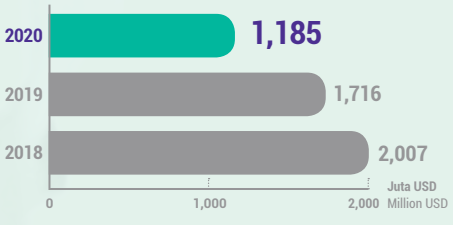
Produksi Batubara ▲▼ 21.4 %
Coal Production



Cadangan Batubara ▲▼ 5.9 %
Coal Reserves

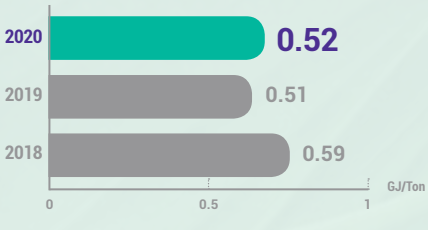


Pendapatan Bersih ▲▼ 30.9%
Net Revenue



KINERJA PENGELOLAAN LINGKUNGAN
Environmental Management Performance

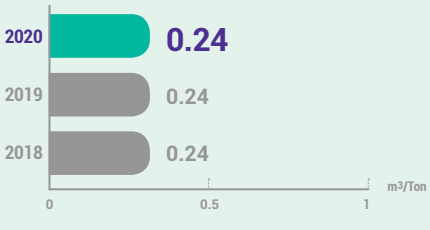
Intensitas Energi ▲▼ 1.9%
Energy Intensity



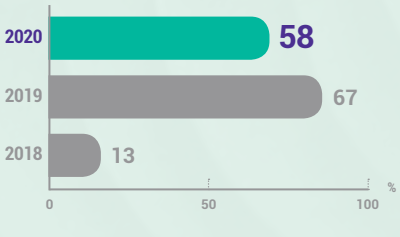
Intensitas Emisi GRK ▲▼ 0%
GHG Emmision Intensity



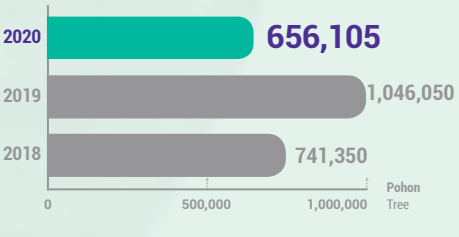
Intensitas Air ▲▼ 0%
Water Intensity



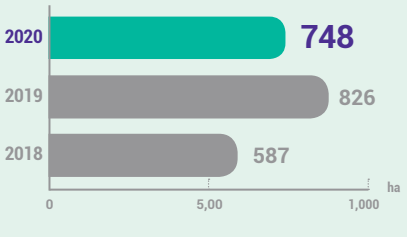
Pengeloaan Limbah Secara 3R ▲▼ 13.4%
Waste Management by 3Rs



Penanaman Pohon di Area Terganggu ▲▼ 37.3%
Tree Planted in Disturbed Area



Luas Lahan Revegetasi ▲▼ 9.4%
Revegetation Area



Pada tahun 2020, ITM melengkapi perhitungan energi dan emisi secara *operational of control* dengan penggunaan *biofuel* dan pembangkit listrik tenaga surya. Hal serupa juga dilakukan dalam perhitungan limbah dengan menambah pencatatan jenis limbah baru sejak tahun 2019, seperti oli bekas dan aki bekas. [302-1]

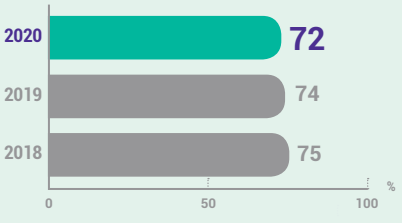
In 2020, ITM has completed the energy and emission calculations through operational of control on the use of biofuels and solar power plants. This has been done in the waste calculation since 2019 by adding new types of waste, such as used oil and used batteries. [302-1]



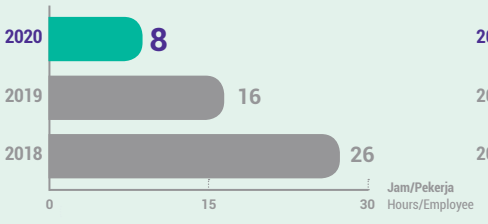
KINERJA SOSIAL
Social Performance

Pengembangan Ketenagakerjaan
Manpower Development

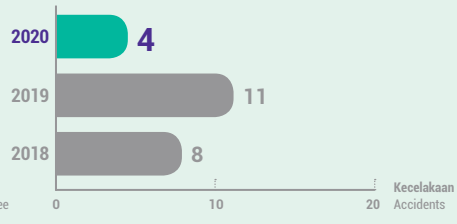
Rasio Tenaga Kerja Lokal (Kalimantan)
Lokal Manpower Ratio (Kalimantan)
▼ 2.7%



Jam Pelatihan Setiap Pekerja
Training Hours per Employee
▼ 50%

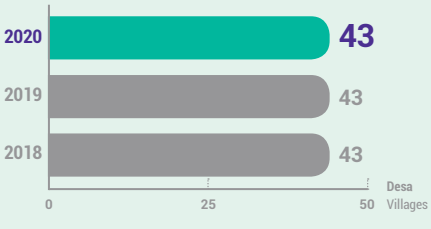


Kecelakaan Kerja ITM dan Kontraktor
Work Accidents of ITM & Contractors
▼ 63.6%

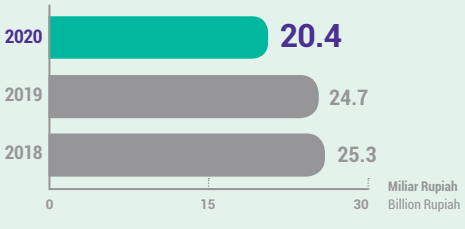


Pengembangan dan Pemberdayaan Masyarakat (PPM)
Community Development & Empowerment

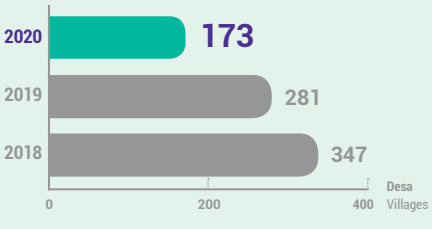
Jumlah Desa Dampingan
Total Fostered Villages
0%



Penyerapan Dana PPM
PPM Budget Utilization
▼ 17.0%



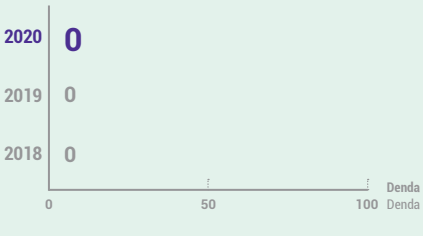
Jumlah Kegiatan PPM
Number of PPM Activities
▼ 38.4%



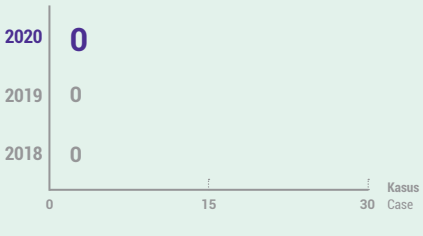
KINERJA TATA KELOLA KEBERLANJUTAN
Sustainability Governance Performance

Kepatuhan dan Antikorupsi
Compliance and Anti-Corruption

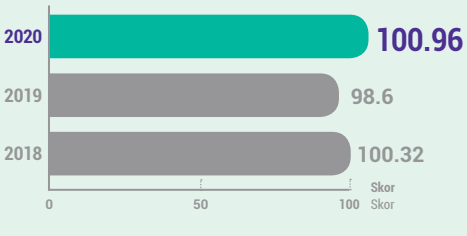
Denda Pelanggaran Hukum
Legal Penalties
0%



Kasus Dugaan Korupsi
Alleged Corruption Case
0%



Hasil Penilaian Good Corporate Governance (GCG)
Good Corporate Governance (GCG) Assessment Results
▲ 24%



Jejak Langkah Keberlanjutan

Sustainability Milestone



2016

ITM mendirikan anak usaha PT ITM Banpu Power.

ITM established subsidiary PT ITM Banpu Power.

2017

- **Pembentukan Sustainability and Risk Management (S&RM), fungsi yang berfokus menangani risiko dan pengelolaan kinerja keberlanjutan.**
- **ITM mengakuisisi PT Tepian Indah Sukses, sebesar 70% kepemilikan saham.**
- **Anak perusahaan PT ITM Indonesia mengakuisisi PT GasEmas.**

- Establishment of Sustainability and Risk Management (S&RM) which focuses on managing risk and sustainability performance
- ITM acquired PT Tepian Indah Sukses by 70% shares.
- PT ITM Indonesia, subsidiary of ITM acquired PT GasEmas.

2018

- **ITM mengakuisisi PT Nusa Persada Resources.**
- **ITM memperbarui nilai inti 'Banpu Spirit' menjadi 'Banpu Heart' yang disertai pembaharuan Corporate Identity.**
- **ITM mengawali investasi digitalisasi tahap 2018-2023.**

- ITM acquired PT Nusa Persada Resources.
- ITM renewed the 'Banpu Spirit' to 'Banpu Heart' accompanied by renewal of Corporate Identity.
- ITM initiated digitalization investment 2018-2023.



2019

- **Pembelian sisa saham PT Tepian Indah Sukses sebesar 30% sehingga kepemilikan saham menjadi 100%.**
- **Pembangunan *Solar Hybrid Plant* di PT Indominco Mandiri (IMM), Bontang, dengan kapasitas 3 MegaWatt (MW).**

- Acquisition of the remaining 30% shares of PT Tepian Indah Sukses to control 100% ownership.
- Construction of a 3 MW Solar Hybrid Plant at PT Indominco Mandiri (IMM), Bontang.

2020

- **Pada Juni 2020, ITM mengakuisisi 100% saham PT Sentral Mutiara Energy (SME) dan 75% saham PT Graha Panca Karsa (GPK) melalui anak usahanya, SME.**
- **Pembaruan atas visi dan misi Perusahaan sesuai dengan strategi bisnis terkait keberlanjutan dan solusi energi masa depan.**
- **Pengkinian Kebijakan GCG dan Aturan Perilaku.**
- **Melak Digital Center (MDC) mulai beroperasi secara 100%.**
- **Beroperasinya 3MW *Solar Hybrid Plant* di Bontang untuk mendukung pasokan listrik PT Indominco Mandiri.**

- In June 2020, ITM acquired 100% shares of PT Sentral Mutiara Energy (SME) and 75% shares of PT Graha Panca Karsa through its subsidiary, SME.
- Renewal of the Company's vision and mission in accordance with business strategies related to sustainability and future energy solutions.
- Update on GCG Policy and Code of Conduct.
- Melak Digital Center (MDC) started operating 100%.
- The operation of 3 MW Solar Hybrid Plant in Bontang to support PT Indominco Mandiri's electricity supply.

Strategi Keberlanjutan

Sustainability Strategy

CSR Strategic Branding



LESTARI BERSAMA ITM

ITM For Environment

Lestari Bersama ITM

ITM terus meningkatkan peran aktifnya dalam menjaga dan meningkatkan kualitas lingkungan hidup. Keanekaragaman hayati, manajemen air dan pengelolaan sampah merupakan aspek utama yang akan terus dikembangkan bersama para pemangku kepentingan.

ITM For Environment

ITM improves its contribution to conserve and enhance the state of the environment. Biodiversity, waste and water management are the main aspects to be developed along with its stakeholders.



BELAJAR BERSAMA ITM

ITM For Education

Belajar Bersama ITM

ITM menyadari pendidikan merupakan faktor utama dalam meningkatkan kualitas hidup. ITM telah dan akan terus berkontribusi dalam pendidikan formal dan non-formal, dalam bentuk peningkatan *skill* juga literasi para pemangku kepentingan.

ITM For Education

ITM realizes that education is the key factor to elevate people's quality of life. ITM has been contributing both to formal and non-formal education to improve stakeholders literacy and skills.

ITM telah merumuskan sejumlah target kinerja tahunan berdasarkan aspek Lingkungan, Sosial, dan Tata Kelola (LST) untuk tahun 2020. Pada tahun yang sama, ITM telah memiliki dokumen terkait sinergi dalam proses bisnis dan payung program keberlanjutan. Selain itu, Perusahaan telah memetakan program kerja yang menghasilkan *shared value* dan *added value*, serta mengelompokkannya dalam payung program yang menguatkan *corporate branding* ITM.

Di sisi lain, ITM telah memiliki empat pilar strategis Tanggung Jawab Sosial Perusahaan (CSR) yang menjadi landasan atau komitmen untuk menjalankan bisnis yang beretika dalam aspek LST, serta berkontribusi pada tujuan pembangunan berkelanjutan. Implementasi CSR ITM mengacu

ITM has set a number of annual performance targets for Environmental, Social, and Governance (ESG) aspects in 2020. In the same year, ITM has had documents on synergy in business process and the sustainability umbrella program. In addition, the Company has identified work programs that could create shared value and added value, and grouped them into an umbrella program that enhanced ITM's corporate branding.

On the other hand, ITM already has four strategic pillars for Corporate Social Responsibility (CSR) which become the foundation or the commitment to run ethical business in the ESG aspects, and contribute to the sustainable development goals. ITM implements CSR with reference to Law



BERDAYA BERSAMA ITM

ITM For Empowerment

Berdaya Bersama ITM

ITM terus berupaya melakukan pemberdayaan kepada para pemangku kepentingan, terutama dalam peningkatan kualitas modal insani, termasuk bidang ekonomi dan kewirausahaan, kesehatan, infrastruktur serta sosial budaya.

ITM For Empowerment

ITM consistently manages empowerment initiatives for all stakeholders especially on human capital quality improvement, including economy and entrepreneurship, health, infrastructure and socio-culture aspects.



PATUH BERSAMA ITM

ITM For Compliance

Patuh Bersama ITM

ITM berkomitmen untuk senantiasa menaati dan memenuhi peraturan dan aktif mengajak para pemangku kepentingan untuk berjalan seiring. Peraturan yang dimaksud bukan hanya peraturan yang diterbitkan pemerintah, tetapi juga penghargaan terhadap norma, adat istiadat serta hukum tidak tertulis yang berlaku.

ITM For Compliance

ITM persists in its commitment to complying with regulations and actively encourages each stakeholder to move ahead towards the same direction. The regulations not only cover official ones but also include the norms, customs as well as unwritten laws that must be respected.

pada Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan Peraturan Pemerintah No. 47/2012 tentang Tanggung Jawab Sosial dan Lingkungan Perusahaan. Selain itu, ITM melakukan penyesuaian dengan tujuh nilai utama ISO 26000: Guidance on Social Responsibility, yang dituangkan dalam Integrated Stakeholder Engagement and CSR Blue Print tahun 2014.

Fungsi CSR terus melakukan penyelarasan sesuai peta jalan CSR perusahaan, sehingga terintegrasi untuk semua anak usaha dan semua lini bisnis, serta mendorong Perusahaan terlibat aktif dalam kegiatan CSR regional maupun global.

No. 40 of 2007 on Limited Liability Companies and Government Regulation No. 47/2012 on Corporate Social and Environmental Responsibility. In addition, ITM has adjusted to the seven key principles of ISO 26000:Guidance on Social Responsibility, outlined in the Integrated Stakeholder Engagement and CSR Blue Print 2014.

The CSR Function continues to make adjustments based on the company's CSR roadmap, to integrate with all subsidiaries and business lines, and encourages the Company to be actively involved in regional and global CSR activities.

Fokus Perusahaan Menghadapi Pandemi COVID-19

Company Focuses on Facing the COVID-19 Pandemic

Pada tahun 2020, ITM juga dihadapkan pada kondisi pandemi COVID-19. Kondisi ini direspon ITM dengan mengaktifkan *Business Continuity Management System*, yang mencakup pengaktifan organisasi *Incident Management Team* (IMT) di level ITM maupun *Emergency Management Team* (EMT) di level anak usaha yang telah terbentuk sebelumnya, serta mengimplementasikan *Business Continuity Plan* (BCP) untuk memprioritaskan keselamatan pekerja, mengamankan kelangsungan usaha, dan mendukung ketahanan masyarakat di wilayah operasi anak usaha.

Selama periode pelaporan, ITM mampu menjaga tingkat produksi dan penjualan batubara, serta mempertahankan pembayaran dividen di tengah perlambatan pertumbuhan ekonomi dunia. Perusahaan juga berkomitmen tidak melakukan pemutusan hubungan kerja (PHK) terhadap pekerja.

Selama pandemi COVID-19, Perusahaan menerapkan kebijakan bekerja dari rumah (WFH) bagi pekerja *back office*. ITM membuat program-program untuk mempertahankan motivasi pekerja meskipun harus bekerja dari rumah. Penerapan WFH berjalan dengan baik dan tidak ada hal-hal bersifat distraksi yang mengganggu kinerja pekerja.

Sementara untuk operasi dan produksi di *site* dan unit pendukungnya, dijalankan dengan sistem rotasi disertai penerapan protokol kesehatan secara ketat di semua lini dan pembatasan mobilitas. Penerapan protokol kesehatan mengacu ketentuan yang ditetapkan Pemerintah Indonesia melalui Gugus Tugas Percepatan Penanganan COVID-19, dan mencakup semua anak usaha serta kontraktor. Secara reguler, ITM menyampaikan pelaporan penanganan COVID-19 kepada Kementerian Energi dan Sumber Daya Mineral (ESDM).

Sesuai protokol kesehatan, ITM menyediakan fasilitas untuk mendukung kegiatan COVID-19 *screening test* (*rapid test* atau PCR) terhadap pekerja yang memasuki *site*. Bagi pekerja yang menunjukan hasil pemeriksaan reaktif atau positif, dilanjutkan dengan protokol 3T (*Tracing, Testing* dan *Treatment*). Bagi pekerja yang terkonfirmasi positif COVID-19 dilakukan isolasi mandiri baik di rumah, fasilitas rumah sakit rujukan, ataupun fasilitas isolasi dalam *site*. Sampai dengan akhir tahun 2020, tersedia total 182 unit fasilitas isolasi yang tersebar di seluruh *site*. [403-10]

Selain kepada pekerja, ITM juga berkontribusi untuk membantu penanganan COVID-19 dan melindungi masyarakat di wilayah operasi tambang anak usaha. Total realisasi anggaran sampai dengan akhir tahun 2020 mencapai IDR5,34 miliar, terdiri atas IDR3,56 miliar disalurkan melalui dana Community Development (CD) oleh anak usaha dan IDR1,78 miliar disalurkan melalui dana CSR ITM Jakarta.

In 2020, ITM was also faced with the COVID-19 pandemic conditions. ITM responded to this condition by activating the Business Continuity Management System, which included the Incident Management Team (IMT) organization at the ITM level and Emergency Management Team (EMT) at the subsidiary level that have been formed earlier, as well as implementing the Business Continuity Plan (BCP) to prioritize employee safety, securing business continuity, and supporting community resilience in the subsidiaries' operating areas.

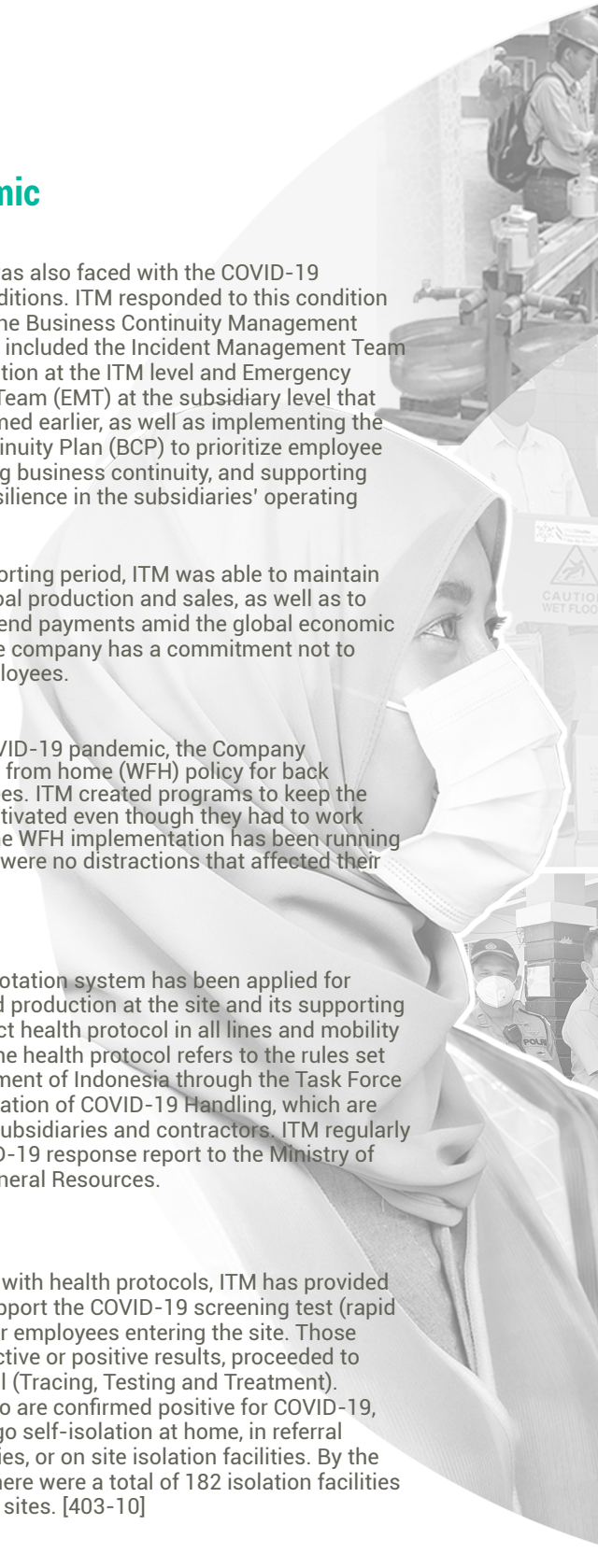
During the reporting period, ITM was able to maintain the levels of coal production and sales, as well as to maintain dividend payments amid the global economic slowdown. The company has a commitment not to terminate employees.

During the COVID-19 pandemic, the Company applied a work from home (WFH) policy for back office employees. ITM created programs to keep the employees motivated even though they had to work from home. The WFH implementation has been running well and there were no distractions that affected their performance.

Meanwhile, a rotation system has been applied for operations and production at the site and its supporting units, with strict health protocol in all lines and mobility restrictions. The health protocol refers to the rules set by the Government of Indonesia through the Task Force for the Acceleration of COVID-19 Handling, which are applied to all subsidiaries and contractors. ITM regularly submits COVID-19 response report to the Ministry of Energy and Mineral Resources.

In accordance with health protocols, ITM has provided facilities to support the COVID-19 screening test (rapid test or PCR) for employees entering the site. Those who show reactive or positive results, proceeded to the 3T protocol (Tracing, Testing and Treatment). Employees who are confirmed positive for COVID-19, need to undergo self-isolation at home, in referral hospital facilities, or on site isolation facilities. By the end of 2020, there were a total of 182 isolation facilities available at all sites. [403-10]

In addition to employees, ITM through the Community Development Program also contributed to the COVID-19 handling and protected the communities in the subsidiaries' mining operation areas. The total budget realization as of the end of 2020 reached IDR5.34 billion, comprising IDR3.56 billion for Community Development (CD) by subsidiaries and IDR1.78 billion for ITM Jakarta's CSR.





Taking Care of Our Employees

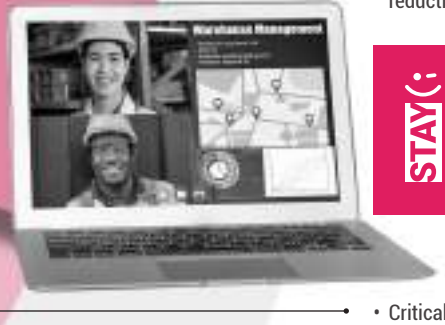
ITM committed to protect its employees both physically and mentally from COVID-19 threat

- ITM closely monitor employees health condition with daily reporting and providing PPE at all site.
- ITM is early in establishing necessary health protocol such as Work From Home (WFH), mobility restriction, and COVID-19 infection protocol.
- ITM started employee morale program to keep close connection among employee.

Securing Our Business

ITM maintain uniterrupted business operation through careful planning and decisive implementation

- Mining activity remain at normal level despite isolation restriction policy for worker and employee at mine site.
- Completed business partner assessment along with alternative supply chain option arrangement.
- All mine site had prepared reviews and evaluation for each mine plan and start cost reduction initiatives.



STAY Healthy Happy Productive

Support Our Community

ITM is here to stay and continues its support to the community with sustainable approach

- Critical medical equipment and basic food donation has been distributed to adjacent communities where we operate.
- Public education on basic hygiene and COVID-19 danger has been provided together with material donation.
- Long term engagement will be maintained with community development as final goal.

Beberapa kegiatan penanganan pandemi COVID-19 di wilayah operasi anak usaha, di antaranya :	The activities to handle the COVID-19 pandemic in the subsidiaries' operating areas, included:
• Bantuan alat pelindung diri (APD) bagi tenaga kesehatan.	• Personal protective equipment (PPE) assistance for health workers.
• Kampanye Mencuci tangan, Memakai masker, Menjaga jarak (3M) berupa baliho dan spanduk di lingkungan masyarakat.	• Campaign of wearing masks, washing hands, and social distancing (3M) through billboards and banners in the community environment.
• Bantuan bahan pokok untuk masyarakat terdampak COVID-19.	• Grocery assistance for people affected by COVID-19.
• Penyediaan dapur umum bekerja sama dengan TNI.	• Providing emergency kitchens, in collaboration with the Armed Forces (TNI).
• Bantuan obat-obatan dan kebutuhan medis melalui CSR.	• Medicines and medical supplies through CSR.
• Tetap membuka peluang bekerja dan berusaha dalam kegiatan rehabilitasi DAS.	• Continue to creating opportunities for work and business in Watershed Rehabilitation activities.

Sambutan Direktur Utama

Message from President Director

[102-14, 102-15]



MULIANTO
Direktur Utama
President Director

Pemangku kepentingan yang kami hormati,

Atas nama Direksi, saya menyampaikan penghargaan setinggi-tingginya atas dukungan semua pemangku kepentingan kepada ITM dalam menghadapi tahun 2020, tahun penuh tantangan. Banyak yang kami pelajari selama tahun ini, dan kami semakin memahami bahwa perubahan harus terus dilakukan, sejalan dengan tema " Memperkuat Nilai Menuju Keberlanjutan" yang menjadi dasar untuk terus tumbuh berkelanjutan dan bertransformasi menuju perusahaan solusi energi di masa depan.

Kebijakan Merespon Tantangan Keberlanjutan

Ada banyak tantangan yang dihadapi dalam menerapkan keberlanjutan selama tahun 2020, salah satunya adalah pandemi COVID-19. Kami merespon situasi ini dengan mengedepankan perlindungan pada pekerja dan masyarakat di area operasi tambang. Kami memberlakukan mekanisme bekerja dari rumah bagi pekerja *back office,* yang benar-benar menjadi tantangan di dunia pertambangan.

Mekanisme bekerja di kantor maupun *site* dilakukan hanya untuk fungsi-fungsi kerja kritikal, disertai protokol kesehatan ketat. ITM menerapkan sistem *Daily Health Monitoring* (DHM) bagi setiap pekerja. ITM melakukan *testing* atau uji dengan *rapid test* dan PCR *test, tracing* atau lacak bila didapat pekerja yang terindikasi COVID-19 untuk mencegah penyebaran lebih luas, dan *treatment* atau terapi dengan isolasi serta pengobatan. Seluruh *site* telah memiliki fasilitas isolasi untuk memastikan mengendalikan COVID-19 secara maksimal.

Dear stakeholders,

On behalf of the Board of Directors, I would like to express my highest appreciation for the support of all stakeholders to ITM during 2020, a year full of challenges. We have learned a lot during this year, and we have come to understand more that changes must continue to be made, in line with the "Nurturing Value Toward Sustainability" which is the foundation to continuously grow sustainably and transform into a future energy solution company.

Policy to Respond to Sustainability Challenges

There were many challenges in sustainability implementation during 2020, including the COVID-19 pandemic. We responded to this situation by prioritizing the protection of employees and communities in the mine operating area. We applied work from home policy for back office employees, which was a real challenge in the mining world.

Mechanisms for working in offices and sites were applied only for critical work functions, under strict health protocols. ITM applied Daily Health Monitoring (DHM) system to every employee. ITM conducted testing with rapid tests and PCR tests, tracing if employees have a COVID-19 indication to prevent wider transmission, and treatment or therapy with isolation and medication. All sites have been provided with isolation facilities to ensure maximum control of COVID-19.

Penerapan dan Pencapaian Kinerja Keberlanjutan

Selama tahun 2020 ITM mampu mempertahankan kinerja keberlanjutan. Di bidang operasional, Perusahaan merealisasikan produksi batubara sebesar 18,4 juta ton. Ketahanan ITM mencapai tingkat produksi, dibarengi kemampuan menjaga tingkat penjualan batubara kepada pelanggan, dengan total perolehan Pendapatan Bersih USD1.185 juta. Sebagian dari Pendapatan Usaha yang diperoleh, didistribusikan kepada pemangku kepentingan sesuai kebutuhan masing-masing.

Sejalan dengan dinamika global yang berkembang terkait isu-isu pengelolaan Lingkungan, Sosial, dan Tata Kelola (LST), ITM mencatatkan beberapa pencapaian kinerja keberlanjutan. Di bidang pengelolaan lingkungan, *site* yang dikelola anak usaha memperoleh PROPER Biru dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK), serta PROPER Hijau dari Pemerintah Provinsi Kalimantan Timur. Pencapaian ini menunjukkan, pengelolaan lingkungan telah dilakukan sesuai yang dipersyarakatkan, bahkan melebihi dari regulasi Pemerintah Indonesia.

Sejalan dengan kinerja lingkungan, kami merespon adanya dampak perubahan iklim dengan menerapkan beberapa kebijakan. Upaya ini mampu mengurangi volume emisi GRK sebesar 2.064.100 ton CO_{2eq}, lebih rendah 5,41% dibanding tahun 2019 yang mencapai 2.182.134 ton CO_{2eq}. Selain itu, melalui anak usaha, Perusahaan melakukan reklamasi dan revegetasi untuk memperkuat daya dukung lingkungan dalam menyerap karbon. Hingga akhir tahun 2020, area reklamasi pascatambang yang telah dihutankan kembali mencapai luasan 234,97 Ha dan total serapan karbon di area reklamasi TDM di tahun 2020 mencapai 8.499,49 Ton CO_2

Upaya strategis lain untuk mengurangi emisi adalah penggunaan *biofuel* sebagai sumber energi, sesuai Permen ESDM No.12 tahun 2015. Pada tahun 2020 seluruh anak usaha ITM telah menggunakan Biosolar B30, sebesar 61.850.555 liter. Penggunaan *biofuel* sesuai konsep Circular Carbon Economy (CCE) *Platform* yang merupakan salah satu komponen penting untuk menurunkan emisi GRK.

Mewujudkan rencana diversifikasi bisnis jangka panjang kami untuk bisnis yang berkelanjutan, pada 2019, kami memprakarsai proyek pembangkit listrik tenaga surya *hybrid* 3 MW, 2MW/2MWh untuk digunakan sendiri di Bontang. Perusahaan sangat senang melihat solusi *smart microgid* beroperasi sepenuhnya pada tahun 2020 dan diproyeksikan dapat mengurangi CO_2 sebesar 192 ton. Sebagai perusahaan yang bertanggung jawab, kami juga ingin mendorong konservasi energi sebagai bagian dari komitmen untuk meminimalkan dampak lingkungan dan membawa kehidupan yang baik di tempat ITM beroperasi dan juga masyarakat sekitar.

Dalam pengelolaan kinerja sosial, kegiatan pertambangan kami mengedepankan penghormatan Hak

Implementation and Achievement of Sustainability Performance

During 2020 ITM managed to maintain its sustainability performance. In the operational sector, the Company's realized coal production was 18.4 million tons. ITM's robustness in reaching this level of production, was coupled with the ability to maintain the level of coal sales to customers, with the total Net Revenues amounted to USD1,185 million. A portion of the operating income was distributed to stakeholders according to their respective needs.

In line with the growing global dynamics in management of Environmental, Social, and Governance (ESG) issues, ITM has recorded several achievements in its sustainability performance. In environmental management, sites managed by subsidiaries received Blue PROPER from the Ministry of Environment and Forestry (KLHK), and Green PROPER from the Provincial Government of East Kalimantan. These achievements showed that environmental management has been carried out in accordance with the requirements, even beyond compliance with the regulations of the Government of Indonesia.

In line with environmental performance, we responded to the impacts of climate change by implementing several policies. The effort managed to reduce the volume of GHG emissions by 2,064,100 tons of CO_{2eq}, decreased 5.41% from 2,182,134 tons of CO_{2eq} in 2019. The Company, through its subsidiaries, also carried out reclamation and revegetation to strengthen the carrying capacity of the environment in carbon uptake. Until the end of 2020, the post-mining reclamation area that had been reforested reached 234.97 Ha and the total carbon sequestration in the area of TDM reached 8,499.49 tons of CO_2 in 2020.

Another strategic effort to reduce emissions was the use of biofuels as an energy source, in compliance with the Regulation of Minister of Energy and Mineral Resources No. 12 of 2015. In 2020 all subsidiaries of ITM have used 61,850,555 liters of Biodiesel B30. The use of biofuels is in line with the concept of the Circular Carbon Economy (CCE) Platform, as an important component to reduce GHG emissions.

To realize our long-term business diversification plan for sustainable business, in 2019, we initiated a 3 MW, 2MW/2MWh hybrid solar power plant project for own use in Bontang. The company is very pleased to see smart microgrid solutions fully operating in 2020 and projected to reduce CO_2 emissions by 192 tonnes. As a responsible company, we also want to promote energy conservation as part of our commitment to minimize environmental impact and bring a good life to where ITM operates as well as the surrounding communities.

In managing social performance, our mining activities prioritize respect for human rights. ITM and its

Asasi Manusia (HAM). ITM bersama anak usaha bekerja sama melestarikan budaya masyarakat adat Dayak, dengan melaksanakan kegiatan "Proyek Pelestarian Budaya Dayak". Perusahaan juga melibatkan masyarakat lokal sebagai pekerja, dengan jumlah seluruhnya mencapai 72% dari total 2.438 pekerja ITM .

Pada kinerja ketenagakerjaan, Perusahaan mendukung kebebasan berserikat pekerja, dan adanya Perjanjian Kerja Bersama (PKB). Komitmen ITM pada kesehatan dan keselamatan kerja, berhasil melindungi para pekerja dengan mencapai *zero fatality* selama periode pelaporan. Sementara, upaya pengendalian pandemi COVID-19 di *site* mampu menjaga keberlangsungan kegiatan operasi pertambangan dan produksi batubara.

Perusahaan terus meningkatkan kesejahteraan pekerja, di antaranya dengan menyertakan pekerja dalam program pensiun imbalan pasti yang dikelola Dana Pensiun Lembaga Keuangan (DPLK). Program ini dimaksudkan untuk memberikan kepastian pemenuhan hak-hak bagi pekerja, serta dapat meningkatkan loyalitas pekerja dan menarik dalam proses rekrutmen.

Selama tahun 2020, kami tetap menjalankan program Pengembangan dan Pemberdayaan Masyarakat (PPM), yang meliputi 173 kegiatan dengan cakupan seluruh Wilayah Izin Usaha Pertambangan (WIUP), tersebar di 10 kecamatan yang meliputi 43 desa. Untuk mendukung pelaksanaan program PPM, Perusahaan mengalokasikan biaya IDR27,76 miliar, dengan realisasi hingga akhir tahun 2020 mencapai IDR20,48 miliar atau 73,78%. ITM memastikan program-program PPM berdampak positif dan mampu mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB).

Pada penerapan tata kelola, ITM telah memiliki kebijakan antipenyuapan dan antikorupsi, yang didukung penerapan Independent Whistle Blower Center (IWBC) untuk pelaporan pelanggaran, Voice of Stakeholders (VoiS) untuk penyampaian keluhan dari pemangku kepentingan, serta Transparency Center (TC) yang merupakan sistem pelaporan untuk kegiatan pemberian atau penerimaan hadiah, tanda balas jasa, dan jamuan, sekaligus sebagai media untuk deklarasi kondisi yang memungkinkan terjadinya potensi benturan kepentingan.

Strategi Pencapaian Kinerja Keberlanjutan

Kami menyadari, situasi penuh tantangan masih akan terus dihadapi dalam beberapa tahun mendatang. Selain pandemi COVID-19, tantangan lain adalah peralihan bentuk pemanfaatan energi berbasis fosil, kepada energi baru dan terbarukan (EBT). Meski masih memerlukan waktu, namun perubahan ini harus dipersiapkan ITM sejak dini untuk memastikan bisnis berkelanjutan, serta penerapan prinsip-prinsip keberlanjutan.

Sebagai langkah awal, ITM merumuskan transformasi bisnis menjadi Perusahaan solusi energi di masa depan. Kami telah melakukan pembaharuan visi dan misi Perusahaan, serta penyusunan rencana strategis jangka panjang tahun 2021-2025. Melalui transformasi yang

subsidiaries has been working together to preserve the culture of the Dayak indigenous people, by carrying out the "Dayak Cultural Conservation Project". The company also involved local people as employees, which reached 72% of the total 2,438 ITM employees.

In employment performance, the Company supported the employees' freedom of association, and the availability of Collective Labor Agreements (CLA). ITM's commitment to occupational health and safety has managed to protect employees with the achievement of zero fatality during the reporting period. Meanwhile, efforts to control the COVID-19 pandemic on site were able to maintain the continuity of mining operations and coal production activities.

The company keeps improving the employees' welfare, by registering employees in a defined benefit pension program managed by the Financial Institution Pension Fund (DPLK). This program aims to ensure the fulfillment of employees' rights, as well as to increase employees' loyalty and become an attractive factor in the recruitment process.

During 2020, we continued to carry out the Community Development and Empowerment (PPM) program, which included 173 activities at all of WIUP, across 10 districts with 43 villages. The Company allocated IDR27.76 billion to support the PPM program implementation, with realization until the end of 2020 reaching IDR20.48 billion or 73.78%. ITM made sure the PPM programs have a positive impact and are able to support the achievement of the Sustainable Development Goals (SDGs).

In governance implementation, ITM has issued anti-bribery and anti-corruption policies, which are supported by the Independent Whistle Blower Center (IWBC) for reporting violations, Voice of Stakeholders (VoiS) for submitting complaints from stakeholders, and the Transparency Center (TC) which is a reporting system for the activities of giving or receiving gifts, gratuities, and entertainment as well as a medium to declare conditions that allow the occurence of potential conflict of interest.

Sustainability Performance Achievement Strategy

We are aware that challenging situations will continue in the next few years. Aside from the COVID-19 pandemic, another challenge is the shift from the use of fossil energy to new and renewable energy (NRE). Even though it may still take time, ITM needs to brace for this change ahead of time to ensure a sustainable business and the sustainability principles are implemented.

As an initial step, ITM has formulated a business transformation into a company for future energy solution. We have renewed our Company's vision and mission, as well as prepared a long-term strategic plan for 2021-2025. Through this continuous transformation,

terus disiapkan, ITM berkomitmen menjadi perusahaan Indonesia di bidang energi yang berintikan inovasi, teknologi, inklusi dan keberlanjutan.

ITM is committed to becoming an Indonesian energy company at the heart of innovation, technology, inclusion and sustainability. company, focusing in innovation, technology, inclusion, and sustainability.

Dalam pelaksanaan tanggung jawab sosial dan lingkungan, ITM terus melakukan penyelarasan program CSR sehingga terintegrasi untuk semua anak perusahaan. Departemen CSR juga menajamkan program-program pemberdayaan sesuai Kepmen ESDM 1824 K/30/MEM/ 2018, serta ISO 26000 sehingga menjadi komprehensif.

In social and environmental responsibility implementation, ITM continuously align the CSR programs to be integrated with all subsidiaries. The CSR Department also has sharpened empowerment programs according to the Decree of Minister of Energy and Mineral Resources 1824 K/30/MEM/2018, as well as ISO 26000 to be more comprehensive.

Menjaga Prospek Usaha dan Keberlanjutan Masa Depan

Walau dihadapkan pada tantangan tak ringan, kami berkeyakinan prospek usaha pada tahun-tahun mendatang akan lebih baik. Bergeraknya kembali ekonomi nasional dan global, mendorong peningkatan kebutuhan energi sehingga berimbas pada peningkatan permintaan dan harga batubara. Dengan karakter produk yang bervariasi, Perusahaan menerapkan strategi pencampuran kualitas produksi yang tersedia untuk memenuhi kebutuhan pelanggan. Kami juga akan terus melakukan berbagai inovasi untuk mendorong biaya produksi yang lebih efisien.

Untuk memastikan keberlanjutan usaha, pada tahun-tahun mendatang ITM akan mengkaji potensi hilirisasi batubara sebagai bentuk transformasi bisnis. Saat ini Perusahaan melakukan uji kelayakan beberapa proyek hilirisasi batubara menjadi *"greener and smarter"*, serta sedang mengkaji potensi pertambangan mineral sejalan dengan keahlian serta penguasaan teknologi pertambangan yang dimiliki selama ini.

Saya berharap dukungan para pemangku kepentingan bagi ITM akan terus menjadi kekuatan bagi kami untuk memperkuat keberlanjutan. Dukungan ini menjadi modal penting untuk memastikan bisnis ITM terus tumbuh di masa mendatang, mampu mendatangkan manfaat bersama, dan memastikan lingkungan tetap terjaga untuk generasi yang akan datang. Sebelum menutup, izinkan kami mengingatkan agar kita tetap menjalankan protokol kesehatan dan terus berkarya menciptakan nilai yang berkelanjutan.

Maintaining Business Prospects and Future Sustainability

Despite many challenges that we have faced, we are confident that the business prospects in the coming years will be better. The recovery of the national and global economy, has boosted energy demand, resulting in an increase in coal demand and prices. With various characters of product, the Company implements a strategy to combine the quality of available production to meet customer needs. We will also continue to make various innovations for more efficient production costs.

In ensuring the business sustainability, in the coming years ITM will study the potential for downstream coal as a form of business transformation. Currently, the Company is conducting feasibility study for several downstream coal projects to become greener and smarter, as well as studying mineral mining potential according to our expertise and mastery of mining technology so far.

I hope that the support of stakeholders for ITM will continue to be a strength for us to reinforce our sustainability. This support is a valuable asset to ensure ITM's business continues to grow in the future, is able to bring mutual benefits, and ensures that the environment is preserved for future generations. Before closing, let us remind you that we need to comply with health protocols and continue to work to value towards sustainability.

Jakarta, Februari 2021 | February 2021

MULIANTO

Direktur Utama
President Director

Tentang Laporan

About The Report

ITM menerbitkan Laporan Keberlanjutan setiap tahun. Periode Laporan Keberlanjutan 2020 adalah 1 Januari hingga 31 Desember 2020. Laporan periode sebelumnya diterbitkan pada 28 Februari 2020. Tidak ada perubahan signifikan atas laporan, namun ITM menyertakan beberapa pernyataan kembali (*restatement*), di antaranya mengenai luas lahan terganggu tahun 2019, jumlah nilai ekonomi yang dihasilkan dan didistribusikan tahun 2018 dan 2019, serta jumlah emisi GRK tahun 2019, sebagai penyesuaian pemenuhan kriteria dalam Standar GRI. [102-48, 102-50, 102-51, 102-52]

Laporan disusun sesuai Peraturan Otoritas Jasa Keuangan (POJK) No.51/ POJK.03/2017, dilengkapi Sustainability Reporting Standard dan Mining and Metals Sector Disclosure (MMSD) dari Global Reporting Initiative (GRI). Kelengkapan informasi dalam laporan ini menggunakan opsi 'inti'. [102-54]

ITM publishes a Sustainability Report every year. The Sustainability Report 2020 disclosed the company's performance during the period January 1 to December 31, 2020. The previous report was published on February 28, 2020. There were no significant changes to the report, however ITM included several restatements, including disturbed land area in 2019, the total economic value generated and distributed in 2018 and 2019, and the amount of GHG emissions in 2019, as adjustments to comply with criteria in the GRI Standards. [102-48, 102-50, 102-51, 102-52]

This report was prepared in accordance with Financial Services Authority Regulation (POJK) No.51/POJK.03/2017, along with the Sustainability Reporting Standard and Mining and Metals Sector Disclosure (MMSD) from the Global Reporting Initiative (GRI). The option for completeness of information was "Core Option". [102-54]





Pengungkapan informasi terkait topik material keselamatan dan kesehatan kerja (K3), energi, dan emisi gas rumah kaca (GRK) telah diverifikasi melalui penjaminan (*assurance*) oleh badan independen, yaitu KPMG International Limited. Proses *assurance* dilaksanakan pada 26-28 Oktober 2020. [102-56]

The disclosure of information on the material topics of occupational health and safety (OHS), energy and Green House Gas (GHG) emissions have been verified through assurance by an independent body, KPMG International Limited. The assurance process was carried out on October 26-28, 2020. [102-56]

Untuk informasi atas laporan ini, silahkan menghubungi: [102-53]

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Penentuan Isi Dan Batasan Dampak Topik Material [102-46]
Defining the Contents and Material Topics Boundary

Prinsip Isi Laporan
Reporting Principles for defining report content

- **Keterlibatan pemangku kepentingan, yaitu dengan survei dan wawancara pada saat penentuan topik material dan eksplorasi isu signifikan.**
- **Konteks keberlanjutan, dilakukan dengan mengidentifikasi risiko dan memperhatikan kebutuhan pemangku kepentingan.**
- **Materialitas, ditentukan setelah mengidentifikasi isu signifikan dari input pemangku kepentingan dan dihubungkan dengan strategi perusahaan.**
- **Kelengkapan, dilakukan dengan menyampaikan data dan informasi relevan.**

- Stakeholder inclusiveness, through surveys and interviews at the time of material topic determination and exploration of significant issues.
- Sustainability context, conducted by identifying risks and addressing the stakeholders' needs.
- Materiality, described after stakeholder inputs identifying the significant issue from stakeholders input and alligned with company strategic.
- Completeness, which is carried out by disclose relevant data and information in this report.

Prinsip Kualitas Laporan
Reporting Principles for defining report quality

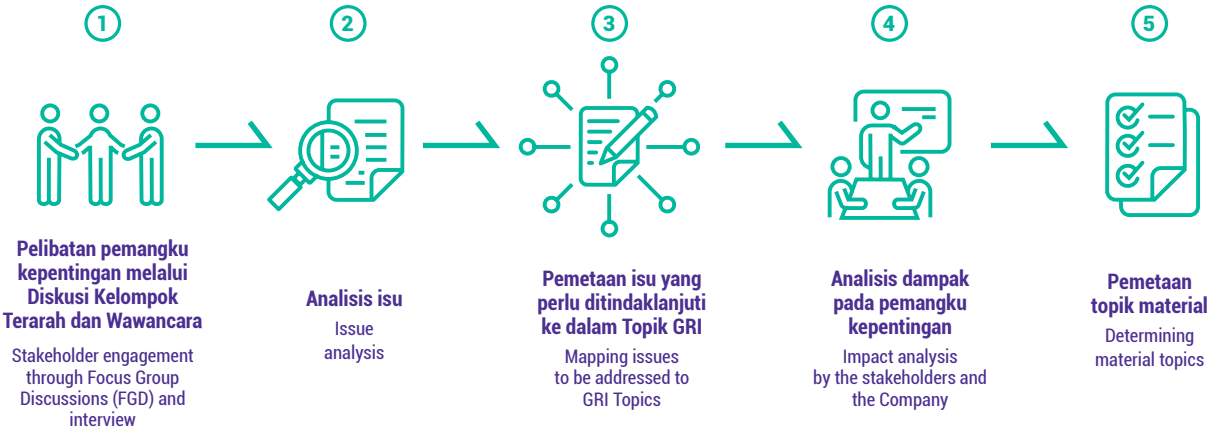
- **Keseimbangan, disampaikan dengan informasi positif, netral dan tantangan, serta kejadian yang perlu mendapat perbaikan.**
- **Komparabilitas, disampaikan untuk setiap topik material dengan menyajikan data selama tiga tahun terakhir.**
- **Akurasi, dilakukan dengan memeriksa ulang data dan narasi yang disampaikan.**
- **Ketepatan waktu, dicapai dengan pembuatan tata waktu sehingga laporan selesai sesuai dengan target.**
- **Kejelasan, disajikan dengan penuturan bahasa yang mudah dipahami.**
- **Keandalan, dicapai dengan verifikasi pihak independen.**

- Balance - presenting positive and neutral information, as well as challenges and issues that need to be improved. In addition, in this report, ITM provides a response to specific sustainability issues which have raised high concern among stakeholders.
- Comparability – elaborate on each topic by presenting data of the past three years, in accordance with the needs and availability of the data.Accuracy, which is conducted by reviewing the data and narration presented in the report.
- Accuracy – Provide scrutiny in reviewing the data and narrative presented in the report.
- Timeliness – Time the completion of the report so that it is available for the GMS.
- Clarity – use language and narratives that can be understood easily.
- Reliability – achieve through verification by independent party, eventhough still not for all indicators on the report.





Alur Penentuan Topik Material
Determining Material Topics Workflow



1 | Pelibatan Pemangku Kepentingan Melalui Diskusi Kelompok Terarah dan Wawancara
Stakeholder Engagement Through Focus Group Discussions (FGD) and Interview

Pada tahun 2020, ITM melaksanakan survei pemangku kepentingan memakai metode Diskusi Kelompok Terarah dan wawancara melalui telepon untuk memetakan topik-topik material yang dilaporkan pada Laporan Keberlanjutan tahun 2020. Untuk mencapai maksud tersebut, Diskusi Kelompok Terarah dilaksanakan oleh para akademisi yang dianggap sebagai pihak independen oleh pemangku kepentingan.

FGD dilakukan sejak 22 Juli – 12 Agustus 2020 di Kantor ITM Jakarta dan *Site* PT Kitadin Embalut, Kalimantan Timur. Selain itu, dilakukan *phone interview* dan *online meeting* bagi beberapa kelompok pemangku kepentingan, di antaranya akademisi, pelanggan, vendor dan pemasok, dan investor.Total peserta FGD sebanyak 83 orang responden yang berasal dari berbagai pemangku kepentingan ITM, yaitu pemerintah, media, masyarakat, pegawai, kontraktor, dan LSM.

In 2020, ITM conducted a stakeholder survey using the FGD method and interview to map the material topics to be reported in the 2020 Sustainability Report. To reach objectivity, the FGDs were conducted by academics, who are regarded by the stakeholders as independent.

The FGD were carried out between July 22 - August 12, 2020 at the ITM Jakarta Office and PT Kitadin Embalut (EMB) site. Additionally, phone interviews and online meetings were conducted for several stakeholder groups, such as academia, customers, vendors and suppliers, and investors. At the FGDs, there were a total of 83 respondents from various ITM stakeholders, namely the government, media, community, employee, contractor, and NGOs.

Jenis dan Jumlah Pemangku Kepentingan dalam FGD dan Wawancara
Types and Number of Stakeholders in FGDs and Interviews

No	Pemangku Kepentingan Stakeholder	Jumlah Total
1	**Pekerja** Employee	12
2	**Pemerintah** Government	21
3	**Kontraktor** Contractor	13
4	**LSM** NGOs	3
5	**Masyarakat** Community	8

No	Pemangku Kepentingan Stakeholder	Jumlah Total
6	**Investor** Investor	2
7	**Pelanggan** Customer	2
8	**Vendor dan Pemasok** Vendor and Supplier	3
9	**Akademisi** Academia	4
10	**Media** Media	15

2 | Analisis dan Pemetaan Isu yang Perlu Ditindaklanjuti
Analysis and Mapping the Issues to be Addressed

Dari kegiatan FGD dan wawancara, ITM kemudian menetapkan isu-isu yang perlu ditindaklanjuti dan dipetakan ke dalam topik berdasarkan GRI.

After holding FGDs and interviews, ITM then determined the issues that needed to be followed up and mapped into topics based on GRI

Pemangku Kepentingan Stakeholder	**Isu yang Perlu Ditindaklanjuti** Issues that Need to be Addressed	**Topik GRI** GRI Topic
Pekerja Employee	**Internalisasi nilai-nilai Banpu Heart** Internalizing the 'Banpu Heart' values.	**Tata Kelola (Pengungkapan Umum)** Governance (General Disclosure
	Perencanaan perkembangan pribadi dan manajemen karir Individual development plan and career management	**Ketenagakerjaan** Employment
	Regenerasi pekerja Succession plan	
	Benefit	
	Dukungan terhadap serikat pekerja Supports employees' freedom of association	
	Program pensiun dan persiapan tutup tambang bagi pekerja Pension program and mine closure preparation for employee	**Penutupan Tambang** Mine Closure
		Ketenagakerjaan Employment
	Alur Pengaduan Grievance mechanism	**Hubungan Pekerja dan Manajemen** Labor and Management Relations
	Tujuan dan strategi keberlanjutan Goal and sustainability strategy	**Tata Kelola (Pengungkapan Umum)** Governance (General Disclosure)
Pemerintah Government	**Pembayaran Penerimaan Negara Bukan Pajak (PNBP) dan royalti** Payment of Non-Tax State Revenue (PNBP) and royalti	**Kinerja Ekonomi** Economic Performance
	Efisiensi dan energi terbarukan Energy efficiency and renewable energy	**Energi** Energy
	Program pengembangan masyarakat Community development program	**Dampak Ekonomi Tidak Langsung** Indirect economic impacts
		Komunitas Lokal Local Community
	***Void*, rehabilitasi lahan pascatambang** Void, rehabilitation of post mining area rehabilitation	**Air** Water
		Keanekaragaman Hayati Biodiversity
	Rencana Pascatambang Post mining plan	**Penutupan Tambang** Mine Closure
Masyarakat Local Comunity	**Peta jalan program pengembangan masyarakat** Community development program roadmap	**Komunitas Lokal** Local Community
	Program peternakan sapi Cattle breeding program	
	Evaluasi program CSR CSR program evaluation	
Kontraktor Contractors	**Keamanan *hauling road*** Safety of hauling road	**Keselamatan dan Kesehatan Kerja** Occupational Health and Safety
	Komitmen K3 OHS Commitment	
	Rehabilitasi lahan Area rehabilitation	**Keanekaragaman Hayati** Biodiversity
	Kontrak Contract	**Keberadaan Pasar** Market Presence
	Penambangan liar Illegal mining	**Komunitas Lokal** Local Community

Pemangku Kepentingan Stakeholder	**Isu yang Perlu Ditindaklanjuti** Issues that Need to be Addressed	**Topik GRI** GRI Topic
Lembaga Swadaya Masyarakat (LSM) Non Government Organization (NGO)	**Pengelolaan limbah B3 oleh kontraktor** Hazardous waste management by contractors	**Limbah** Waste
	Sterilisasi *hauling road* Hauling road sterilization	**Keselamatan dan Kesehatan Kerja** Occupational Health and Safety
	Pengelolaan keanekaragaman hayati dan DAS Biodiversity and watershed management	**Kepatuhan Lingkungan** Environmental compliance
	Pelibatan pihak ketiga dalam pengembangan masyarakat Third parties involvement in community development	**Komunitas Lokal** Local Community
Vendor & Supplier	**Komunikasi dan kerja sama** Communication and coordination	**Pelibatan Pemangku Kepentingan** Stakeholder Inclusiveness
	Purchase Order	**Kinerja Ekonomi** Economic Performance
Pelanggan	**Komunikasi dan kualitas produk** Communication and product quality	
Investor	**Keikutsertaan ITM dalam mengadopsi inisiatif atau indeks terkait keberlanjutan** ITM participation in adopting initiatives or indexes related to sustainability	
	Konsep energi terbarukan Renewable energy concept	**Energi** Energy
	Komunikasi Communication	**Pelibatan Pemangku Kepentingan** Stakeholder Inclusiveness
Akademisi Academician	**Rehabilitasi lahan bekas tambang** Mined area rehabilitation	**Penutupan Tambang** Mine Closure
	Pengembalian keanekaragaman hayati Restoring biodiversity	**Keanekaragaman Hayati** Biodiversity
	Komitmen keberlanjutan Sustainability commitment	**Tata Kelola (Pengungkapan Umum** Governance (General Disclosure)
		Komunitas Lokal Local Community
	Alur pengaduan Grievance mechanism	**Tata Kelola (Pengungkapan Umum)** Governance (General Disclosure)
	Komunikasi Communication	**Pelibatan Pemangku Kepentingan** Stakeholder Inclusiveness
Media	**Pengembangan masyarakat pascatambang** Post-mining community development	
	Klarifikasi kajian mengenai penggunaan air dari *void* Clarification of the study regarding the use of water from voids	**Air** Water

3 | Pemetaan Isu Sesuai Topik GRI
Mapping of Issues According to GRI Topics

Hasil analisis dipresentasikan kepada Direktur S&RM pada 18 Januari 2021, kemudian ditetapkan dan disetujui delapan topik material. Enam di antaranya termasuk kategori tinggi dan sangat tinggi sebagai prioritas informasi dalam laporan ini. Ruang lingkup informasi yang disampaikan dalam topik material mencakup anak usaha berdasarkan *operation of control*, yaitu ITM bertanggung jawab penuh atas kinerja masing-masing anak perusahaan. Kinerja 2020 tidak mencakup TIS, NPR, dan GPK yang masih berada pada tahap pra-operasi. [102-46]

The results of the analysis were presented to the S&RM Director on January 18, 2021, after which eight material topics were determined and approved. Six of them are categorized as high and very high as priority information in this report. The scope of information disclosed in the material topic includes subsidiaries based on operation of control that ITM is fully responsible for the performance of each subsidiary. The disclosure of 2020 performance did not include TIS, NPR, and GPK which were still in the pre-operation stage. [102-46]

Perubahan Topik Material
Changes in the List of Material Topics

Secara umum, topik material 2019 dan topik material 2020 tidak jauh berbeda. Perubahan tingkat kepentingan topik material pada tahun 2020 terjadi karena adanya perubahan perhatian pemangku kepentingan terhadap isu-isu keberlanjutan, serta disesuaikan dengan kondisi internal dan eksternal Perusahaan. Topik Keselamatan dan Kesehatan Kerja (K3), Kinerja Ekonomi, dan Masyarakat Lokal yang berubah posisi tingkat kepentingannya menjadi sangat tinggi di tahun 2020. Perubahan ini disebabkan karena adanya pandemi COVID-19 yang memberikan dampak signifikan terhadap K3 karyawan, tantangan terhadap kegiatan operasional, serta berpengaruh kepada kehidupan masyarakat di sekitar wilayah operasi Perusahaan. Selain itu, aspek K3, kelangsungan usaha, dan dukungan terhadap ketahanan masyarakat juga menjadi tiga fokus utama Perusahaan dalam merespon pandemi COVID-19 melalui pelaksanaan *Business Continuity Management System.*

In general, the material topics for 2019 and 2020 were not much different. The level of importance of material topics changed in 2020 due to the shift of stakeholders' attention to sustainability issues, as well as adjustments to the Company's internal and external conditions. The topics of Occupational Health and Safety (OHS), Economic Performance, and Local Communities have changed their position of importance to a very high level in 2020. This change was due to the COVID-19 pandemic which had a significant impact on employee OHS, challenges to operational activities, and affected the lives of the communities around the Company's operational areas. In addition, OSH aspects, business continuity, and support for community resilience are also the three main focuses of the Company in responding to the COVID-19 pandemic through the implementation of the Business Continuity Management System

Topik Material 2019 2019 Material Topics
Keanekaragaman Hayati Biodiversity
Limbah dan Efluen Waste and Effluent
Kinerja Ekonomi Economic Performance
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)
Digitalisasi Digitalization
Masyarakat Lokal Local Community
Emisi GRK GHG Emission
Energi Energy
Ketenagakerjaan Employment
Kepatuhan Lingkungan Environmental Compliance
Praktik Pengadaan Procurement Practices
Pelatihan dan Pendidikan Training and Education
Pascatambang Post-mining

Topik Material 2020 2020 Material Topics
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)
Kinerja Ekonomi Economic Performance
Masyarakat Lokal Local Community
Keanekaragaman Hayati Biodiversity
Emisi GRK GHG Emission
Energi Energy
Dampak Ekonomi Tidak Langsung Indirect Economic Impact
Limbah Waste

Keterangan I Note:

- Biru: Topik material sangat tinggi
  Blue: Very high material topics
- Hijau: Topik material tinggi
  Green: High material topics
- Putih: Topik material sedang dan rendah
  White: Medium and low material topics

Respon Terhadap Topik Material [102-43, 102-44]

Our Response to Material Topic

Pada saat melakukan pelibatan pemangku kepentingan dalam menentukan topik material, ITM medapatkan masukan dan melalui laporan ini, kami menyampaikan respon atas isu penting yang disampaikan pemangku kepentingan atas laporan keberlanjutan 2019. Di bawah ini adalah respon kami:

When engaging stakeholders in determining material topics, ITM received inputs and through this report, we responded to the significant issues raised by stakeholders on the 2019 sustainability report. Below are our responses:

Keanekaragaman Hayati **Biodiversity**	ITM melakukan pengelolaan keanekaragaman hayati di area pertambangan, di luar area pertambangan (misalnya rehabilitasi DAS dan ekosistem mangrove), serta area pascatambang melalui kegiatan studi keanekaragaman hayati dan pengawasan reklamasi, vegetasi, serta menyusun peta jalan. ITM manages biodiversity in mining areas, outside mining areas (for example, rehabilitation of watersheds, and mangrove ecosystems), as well as post-mining areas through research and monitoring of reclamation, vegetation, and formulating roadmaps.
Limbah dan Efluen **Waste and Effluent**	ITM memastikan 100% kepatuhan terhadap pengelolaan limbah dan efluen yang sesuai dengan baku mutu, serta menciptakan inovasi pengelolaan limbah yang dapat memberikan nilai bagi pemangku kepentingan. ITM ensures 100% compliance with quality standards in waste and effluent management, and creates waste management innovations that can provide values for stakeholders.
Kinerja Ekonomi **Economic Performance**	ITM terus melakukan efisiensi yang memungkinkan perusahaan menjaga distribusi nilai ekonomi tanpa mengesampingkan perlindungan lingkungan dan pemberian manfaat sosial. ITM continues to implement efficiency which enables the company to maintain the distribution of economic value without compromising environmental protection and providing social benefits.
Keselamatan dan Kesehatan Kerja (K3) **Occupational Health and Safety (OHS)**	ITM mengutamakan budaya K3 dalam setiap kegiatan operasi sehingga mencapai nihil kematian. ITM prioritizes OHS culture in every operational activity to achieve zero fatality.

Digitalisasi
Digitalization

ITM menetapkan rencana digitalisasi jangka panjang tahun 2018 – 2023 yang fokus pada tiga aspek transformasi digital, yaitu penerapan teknologi baru, pengembangan sumber daya manusia, serta penyesuaian organisasi untuk melaksanakan cara kerja baru yang mendukung bisnis berkelanjutan.

ITM has established a long-term digitalization plan for 2018 - 2023 that focuses on three aspects of digital transformation, namely the application of new technology, human resource development, and organizational adjustments to implement new ways of working that support sustainable business.

Masyarakat Lokal
Local Community

ITM melakukan kemitraan kepada pemangku kepentingan dalam menjalankan program-program pengembangan dan pemberdayaan masyarakat yang mendukung Tujuan Pembangunan Berkelanjutan.

ITM partners with stakeholders in carrying out community development and empowerment programs that support Sustainable Development Goals.

Emisi GRK
GHG Emisssion

ITM mendukung target penurunan emisi GRK tahun 2030 dengan melakukan serangkaian inovasi untuk mengurangi emisi dan pengelolaan limbah.

ITM mendukung target penurunan emisi GRK tahun 2030 dengan melakukan serangkaian inovasi untuk mengurangi emisi dan pengelolaan limbah.

Energi
Energy

ITM melakukan penghematan energi dalam proses pertambangan dan pemanfaatan energi terbarukan seperti biofuel, serta melaksanakan transformasi secara bertahap menuju bisnis energi terpadu di tahun 2020.

ITM has been saving energy in the mining process and utilized renewable energy such as biofuels, as well as conducted a gradual transformation into an integrated energy business in 2020.

4 | Penentuan Topik Material dan Dukungan terhadap Pembangunan Berkelanjutan [102-32, 102-47, 102-49, 103-2, 103-3]

Determination of Material Topics and Support for Sustainable Development

Berdasarkan topik material yang telah ditentukan, ITM melakukan pemetaan kesesuaian dengan dukungan terhadap TPB. Pemetaan dilakukan pada tahun 2019 dan disesuaikan dengan perkembangan yang terjadi di tahun 2020. Hasil pemetaan menghasilkan enam prioritas tujuan.

Based on material topics that have been determined, ITM conducted mapping for alignment with support for SDGs. The mapping was carried out in 2019 and adjusted to developments that occurred in 2020. The mapping results were used to determine six priority goals.



Kegiatan: **Activities:**	**Menyediakan peralatan kesehatan untuk memutus mata rantai penyebaran COVID-19 dan menerapkan program kesehatan, keselamatan kerja.** Providing health equipment to breaking the chain of COVID-19 transmission and implementing occupational health and safety program.
Target Capaian: **Targets:**	**Tersedianya peralatan kesehatan untuk mencegah dan menangani penyebaran COVID-19, serta mencapai nihil kecelakaan kerja fatal.** Availability of medical equipment to prevent and manage the spreading of COVID-19 and achieve zero fatality.
Strategi Pencapaian: **Strategy:**	**Menerapkan mekanisme *emergency* yang telah diatur oleh Perusahaan untuk menyediakan peralatan Kesehatan dan sarana kesehatan, serta melakukan *health and safety briefing* secara berkala.** Implementing an emergency mechanism that has been regulated to provide health equipment and facilities, as well as conducting health and safety briefings regularly.
Manfaat: **Impacts:**	**Menjaga kesehatan dan keselamatan kerja pegawai.** Maintaining employees' health and safety.



Kegiatan: **Activities:**	**Menyelenggarakan pendidikan dan pelatihan untuk pegawai dan masyarakat.** Providing education and training for employees and community.
Target Capaian: **Targets:**	**Meningkatkan keterampilan bagi pegawai dan membantu memberantas buta huruf, serta menyediakan akses pendidikan non-formal dan kompetensi kecakapan hidup (*life skill*) bagi masyarakat putus sekolah.** Improving employees' skills and eradicating illiteracy, as well as providing access to non-formal education and life skill competencies for school dropouts.
Strategi Pencapaian: **Strategy:**	**Bekerja sama dengan pihak lain yang berkompetensi dalam memberikan pelatihan bagi pegawai, serta bekerja sama dengan pemerintah, lembaga non-pemerintah, dan masyarakat dalam menyelenggarakan pendidikan non-formal paket A, B, dan C.** Collaborating with other competent parties in providing training for employees, as well as collaborating with the government, non-governmental organizations and the community in providing non-formal education of packages of A, B, and C.
Manfaat: **Impacts:**	**Meningkatnya kompetensi pegawai akan membantu produktivitas dan peningkatan pendidikan masyarakat akan membantu mencerdaskan generasi masa depan.** Improvement in employee competency will help productivity and improvement in community education will help raising abiliy for future generation.



Kegiatan: **Activities:**	**Melakukan pengelolaan air limbah agar memenuhi baku mutu dan memberikan bantuan air bersih untuk sanitasi masyarakat.** Implementing wastewater management to meet quality standards and providing clean water assistance for community sanitation.
Target Capaian: **Targets:**	**100% air limbah memenuhi standar baku mutu dan adanya pelayanan sambungan rumah untuk air bersih di desa binaan, minimal 50 kepala keluarga/tahun yang mendapat akses air bersih.** 100% of effluent fulfil the quality standards and house connection service for clean water consumption in the fostered villages for minimum of 50 households/year.
Strategi Pencapaian: **Strategy:**	**Bekerja sama dengan pemerintah, lembaga non-pemerintah, dan masyarakat dalam menyediakan akses air bersih melalui penguatan kelembagaan Badan Usaha Milik Desa (Bumdes).** Working closely with the government, non-governmental organizations, and the community in providing access to clean water by strengthening the management of Village Owned Enterprises (Bumdes).
Manfaat: **Impacts:**	**Mematuhi Peraturan Lingkungan terkait pengelolaan air limbah dan meningkatnya kesehatan masyarakat dengan adanya air bersih untuk konsumsi.** Compliance with Environmental Regulations related to wastewater management and improving public health with the access of clean water for consumption.



Kegiatan: **Activities:**	**Membangun jalan lingkar tambang dan implementasi inovasi teknologi di aktivitas pertambangan.** **Building mining ring roads and implementing technological innovations in mining activities.**
Target Capaian: **Targets:**	**Adanya akses jalan yang aman bagi masyarakat di sekitar lingkar tambang dan meningkatkan kompetensi digitalisasi pegawai sebesar 15%.** **Availability of road access safely for the community surrounding the mining area and improvement of employee digitization competency by 15%.**
Strategi Pencapaian: **Strategy:**	**Bekerja sama dengan pihak lain dan masyarakat untuk membangun jalan sepanjang 3,82 km dan memperkuat *triple transformation* sebagai pondasi transformasi digital.** **Collaborating with other parties and the community to build a 3.82 km long road and strengthening triple transformation as the foundation for digital transformation.**
Manfaat: **Impacts:**	**Meningkatkan mobilitas harian komunitas dengan lebih aman dan meningkatkan efisiensi dalam kegiatan produksi.** **Improving the daily mobility of the community safely and improving efficiency in production activities.**



Kegiatan: **Activities:**	**Melakukan efisiensi energi dengan penggunaan Biofuel B30 dan mengurangi emisi GRK dengan menanam pohon.** **Implementing energy efficiency by utilizing Biofuel B30 and reducing GHG emissions by planting trees.**
Target Capaian: **Targets:**	**Efisiensi biaya dalam proses produksi mencapai 50% melalui penghematan energi dan adanya peningkatan kualitas tumbuh tanaman di area reklamasi.** **Cost efficiency in production process reaches 50% through energy savings and a quality improvement of plant growth in the reclamation area.**
Strategi Pencapaian: **Strategy:**	**Mengoperasikan secara penuh solar PV dan menerapkan pengunaan B30 di operasional tambang, serta meningkatkan kegiatan perawatan tanaman di kawasan reklamasi, menanam 10.000 bibit mangrove, serta melaksanakan rehabilitasi DAS di lebih dari 7.000 Ha.** **Maximizing the operation of solar PV, utilizing Biofuel B30 in mine operations, reinforcing plant maintenance activities in reclamation areas, planting 10,000 mangrove seedlings, as well as implementing watershed rehabilitation in more than 7,000 Ha .**
Manfaat: **Impacts:**	**Meningkatkan aktivitas perekonomian dan wawasan lingkungan, serta meningkatan nilai serapan karbon.** **Improving economic activity and environmental awareness, as well as increasing the value of carbon sequestration.**



Kegiatan: **Activities:**	**Melakukan konservasi Hutan Galam, transplantasi terumbu karang, dan menanam daerah rehabilitasi Daerah Aliran Sungai (DAS).** **Implementing Galam Forest conservation, transplanting coral reefs, and planting for Watershed rehabilitation areas.**
Target Capaian: **Targets:**	**Adanya inventarisasi jenis flora dan fauna di kawasan konservasi Hutan Galam, penambahan 200 blok transplantasi terumbu karang di tahun 2020, dan penanaman 10.000 bibit mangrove.** **Established a stocktake of flora and fauna in the Galam Forest conservation area, an additional 200 blocks of coral reef transplantation in 2020, and planting of 10,000 mangrove seedlings.**
Strategi Pencapaian: **Strategy:**	**Melaksanakan studi ekologi kawasan konsesi bekerja sama dengan Kebun Raya Purwoadi, LIPI, Universitas Lambung Mangkurat, Universitas Mulawarman, serta masyarakat setempat.** **Conducting an ecological study in the concession area by collaboration with the Purwoadi Botanical Gardens, LIPI, Lambung Mangkurat University, Mulawarman University, and the local community.**
Manfaat: **Impacts:**	**Adanya perbaikan ekosistem di kawasan operasi Perusahaan, serta pemulihan ekosistem terumbu karang, dan area DAS seluas lebih dari 7.000 ha.** **Ecosystem improvements in the Company's operational areas, as well as restoration of coral reef ecosystems, and watershed areas of more than 7,000 ha.**

SUSTAINABLE DEVELOPMENT GOALS

Source: United Nations Secretariat Building, Department of Economic and Social Affairs, Division for Sustainable Development

Batasan Dampak Topik Material Terhadap Pemangku Kepentingan [102-46, 102-47, 103-1]

Material Topics Boundary on Stakeholders

Topik material disajikan dengan memperhatikan dampaknya terhadap pemangku kepentingan, baik di dalam maupun di luar Perusahaaan. Pengungkapan pendekatan manajemen dalam laporan ini hanya untuk topik material sangat tinggi dan tinggi.

Material topics are presented with due regard to their impact on both the Company's internal and external stakeholders. Disclosure of management approach in this report was only for very high and high material topics.

Topik Topics	**Isu** Issue	**Pemangku Kepentingan** Stakeholder		**Ruang Lingkup** Boundary
		Internal	**Eksternal** External	
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	**1. Implementasi K3, terutama penanganan pandemi di seluruh wilayah operasi ITM.** **2. *Sterilisasi tambang* dan *hauling road.*** 1. Implementation of OHS, especially in handling pandemics in all ITM operating areas. 2. Mines and hauling roads sterilization	**Pekerja** Employee	**Kontraktor** Contractor	Site
Kinerja Ekonomi Economic performance	**1. Kinerja pembayaran pajak dan PNBP.** **2. Strategi bisnis di masa pandemi.** 1. Perfromance of tax and PNBP payments. 2. Business strategy during a pandemic.	**Pekerja** Employee	**1. Pelanggan** **2. *Vendor & Supplier*** **3. Pemerintah** **4. Investor** 1. Customer 2. Business Partner 3. Government 4. Investor	Head Office (HO) and Site
Masyarakat Local Community	**Pengembangan masyarakat dan evaluasi program CSR** Community development and evaluation of CSR programs.	**Pekerja** Employee	**1. Pemerintah** **2. Masyarakat** **3. Kontraktor** 1. Government 2. Local Community 3. Contractor	Site
Keanekaragaman Hayati Biodiversity	**1. Rencana pascatambang, termasuk rehabilitasi pascatambang.** **2. Pengembalian keanekaragaman hayati, pengelolaan wilayah dengan nilai keanekaragaman tinggi di sekitar area operasi.** 1. Post-mining plan, including post-mining rehabilitation. 2. Restoring biodiversity, management of areas with high diversity value around the operating area.	**Pekerja** Employee	**1. Pemerintah** **2. Masyarakat** **3. NGO** **4. Akademisi** 1. Government 2. Local Community 3. NGO 4. Academia	Site

Topik Topics	Isu Issue	Pemangku Kepentingan Stakeholder		Ruang Lingkup Boundary
		Internal	Eksternal External	
Emisi GRK GHG Emission	**Manajemen emisi Gas Rumah Kaca (GRK).** GHG emission management.	**Pekerja** Employee	1. **Pemerintah** 2. **Kontraktor** 1. Government 2. Contractor	Site
Energi Energy	1. **Manajemen Energi** 2. **Energi Terbarukan** 1. Energy management 2. Renewable energy.	**Pekerja** Employee	3. **Pemerintah** 4. **Kontraktor** 1. Government 2. Contractor	Site

Pelibatan Pemangku Kepentingan [102-40, 102-42, 102-43, 102-44]
Stakeholder Engagement

Analisis kebutuhan pemangku kepentingan dilakukan melalui FGD dan wawancara pada setiap awal tahun berjalan. Proses dan metode yang digunakan merujuk standar AA1000 SES.

The stakeholder needs analysis is conducted through FGDs and interviews at the beginning of each year. The process and methods refer to the AA1000 SES standard.

Kelompok Pemangku Kepentingan Stakeholder Group	Basis Identifikasi Identification Basis	Metode Pendekatan Method of Approach	Frekuensi Keterlibatan Engagement Frequency	Topik utama Main topics
Pemegang Saham Shareholders	• **Tanggung Jawab** • **Pengaruh** • **Ketergantungan** • Responsibility • Influence • Dependency	• ***Analyst Meeting*** • **Rapat Umum Pemegang Saham** • **Paparan Publik** • Analyst Meeting • General Meeting of Shareholders • Public Expose	• **RUPS diadakan minimal setahun sekali** • ***Public Expose* diadakan setahun sekali** • **Analyst Meeting diadakan 4 kali dalam setahun** • General Meeting of Shareholders is convened at least once a year • Public Expose convened once a year • Analyst Meeting is convened 4 times a year	**Keamanan dan tingkat pengembalian investasi** Security and return on investment
Pelanggan Customer	• **Tanggung Jawab** • **Pengaruh** • **Proksimitas** • **Perwakilan** • Responsibility • Influence • Proximity Representation	• **Serikat Pekerja** • **Forum Komunikasi Manajemen & Pekerja** • Labor union • Management & Employee Communication Forum	**Minimal setahun sekali** At least once a year	• **Konsistensi kualitas produk.** • **Pengiriman tepat waktu.** • Consistency of product quality • On time delivery

Kelompok Pemangku Kepentingan Stakeholder Group	**Basis Identifikasi** Identification Basis	**Metode Pendekatan** Method of Approach	**Frekuensi Keterlibatan** Engagement Frequency	**Topik utama** Main topics
Pekerja Employees	• **Tanggung Jawab** • **Pengaruh** • **Proksimitas** • **Perwakilan** • Responsibility • Influence • Proximity • Representation	• **Serikat Pekerja** • **Forum Komunikasi Manajemen & Pekerja** • Labor union • Management & Employee Communication Forum	**Triwulan** Quarterly	• **Perlakukan adil dan setara dalam perencanaan karir dan remunerasi** • **Tempat kerja yang aman dan sehat** • Fair and equal treatment in career planning and remuneration • Safe and healthy workplace
Pemerintah Government	• **Tanggung Jawab** • **Pengaruh** • **Proksimitas** • **Perwakilan** • Responsibility • Influence • Proximity • Representation	• **Rapat-rapat** • **Kunjungan *site*** • **Sosialisasi peraturan baru** • Meetings • Site visits • Dissemination of new regulation	**Minimal dua kali setahun** At least twice a year	• **Hubungan yang konstruktif dengan regulator** • **Kepatuhan pada peraturan dan perundangan** • A constructive relationship with the regulator • Compliance with laws and regulations
Mitra Usaha (vendor, pemasok, agen) Business Partners (vendors, suppliers, agents)	• **Pengaruh** • **Proksimitas** • **Ketergantungan** • Influence • Proximity • Dependence	• **Pertemuan Regular** • **Sosialisasi kebijakan** • **Corporate Governance Day** • Regular Meetings • Dissemination of policy • Corporate Governance Day	**Minimal setahun sekali** At least once a year	• **Proses pengadaan yang wajar dan transparan** • **Pembayaran tepat waktu** • Reasonable and transparent procurement process • Timely payment
Media Media	• **Pengaruh** • Influence	• **Siaran pers** • **Pertemuan Media** • **Jumpa pers** • Press release • Media Gatherings • Press conference	**Minimal setahun sekali** At least once a year	• **Akurasi pelaporan** • **Penyampaian informasi tepat waktu** • Accuracy of reporting • Timely delivery of information
Masyarakat dan Komunitas Society and Community	• **Pengaruh** • **Proksimitas** • Influence • Proximity	• **Forum Konsultatif Masyarakat** • **Program pengembangan dan pemberdayaan masyarakat** • Forum Konsultatif Masyarakat • Program pengembangan dan pemberdayaan masyarakat	**Minimal setahun sekali** At least once a year	**Kontribusi pada aspek ekonomi, sosial, dan lingkungan untuk mempercepat kemandirian ketersediaan lapangan kerja** Contribute to the economic, social and environmental aspects to accelerate independence Availability of employment

Pendekatan Manajemen atas Topik Material [103-2, 103-3]
Management Approach to Material Topics

KEPATUHAN HUKUM
Legal Compliance

- **Undang-Undang No. 5 Tahun 1990 tentang Konservasi Sumber Daya Hayati dan Ekosistemnya**
  Law No. 5 of 1990 on Conservation of Natural Resources and Ecosystems
- **Undang-Undang No. 32 Tahun 2009 tentang Perlindungan Dan Pengelolaan Lingkungan Hidup**
  Law No. 32 of 2009 on Environmental Protection and Management
- **Undang-Undang No. 41 Tahun 1999 tentang Kehutanan**
  Law No. 41 of 1999 on Forestry
- **Undang-Undang No. 30 tahun 2007 tentang Energi**
  Law No. 13 of 2007 on Energy
- **Undang-Undang No. 4 Tahun 2009 Tentang Mineral dan Batubara**
  Law No. 4 of 2009 on Mineral and Coal Mining
- **Peraturan Presiden No. 59 Tahun 2017 tentang Pelaksanaan Pencapaian Pembangunan Berkelanjutan**
  Presidential Decree No. 59 of 2017 concerning Implementation of Achievement of Sustainable Development Goals
- **Peraturan Menteri Ketenagakerjaan No.04 tahun 1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja**
  Minister of Manpower Regulation No.04 of1987 on Occupational Safery and Health Supervisory Committee
- **Peraturan Pemerintah No.27 Tahun 2012 tentang Izin Lingkungan**
  Government Regulation No.27 of 2012 on Environmental Permits
- **Peraturan Pemerintah No. 47 tahun 2012 tentang Tanggung Jawab Sosial dan Lingkungan Perseroan Terbatas**
  Government Regulation No. 47 of 2012 on Social and Environmental Responsibility for Limited Company
- **Peraturan Otoritas Jasa Keuangan No. 51 Tahun 2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik**
  Financial Services Authority Regulation No. 51 of 2017 on Implementation of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies
- **Keputusan Menteri ESDM No. 1824 Tahun 2018 tentang Pedoman Pelaksanaan Pengembangan Dan Pemberdayaan Masyarakat**
  Minister of ESDM Decree No. 1824 of 2018 on Guidelines for the Implementation of Community Development and Empowerment
- **Keputusan Menteri ESDM No. 1827 Tahun 2018 tentang Pedoman Pelaksanaan Kaidah Pertambangan Yang Baik**
  Minister of Energy and Mineral Resources Decree 1827 of 2018 on Guidelines for The Implementation of Good Mining Practice

KEBIJAKAN
Policy

- Visi dan Misi Perusahaan
- Kebijakan K3 & KO
- Kebijakan Lingkungan
- Kebijakan Manajemen Energi dan Karbon
- Rencana Kerja Anggaran Belanja (RKAB)
- *Key Performance Indicator* (KPI)

- Company Vision & Mission
- OHS & Operation Policy
- Environment Policy
- Energy and Carbon Management Policy
- Work Plan and Budget
- Key Performance Indicator (KPI)

Keselamatan dan Kesehatan Kerja (K3)
Occupational Health and Safety (OHS)

Mengapa penting Why is it material?	**Pekerja adalah aset utama yang menjalankan kegiatan perusahaan untuk keberlangsungan bisnis Perusahaan. Perusahaan menempatkan kesehatan dan keselamatan pekerja sebagai salah satu prioritas untuk dikelola, khususnya saat menghadapi pandemi COVID-19. Perusahaan juga memastikan pekerja berkembang bersama perusahaan.** Employees are the main asset which carries out company's activities for the company's business going concern. The company places worker safety and health as one of the priorities to manage, especially when facing the COVID-19 pandemic. The company also ensures that employees should be able to develop together with the company.
Fungsi terkait Department in Charge	**Operation, HSEC, HR** **Operation, HSEC, HR**
Evaluasi pendekatan manajemen Management approach evaluation	**Evaluasi kinerja K3 dilakukan melalui audit K3, di antaranya audit internal yang dilakukan oleh Departemen HSEC di masing-masing WIUP, audit quality assurance review di aspek HSE oleh Kantor Pusat, dan audit eksternal oleh badan bersertifikasi. Dari hasil evaluasi tercatat selama tahun 2020 ITM berhasil mencapai kinerja zero fatality dan tidak ditemukan adanya kasus penyakit akibat kerja. Penerapan protokol kesehatan berhasil mencegah penularan COVID-19 yang lebih luas kepada karyawan.** OHS performance evaluation is carried out through audits, including internal audits conducted by the HSEC Department in each WIUP, quality assurance review audits on the HSE aspect by the Head Office, and external audits by certified bodies. From the evaluation results, it was recorded that during 2020 ITM managed to achieve zero fatality performance and there were no cases of occupational disease. The implementation of health protocols has successfully prevented wider transmission of COVID-19 among employees.

Kinerja Ekonomi
Economic Performance

Mengapa penting Why is it material?	**Kinerja ekonomi menjadi dasar bagi pelaksanaan kegiatan operasional sehingga penting untuk mendukung keberlanjutan Perusahaan. Untuk menjaga kinerja ekonomi, ITM menerapkan tiga strategi inti, yaitu** **1. memusatkan penjualan pada pasar premium dan melakukan pencampuran batubara untuk mendapatkan spesifikasi kualitas produk sehingga dapat meningkatkan marjin laba.** **2. menerapkan inovasi dan transformasi digital guna meningkatkan efektifitas dan efisiensi biaya.** **3. mengoptimalkan manajemen keuangan** Economic performance is the basis to undertake all operational activities. It is important to support the company's sustainability. To develop economic performance, ITM implements three main strategies, whereas: 1. Supporting sales on the premium market and initiate coal blending to get product quality specification and increase profit margins. 2. Implementing innovation and digital transformation in order to increase effectiveness and cost efficiency. 3. Optimizing financial management.
Fungsi terkait Department in Charge	**Operations, Finance, Sales & Logistic** **Operations, Finance, Sales & Logistic**
Evaluasi pendekatan manajemen Management approach evaluation	**ITM melakukan evaluasi kinerja ekonomi melalui mekanisme penilaian atas laporan berkala dan pencapaian target *key performance indicators* (KPI) Direksi maupun Dewan Komisaris. Berdasarkan hasil evaluasi kinerja ekonomi terhadap keberlanjutan Perusahaan, Perusahaan mampu menurunkan biaya bisnis batubara rata-rata sehingga ITM tetap menghasilkan laba meskipun berada di tengah situasi pandemi COVID-19. Pada tahun 2020, kebutuhan energi dan permintaan batubara global menurun disebabkan penurunan aktivitas perekonomian di seluruh negara akibat pembatasan sosial untuk menekan angka penyebaran COVID-19.** ITM evaluated its economic performance through quarterly report valuation and the target achievement on key performance indicators (KPI) of the Board of Directors and the Board of Commissioners. Based on the evaluation result of economic performance to the Company's sustainability, the Company was able to reduce its average coal business cost, hence ITM still generated profit amidst COVID-19 pandemic. In 2020, decrease in energy and coal global demand due to economic downturn around the world as the result of social distancing in order to suppress COVID-19 transmission.

Masyarakat Lokal
Local Community



Mengapa penting
Why is it material?

Kegiatan operasi tambang berkaitan erat dengan keberadaan masyarakat di sekitar lokasi, sehingga diperlukan pelibatan dan hubungan yang harmonis. Untuk itu, Perusahaan terus melakukan kegiatan CSR melalui program pengembangan dan pemberdayaan masyarakat (PPM) dan pelibatan pekerja lokal. Keterlibatan masyarakat dan pekerja lokal dalam program pengembangan masyarakat juga menjadi salah satu kegiatan untuk mendukung kemandirian dan pencapaian pembangunan berkelanjutan.
Mining operation activities are closely related to the surrounding community near the site. Therefore, community involvement and harmonious relationships are important to be established. The Company continues to carry out CSR activities through community development and empowerment program (PPM) and the local employee recruitment. The local community and employee involvement in the community development programs are also one of the activities to support independence and the sustainable development.

Fungsi terkait
Department in Charge

CSR, HSEC
HSEC, CSR

Evaluasi pendekatan manajemen
Management approach evaluation

Untuk memastikan kegiatan PPM berjalan dengan baik dan sesuai rencana, ITM melakukan evaluasi kegiatan melalui pertemuan dengan masyarakat yang didampingi tim Community Development Officer (CDO) sebagai perwakilan perusahaan, serta melalui survei indeks kepuasan masyarakat (IKM).
Evaluation of the Management Approach to ensure that PPM activities are conducted well and according to plan, ITM evaluates the activities through meetings with the community accompanied by the Community Development Officer (CDO) team as company representatives, as well as conducting evaluatuion through a community satisfaction index (IKM) survey.

Keanekaragaman Hayati
Biodiversity



Mengapa penting
Why is it material?

Wilayah operasional Perusahaan mayoritas berada di kawasan hutan yang memiliki keanekaragaman hayati sehingga Perusahaan perlu melakukan pengelolaan keanekaragaman hayati melalui edukasi dan konservasi. Upaya ini juga akan mendukung proses reklamasi pascatambang dan penurunan emisi GRK.
The majority of the Company's operational areas are located in forest, near the biodiversity area, so the Company needs to manage the biodiversity through education and conservation. This effort will also support the post-mining reclamation process and reduce GHG emissions.

Fungsi Terkait
Department in Charge

Operation, HSEC, CSR
Operation, HSEC, CSR

Evaluasi pendekatan manajemen
Management approach evaluation

Evaluasi kegiatan pengelolaan keanakearagaman hayati dilakukan dalam forum konsultatif masyarakat terkait pelaksanaan program yang terdiri dari Departemen CD IMM, kepala desa, dan pemerintah terkait.
Evaluation of biodiversity management activities is carried out in a community consultative forum, consisting of the IMM CD Department, village heads, and related governments.

Emisi GRK
GHG Emission



Mengapa penting Why is it material?	**Pengendalian emisi sangat penting bagi Perusahaan sebagai bentuk pemenuhan regulasi dan respon untuk ikut mendukung pengurangan emisi GRK yang dapat menyebabkan perubahan iklim global.** **Emission control is very important for the Company as a form of regulatory compliance and response to support GHG reduction which can lead to global climate change.**
Fungsi Terkait Department in Charge	**Operation, Utilities, Maintenance, HSEC** **Operation, Utilities, Maintenance, HSEC**
Evaluasi pendekatan manajemen Management approach evaluation	**Evaluasi pengelolaan emisi GRK dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi menunjukkan ITM telah memenuhi standar baku mutu emisi dan target penurunan emisi GRK.** **Evaluation of GHG emission management is carried out through a periodic reporting assessment mechanism to the competent authorities. The evaluation results show that ITM has fulfil the emission quality standards and GHG emission reduction targets.**

Energi
Energy



Mengapa penting Why is it material?	**Energi menjadi salah satu faktor penggerak operasi Perusahaan sehingga keberadaannya perlu dijaga dan digunakan secara efisien. Penggunaan biodiesel dan *solar cell* juga menjadi salah satu faktor penting untuk menunjukkan dukungan Perusahaan terhadap penggunaan energi terbarukan.** **Energy is one of the driving factors for the Company's operations, so its existence needs to be maintained and utilized efficiently. The use of biodiesel and solar cells are also an important factor to show Company's support for the renewable energy utilization.**
Fungsi Terkait Department in Charge	**Asset Management, Operation, Utilities, Maintenance, HSEC** **Asset Management, Operation, Utilities, Maintenance, HSEC**
Evaluasi pendekatan manajemen Management approach evaluation	**Evaluasi penggunaan energi dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi menunjukkan ITM telah mampu meningkatkan efisiensi energi, dan mengembangkan energi terbarukan.** **Energy use evaluation is carried out through a periodic reporting assessment mechanism to the relevant authorities. The evaluation results show that ITM has been able to improve energy efficiency and develop renewable energy.**

SUSTAINABLE DEVELOPMENT GOALS

Source: United Nations Secretariat Building, Department of Economic and Social Affairs, Division for Sustainable Development

Profil ITM

ITM Profile

ITM terus bergerak maju untuk menumbuhkan bisnis berkelanjutan yang berfokus pada peningkatan aset batubara, pemberdayaan kemampuan pertambangan, evolusi aset *midstream*, implementasi inovasi dan teknologi, dan pemberdayaan energi baru. ITM juga berkomitmen mendukung upaya Tujuan Pembangunan Berkelanjutan (TPB).

ITM keeps moving forward to achieve sustainable business growth that focuses on increasing coal assets, empowering mining capabilities, evolving midstream assets, implementing innovation and technology, and empowering new energy. ITM is also committed to supporting the Sustainable Development Goals (SDGs) efforts.









SEKILAS ITM
ITM at a glance

Nama Perusahaan [102-1]
Company Name

PT Indo Tambangraya Megah Tbk

Tahun Berdiri
Establishment

1987

Bidang Usaha [102-2]
Line of Business

Pertambangan batubara melalui anak usaha
Coal mining through subsidiaries

Kantor Pusat [102-3]
Head Office

Pondok Indah
Office Tower III,
3rd floor
Jl. Sultan Iskandar Muda
Kav V-TA, Pondok Indah
Jakarta 12310, Indonesia

Bentuk Legal [102-5]
Legal Form

Perusahaan Terbuka
Public Company



Landasan Hukum [102-5]
Legal Basis

Akta Pendirian No. 13 tanggal 2 September 1987 oleh Notaris Benny Kristianto S.H., dengan persetujuan No.C2-640.HT.01.01.TH'89 oleh Kementerian Kehakiman Republik Indonesia pada 20 Januari 1989.

Deed of Establishment No. 13 dated 2 September 1987 by Notary Benny Kristianto S.H., with approval No. No.C2-640.HT.01.01.TH'89 by Ministry of Justice of Republic of Indonesia dated 20 January 1989.

Kepemilikan Saham [102-5, 102-10]
Shareholding

Tidak ada perubahan kepemilikan saham

There is no change in share ownership

Banpu Minerals (Singapura) Pte. Ltd. Banpu Minerals (Singapore) Pte. Ltd.	65%
Saham Treasuri Treasury Share	3%
Publik Public	32%

Tahun Pencatatan Saham
Listing Year

2007, pada Bursa Efek Indonesia

listed in Indonesia Stock Exchange (IDX)

Kode saham
Stock Code

ITMG

Visi, Misi, Dan Nilai Perusahaan [102-10, 102-16, 102-26]
Vision, Mission and Corporate Values

Visi dan Misi ITM
ITM Vision and Mission
2016 - 2020

VISI I Vision

Menyediakan produk energi dan jasa yang berkualitas dan terjangkau secara berkelanjutan.

Delivering sustainable, quality and affordable energy products and services.

MISI I Mission

- **Berinvestasi secara bersinergi pada rantai nilai dari bisnis energi.**
- **Menciptakan nilai yang berkelanjutan bagi pemangku kepentingan dengan menyediakan produk dan jasa berkualitas.**
- **Menjadi warga korporat yang teladan dengan menjalankan bisnis secara beretika, bertanggung jawab sosial dan berwawasan ramah lingkungan.**
- **Menjadikan kerangka Pembangunan Berkelanjutan sebagai landasan untuk semua inisiatif dan kegiatan bisnis.**

- To have a synergistic investment along the energy value chain.
- To create sustainable value to stakeholder by delivering quality product and services.
- To be a good corporate citizen by conducting business in an ethically, socially and environmentally responsible manner.
- To have a Sustainable Development platform as the driving force for all initiatives and business activities.

Visi dan Misi ITM
ITM Vision and Mission
2021 Onwards

VISI I Vision

Menjadi perusahaan Indonesia di bidang energi yang berintikan inovasi, teknologi, inklusi dan keberlanjutan

Becoming an Indonesian energy company at the heart of innovation, technology, inclusion and sustainability

MISI I Mission

- **Menjadi bagian dari pengembangan energi bangsa.**
- **Menciptakan nilai berkelanjutan bagi pemangku kepentingan melalui pengembangan portofolio usaha yang sejalan dengan kebutuhan energi masa depan.**
- **Mengembangkann nilai-nilai Perusahaan dan kemampuan organisasi guna mendorong transformasi usaha dan penciptaan keunggulan kompetitif.**
- **Menjadi Perusahaan terpercaya dan terkemuka yang menerapkan cara-cara berkelanjutan dalam mengelola aspek Lingkungan, Sosial dan Tata Kelola.**

- To become part of the nation's energy development.
- To create sustainable value for all stakeholders by developing synergy in business portfolio aligned with future energy needs.
- To foster corporate values and organizational capabilities to drive business transformation and competitive advantages creation.
- To be a trusted and leading company that practices sustainable ways in managing Environmental, Social and Governance aspects.

Pada periode pelaporan, ITM memperbarui visi dan misi Perusahaan guna mendukung transformasi menjadi perusahaan solusi energi masa depan. Visi dan misi ITM baru disetujui Direksi bersama Dewan Komisaris pada 28 Januari 2021 dan mulai diberlakukan pada tahun 2021. Perusahaan secara berkesinambungan melakukan sosialisasi visi dan misi Perusahaan kepada segenap pemangku kepentingan, melalui berbagai forum dan kegiatan.

During the reporting period, ITM renewed its vision and mission to support the transformation into a future energy solution company. The new ITM vision and mission was approved by the Board of Directors and the Board of Commissioners on January 28, 2021 to be implemented since 2021. The company continuously disseminated the Company's vision and mission to all stakeholders, through various forums and activities.

Nilai Perusahaan
Corporate Values

BanpuHeart

Passionate

BERJUANG DEMI MASA DEPAN:

- **Mengejar Kesuksesan: Kami memanfaatkan potensi maksimum dan profesionalisme untuk pertumbuhan dan kesuksesan yang berkelanjutan.**
- **Mampu Berbuat Lebih: Kami menghargai keragaman ide dan mendukung satu sama lain untuk menghasilkan hal yang melebihi ekspektasi (harapan).**
- **Gesit dan Siap Berubah: Kami berkolaborasi untuk memperkuat kerja sama tim yang meningkatkan perubahan positif dengan cara yang efektif dan responsif.**
- **Peduli dan Berbagi: Dengan kerendahan hati merangkul semua perbedaan dan menghargai satu sama lain dengan tulus.**

STRIVING FOR THE FUTURE:

- Pursue for success: We leverage full potential and professionalism for continuous growth and success.
- Can do more: We value different ideas and support each other to make things beyond expectation.
- Be agile and change: We collaborate to strengthen teamwork that enhance positive change in responsive and effective ways.
- Express care and share: We are humble embrace differences and sincerely value one another.

Innovative

IDE-IDE BARU, SOLUSI-SOLUSI BARU:

- **Mendahului Tren: Kami memaksimalkan hasil dengan proaktif dan bekerja lebih cerdas.**
- **Menciptakan Ide dan Mewujudkannya: Kami membuat perbedaan, bereksperimen dengan rancangan, dan mewujudkannya untuk peningkatan yang berkelanjutan dalam hal proses, produk, serta servis.**
- **Belajar Cepat, Bertindak: Kami didorong untuk mengambil risiko, bertindak, belajar, dan tumbuh.**

NEW IDEAS, NEW SOLUTIONS:

- Transcend the trend: We maximize results by thinking ahead of the game and working smarter.
- Ideate and get real: We make a difference, experiment prototype, and make it happen for continuous improvement of process, products, and services.
- Learn fast, do first: We are empowered to take risks, do, learn, and grow.

Committed

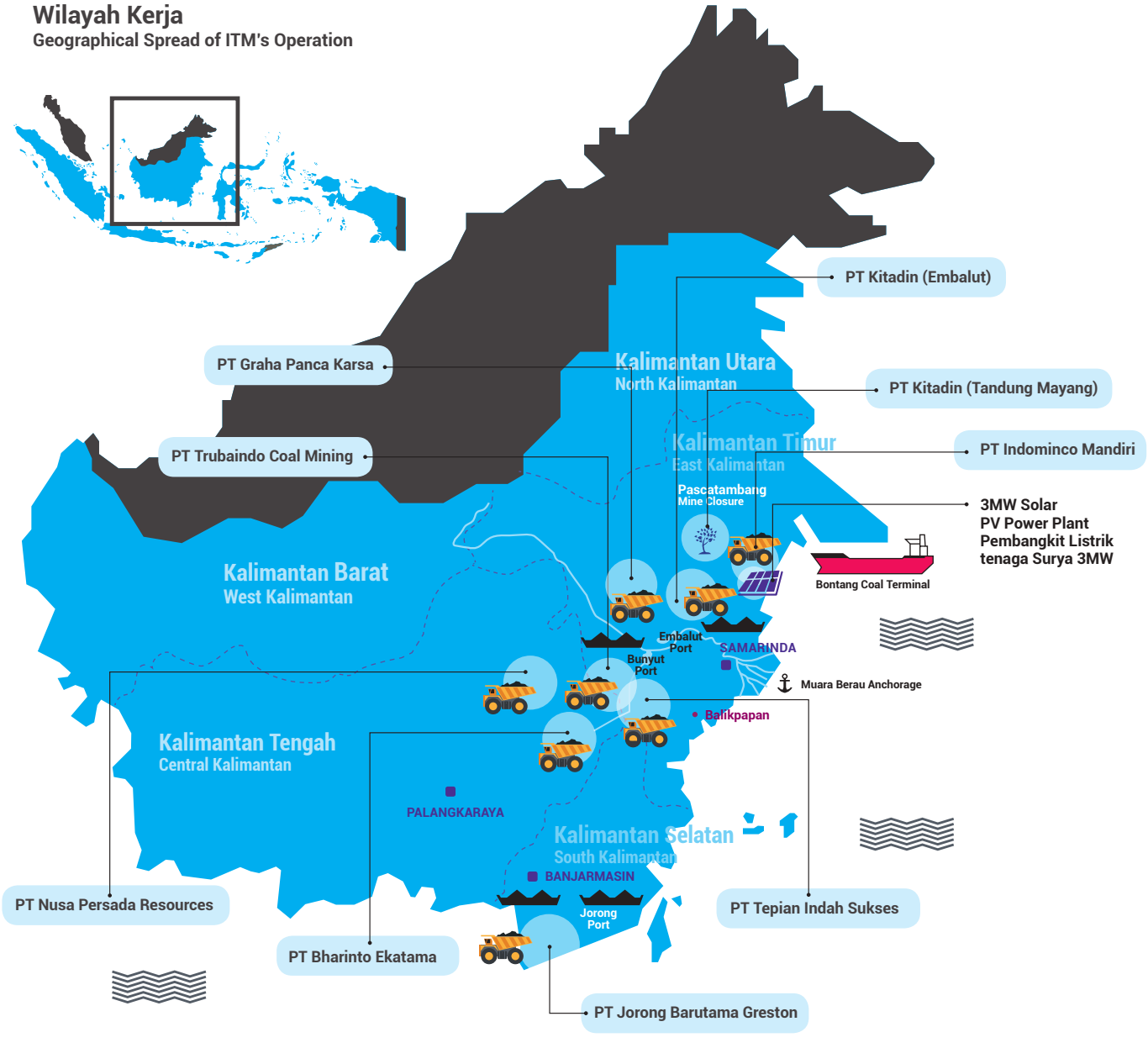
SUKSES (KEBERHASILAN) ADALAH SATU-SATUNYA PILIHAN:

- **Teguh Memegang Integritas dan Etika: Kami selalu melakukan hal-hal yang benar.**
- **Bersinergi dan Membina Jejaring: Kami membangun relasi yang kuat dengan seluruh pemangku kepentingan untuk menciptakan hasil yang saling menguntungkan.**
- **Berpartisipasi dalam Pengembangan Berkelanjutan: Kami bertanggung jawab atas kesejahteraan serta keberlanjutan sosial dan lingkungan.**

SUCCESS IS THE ONLY OPTION:

- Adhere to Integrity and Ethics: We do the right things, always.
- Synergize and network: We build strong connection to all stakeholders for win-win outcomes.
- Engage to sustainability development: We are responsible for the well-being of social and environmental sustainability.

Wilayah Kerja
Geographical Spread of ITM's Operation



Keterangan: Penjelasan mengenai alamat dan luas masing-masing WIUP dapat dilihat pada Laporan Tahunan ITM 2020.
Notes: Details of the addresses and total area of each WIUP can be seen in the 2020 ITM Annual Report.

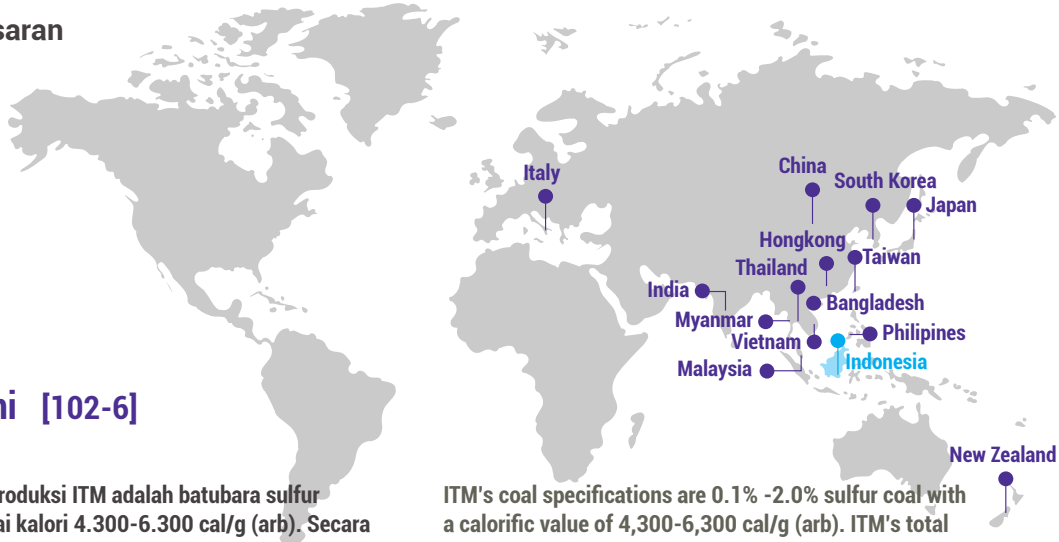
Wilayah Kerja [102-4]
Working Area

Lokasi kegiatan operasi penambangan ITM berada di Kalimantan, Indonesia dan terdiri dari sembilan Wilayah Izin Usaha Pertambangan (WIUP) seluas 85.729 hektar. ITM tidak memiliki wilayah kerja di negara lain. Kegiatan penambangan serta distribusi dijalankan terintegrasi oleh anak usaha, dengan dukungan kantor pusat di Jakarta dan kantor cabang di Balikpapan. Informasi mengenai anak perusahaan, dapat dilihat di www.itmg.co.id dan Laporan Tahunan ITM 2020.

ITM's mine sites are located in Kalimantan, Indonesia and consists of eight Mining Business Permit Areas (WIUP) covering an area of 85,729 hectares. ITM does not have any working areas in other countries. The subsidiaries carry out integrated mining and distribution activities, with the support of the head office in Jakarta and branch office in Balikpapan. Information about the subsidiaries, see www.itmg.co.id and ITM's Annual Report 2020.

Keterangan: PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT ITM Banpu Power (IBP), PT Tepian Indah Sukses (TIS), PT Nusa Persada Resources (NPR), PT Graha Panca Karsa, dan PT Sentral Mutiara Energy (SME) belum beroperasi dan berproduksi. PT Tambang Raya Usaha Tama (TRUST) dan PT GasEmas (PTGE) beroperasi di dalam WIUP anak perusahaan lainnya.
Notes: PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT Tepian Indah Sukses (TIS), PT ITM Banpu Power (IBP), PT Nusa Persada Resources (NPR), PT Graha Panca Karsa, and PT Sentral Mutiara Energy (SME) not yet in operation and production. PT Tambang Raya Usaha Tama (TRUST) and PT Gas Emas (PTGE) operating within WIUP of other subsidiary.

Jaringan Pemasaran
Marketing Network



Pasar Terlayani [102-6]
Market Share

Spesifikasi batubara produksi ITM adalah batubara sulfur 0,1%-2,0% dengan nilai kalori 4.300-6.300 cal/g (arb). Secara keseluruhan, total volume penjualan ITM selama periode pelaporan mencapai 21,2 juta ton atau 4% dari total produksi batubara nasional, sementara volume ekspor batubara ITM sebesar 17,4 juta ton atau 4,5% dari total volume ekspor batubara nasional. Pasar ekspor batubara ITM meliputi 14 negara tujuan.

ITM's coal specifications are 0.1% -2.0% sulfur coal with a calorific value of 4,300-6,300 cal/g (arb). ITM's total production volume during the reporting period reached 21.2 million tons or 4% of total national coal production, while ITM's coal export volume was 17.4 million tons or 4.5% of total national coal export volume. ITM exported its coal to 14 destination countries.

Skala Organisasi [102-7]
Scale of Organization

Uraian Description	**Satuan** Unit	**2020**	**2019**	**2018**
Jumlah Pekerja Total Employees	**Orang** People	2,438	2,912	2,844
Jumlah Penjualan Batubara Total Sales of Coal	**Juta Ton** Million Ton	21.2	25.2	23.5
Jumlah Lingkup Operasi Total Scope of Operations				
Konsesi Pertambangan Mining Concession	**Area** Area	9	8	8
Fasilitas Pelabuhan Port Facility		4	4	4
Logistik Bahan Bakar Fuel Logistics		1	1	1
Produksi Dan Cadangan Batubara Coal Production And Reserves				
Cadangan Batubara[1] Coal Reserves[1]	**Juta Ton** Million Tons	311.2	330.9	354.0
Produksi Batubara Coal Production				
• **Produksi Tambang** Run Of Mine	**Juta Ton** Million Tons	18.4	23.4	22.1
• **Produksi Siap Dipasarkan** Finish Coal	**Juta Ton** Million Tons	19.3	23.4	22.0
Neraca Balance Sheet				
Jumlah Aset Total Assets	**Ribu USD** Thousand USD	1,158,629	1,209,041	1,442,728
Jumlah Kewajiban Total Liabilities	**Ribu USD** Thousand USD	312,339	324,576	472,945
Jumlah Ekuitas Total Equity	**Ribu USD** Thousand USD	846,290	884,465	969,783

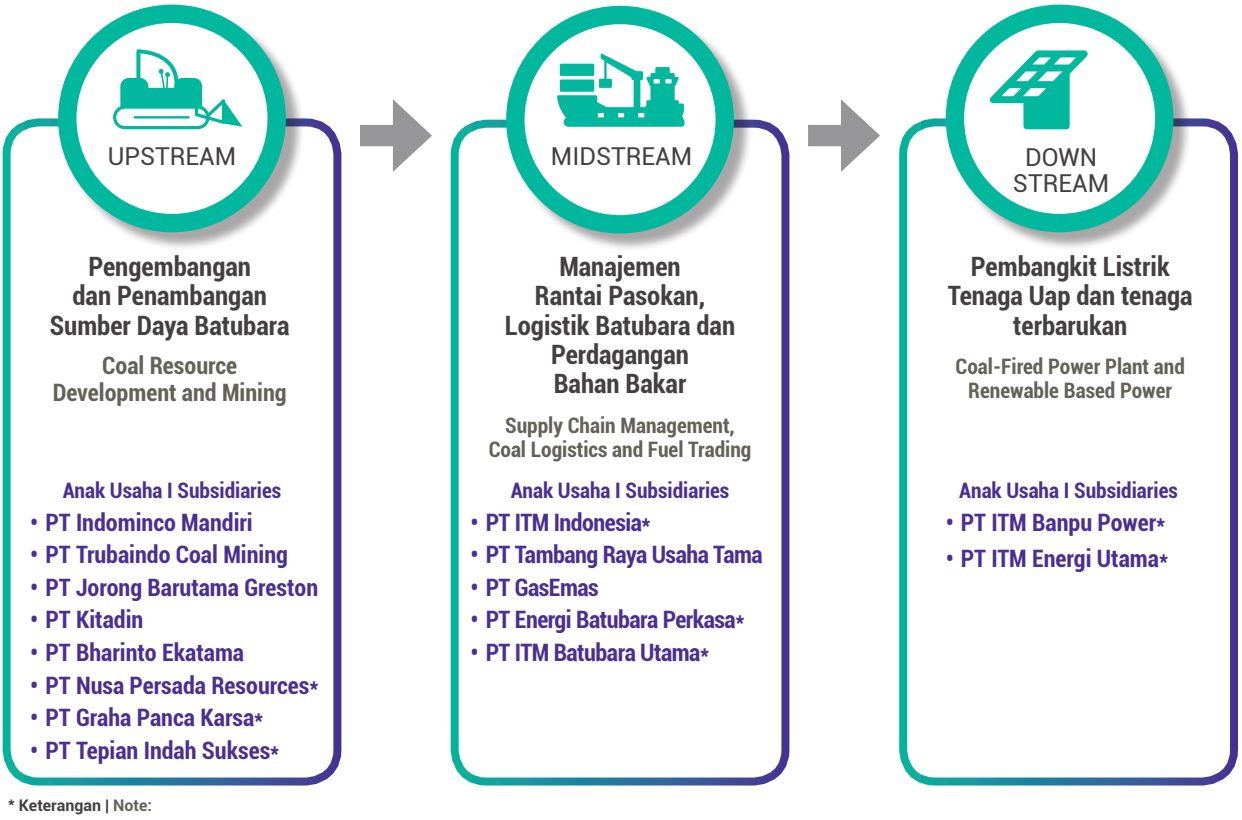
[1] **Estimasi Cadangan berdasarkan Standar Pelaporan Batubara Internasional (JORC Code)**
[2] **TIS, NPR, dan GPK belum beroperasi dan berproduksi.**

[1] Estimated Reserves based on International Coal Reporting Standard (JORC Code)
[2] TIS, NPR, and GPK have not been in operation

Rantai Pasokan Terpadu
Integrated Supply Chain

Aktivitas bisnis ITM didukung oleh anak usaha yang fokus menangani manajemen rantai pasokan secara terpadu, mencakup operasi pertambangan, pengangkutan batubara, penyediaan bahan bakar, pemasaran, jasa konsultasi & ketenagalistrikan, serta pembangkit listrik. ITM juga melibatkan vendor sesuai kebutuhan, baik sebagai kontraktor maupun pemasok. Selama tahun 2020, tidak ada perubahan signifikan rantai pasok, namun ITM melakukan penyesuaian akibat pandemi COVID-19. [102-9, 102-10]

ITM's business activities are supported by subsidiaries that focused on handling integrated supply chain management, including mining operations, coal transportation, fuel supply, marketing, consulting & electricity services, and power plants. ITM also engages vendors, both as contractors and suppliers, according to needs. During 2020, there were no significant changes in the supply chain, however, ITM made adjustments due to the COVID-19 pandemic. [102-9, 102-10]



*** Keterangan | Note:**

Lihat Penjelasan di Halaman 38
See Explanation page 38

Inisiatif Eksternal Dan Sertifikasi [102-12]
External Initiatives and Certification

Sertifikasi			
Anak Perusahaan Subsidiaries	**Sistem Manajemen Mutu** ISO 9001:2015 Quality Management System ISO 9001:2015	**Sistem Manajemen Lingkungan** ISO 14001:2015 Environmental Management System ISO 14001:2015	**Sistem Manajemen Keselamatan** OHSAS 18001:2007 ISO 45001:2018 Safety Management System OHSAS 18001:2007 ISO 45001:2018
PT Trubaindo Coal Mining (TCM)	BSI Indonesia, hingga Juli 2022 BSI Indonesia, valid until July 2022	BSI Indonesia, hingga Agustus 2021 BSI Indonesia, valid until August 2021	BSI Indonesia, hingga Maret 2022 BSI Indonesia, valid until March 2022

Sertifikasi			
Anak Perusahaan Subsidiaries	**Sistem Manajemen Mutu** **ISO 9001:2015** Quality Management System ISO 9001:2015	**Sistem Manajemen Lingkungan** **ISO 14001:2015** Environmental Management System ISO 14001:2015	**Sistem Manajemen Keselamatan** **OHSAS 18001:2007** **ISO 45001:2018** Safety Management System OHSAS 18001:2007 ISO 45001:2018
PT Indominco Mandiri (IMM)	SGS Indonesia, hingga Oktober 2021 SGS Indonesia, valid until October 2021	SGS Indonesia, hingga November 2022 SGS Indonesia, valid until November 2022	SGS Indonesia, hingga Oktober 2022 SGS Indonesia, valid until October 2022
PT Bharinto Ekatama (BEK)	BSI Indonesia, hingga Desember 2023 BSI Indonesia, valid until December 2023	BSI Indonesia, hingga Desember 2023 BSI Indonesia, valid until December 2023	BSI Indonesia, hingga Desember 2023 BSI Indonesia, valid until December 2023
PT Jorong Barutama Greston (JBG)	PT BSC Indonesia, hingga Februari 2023 PT BSC Indonesia, valid until February 2023	PT BSC Indonesia, hingga Februari 2023 PT BSC Indonesia, valid until February 2023	N/A
PT Tambang Raya Usaha Tama (TRUST) - IMM	SAI Global, hingga 2020 SAI Global, valid until 2020	SAI Global, hingga 2020 SAI Global, valid until 2020	SAI Global, hingga 2020 SAI Global, valid until 2020
PT Tambang Raya Usaha Tama (TRUST) - Melak	N/A	N/A	N/A
PT Kitadin Embalut	N/A	N/A	N/A

Keterangan:
- Sertifikasi TRUST IMM tidak dilanjutkan seiring habisnya masa kontrak dengan IMM.
- TRUST Melak belum melakukan sertifikasi ISO 9001, ISO 14001, dan ISO 45001.

Note:
- TRUST IMM certification was discontinued following the contract expiration with IMM.
- TRUST Melak has not carried out ISO 9001, ISO 14001, and ISO 45001 certifications.

Penghargaan Yang Diterima
Awards

Penghargaan Kinerja Keberlanjutan Bidang Lingkungan Sustainability Performance Awards		
Penghargaan Awards	**Entitas Penerima Penghargaan** Awarded Entities	**Pemberi Penghargaan** Appreciator
PROPER Nasional 2019-2020 Peringkat Biru National PROPER 2019-2020 Blue Rating	PT Bharinto Ekatama PT Kitadin (Embalut) PT Jorong Barutama Greston PT Trubaindo Coal Mining PT Indominco Mandiri	Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia Ministry of Environment and Forestry of the Republic of Indonesia
PROPER Daerah 2019-2020 Peringkat Hijau Regional PROPER 2019-2020 Green Rating	PT Bharinto Ekatama PT Kitadin (Embalut) PT Trubaindo Coal Mining PT Indomico Mandiri	Pemerintah Provinsi Kalimantan Timur East Kalimantan Provincial Government
Penghargaan Nihil Kecelakaan Kerja 2020 Zero Accident Award 2020	PT Trubaindo Coal Mining	Kementerian Ketenagakerjaan Republik Indonesia Ministry of Manpower of the Republic of Indonesia
Penghargaan Nihil Kecelakaan Kerja 2020 Zero Accident Award 2020	PT Trubaindo Coal Mining PT Indomico Mandiri	Pemerintah Provinsi Kalimantan Timur East Kalimantan Provincial Government

Penghargaan Kinerja Keberlanjutan
Sustainability Performance Awards

Penghargaan Awards	Entitas Penerima Penghargaan Awarded Entities	Pemberi Penghargaan Appreciator
Minerba Awards 2020 **Penghargaan Pengelolaan Konservasi Mineral dan Batubara** Mineral and Coal (Minerba) Awards 2020 Mineral and Coal Conservation Management Award	PT Trubaindo Coal Mining PT Indominco Mandiri PT Bharinto Ekatama	Kementerian Energi dan Sumber Daya Mineral (ESDM) Republik Indonesia Ministry of Energy and Mineral Resources (EMR) of the Republic of Indonesia
Penghargaan Program Pencegahan dan Penanggulangan (P2) HIV & AIDS di Tempat Kerja Award for HIV & AIDS Prevention and Control (P2) in the Workplace Program	PT Indominco Mandiri	Kementerian Ketenagakerjaan Republik Indonesia Ministry of Manpower of the Republic of Indonesia
Peringkat Emas untuk PPM dalam kategori bidang Community Involvement and Development (CID), yaitu Program Pemberdayaan Masyarakat Transmigrasi Desa Karang Rejo Dalam Pembuatan Pupuk Organik Bokashi Gold Rating for PPM in the Community Involvement and Development (CID) category, namely the Karang Rejo Village Transmigration Community Empowerment Program in Making Bokashi Organic Fertilizer	PT Jorong Barutama Greston	Indonesian CSR Awards
Peringkat Emas untuk PPM dalam kategori bidang Community Involvement and Development (CID) yaitu Program Pemanfaatan Energi Terbarukan "Solar Cell" Pada Pengembangan Ternak Ayam Ras di Desa Batalang Gold rating for PPM in the category of Community Involvement and Development (CID) for the Renewable Energy Utilization Program of "Solar Cell" in the Development of Poultry Farming in Batalang Village	PT Jorong Barutama Greston	Indonesian CSR Awards
Bintang Empat untuk Program Nilai Tambah Konservasi Keanekaragaman Hayati dalam Pengelolaan Kawasan sebagai Bagian dari Program Pascatambang Four Stars for Biodiversity Conservation Value Added Program in Area Management as Part of Post-Mining Program	PT Indominco Mandiri	TOP CSR Award
Bintang Empat untuk Program Nilai Tambah Konservasi Keanekaragaman Hayati dalam Pengelolaan Kawasan sebagai Bagian dari Program Pascatambang Four Stars for Biodiversity Conservation Value Added Program in Area Management as Part of Post-Mining Program	PT Jorong Barutama Greston	TOP CSR Award
TOP Leader on CSR Commitment	Bapak Bramanya Putra, Wakil Direktur Utama ITM Mr Bramanya Putra, Vice President of ITM	TOP CSR Award
Peringkat 1 Kategori Pendidikan First Rank for Education Category	PT Kitadin *site* Embalut	Kutai Kartanegara CSR Awards

Penghargaan Kinerja Keberlanjutan
Sustainability Performance Awards

Penghargaan Awards	Entitas Penerima Penghargaan Awarded Entities	Pemberi Penghargaan Appreciator
TOP Governance Risk and Compliance (GRC) 2020 Awards	4 Stars TOP GRC 2020, diterima Ignatius Wurwanto selaku Direktur CRM. 4 Stars TOP GRC 2020, received by Ignatius Wurwanto as Director of CRM. The Most Committed GRC Leader 2020, diterima Mulianto selaku Direktur Utama. The Most Committed GRC Leader 2020, received by Mulianto as President Director.	Majalah TopBusiness
Asia Sustainability Report Rating (ASRRAT) 2020 **Peringkat Emas** Asia Sustainability Report Rating (ASRRAT) 2020 Gold Rating	PT Indo Tambangraya Megah Tbk	National Center for Sustainability Reporting (NCSR)
Peringkat A **Laporan Keberlanjutan Tahun 2019 Terbaik** **A Ra**ting Best Sustainability Report 2019		Foundation for International Human Rights Reporting Standards (FIHRRST), diberikan 10 November 2020 Foundation for International Human Rights Reporting Standards (FIHRRST), awarded on November 10, 2020
ICONOMICS EMITEN AWARD 2020 dalam Sektor Mining ICONOMICS EMITEN AWARD 2020 in Mining Sector		Iconomics Research and Consulting

Keanggotaan Asosiasi [102-13]
Association Membership

ITM menjalin kemitraan strategis dengan bergabung dalam keanggotaan asosiasi nasional. Melalui keanggotaan asosiasi, selama tahun 2020 ITM secara aktif terlibat dalam memberikan pandangan, pendapat, maupun masukan terkait program-program pendukung optimalisasi produksi batubara nasional maupun perubahan kebijakan/regulasi terkait pertambangan mineral dan batubara di Indonesia.

ITM builds strategic partnerships by joining the membership of national associations. Through association membership, during 2020 ITM is actively participated in providing input, supporting programs to optimize production, and regulatory changes on mineral and coal mining in Indonesia.

Asosiasi Pertambangan Indonesia (API)
Indonesia Mining Association (IMA)

Asosiasi Pertambangan Batubara Indonesia (APBI)
Indonesian Coal Mining Association (ICMA)

Forum Rehabilitasi Lahan Bekas Tambang
Forum for Rehabilitation on Mined Land

Corporate Forum for Community Development (CFCD)

Ikatan Akuntan Indonesia (IAI)
Indonesian Institute of Accountant (IAI)

Kamar Dagang & Industri Indonesia (KADIN)
Indonesian Chamber of Commerce and Industry (KADIN)

Asosiasi Emiten Indonesia
Indonesian Public Listed Companies Association (AEI)

Indonesian Corporate Secretary Association (ICSA)

Indonesian Corporate Counsel Association (ICCA)

Indonesian Communication Forum of Mining Environmental Management (FKPLPI)

Indonesian Safety Mining Professional Association (APKPI)

Indonesian Employers Association (APINDO)

Indonesian Association of Geologist (IAGI)

The Institute of Internal Auditors Indonesia (IIA)

Indonesian Institute of Audit Committee (IKAI)

01. Menjaga Bisnis yang Beretika dan Berintegritas

Maintaining Business with Ethics and Integrity



ITM berkomitmen menjalankan tata kelola keberlanjutan, sejalan dengan prinsip-prinsip tata kelola perusahaan yang baik (GCG). Perusahaan berupaya mencapai standar serta praktik terbaik dalam penerapan prinsip-prinsip keberlanjutan, guna mendukung transformasi menjadi perusahaan solusi energi masa depan.

ITM is committed to implementing sustainable governance, in line with the principles of good corporate governance (GCG). The company strives to apply sustainability principles according to standards and best practices to support its transformation into an future energy solution company.


16 PEACE AND JUSTICE
4 QUALITY EDUCATION
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Tata Kelola yang Berkelanjutan
Sustainable Governance

Penerapan GCG merupakan bagian integral dalam menjalankan kegiatan usaha ITM. Penerapan GCG mengacu pada Standar Internasional, antara lain The Organization for Economic Co-operation and Development (OECD), ASEAN Corporate Governance Scorecard (ACGS), serta semua peraturan dan praktik terbaik tentang tata kelola perusahaan yang baik. Untuk membangun tata kelola yang transparan dan mencapai kinerja terukur, ITM menerapkan strategi keberlanjutan melalui struktur organisasi.

ITM sangat memperhatikan aspek kepatuhan terhadap peraturan perundangan-undangan. Sepanjang tahun 2020, ITM tidak pernah mendapat sanksi denda material maupun sanksi nonkeuangan dari pihak-pihak berwenang. [419-1]

The GCG implementation is an integral part in ITM's business operations. It refers to international standards, such as the Organization for Economic Co-operation and Development (OECD), the ASEAN Corporate Governance Scorecard (ACGS), as well as all regulations and best practices on good corporate governance. ITM implements its sustainability strategy through an organizational structure for transparent governance and measurable performance achievement.

ITM also pays close attention to the aspect of compliance with laws and regulations. Throughout 2020, ITM never received any penalties in the form of material fines or non-financial sanctions from the authorities. [419-1]

Struktur Tata Kelola Keberlanjutan [102-18]
Sustainability Governance Structure

Struktur tata kelola ITM terdiri atas Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris, dan Direksi. Dewan Komisaris dibantu komite khusus untuk mendukung fungsi pengawasan. [102-18, 102-22, 102-23]

Keanggotaan Dewan Komisaris dan Direksi ditetapkan RUPS, berdasarkan usulan pemegang saham dengan memperhatikan persyaratan dalam Undang-Undang Perseroan Terbatas dan ketentuan hukum lain di Indonesia. Anggota Dewan Komisaris dan Direksi tidak memiliki hubungan semenda di antara mereka, yang dapat menimbulkan konflik kepentingan. [102-24, 102-25]

ITM's governance structure consists of the General Meeting of Shareholders (GMS), the Board of Commissioners and the Board of Directors. The Board of Commissioners is assisted by a special committee to support its oversight function. [102-18, 102-22, 102-23]

The membership of the Board of Commissioners and the Board of Directors is determined by the GMS, based on the shareholders' recommendation with consideration of the requirements in the Limited Liability Company Law and other legal provisions in Indonesia. The members of the Board of Commissioners and the Board of Directors do not have in-law relationship between them, which could cause a conflict of interest. [102-24, 102-25]

Rapat Umum Pemegang Saham (RUPS)

RUPS adalah organ yang memegang kekuasaan tertinggi Perusahaan. Pemegang saham adalah individu atau badan hukum yang secara sah memiliki saham Perusahaan. Pengungkapan informasi tentang pelaksanaan RUPS Tahunan 2020 untuk tahun buku 2019, lihat web https://www.itmg.co.id/corporate-governance/gms/introduction.

Dewan Komisaris

Dewan Komisaris memikul tanggung jawab mengawasi dan memberi saran kepada Direksi dalam pengelolaan dan strategi Perusahaan, termasuk penerapan prinsip GCG. Dewan Komisaris dibantu Audit & Risk Oversight Committee (AROC) dan Sustainable Development, GCG, Nomination & Compensation Committee (SDGNCC).

General Meeting of Shareholders (GMS)

The GMS is an organ that holds the highest power of the Company. Shareholders are individuals or legal entities that legally own the Company's shares. Disclosure of information about the implementation of the Annual GMS2020 for the 2019 fiscal year, see https://www.itmg.co.id/corporate-governance/gms/introduction.

Board of Commissioners

The Board of Commissioners has the responsibility of overseeing and providing advice to the Board of Directors in the management and strategy of the Company, including the application of GCG principles. The Board of Commissioners is assisted by the Audit & Risk Oversight Committee (AROC) and the Sustainable Development, GCG, Nomination & Compensation Committee (SDGNCC).

Sebagai respon atas pengelolaan isu Lingkungan, Sosial, dan Tata Kelola (LST), ITM membentuk Direktorat Sustainability & Risk Management (S&RM), yang dipimpin seorang Direktur. Direktorat S&RM merupakan fungsi yang merekomendasikan arah penerapan kinerja *triple bottom line*, menyinergikan strategi antarfungsi, guna mewujudkan visi dan misi Perusahaan berkaitan dengan isu keberlanjutan.

In response to the management of environmental, social and governance (ESG) issues, ITM formed the Sustainability & Risk Management (S&RM) Directorate, headed by a Director. The S&RM Directorate is a function that recommends the direction of triple bottom line implementation, synergizes inter-function strategies, in order to realize the Company's vision and mission on sustainability issues.

Dewan Komisaris per 31 Desember 2020 berjumlah 7 orang, terdiri dari 6 orang atau 85,71% laki-laki dan seorang atau 12,29% perempuan. Sebanyak 3 orang atau 42,86% merupakan Komisaris Independen yang mewakili kepentingan pemegang saham minoritas dan pemangku kepentingan lain. Keanggotaan Dewan Komisaris telah memperhatikan latar belakang keahlian dan faktor keberagaman lain. [102-22]

Susunan Keanggotaan Dewan Komisaris dapat dilihat pada Laporan Tahunan ITM tahun 2020.

Direksi

Tanggung jawab utama Direksi adalah menjalankan operasional sehari-hari Perusahaan. Susunan Direksi per 31 Desember 2020 berjumlah 9 orang. Seluruhnya atau 100% adalah laki-laki. Keanggotaan Direksi telah memperhatikan latar belakang keahlian dan faktor keberagaman lain. [102-22]

Susunan Keanggotaan Direksi dapat dilihat pada Laporan Tahunan ITM tahun 2020.

The Board of Commissioners as of December 31, 2020 had 7 members, consisting of 6 men or 85.71% and one woman or 12.29% of total members. As many as 3 people or 42.86% were Independent Commissioners who represent the interests of minority shareholders and other stakeholders. Members of the Board of Commissioners have been appointed by taking into account their expertise and other diversity factors. [102-22]

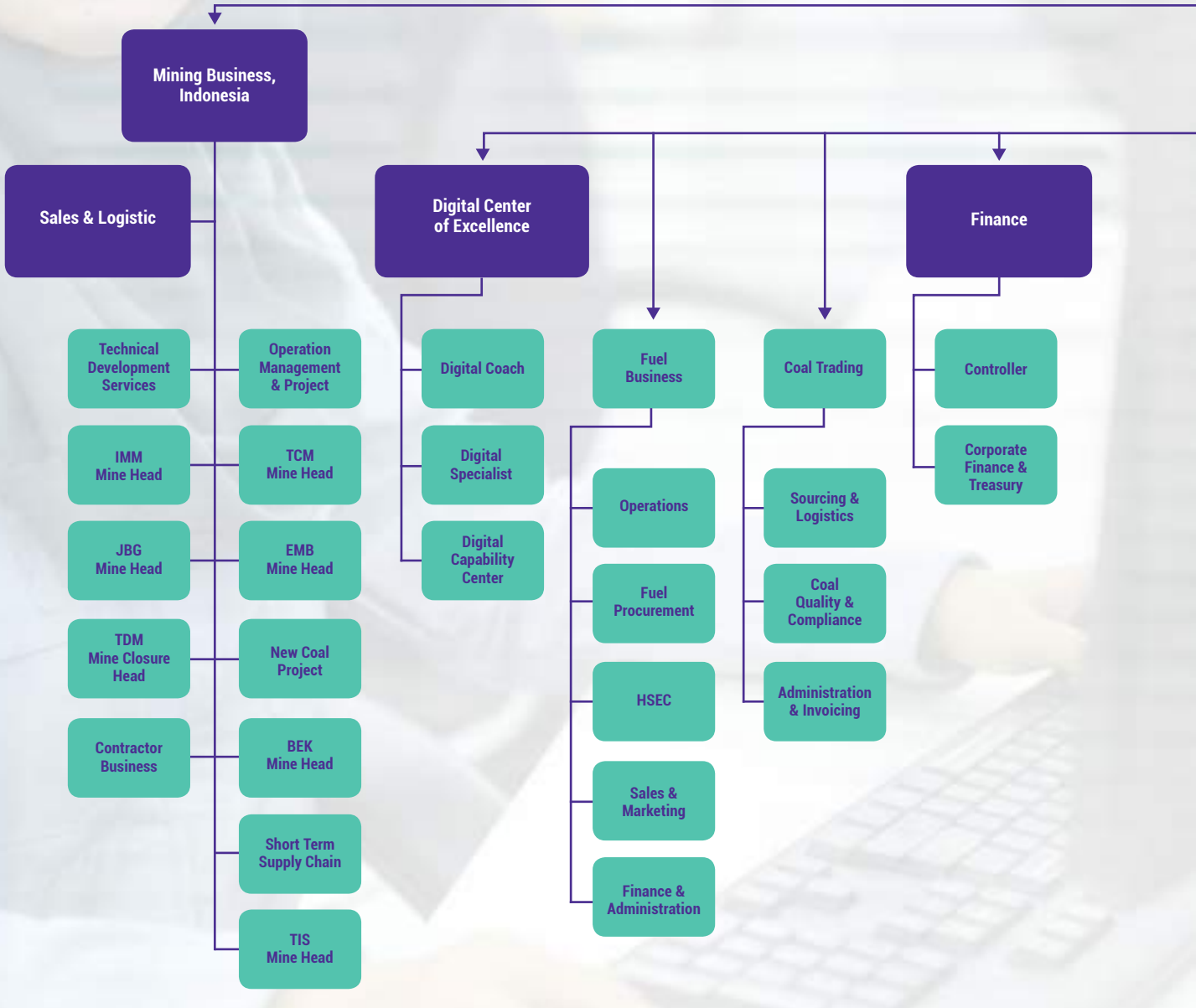
The composition of the Board of Commissioners' membership can be seen in the ITM Annual Report 2020.

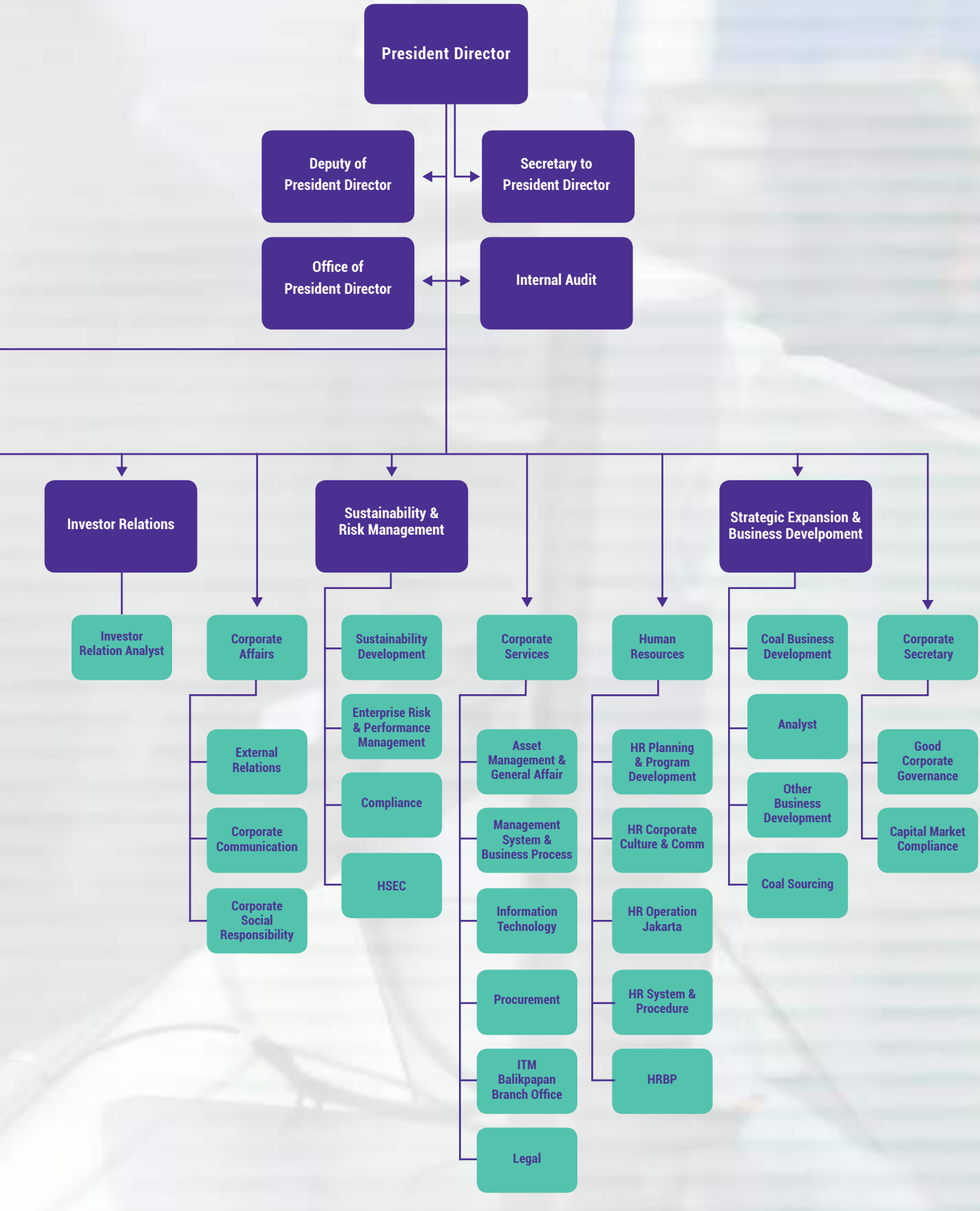
Board of Directors

The main responsibility of the Board of Directors is to carry out the daily operations of the Company. The composition of the Board of Directors as of December 31, 2020 consisted of 9 people, all of them or 100% men. The Membership of the Board of Directors has taken into account the background of expertise and other diversity factors. [102-22]

The composition of the Board of Directors' membership can be seen in the ITM Annual Report 2020.

Struktur Organisasi Keberlanjutan ITM
ITM Sustainability Organization Structure




President Director
Deputy of President Director
Secretary to President Director
Office of President Director
Internal Audit
Investor Relations
Investor Relation Analyst
Corporate Affairs
External Relations
Corporate Communication
Corporate Social Responsibility
Sustainability & Risk Management
Sustainability Development
Enterprise Risk & Performance Management
Compliance
HSEC
Corporate Services
Asset Management & General Affair
Management System & Business Process
Information Technology
Procurement
ITM Balikpapan Branch Office
Legal
Human Resources
HR Planning & Program Development
HR Corporate Culture & Comm
HR Operation Jakarta
HR System & Procedure
HRBP
Strategic Expansion & Business Develpoment
Coal Business Development
Analyst
Other Business Development
Coal Sourcing
Corporate Secretary
Good Corporate Governance
Capital Market Compliance

Penilaian kinerja Direksi dilakukan Dewan Komisaris berdasarkan pencapaian *key performance indicators* (KPI) yang telah ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP). Secara berkala, Direksi dan manajemen memberikan laporan kinerja, termasuk informasi keuangan triwulan, Laporan Tahunan maupun Laporan Keberlanjutan. Akuntabilitas Direksi tercermin dalam Laporan Tahunan dan Laporan Keberlanjutan yang dipertanggungjawabkan pada RUPS. Laporan-laporan tersebut dapat diakses melalui web https://www.itmg.co.id/id/investor-relation/investor-updates. [102-28]

Selama tahun 2020, ITM menyertakan Direksi pada kegiatan untuk meningkatkan pemahaman kolektif tentang keberlanjutan: [102-27]

- 7th *Corporate Governance Day* 23 Oktober 2020 – "Adapting to Change : What to Do" dalam pelaksanaan CG *Day* tahun 2020 tema materi yang dibawakan adalah *Creating Shared Value as Strategic Management in Pursuing Sustainable Business*, dalam acara tersebut juga mengundang seluruh pekerja ITM dan Mitra Usaha ITM.
- Diskusi Kelompok Fokus (FGD) pada level pimpinan ITM untuk pembaruan visi misi Perusahaan dan penyusunan rencana strategis jangka panjang tahun 2021-2025 untuk mendukung bisnis perusahaan yang berkelanjutan.

Remunerasi Direksi dan Dewan Komisaris

Kebijakan remunerasi Direksi dan Dewan Komisaris ditinjau secara berkala dan direkomendasikan oleh Komite Pembangunan Berkelanjutan, Tata Kelola, Nominasi dan Kompensasi (SDGNCC) kepada Dewan Komisaris, untuk disetujui pemegang saham dalam RUPS. Dengan demikian, pemegang saham menjadi pemangku kepentingan yang terlibat dalam penetapan remunerasi Direksi dan Dewan Komisaris. [102-36, 102-37]

Informasi mengenai kebijakan dan besaran remunerasi Direksi dan Dewan Komisaris dapat dilihat pada Laporan Tahunan ITM 2020. Laporan ini belum menyertakan pengungkapan informasi besaran remunerasi dan persentase kenaikan remunerasi total tahunan Direksi dan Komisaris, serta perbandingannya dengan kenaikan remunerasi total tahunan pekerja ITM. [102-35, 102-38, 102-39]

The Board of Directors' performance assessment is carried out by the Board of Commissioner based on the key performance indicators (KPI) achievement that have been stipulated in the Company's Work Plan and Budget (WP&B). Periodically, the Board of Directors and management publish the performance reports, including quarterly financial information, Annual Report and Sustainability Report. The Board of Directors discharged their accountability in the form of Annual Report and Sustainability Report for GMS approval. These reports can be accessed via https://www.itmg.co.id/id/investor-relation/investor-updates. [102-28]

During 2020, ITM sent the Board of Directors to participate in activities to increase collective understanding of sustainability: [102-27]

- 7th Corporate Governance Day October 23, 2020 - "Adapting to Change: What to Do" in the CG Day 2020 event, the theme of the material presented was "Creating Shared Value as Strategic Management in Pursuing Sustainable Business", which invited all ITM employees and partners.
- Focus Group Discussions (FGD) for ITM's leadership to update the Company's vision and mission and formulate long-term strategic plan for 2021-2025 to support sustainability of the company's business.

Remuneration for the Board of Directors and the Board of Commissioners

The remuneration policy for the Board of Directors and the Board of Commissioners is reviewed periodically and recommended by the Committee for Sustainable Development, Governance, Nomination and Compensation (SDGNCC) to the Board of Commissioners, to be approved by shareholders at the GMS. Thus, shareholders become the stakeholder involved in determining the Board of Directors and the Board of Commissioners' remuneration. [102-36, 102-37]

Information regarding the policy and amount of remuneration for the Board of Directors and the Board of Commissioners can be seen in the ITM Annual Report 2020. This report did not include the disclosure of remuneration amount and the percentage of increase in total annual remuneration of Directors and Commissioners, as well as its comparison with the increase in total annual remuneration of ITM's employees. [102-35, 102-38, 102-39]

Direktorat Sustainability & Risk Management [102-19, 102-20,102-22]
Sustainability & Risk Management Directorate

Sebagai respon atas pengelolaan isu Lingkungan, Sosial, dan Tata Kelola (LST), ITM membentuk Direktorat Sustainability & Risk Management (S&RM), yang dipimpin seorang Direktur. Direktorat S&RM merupakan fungsi yang merekomendasikan arah penerapan kinerja *triple bottom line*. Direktorat S&RM juga menyinergikan strategi antarfungsi, guna mewujudkan visi dan misi Perusahaan berkaitan dengan isu keberlanjutan. [102-20, 102-23]

Upaya untuk meminimalisasi dan mengelola risiko keberlanjutan dilakukan melalui Direktorat Sustainable & Risk Management (S&RM) yang didukung oleh empat fungsi, yaitu:

1. **Sustainability Development**
   Fungsi Sustainability Development menyelaraskan tujuan strategis keberlanjutan di setiap unit kerja yang mencakup proses perencanaan, penerapan, hingga evaluasi dalam aspek ekonomi, lingkungan, dan sosial. Strategi keberlanjutan bertujuan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Selain itu, Fungsi Sustainable Development juga melakukan sosialisasi untuk meningkatkan kesadaran semua insan ITM dalam memahami arti penting keberlanjutan.

2. **Health, Safety, Environment, & Community Development (HSEC)**
   HSEC mengelola tiga aspek tanggung jawab sosial perusahaan, yaitu Kesehatan dan Keselamatan Kerja, Pelestarian Lingkungan, dan Pengembangan Masyarakat agar sesuai dengan tujuan keberlanjutan. HSEC berperan dalam mengelola standarisasi dan dampak, serta melakukan evaluasi kinerja dan quality assurance review (QAR) di semua lokasi tambang dan unit usaha lainnya.

3. **Enterprise Risk Management & Performance Management**
   Fungsi Enterprise Risk Management & Performance Management melakukan identifikasi dan menyusun profil risiko yang signifikan terkait kinerja ekonomi, lingkungan, dan sosial, serta memberikan solusi dalam menanggulangi risiko keberlanjutan. Fungsi ini bekerja sama dengan Komite Manajemen Risiko dalam menjalankan tugas ini.

4. **Compliance**
   Fungsi Compliance memastikan kegiatan perusahaan dilakukan sesuai dengan semua peraturan dan menjalankan kegiatan secara transparan berdasarkan pemenuhan kewajiban-kewajiban sesuai peraturan dan perizinan yang dimiliki.

In response to the management of Environmental, Social, and Governance (ESG) issues, ITM formed the Sustainability & Risk Management (S&RM) Directorate, headed by a Director. The S&RM Directorate is a function that recommends the direction of triple bottom line implementation. The S&RM Directorate also synergizes inter-function strategies, in order to realize the Company's vision and mission on sustainability issues. [102-20, 102-23]

Efforts to minimize and manage sustainability risks are carried out through the Sustainable & Risk Management (S&RM) Directorate which has four main functions, namely:

1. **Sustainability Development**
   Sustainability Development Function aligns the strategic objectives of sustainability in each work unit covering the planning, implementation, and evaluation processes in economic, environmental, and social aspects. The sustainability strategy aims to support the Sustainable Development Goals (SDGs) achievement. In addition, the Sustainable Development Function also provide awareness activities to all ITM employees in understanding the importance of sustainability.

2. **Health, Safety, Environment, & Community Development (HSEC)**
   HSEC manages three aspects of corporate social responsibility, which are Occupational Health and Safety, Environmental Preservation, and Community Development to align with sustainability goals. HSEC's role is managing the standardization and impact, as well as evaluating performance and quality assurance reviews (QAR) at all mine sites and other business unit.

3. **Enterprise Risk Management & Performance Management**
   The Enterprise Risk Management & Performance Management function identifies and compiles significant risks associated with economic, environmental, and social performance, as well as determines the solution in addressing sustainability risks. This function performs this task jointly with the Risk Management Committee.

4. **Compliance**
   The Compliance function ensures that company activities are carried out in accordance with all regulations and operates transparently based on based on the compliance to obligations in accordance with the regulations and permits which are owned.

Pencegahan Risiko dan Efektifitas Pengelolaan Risiko
Risk Prevention and Risk Management Effectiveness

Perusahaan menerapkan Enterprise Risk Management (ERM) dengan berdasarkan Kebijakan dan Manual Manajemen Risiko ITM yang mengacu pada ISO 31000:2018.

The company implements Enterprise Risk Management (ERM) based on ITM's Risk Management Policy and Manual which refers to ISO 31000: 2018.



ITM menerapkan prinsip-prinsip pencegahan dengan melakukan pengelolaan risiko. Perusahaan menerapkan Enterprise Risk Management (ERM) dengan berdasarkan Kebijakan dan Manual Manajemen Risiko ITM yang mengacu pada ISO 31000:2018 Manajemen Risiko, mencakup prinsip, kerangka kerja, dan proses pengelolaan risiko. [102-11]

Pengelolaan risiko menjadi tanggung jawab semua lini di Perusahaan, mulai dari Dewan Komisaris, Direksi, Komite Audit dan Pemantauan Risiko (AROC), Audit Internal, Audit Eksternal, dan Komite Manajemen Risiko, hingga pekerja level operasional. Penerapan ERM di ITM pada tahun 2020 telah berjalan dengan baik. Perusahaan mampu mengelola dengan baik setiap risiko yang teridentifikasi.
Hal ini ditandai oleh: [102-30]

ITM applies the precautionary principle by managing risks. The company implements Enterprise Risk Management (ERM) based on ITM's Risk Management Policy and Manual which refers to ISO 31000: 2018 Risk Management, which includes risk management principles, frameworks and processes. [102-11]

Risk management is the responsibility of all lines in the Company, from the Board of Commissioners, the Board of Directors, the Audit and Risk Monitoring Committee (AROC), Internal Audit, External Audit, and Risk Management Committee, as well as employees at the operational level. The ERM implementation at ITM in 2020 has been running properly. The company was able to properly manage any identified risks, which were characterized by: [102-30]

- Kinerja produksi dan penjualan batubara tetap terjaga, meskipun kondisi perekonomian global sedang menurun, serta memberikan imbal hasil bagi pemegang saham maupun manfaat untuk para pemangku kepentingan lain.
- Perusahaan mampu menjaga kelangsungan operasional dan bisnis selama pandemi COVID-19, serta memastikan keselamatan pekerja ITM dan pengelolaan lingkungan.

Informasi lebih rinci mengenai pengelolaan risiko dapat dilihat pada Laporan Tahunan ITM tahun 2020

- The maintained performance of coal production and sales despite the global economic downturn, as well as providing returns for shareholders and benefits for other stakeholders.
- The company managed to maintain operational and business continuity during the COVID-19 pandemic, as well as ensure the safety of ITM employees and environmental management.

More detailed information regarding risk management can be seen in the ITM Annual Report 2020.

EKONOMI ECONOMY		
Risiko Risk	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Perubahan Harga Komoditas	**Perbedaan harga jual dan margin laba.**	• **Pemantauan harga pasar dan mengkaji rencana dan kontrak penjualan.** • **Melakukan strategi lindung nilai sebagai instrumen finansial menghadapi terpaan pelemahan harga sesuai dengan resolusi CRMC.** • **Memelihara kualitas produk guna menjaga harga jual kepada pelanggan.** • **Melaksanakan program dan inisiatif penurunan biaya.** • **Meningkatkan pasar penjualan batubara ke segmen pelanggan baru dan mendiversifikasi portofolio penjualan.**
Commodity Price Changes Risk	Difference in selling price and profit margin	• Monitor market prices and review sales plans and contracts. • Implement a hedging strategy as a financial instrument to address declining prices in accordance with the CRMC resolution. • Maintain product quality in order to maintain selling prices to customers. • Implement cost reduction programs and initiatives. • Expand the coal sales market to new customer segments and diversify the sales portfolio.
Risiko Cadangan Batubara	**Ketidaktersediaan area tambang untuk rencana produksi tahunan yang mempengaruhi cadangan batubara.**	• **Mengoptimalkan cadangan batubara di area yang ada untuk mendukung rencana penambangan jangka panjang.** • **Mengeksplorasi peluang konsesi baru di sekitar area yang sekarang dan potensial terutama di Kalimantan Timur dan Utara.** • **Menyesuaikan pilihan strategi investasi dengan menjajaki peluang selain akuisisi seperti kerja sama operasi.** • **Menyiapkan dan menganalisis data kegiatan teknis pertambangan dan membuat strategi komunikasi yang komperehensif dengan pemangku kepentingan.** • **Menyiapkan rencana kontijensi melalui area alternatif pengganti rencana produksi batubara termasuk mengoptimalkan pasokan batubara dari pihak ketiga.**
Coal Reserved Risk	Unavailability of mine area for annual production plan which affects coal reserves.	• Optimize coal reserves in the existing area to support long-term mining plans. • Explore new concession opportunities around existing and potential areas, especially in East and North Kalimantan. • Adjustment in the investment strategy options by exploring opportunities other than acquisitions, such as joint operations. • Prepare and analyze data on mining technical activities and create a comprehensive communication strategy with stakeholders. • Prepare contingency plans through alternative areas to replace coal production plans, including optimizing coal supply from third parties.

EKONOMI ECONOMY		
Risiko Risk	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Pasokan dan Pengiriman Batubara	**Adanya keluhan dari pelanggan terkait dengan kualitas dan proses pengiriman batubara.**	• **Mengkoordinasikan, memantau, dan mengevaluasi rencana produksi serta penjadwalan kapal secara berkala (mingguan) untuk mengantisipasi adanya risiko gangguan dalam rantai pasok.** • **Meningkatkan kendali mutu terhadap produk batubara untuk menghindari kontaminasi yang berdampak pada keluhan pelanggan.** • **Meningkatkan pencampuran batubara internal dengan pihak ketiga untuk menstabilkan persyaratan kualitas dan ketersediaan secara tepat waktu.** • **Evaluasi prospek produksi batubara di setiap lokasi tambang akibat dari cuaca ekstrim.**
Coal Sourcing and Supply Delivery Risk	Complaints from customers over the quality and delivery process of coal.	• Coordinate, monitor, and evaluate production plans and ship scheduling periodically (weekly) to anticipate the risk of disruption in the supply chain. • Improve quality control of coal products to avoid contamination that causes customer complaints. • Improve internal coal blending with third parties to stabilize quality and timely availability requirements. • Evaluation of coal production prospects at each mine site due to extreme weather.
Risiko Perencanaan dan teknis tambang	**Perencanaan dan teknis tambang, meliputi:** • **Pencapaian target produksi tahunan.** • **Adanya gangguan operasional.** • **Adanya penambahan biaya.**	• **Menyiapkan perencanaan tambang terintegrasi dengan evaluasi yang komprehensif atas semua aspek terkait.** • **Meningkatkan kualitas perencanaan melalui percepatan kegiatan pengeboran guna meningkatkan akurasi kuantitas dan kualitas cadangan batubara.** • **Mengelola dan mengevaluasi desain teknis tambang dan model geologi, serta melakukan monitoring kondisi aktual struktur tambang secara berkala.**
Mine Planning and Technical Risk	Mine planning and techniques, including: • Achievement of annual production targets. • Operational disruption. • Additional costs.	• Prepare an integrated mine planning with a comprehensive evaluation of all related aspects. • Improve the quality of planning by accelerating drilling activities to increase the accuracy of quantity and quality of coal reserves. • Manage and evaluate the mine's technical design and geological model, as well as regularly monitor the actual condition of the mine structure.
Risiko Pengembangan Bisnis	**Kegagalan investasi dari pengembangan bisnis dan pencapaian target kinerja keuangan.**	• **Meningkatkan proses perencanaan strategis dan manajemen kinerja terkait diversifikasi usaha serta membangun komunikasi dengan pihak terkait.** • **Memenuhi kebutuhan pengembangan bisnis dengan melakukan pengembangan SDM termasuk melakukan rekrutmen profesional baru.** • **Mempertimbangkan kembali pendekatan strategis dalam pengembangan bisnis baru pada bidang lain dalam rantai pasok energi.** • **Meningkatkan kinerja pendapatan dan biaya bisnis jasa kontraktor dan bahan bakar dengan penyempurnaan proses bisnis.**
Business Development Risk	Investment failure from business development and financial performance target achievement.	• Improve strategic planning process and performance management of business diversification and build communication with related parties. • Fulfill business development needs through human resource development including recruiting new professionals. • Reconsider strategic approaches to new business development in other fields of energy supply chain. • Improve the performance of revenue and business costs for contractor services and fuel by improving business processes.

EKONOMI
ECONOMY

Risiko Risk	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
Risiko sistem dan teknologi informasi	**Kehandalan sistem dan infrastruktur TI yang tidak memadai untuk mendukung cara kerja melalui rumah (WFH) selama pandemi COVID-19.**	• **Memastikan kualitas dan kapasitas jaringan serta aplikasi kolaborasi bekerja optimal.** • **Berkolaborasi dengan vendor lokal untuk beberapa proyek dan aktivitas seperti implementasi pencadangan jaringan alternatif.** • **Replikasi beberapa sistem kritikal ke lokasi remote (Disaster Recovery Center).**
System and Information technology risks	Unreliable IT system and infrastructure to support work from home (WFH) during the COVID-19 pandemic.	• Ensure the quality and capacity of network and collaboration applications work optimally. • Collaborate with local vendors on several projects and activities such as implementing alternative network backups. • Replication of several critical systems to a remote location (Disaster Recovery Center).

SOSIAL
SOCIAL

Risiko Risk	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
Risiko Sosial dan Komunitas	• **Keluhan dan komplain dari masyarakat terhadap kegiatan operasional pertambangan.** • **Adanya risiko masyarakat belum mandiri pada pascatambang** • **Risiko program pengembangan masyarakat yang belum berkelanjutan** • **Masalah sosial sebagai dampak dari penyebaran virus COVID-19 di komunitas sekitar wilayah operasional tambang.**	• **Merealisasikan program Pengembangan Pemberdayaan Masyarakat (PPM) yang mengacu pada TPB dan peraturan pemerintah.** • **Merumuskan rencana induk PPM berdasarkan pemetaan sosial dan kebijakan CD yang telah dikonsultasikan kepada masyarakat, pemerintah, dan manajemen ITM.** • **Perusahaan menyiapkan strategi dan penerapan program CSR yang berkelanjutan.** • **Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya.** • **Melakukan pendidikan dan membangun kedisiplinan masyarakat agar lebih memahami pola hidup bersih dan sehat untuk mencegah penyebaran COVID-19**
Social and Community Risks	• Grievances and complaints from the community regarding mining operations. • There is a risk that the community is not yet independent at the time of post-mining • Inadequate sustainability of community development (CD) programs including in the post-mining stage. • Social problems as a result of the spread of COVID-19 virus in communities around mine operating areas.	• Realize the Community Empowerment Development (PPM) program which refers to the SDGs and government regulations. • Formulate a master plan for PPM based on social mapping and CD policy which have been consulted with the community, government, and ITM management. • The company prepares the strategy and implementation of sustainable CSR programs. • Improve communication strategies to build good reputation and relations with local communities and other stakeholders. • Conduct education and build the community's discipline to better understand clean and healthy lifestyles to prevent the transmission of COVID-19

LINGKUNGAN DAN KETENAGAKERJAAN
MANPOWER AND ENVIRONMENT

Risiko Risk	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Kesehatan dan Keselamatan Kerja	**Terganggunya kegiatan operasional akibat pandemi dan kasus positif COVID-19 di area operasional, baik dari pekerja maupun kontraktor.**	• **Menetapkan kebijakan dan protokol penanganan COVID-19 dan mengevaluasi pelaksanaannya secara berkala.** • **Standardisasi protokol terkait aktivitas operasional dan mobilitas bagi pekerja dan kontraktor selama masa pembatasan sosial.** • **Memantau ketersediaan APD dan peralatan medis.** • **Monitor kebijakan dan peraturan dari pemerintah, baik pusat maupun daerah, dan menerapkan early warning system untuk aturan yang berdampak signifikan pada aktivitas operasional.**
Occupational Health and Safety Risks	Disrupted operations due to positive cases of COVID-19 of both employees and contractors in the operating areas.	• Establish policies and protocols for COVID-19 handling, as well as periodically evaluate their implementation. • Standardization of protocols on operations and mobility for employees and contractors during social distancing period. • Monitor the availability of PPE and medical equipment. • Monitor policies and regulations from both central and regional governments, and implement an early warning system for regulations that have a significant impact on operations.
Risiko Lingkungan	**Ketidakcukupan manajemen lingkungan dalam mengantisipasi dampak peningkatan kegiatan operasional terhadap lingkungan, seperti pencemaran air, kekeringan, dll.**	• **Memastikan Sistem Manajemen Lingkungan telah dijalankan di semua aspek kegiatan operasional perusahaan.** • **Melakukan koordinasi dan kolaborasi dengan semua pihak terkait dengan pembelajaran geohidrologi, untuk memastikan bahwa proses pertambangan tidak berdampak buruk pada sumber air bawah tanah dan kondisi air di permukaan.**
Environmental Risk	The inadequacy of environmental management in anticipating the impact of increased operational activities on the environment, such as water pollution, drought, etc.	• Ensure that the Environmental Management System has been implemented in all aspects of the company's operations. • Coordinate and collaborate with all related parties on geohydrological learning to ensure that the mining process does not cause damaging impact on underground water sources and surface water conditions.
Risiko Sumber Daya Manusia	**Belum memadainya sumber daya dan desain organisasi untuk merespon pertumbuhan dan transformasi perusahaan.**	• **Membangun dan meningkatkan kompetensi pekerja melalui pelatihan internal maupun eksternal yang mendukung pekerjaan dan soft skill.** • **Memenuhi kebutuhan bisnis melalui pengembangan pekerja yang ada dan merekrut tenaga professional.** • **Membangun model organisasi yang efektif sesuai dengan kebutuhan perusahaan.**
Human Resources Risks	Inadequate resources and organizational design to respond to company growth and transformation.	• Develop and improve employee competencies through internal and external job and soft skills training. • Meet business needs by developing existing employees and recruiting professionals. • Build an effective organizational model according to company needs.

TATA KELOLA Governance		
Risiko Risk	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Perubahan Regulasi	**Reputasi Perusahaan, hubungan dengan regulator dan implikasi hukum.**	• **Membangun sistem dan infrastruktur yang efektif dalam mengelola informasi hukum dan peraturan baru.** • **Membangun dan memelihara komunikasi yang baik dengan pemerintah dan asosisasi.** • **Mengevaluasi dan menyiapkan beberapa strategi untuk memenuhi regulasi baru terutama terkait Undang-Undang Pertambangan dan Undang-Undang Cipta Kerja.** • **Memantau situasi politik dan regulasi teknis serta implementasinya, berkoordinasi dengan tingkat regional dan lokal.**
Risk of Regulatory Changes	The Company's reputation, relationship with regulators and legal implications.	• Build effective systems and infrastructure in managing information on new laws and regulations. • Build and maintain good relations with government and associations. • Evaluate and prepare several strategies to comply with new regulations, especially those related to the Mining Law and the Job Creation Law. • Monitor the political situation and technical regulations and their implementation, coordinate with regional and local levels.
Risiko Hukum dan Kepatuhan Terhadap Peraturan	• **Berpotensi untuk mendapatkan peringatan dan denda.** • **Tidak dapat meningkatkan level produksi.**	• **Memastikan semua aktivitas telah memenuhi peraturan dan ketentuan yang berlaku.** • **Sinkronisasi semua dokumen perencanaan tambang.** • **Mengoptimalkan aktivitas pekerjaan pemenuhan kewajiban lingkungan.** • **Melakukan monitoring persyaratan standar dalam regulasi dan perundang-undangan yang berdampak pada bisnis perusahaan.**
Risk of Legal and Compliance with Regulations	• Potential for warnings and fines. • Unable to increase production level.	• Ensure all activities comply with applicable regulations and rules. • Synchronization of all mine planning documents. • Optimize works to fulfill environmental obligations. • Monitor standard requirements in laws and regulations that have an impact on the company's business.

Etika Bisnis dan Integritas
Business Ethics and Integrity

ITM memiliki Aturan Perilaku sebagai pedoman warga ITM dalam berinteraksi dengan pemangku kepentingan dan mencegah terjadinya benturan kepentingan. Aturan Perilaku berlaku bagi seluruh anggota Dewan Komisaris, Direksi, pekerja, dan pemangku kepentingan dalam menjalankan kegiatan usaha, serta membangun iklim bisnis yang beretika, terbuka, dan patuh terhadap ketetapan peraturan yang berlaku. Informasi lebih lengkap mengenai Aturan Perilaku, lihat laman website ITM pada direktori berikut https://itmg.co.id/id/corporate-governance/cg-manual-practices/cg-manual/gcgp.

ITM has a Code of Conduct as a guideline for ITM people in interacting with stakeholders and preventing conflicts of interest. The Code of Conduct applies to all members of the Board of Commissioners, Board of Directors, employees and stakeholders in carrying out business activities, as well as building an ethical and transparent business climate that complies with existing regulations. For more detailed information about the Code of Conduct, see https://itmg.co.id/id/corporate-governance/cg-manual-practices/cg-manual/gcgp.

Untuk meminimalkan/menghindari terjadinya pelanggaran terkait tata kelola perusahaan, Direksi, Dewan Komisaris, dan pejabat ITM lainnya wajib mengisi komitmen *Code of Conduct* dan *Conflict of Interest*. Pengisian dilakukan setiap tahun melalui penyampaian komitmen dalam bentuk digitalisasi. [102-25]

In order to minimize/avoid violations of corporate governance, the Board of Directors, the Board of Commissioners and other officers are required to sign the Code of Conduct and Conflict of Interest commitments, which are done annually in digital form. [102-25]



Dukungan pada Antisuap dan Antikorupsi
Support for Anti-Bribery and Anti-Corruption

Sesuai penerapan Aturan Perilaku, ITM berkomitmen melakukan bisnis secara jujur dan beretika, serta tidak mentolerir tindakan korupsi dan suap. Komitmen tersebut ditegaskan dalam aturan terkait suap, hadiah, tanda balas jasa, dan jamuan.

In accordance with the implementation of the Code of Conduct, ITM is committed to conducting honest and ethical business as well as zero tolerance towards acts of corruption and bribery. This commitment is emphasized in the rules regarding bribes, gifts, gratuities and entertainment.

Memberi dan Menerima Suap

- Kami tidak akan meminta atau menerima atau memberikan manfaat apapun yang dapat dianggap sebagai suap dari mitra usaha, kontraktor, pemasok, penasehat, konsultan, auditor atau mereka dengan siapa ITM melakukan bisnis, termasuk para pesaing.
- Kami dilarang menawarkan manfaat kepada pejabat pemerintah, pelanggan, serikat pekerja atau pihak eksternal lainnya dalam upaya membujuk mereka melakukan suatu tindakan penipuan.

Giving and Receiving Bribes

- We will not solicit or receive or give any benefit that could be considered a bribe from business partners, contractors, suppliers, advisors, consultants, auditors or those with whom ITM does business, including competitors.
- We are prohibited from offering benefits to government officials, customers, labor unions or other external parties in an attempt to persuade them to commit a fraudulent act.





- Kami tidak akan menerima tawaran atau pembayaran yang bersifat suap, kecurangan, pemberian hadiah untuk memenangkan atau mempertahankan bisnis atau mempengaruhi keputusan bisnis apapun.

Hadiah, Tanda Balas Jasa dan Jamuan

- Kami menjalankan bisnis dengan integritas, tidak menerima atau memberikan hadiah atau tanda balas jasa atau jamuan berlebihan dari atau kepada pihak manapun.
- Hadiah yang diberikan atau diterima pada hari raya keagamaan tidak termasuk asalkan hadiah tersebut masih bernilai pantas dan tidak terkait dengan komitmen bisnis apapun.

Perusahaan memiliki mekanisme komunikasi dua arah antara Direksi dengan pekerja, dan mekanisme penyampaian keluh kesah, laporan pelanggaran terkait etika, dan pengaduan pemangku kepentingan. [102-17, 102-33, 102-34]

1. Penyampaian langsung dilakukan pada pelaksanaan kegiatan pertemuan berkala, seperti town hall meeting, gathering, rapat atau pertemuan RUPS, Public Expose, Analyst Meeting, dan Corporate Governance Day 2020. Selama tahun 2020, belum ada hal kritis yang disampaikan secara langsung kepada Direksi.
2. Penyampaian tidak langsung dilakukan melalui akses yang disediakan ITM, yakni I*ndependent Whistle Blower Center* (IWBC) yang juga menjadi akses bagi pelaporan pelanggaran etika dan *Voice of Stakeholders* (VoiS). [102-21]

- We will not accept offers or payments of the nature of bribes, cheating, giving gifts to win or retain business or influence any business decisions.

Gifts, Gratuities and Entertainment

- We do business with integrity, not accepting or giving gifts or gratuities or entertainment from or to any party.
- Gifts given or received on religious holidays are excluded as long as they are of reasonable value and are not linked to any business commitment.

The company has a two-way communication mechanism between the Board of Directors and employees, and a mechanism for filing complaints, reports of ethics- violations, and complaints from stakeholders. [102-17, 102-33, 102-34]

1. Direct conveyance is made during periodic meetings, such as town hall meetings, gatherings, GMS, Public Expose, Analyst Meetings, and Corporate Governance Day 2020. During 2020, no critical issues are addressed directly to the Board of Directors.
2. Indirect conveyance is made through access provided by ITM, namely the Independent Whistle Blower Center (IWBC) which is also an access for reporting of ethical violations and Voice of Stakeholders (VoiS). [102-21]

Aturan Perilaku berlaku bagi seluruh anggota Dewan Komisaris, Direksi, pekerja, dan pemangku kepentingan dalam menjalankan kegiatan usaha, serta membangun iklim bisnis yang beretika, terbuka, dan patuh terhadap ketetapan peraturan yang berlaku.

The Code of Conduct applies to all members of the Board of Commissioners, Board of Directors, employees and stakeholders in carrying out business activities, as well as building an ethical and transparent business climate that complies with existing regulations.





Independent Whistle Blower Center (IWBC) [102-17]
Independent Whistle Blower Center (IWBC)

ITM memiliki kebijakan sistem *whistle blowing* (WBS) yang berakar kepada nilai-nilai inti perusahaan dan sesuai prinsip dan praktik-praktik GCG. Penerapan kebijakan WBS bertujuan mendorong seluruh pekerja ITM termasuk Direksi dan Dewan Komisaris, agar melaporkan pelanggaran hukum dan etika yang mereka sadari kepada otoritas internal. Dengan demikian, akan dapat diambil tindakan guna menyelesaikan masalah. Perusahaan memberikan perlindungan yang wajar disediakan bagi pelapor yang memiliki niat baik. Perlindungan mencakup kerahasiaan identitas pelapor dan informasi yang dilaporkannya, perlindungan terhadap pembalasan yang dapat terjadi dan keamanan kerja.

Perusahaan menyediakan fasilitas untuk mendukung kebijakan WBS, yakni *Independent Whistle Blower Center* (IWBC) yang dapat diakses melalui web www.iwbcitmg.com. Pada tahun 2020, IWBC telah menerima 13 laporan, dengan jumlah terbanyak adalah pelanggaran terhadap Aturan Perilaku Perusahaan sebanyak 5 laporan. Dari seluruh laporan yang diterima, sebanyak 4 laporan dapat diproses lanjut, dengan hasil 2 laporan telah diselesaikan, dan 2 laporan masih dalam proses penyelesaian.

ITM has a whistle blowing system (WBS) policy sourced from the company's core values and adheres to GCG principles and practices. The WBS policy implementation aims to encourage all ITM's employees, including the Board of Directors and the Board of Commissioners, to report any legal and ethical violations they are aware of to internal authorities. Thus, action can be taken to resolve the problem. The company provides reasonable protection for whistleblowers with good intentions. Protection includes the confidentiality of the whistleblower's identity and the information being reported, protection against retaliation that may occur and job security.

The company provides the Independent Whistle Blower Center (IWBC) facilities to support WBS policy, which can be accessed via website www.iwbcitmg.com. In 2020, IWBC received 13 reports, and violations of the Company's Code of Conduct have the highest number with 5 reports. Of all the reports received, 4 reports could be further processed, with the result that 2 reports have been completed, and 2 reports were still in the process of being completed.

PENANGANAN LAPORAN MELALUI IWBC TAHUN 2020
REPORT HANDLING VIA IWBC IN 2020

Jumlah Laporan Number of Reports	Tindak Lanjut Follow up	
13 Laporan 13 Reports	**Dapat diproses 4 laporan** 4 reports can be processed	**Telah dapat diselesaikan 2 laporan** 2 reports completed
		Dalam proses penyelesaian 2 laporan 2 reports in the process to be completed
	Tidak dapat diproses 9 Laporan 9 reports could not be processed	

Voice of Stakeholders (Vois) [102-17]
Voice of Stakeholders (Vois)

ITM menyediakan akses *Voice of Stakeholders* (VoiS), yang bisa dimanfaatkan pemangku kepentingan untuk menyampaikan ketidakpuasan atas sebuah tindakan atau ketiadaan suatu tindakan, mengenai standar layanan/kurangnya layanan yang diberikan oleh Perusahaan atau meminta tindakan perbaikan. VoiS dapat diakses melalui www.voisitmg.com. Pada tahun 2020, tercatat ada 8 keluhan yang disampaikan pemangku kepentingan, dan 6 di antaranya telah ditindaklanjuti.

ITM provides Voice of Stakeholders (VoiS) access, which stakeholders can use to convey dissatisfaction with an action or inaction, regarding service standards or lack of service provided by the Company or request corrective action. VoiS can be accessed through www.voisitmg.com. In 2020, there were 8 complaints filed by stakeholders, and 6 of them have been followed up.

PENANGANAN LAPORAN MELALUI VoIS 2020 Report Handling via VoiS in 2020		
Jumlah Laporan Number of Reports	**Tindak Lanjut** Follow up	
8 Laporan 8 Reports	**Dapat diproses 8 laporan** 8 reports can be processed	**Telah dapat diselesaikan 2 laporan** 2 reports completed
		Dalam proses dan tindak lanjut 6 laporan 6 reports in the process and follow up to be completed
	Tidak dapat diproses 0 Laporan 0 reports could not be processed	

Transparency Center (TC) [102-17]

Transperency Center (TC)

Perusahaan membentuk *Transparency Center* (TC), yang merupakan sistem pelaporan untuk kegiatan pemberian atau penerimaan hadiah, tanda balas jasa, dan jamuan. Sistem ini juga dapat digunakan untuk melaporkan situasi yang dapat mengarah pada benturan kepentingan dan menghindari terjadinya intervensi di masa mendatang. TC dipantau oleh Komite Transparansi di setiap unit kerja. Komite Transparansi dipimpin oleh Direktur Utama dan bertanggung jawab kepada Direksi.

The company formed a Transparency Center (TC), which is a reporting system regarding giving or receiving gifts, gratuities, and entertainment. This system can also be used to report situations that could lead to a conflict of interest and avoid future interventions. TC is monitored by the Transparency Committee in each work unit. The Transparency Committee is chaired by the President Director and reports to the Board of Directors.

Sesuai Aturan Perilaku mengenai antisuap dan korupsi, dalam penerapannya ITM memberikan toleransi disertai syarat nilai dari hadiah, jamuan makan, atau hiburan yang diberikan atau diterima dengan nilai yang wajar, dalam koridor praktik-praktik bisnis yang baik dan beretika. Perusahaan telah mengatur batasan nilai wajar sebagai pedoman bagi seluruh Warga ITM dalam SOP *Anti-Bribery & Corruption.*

In accordance with the Code of Conduct on anti-bribery and corruption, in its application, ITM tolerates the value of gifts, entertainment, or gratuities given or received at a fair value, within the corridor of good and ethical business practices. The company has set fair value limits as a guideline for all ITM people in the Anti-Bribery & Corruption SOP.

Selama tahun 2020, TC menerima 40 laporan dari pekerja ITM di seluruh operasi kerja. Jumlah tersebut terdiri dari 38 laporan terkait penerimaan hadiah, 1 laporan terkait jamuan, 1 laporan terkait potensi benturan kepentingan, dan 0 laporan terkait dengan tanda balas jasa.

During 2020, TC received 40 reports from ITM's employees at all work operations. This number consisted of 38 reports on receiving gifts, 1 report on entertainment, 1 report on potential conflicts of interest, and 0 reports on gratuities.

E-Procurement [102-17]
E-Procurement

ITM secara bertahap menerapkan sistem manajemen pengadaan barang dan jasa secara digital (*e-procurement*) sehingga lebih efisien, efektif, terbuka, akurat, dan tepat waktu. Penerapan *e-procurement* juga menjadi bentuk dukungan pada antikorupsi karena dilaksanakan dengan pokok-pokok etika bisnis, yakni bernilai, terbuka, efisien dan efektif, serta akuntabel.

ITM has been gradually implementing digital procurement of goods and service management system (e-procurement) for more efficient, effective, transparent, accurate, and on time. The application of e-procurement is also a form of support for anti-corruption because it is carried out with the business ethics principles such as valuable, transparent, efficient, effective, and accountable.

POKOK-POKOK ETIKA BISNIS DALAM *E-PROCUREMENT*
Principles of Business Ethics in E-Procurement

Bernilai
Transaksi pengadaan barang dan jasa wajib menyediakan barang dan jasa terbaik sesuai tujuan manfaat dan penggunaan, dengan harga masuk akal serta memiliki perencanaan manajemen barang dan jasa yang spesifik dan tepat.

Terbuka
Seluruh transaksi pengadaan barang dan jasa harus terbuka dalam setiap tahap, memungkinkan persaingan adil dan mempunyai bukti yang jelas.

Efisien dan Efektif
Transaksi pengadaan barang dan jasa harus direncanakan terlebih dahulu untuk memastikan keberlanjutan seluruh proses, serta evaluasi tahunan terhadap sistem manajemen pengadaan barang dan jasa.

Akuntabel
Seluruh transaksi pengadaan barang dan jasa harus memiliki informasi sistematis, tentang seluruh proses pelaksanaan sebagai rujukan maupun untuk proses audit.

Worthy
Transactions for the procurement of goods and services must provide the best goods and services according to the purpose and use, at reasonable prices and have a specific and appropriate goods and services management plan.

Transparent
All transactions for the procurement of goods and services must be transparent at every stage, allow fair competition and have clear evidence.

Efficient and Effective
Procurement of goods and services transactions must be planned in advance to ensure the sustainability of the entire process, and annual evaluation of the goods and services procurement management system.

Accountable
All transactions for the procurement of goods and services must have systematic information about the entire implementation process as a reference or for the audit process.



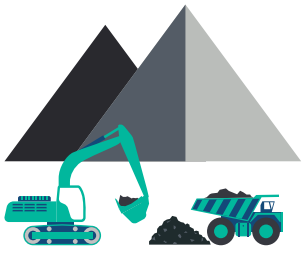
Pelatihan Antisuap dan antikorupsi
Anti-Bribery and Anti-Corruption Training

Selama tahun 2020, Perusahaan telah melakukan sosialisasi terkait dukungan pada praktik-praktik antikorupsi yang dilakukan melalui acara CG Day 2020, diikuti dengan penandatanganan Surat Pernyataan Integritas oleh semua mitra usaha. Sosialisasi juga dilakukan kepada kepada pekerja maupun mitra usaha ITM, diantaranya kontraktor, vendor, konsultan, pelanggan, dan kreditur. Bentuk sosialisasi antara lain melalui email blast serta berbagai materi informasi melalui saluran komunikasi internal dan *website* perusahaan.

During 2020, the Company has conducted dissemination on support for anti-corruption practices through the CG Day 2020 event, followed by the signing of a Statement of Integrity by all business partners. The dissemination was also carried out to employees and business partners of ITM, including contractors, vendors, consultants, customers and creditors. The forms of dissemination included email blasts and various information materials through internal communication channels and company website.

Operasi Tambang Unggul
Excellence in the Mining Operations

Keunggulan ITM
ITM Advantages



Luas WIUP
WIUP area
85,729 Ha

Cadangan Batubara ITM pada akhir tahun 2020
ITM coal reserves in the end of 2020
311.2 Juta Ton

Salah Satu Produsen Batubara Terbesar di Indonesia.
One of the Largest Coal Producers in Indonesia



Pemasaran Batubara Termal yang Bervariasi
Varied Thermal Coal Marketing

Batubara ITM memiliki beragam spesifikasi sehingga produk dapat dicampur dan dikombinasikan berdasarkan spesifikasi sesuai kebutuhan pasar.
As ITM coal has a wide range of specifications that product can be mixed and combined based on the market needs.



Manajemen Rantai Pasokan Energi
Energy Supply Chain Management

Didukung anak usaha sehingga meningkatkan efisiensi biaya logistik dan memaksimalkan nilai pemasaran energi.
Supported by subsidiaries to increases the efficiency of the logistics cost and maximize the marketing efforts.



Posisi Geografis yang Strategis
Strategic Geographic Position

Keuntungan geografis pada jalur distribusi yang menjadi titik temu perdagangan batubara, menawarkan layanan yang efisien dan efektif.
The geographical concentration of operations and distribution channels as well as being located in the hub of coal trading, offer efficient and effective services.



Komitmen terhadap Inovasi
Commitment to Innovation

ITM berkomitmen menjawab tantangan transformasi bisnis melalui inovasi yang kreatif dan memberi nilai tambah, didukung adopsi teknologi memadai, serta melalui pelaksanaan *Infinity (Innovation on Future Initiative and Creativity)* dengan tema "*Adopting digital transformation and agile mindset and culture to drive innovation*".
ITM is ready to face the challenges caused by the business transformation through creative and valuable innovation and the adoption of adequate technologies, also through Infinity (Innovation on Future Initiative and Creativity) with the theme "Adopting digital transformation and agile mindset and culture to drive innovation".



Komitmen Keuangan yang Sehat
Healthy Financial Position

Sepanjang 2020, nilai rasio lancar ITM adalah 202,57% dan rasio liabilitas terhadap aset mencapai 26,96% dengan rasio pinjaman terhadap ekuitas hanya 5,13%.
Throughout 2020, ITM's current ratio was 202.57% and liabilities to asset to 26.96%, with debt to equity ratio only recorded at 5.13%.







Di tengah kondisi pandemi COVID-19 yang menantang selama tahun 2020, ITM konsisten menerapkan operasi tambang unggul dan berkelanjutan. Perusahaan juga melanjutkan transformasi bisnis secara bertahap, menuju perusahaan solusi energi masa depan.

Despite the challenging conditions of the COVID-19 pandemic throughout 2020, ITM remained consistent in implementing excellence and sustainable mining operations. The company has also continued a gradual business transformation, towards a future energy solution company.



Penerapan Manajemen Mutu
Quality Management Implementation

Penerapan manajemen mutu produksi batubara dimulai dari tahap penambangan, pengangkutan, penyimpanan dan pengolahan, hingga tahap pengapalan. Melalui penerapan manajemen mutu, selama tahun 2020 ITM mampu mempertahankan kontrak dengan pelanggan dan mendapatkan kontrak dari 7 pelanggan baru.

The implementation of coal production quality management starts from the mining, transportation, storage and processing stages up to the shipping stage. Through the quality management implementation, during 2020 ITM managed to maintain contracts with customers and acquired contracts from 7 new customers.

Kerangka Kerja Manajemen Mutu Produksi Batubara
Coal Production Quality Management Framework



Menjaga konsistensi mutu produk sesuai kontrak

Maintain product quality consistency according to contracts.

ITM adaptif terhadap dinamika pasar yang menuntut produk ramah lingkungan dan disesuaikan dengan teknologi yang digunakan pelanggan.

ITM is adaptive to market dynamics that require environmentally friendly products and adjusted to the technology used by customers.

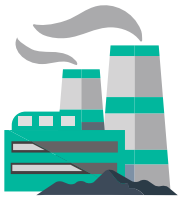


Fleksibel dalam jadwal kirim.

Flexible in delivery schedule.

ITM melakukan penjadwalan ulang pengiriman sesuai permintaan pelanggan, sebagai akibat pandemi COVID-19 di masing-masing negara tujuan ekspor.

ITM has rescheduled shipments at customer requests, due to the COVID-19 pandemic in each export destination country.



Menyediakan layanan total termasuk penggunaan batubara dan emisi di pembangkit listrik pelanggan.

Provide total services including coal usage and emissions at customer power plants.

ITM memberikan pendampingan kepada pelanggan dan memberikan edukasi kepada pelanggan.

ITM provides assistance and education to customers.



Menerima saran peningkatan mutu dari pelanggan.

Accept quality improvement suggestions from the customers.

ITM memiliki fasilitas dan teknologi pencampuran untuk mendapatkan kualitas batubara sesuai spesifikasi pelanggan.

ITM has blending facilities and technology to meet customer specifications of coal quality.



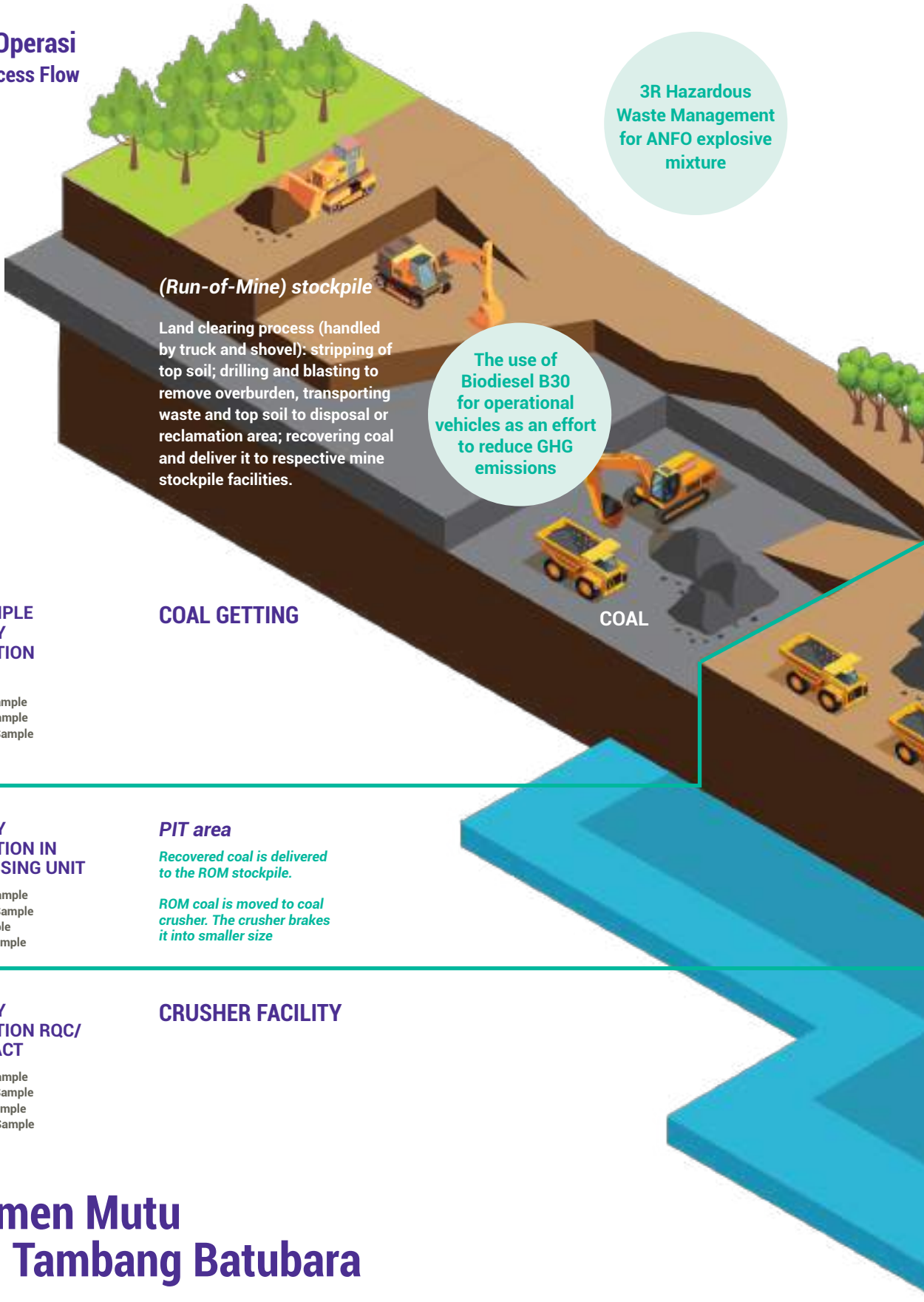
Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai pedoman layanan.

Paying attention and respond to customer complaints in accordance with the service guidelines

ITM merespon cepat setiap keluhan yang disampaikan pelanggan.

ITM responds promptly to any complaints filed by customers.

Alur Proses Operasi
Operational Process Flow



3R Hazardous Waste Management for ANFO explosive mixture

(Run-of-Mine) stockpile

Land clearing process (handled by truck and shovel): stripping of top soil; drilling and blasting to remove overburden, transporting waste and top soil to disposal or reclamation area; recovering coal and deliver it to respective mine stockpile facilities.

The use of Biodiesel B30 for operational vehicles as an effort to reduce GHG emissions

COAL

PIT SAMPLE QUALITY INSPECTION

- Pit Sample
- Outcrop Sample
- Channel Sample
- Drill Core Sample

COAL GETTING

QUALITY INSPECTION IN PROCESSING UNIT

- Channel Sample
- Drill Core Sample
- ROM Sample
- Crusher Sample

PIT area

Recovered coal is delivered to the ROM stockpile.

ROM coal is moved to coal crusher. The crusher brakes it into smaller size

QUALITY INSPECTION RQC/ CONTRACT

- Channel Sample
- Drill Core Sample
- Crusher Sample
- Stockpile Sample

CRUSHER FACILITY

Manajemen Mutu Operasi Tambang Batubara

Quality Management in Coal Mining Operation

Note: ITM LABORATORY INDEPENDENT LABORATORY

BIODIVERSITY STUDY

ITM initiates a Biodverity Project in its certain concession areas, before commencing mining activities. This project aimed to protect local biodiversity living in the pre-mined area.

DUMPING ACTIVITY

Reclamation

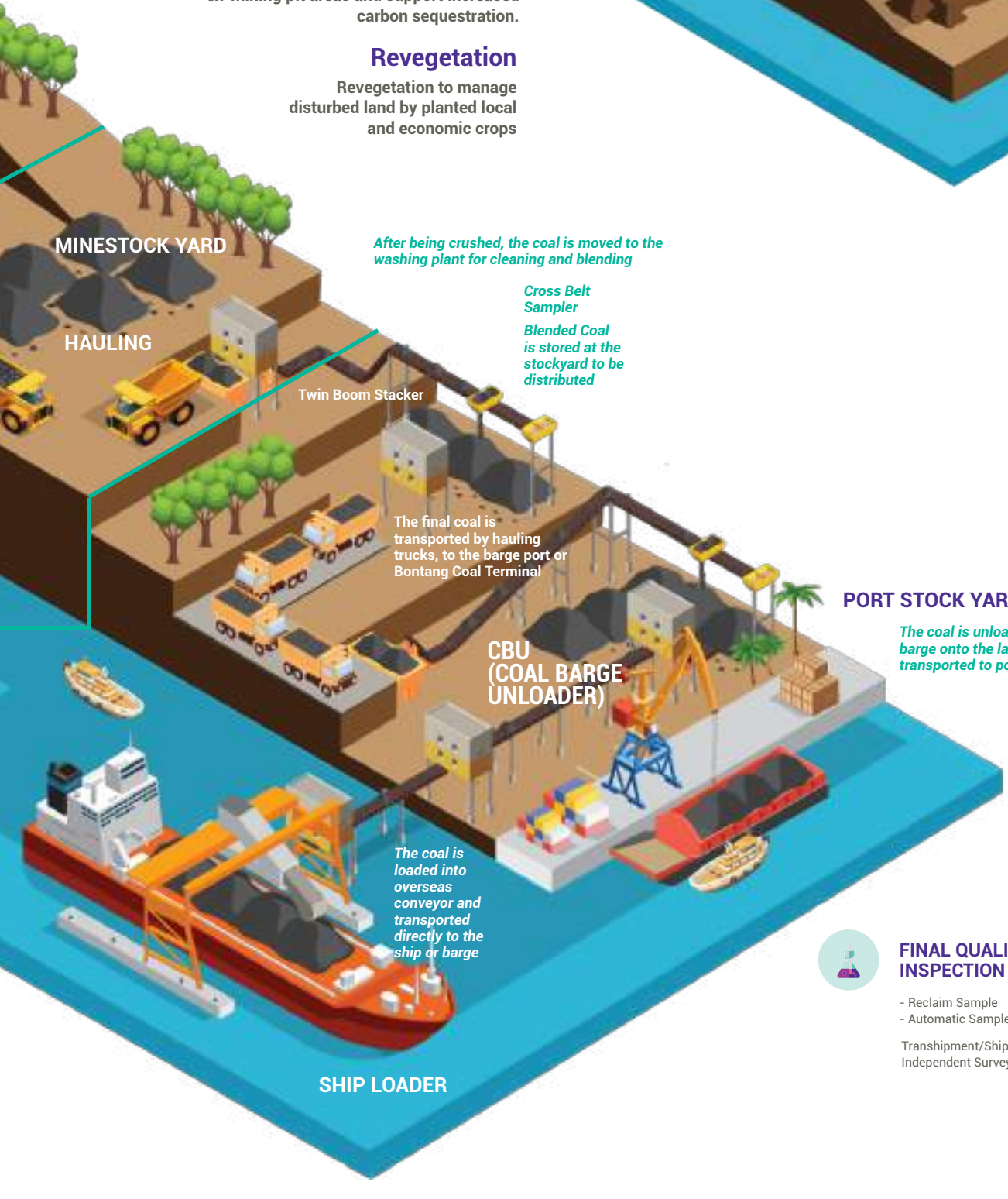
The overburden materials dumped back into the finished mine and the fertile soil is layered on the top. The new vegetation is ready to be palnted.

Reclamation activities including ex-mining pit areas and support increased carbon sequestration.

Revegetation

Revegetation to manage disturbed land by planted local and economic crops





After being crushed, the coal is moved to the washing plant for cleaning and blending

Cross Belt Sampler

Blended Coal is stored at the stockyard to be distributed

PORT STOCK YARD

The coal is unloaded from the barge onto the land conveyor and transported to port stocyard.

FINAL QUALITY INSPECTION

- Reclaim Sample
- Automatic Sampler

Transhipment/Shipment vs Independent Surveyor

Penilaian *Contractor Management System* (CMS)
Contractor Management System Assessment

Penilaian *Contractor Management System* (CMS) dilakukan oleh Departemen Operation di setiap anak usaha terhadap kontraktor setiap bulannya. Aspek penilaian CMS terdiri dari K3, pengelolaan lingkungan, kepegawaian, peralatan, lingkup teknis, penjadwalan, kondisi *site*, kewajiban pemenuhan standar peraturan (izin) dan kompetensi karyawan, keuangan, dan komunikasi. Kriteria penilaian untuk setiap aspek tersebut meliputi:

- Hijau: Kemungkinan tinggi untuk mencapai target tahunan dan hasil proyek
- Kuning: Kemungkinan besar untuk tidak memenuhi target tahunan dan hasil proyek tetapi memiliki rencana perbaikan
- Merah: Kemungkinan rendah untuk memenuhi target tahunan dan hasil proyek

ITM bersinergi dengan kontraktor, salah satunya pada Forum CSR-Kontraktor. Melalui forum tersebut, ITM dan kontraktor di area operasi menyinergikan program pengembangan masyarakat. Dengan demikian, lingkup cakupan pengembangan dan pemberdayaan masyarakat di sekitar wilayah operasi menjadi lebih luas serta pengelolaan program lebih efektif dan terintegrasi.

The Contractor Management System (CMS) assessment is carried out by the Operations Department in each subsidiary to the contractor every month. The CMS assessment aspects consist of OHS, environmental management, employment, equipment, technical scope, scheduling, site conditions, contractual obligations, compliance with regulatory standards (permits) and employee competence, finance, and communications. The assessment criteria for each of these aspects include:

- Green: High possibility of meeting annual targets and project outcomes
- Yellow: Most likely not meeting annual targets and project outcomes but has an improvement plan
- Red: Low possibility of meeting annual targets and project outcomes

ITM synergizes with contractors, including the CSR-Contractor Forum. Through this forum, ITM and contractors in the operating area synergize the community development programs. Thus, the scope of coverage for development of community around the operating area expands and the program management becomes more effective and integrated.

Transformasi Digital
Digital Transformation

ITM terus meningkatkan operasi pertambangan unggul dan berkelanjutan, dengan melanjutkan transformasi digital untuk mendukung kesigapan pengambilan keputusan disertai kecepatan akses dan analisis terhadap informasi di lapangan. Sesuai rencana digitalisasi 2018-2022, pelaksanaan transformasi digital meliputi beberapa aspek, di antaranya penerapan teknologi baru, pengembangan sumber daya manusia, serta penyesuaian organisasi dalam menyerap cara kerja baru.

Dalam jangka panjang, transformasi digital juga akan mendukung transformasi ITM menjadi perusahaan solusi energi dan menjamin bisnis berkelanjutan di masa depan. Sesuai strategi ITM, transformasi digital akan mendukung upaya penerapan teknologi energi untuk mendukung bisnis batubara berkelanjutan yang produktif dan efisien.

ITM continues to improve the excellence and sustainability of its mining operations, by continuing digital transformation to support the promptness of decision-making along with speedy access and analysis of information in the field. According to the digitalization plan 2018-2022, the implementation of digital transformation includes several aspects, including the application of new technology, human resource development, and organizational adaptation in absorbing new ways of working.

In the long term, digital transformation will also support the transformation of ITM into an energy solutions company and ensure a sustainable business in the future. According to ITM's strategy, digital transformation will support efforts to apply energy technology to support a sustainable and productive coal business.

Penerapan Teknologi untuk Mendukung Bisnis

Secara umum, realisasi pelaksanaan pengembangan berkelanjutan transformasi digital pada tahun 2020 tersaji dalam tabulasi berikut:

Technology Application to Support Business

In general, the realization of sustainable development in digital transformation in 2020 is presented in the following table:

Perbaikan Berkelanjutan Continuous Improvement	• **Data Analytics and Visualization - backed Decision Improvements. Eg. MDC (Melak Digital Center) Data Analytics Office and Digital Control Room, HR area - Optimize workforce and roster management and Finance area - Treasury Front-End System.** • **IoT and Digital Vision - Sensor network and data processing. Eg. Coal Quality Monitoring application (MERCY), Water Truck Spraying Activity Monitoring System (SAMS), Maintenance Management Solution Application (MMS), Smart Melak: Smart Pole with IOT sensors and dashboard.** • **Machine Learning and AI - AI layer for digital supervision. Eg. Supervision by AI Visualization (SuperAVs).** • **Digital Lean Tools - Digital work instructions. Eg. Certificate of Analysis (CoA) Application.** • **Data Analytics and Visualization – Fuel data visibility and real-time performance monitoring and reporting. Eg. TRUST Fuel Management application (TRENT).** • **Digital learning program.**
Target 2020 2020 Targets	• **Meningkatkan pencapaian produksi batubara sesuai target per tahun 2-5%.** • **Mengurangi waktu perencanaan pencampuran produk dari 16 jam menjadi kurang dari 5 jam dengan 100% kualitas pencampuran yang sesuai dengan permintaan.** • **Jumlah insiden terkait keamanan di pertambangan dan pengangkutan berkurang 20% y-o-y; pelaporan meningkat 25% y-o-y).** • **Penerapan analitik untuk dukungan keputusan di semua proses rantai nilai.** • **Mengurangi konsumsi bahan bakar hingga 10% pada eskavator dan *dump truck* dari pengoperasian TRUST.** • **Melatih 100% kepala fungsi dalam metode *Agile* dan fondasi teknologi Revolusi Perindustrian Keempat (4IR)** • Increase coal production achievement per annum as planned: 2-5%. • Reduced product blending planning time from 16 hrs to less than 5 hrs with 100% blend quality match to demand. • Increased safety in mining and hauling (no. of incidents reduced by 20% y-o-y; reporting increased by 25% y-o-y). • Deployed advanced analytics for decision support in all value-chain processes. • Reduce fuel consumption ~>10% on Excavator and Dump Truck from TRUST operation. • Trained 100% of function heads in Agile methods and Industry Revolution 4.0 (4IR) technology foundations.

Strategi	• **Keamanan dan teknologi komunikasi informasi yang andal.**
Strategy	• **Penerapan teknologi 4IR (IOT, OT, AI, dan lainnya) untuk visibilitas rantai nilai hulu ke hilir dan penggunaan satu sumber data terpercaya real time untuk analisis keputusan secara otomatis dan diaktifkan secara digital.**
	• **Peran baru dalam kolaborasi dan pembelajaran DCC, pembimbing digital berdedikasi, dan ilmuwan data ditambahkan dengan melatih kembali bakat internal.**
	• **Pelatihan dan Akademi Digital untuk meningkatkan kemampun pegawai**
	• **Memulai peran *Scrum* dalam beberapa kasus penggunaan di fungsi lain.**
	• **Melanjutkan kolaborasi dengan program inovasi untuk memperluas cara kerja baru.**
	• **Kemitraan dengan *start-up* atau akselerator yang lebih strategis.**
	• Reliable Information Communication Technology and Security.
	• Deployment of 4IR technologies (IOT, OT, AI, etc.) for end-to-end value chain visibility and near real-time one-source-of-truth data for automated and digitally-enabled decision analysis.
	• New roles in DCC collaboration and learning, dedicated digital coaches and data scientists were added by re-skilling internal talents.
	• Training and Digital Academy to improve employee capabilities.
	• Starting Scrum roles in some use cases at other functions.
	• Continue collaboration with Innovation program to expand new way of working.
	• Partnership with more strategic start-ups / accelerators.

Tahun 2020, ITM melanjutkan peningkatan Melak Digital Center di area operasi PT Trubaindo Coal Mining (TCM) Melak, dengan mengembangkan skala ruang kontrol MDC. Tujuannya untuk memanfaatkan *Big Data Analytics* yang mengintegrasikan data dari berbagai aplikasi dan laporan, serta menerapkan analitik tingkat lanjut, dan visualisasi data kinerja rantai pasokan satu sumber secara *real-time* untuk analisis keputusan yang efektif.

ITM juga melanjutkan pengembangan beberapa aplikasi dan sistem.

- *Data Analytics and Visualization Pit-to-port supply-chain visibility and real-time performance reporting of Coal Quality* - Aplikasi pemantau kualitas batubara (MERCY), untuk menjaga kualitas batubara dengan perencanaan pencampuran yang lebih baik dan logistik yang efektif. MERCY meningkatkan 2-3% produktivitas dan kualitas campuran 100% sesuai permintaan pelanggan, serta pemantauan kinerja secara *real-time*.
- Inisiasi di area *Maintenance* dengan *Internet of Things (IoT) and Digital Vision - Sensor network and data processing* yaitu Maintenance Management *Solutions* (MMS), merupakan rangkaian integrasi dan aplikasi analitik yang memungkinkan operator beralih dari proses pemeliharaan preventif dan reaktif

In 2020, ITM continued to upgrade the Melak Digital Center in PT Trubaindo Coal Mining (TCM), Melak operating area, by expanding the scale of the MDC control room. It aimed at utilizing Big Data Analytics which integrates data from multiple applications and reports, and applied advanced analytics, as well as real-time visualization of single-source supply chain performance data for effective decision analysis.

ITM also continued to develop several applications and systems.

- Data Analytics and Visualization Pit-to-port supply-chain visibility and real-time performance reporting of Coal Quality - Coal quality monitoring application (MERCY), to maintain coal quality with better blending plan and effective logistics. MERCY has increased productivity by 2-3% and blending quality 100% according to customer demand, as well as real-time performance monitoring.
- Initiation in Maintenance area with Internet of Things (IoT) and Digital Vision - Sensor network and data processing, namely Maintenance Management Solutions (MMS), a suite of integrations and analytical applications that allow operators to move from conventional preventive and reactive maintenance processes to intelligent maintenance

konvensional ke sistem pemeliharaan cerdas dengan kemampuan analisis *real-time* dan prediktif. MMS diterapkan di Pelabuhan Bunyut dan digunakan untuk menghindari kerugian akibat keterlambatan pengiriman kepada pelanggan.

- *Data Analytics and Visualization* – untuk administrasi sumber daya manusia; Pengembangan sistem SPARC (Standardizing of Productivity, Attendance Regulation & Compliance) untuk meningkatkan produktivitas selama jam kerja, meningkatkan keseimbangan kerja, ketersediaan tenaga kerja, termasuk menghindari potensi risiko, seperti kelelahan dan pemenuhan ketentuan ketenagakerjaan.
- Terkait area *fuel optimization* - Aplikasi TRUST Fuel Management (TRENT), untuk menyediakan pengumpulan, pemrosesan, dan visualisasi data otomatis tentang konsumsi bahan bakar peralatan. Tujuannya untuk mencapai biaya bahan bakar yang efektif dan lingkungan kerja yang efisien serta membantu melacak jejak karbon di pit.

systems with real-time and predictive analytics capabilities. MMS is implemented at Bunyut Port and is used to avoid losses due to late delivery to customers.

- Data Analytics and Visualization – for human resources administration; Development of SPARC (Standardizing of Productivity, Attendance Regulation & Compliance) system to increase productivity during working hours, improve work balance, workforce availability, including avoiding potential risks, such as fatigue and compliance with regulations on manpower.
- Related to Fuel optimization area - TRUST Fuel Management (TRENT) application, to provide automatic data collection, processing and visualization of equipment fuel consumption. It aimed to achieve a cost effective fuel and efficient working environment and help track the carbon footprint in the pit.

Pengembangan Kompetensi Digital

Pengembangan kompetensi digital untuk mendukung transformasi digital dilakukan oleh fungsi Digital Center of Excellence (DCOE) melalui Pusat Kemampuan Digital (DCC) dan akademi digital online sebagai bentuk penyesuaian dengan situasi pandemi COVID-19. Selama periode pelaporan, DCOE melakukan berbagai program pembelajaran dan pelatihan kapabilitas digital untuk pekerja. Realisasi kegiatan pembelajaran yang dilaksanakan sebanyak 37 dengan 4.331 jam pembelajaran dan 1.034 pegawai yang berpartisipasi aktif.

Digital Competence Development

Human resource development to support digital transformation is carried out by the Digital Center of Excellence (DCOE) function through the Digital Capability Center (DCC) and the online digital academy as a form of adaptation to the COVID-19 pandemic situation. During the reporting period, DCOE conducted various digital capabilities learning and training programs for employees. The realization of learning activities was 37 with 4,331 learning hours and 1,034 employees who actively participated.

Penyesuaian Organisasi

Untuk memastikan transformasi digital di seluruh proses bisnis ITM, DCOE mendorong aspirasi dan penyesuaian kebijakan tata kelola transformasi dan pelaksanaannya. DCOE juga menjadi agen perubahan dan *influencer* untuk menyatukan setiap individu dan sumber daya dalam perjalanan transformasi yang tertanam dalam struktur organisasi.

Organizational Adjustments

To ensure digital transformation in all business process of ITM, DCOE encourages aspirations and adjustments to governance policies for transformation and implementation. DCOE is also a change agent and influencer to bring together individuals and resources on a journey of transformation embedded in the organizational structure.

Pencapaian 2020
Performance of 2020

TRANSFORMASI BISNIS
Business Transformation

Mengembangkan lebih dari 9 *use cases* baru pada tahun 2020 di TCM Melak dan *site* operasional TRUST, yang membantu:
- Meningkatkan pencapaian produksi batubara per tahun sesuai rencana: 2-5%.
- Mengurangi waktu perencanaan pencampuran produk dari 16 jam hingga kurang dari 5 jam dengan 100% kualitas pencampuran sesuai dengan permintaan.
- Peningkatan keamanan dalam penambangan dan pengangkutan (jumlah insiden berkurang 20% y-o-y; pelaporan meningkat 25% y-o-y).
- Mengurangi konsumsi bahan bakar hingga 10% di *Excavator* dan *Dump Truk* dari operasional TRUST.

yang dapat mendorong lebih dari USD5 juta per tahun dampak MVP pada akhir tahun 2020.

Developed~ 9 new use cases in 2020 at TCM Melak and TRUST site operation. That helps:
- Increase coal production achievement per annum as planned: 2-5%.
- Reduced product blending planning time from 16 hrs to less than 5 hrs. with 100% blend quality match to demand.
- Increased safety in mining and hauling (no. of incidents reduced by 20% y-o-y; reporting increased by 25% y-o-y).
- Reduce fuel consumption ~>10% on Excavator and Dump Truck from TRUST operation.

which **should drive ~USD5M p.a** of MVP impact by end of 2020

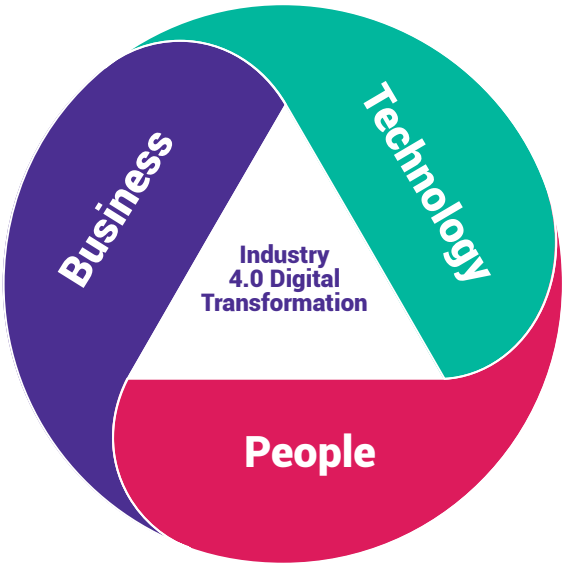
TRANSFORMASI SUMBER DAYA MANUSIA
Human Resources Transformation

- Melaksanakan berbagai program pembelajaran dan pelatihan digital secara daring untuk karyawan dengan realisasi:
  - **37** kegiatan pembelajaran
  - **4.331** jam pembelajaran
  - **1.034** peserta aktif
  - lebih dari **160** orang terlibat dalam proyek
- Kebaruan dalam kolaborasi dan pembelajaran di DCC, penambahan *digital coaches* berdedikasi dan *data scientist* dengan meningkatkan kembali kemampuan internal.
- *Playbook-themed specialist training* serta Akademi Digital untuk meningkatkan keterampilan karyawan @scale.
- Memulai peran *scrum* dalam beberapa *use cases* di fungsi lain.
- Melanjutkan kolaborasi dengan program Inovasi untuk memperluas cara baru dalam bekerja.

TRANSFORMASI TEKNOLOGI
Technology Transformation

- **Pengembangan *big data*** (analitik data dan *performance dashboard*) untuk mendukung keputusan di semua proses rantai nilai.
- **Penyebaran teknologi 4R** (IOT, OT, AI, dll) untuk visibilitas rantai nilai *end-to-end* dan *near real-time-one-source-of-truth data* untuk automasi dan analisis keputusan secara digital.
- Komunikasi informasi teknologi dan keamanan yang andal.
- Kemitraan dengan perusahaan rintisan atau akselerator.

- **Development of big data** (data analytics and performance dashboard) for decision support in all value-chain processes with,
- **Deployment of 4R technologies** (IOT, OT, AI, etc.) for end-to-end value chain visibility and near real-time-one-source-of-truth data for automated and digitally-enabled decision analysis.
- Reliable Information Communication Technology and Security.
- And partnership with strategic start-ups/ accelerators.

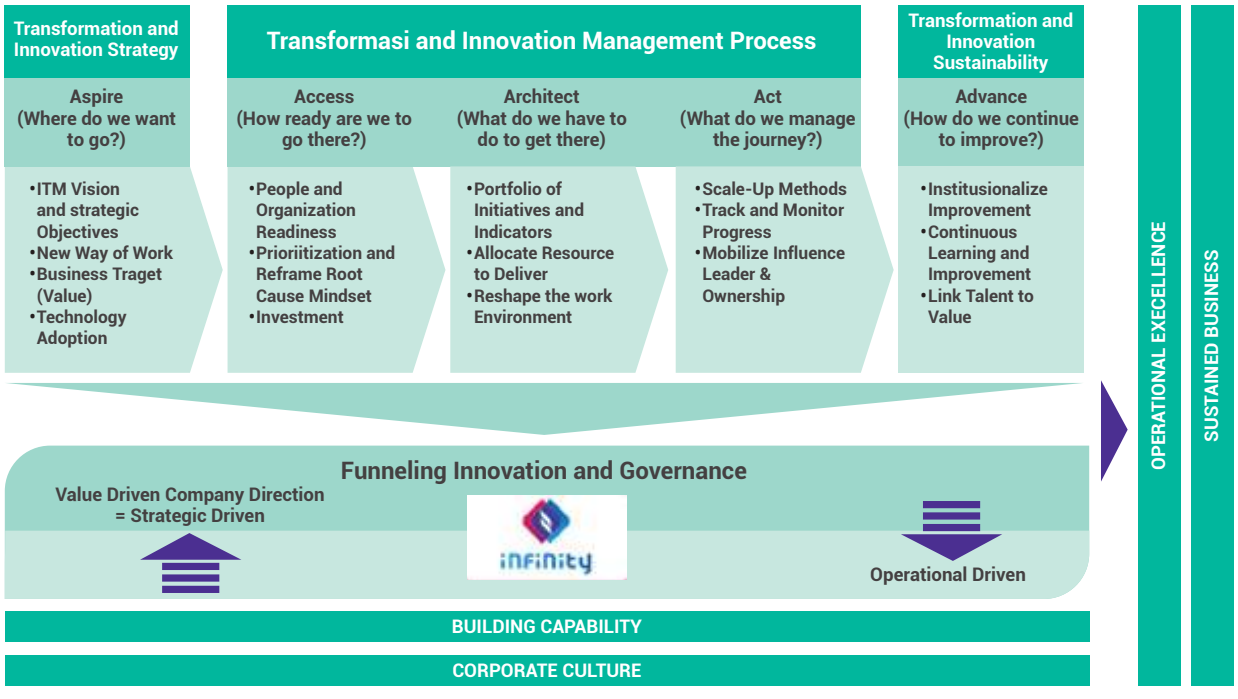


- Conducted various online digital learning and training programs for employees with accumulated realization:
  - **37** learning activities
  - **4,331** learning hours
  - **1,034** active participants
  - **~160** peoples involved in the project

- New roles in DCC collaboration and learning, dedicated digital coaches and data scientists were added by re-skilling internal talents.

- Playbook- themed specialist training as well as Digital Academy to upskill our people @scale.
- Started Scrum roles in some use cases at other functions.
- Continued collaboration with Innovation program to expand new way of working.

Komitmen Terhadap Inovasi
Commitment to Innovation



Di tahun 2020, ITM berkomitmen untuk meningkatkan kerangka kerja inovasi yang lebih komprehensif untuk inovasi dan transformasi digital. Pencapaian ITM dalam mempertahankan komitmen inovasi di tahun 2020, yaitu:

- Pengembangan dan penajaman kerangka kerja Transformasi dan Inovasi ITM.
- Penggabungan Tata Kelola dan Tahapan Proses Inovasi di area inisiatif digital dan konvensional.
- Penyusunan 12 inisiatif kunci menjadi inovasi strategis Perusahaan untuk menghasilkan dampak yang berkelanjutan bagi bisnis dan pemangku kepentingan.
- Penerapan pendekatan prinsip *Agile and Scrum* untuk menjalankan beberapa pilot proyek inovasi strategis yang diwadahi INFINITY Collaboration Meeting (ICM).
- Peluncuran Idea Blast pada Q2 untuk penyaluran ide dan perbaikan inovasi secara berkelanjutan oleh pegawai. Hingga akhir tahun 2020 terdapat 55 proyek inovasi yang didaftarkan melalui kanal INFINITY Project (tim) dan tercatat sebanyak 142 ide yang dikirimkan oleh pegawai ITM dan anak usaha melalui kanal Idea Blast (individual).
- Sinergi inovasi dan digitalisasi di ITM yang menghasilkan satu kanal komunikasi Inovasi yakni ITM Innovation Transformation, yang digunakan bersama untuk menyampaikan informasi-informasi terkait proyek inovasi digital dan proyek inovasi konvensional.

In 2020, ITM is committed to enhancing a more comprehensive innovation framework for digital innovation and transformation. ITM's achievements in maintaining its innovation commitment in 2020 are:

- Developed and established new ITM Transformation and Innovation Framework.
- Combined Governance and the Stages of Innovation Process in the areas of digital and conventional initiatives.
- Formulation of 12 key initiatives into the Company's strategic innovations to produce a sustainable impact on the business and stakeholders.
- Applied the Agile and Scrum principle approach to carry out several strategic innovation pilot projects under the INFINITY Collaboration Meeting (ICM).
- Launched Idea Blast in Q2 to channel ideas and continuous improvement of innovation by employees. Until the end of 2020, there were 55 innovation projects registered through the INFINITY Project channel (team) channel and 142 ideas were submitted by ITM employees and subsidiaries through the Idea Blast channel (individual).
- The synergy of innovation and digitalization at ITM which resulted in one innovation communication channel, namely ITM Innovation Transformation, which is jointly used to convey information on digital innovation projects and conventional innovation projects.

- Melanjutkan program Sustainable Project Expansion (SPEx) sebagai mekanisme *follow up (scale up)* terkait proyek inovasi yang akan diimplementasikan di area atau anak usaha lain.
- Penyempurnaan dalam penyusunan kebutuhan integrasi sistem inovasi dalam pengelolaan inovasi.
- Melalui pendaftaran dan mekanisme pengelolaan menuju ITMNovation Convention, dihasilkan tidak kurang dari 29 proyek inovasi yang berdampak secara langsung ataupun tidak langsung terhadap lingkungan, serta satu proyek yang berkaitan dengan mitigasi penyebaran pandemi COVID-19 bagi tamu yang datang ke lokasi tambang.

- Continuing the Sustainable Project Expansion (SPEx) program as a follow-up (scale up) mechanism related to innovation projects that will be implemented in other areas or subsidiaries.
- Improvements in the preparation of the need for innovation system integration in innovation management.
- Through registration and management mechanisms towards the ITMNovation Convention, there were up to 29 innovation projects that had direct or indirect impacts on the environment, as well as one project related to mitigating the transmission of the COVID-19 for guests who visit the mine site.

Beberapa kegiatan pengembangan inovasi kami dalam mendukung kinerja keberlanjutan pada aspek lingkungan dan sosial, yaitu kegiatan pemanfaatan limbah dapur kantin, optimasi proses pembibitan untuk area reklamasi, pemanfaatan tenaga air sebagai sumber energi penerangan (lampu), pengurangan penggunaan kertas dan antisipasi potensi terjadinya tumpahan oli.

Some of our innovation development activities to support sustainability performance in environmental and social aspects are utilizing canteen kitchen waste, optimizing the nursery process for the reclamation area, utilizing hydro-power as a source of energy for lighting, reducing paper use and anticipating potential oil spills.

Optimalisasi Sumber Daya Untuk Bisnis Berkelanjutan [MM10]
Optimalization of Resources for Sustainable Business

ITM terus meningkatkan sumber daya yang dimiliki untuk mendukung bisnis yang berkelanjutan. Pada periode pelaporan, ITM melakukan akuisisi kepemilikan saham PT Sentral Mutiara Energi (SME), pemegang 75% saham kepemilikan PT Graha Panca Karsa (GPK) yang memiliki konsesi pertambangan batubara di Kalimantan Timur. Jenis produk GPK yang merupakan batubara dengan kandungan sulfur rendah dan kalori rendah juga menambah variasi portofolio ITM.

ITM continues to increase its resources to support a sustainable business. During the reporting period, ITM acquired shares in PT Sentral Mutiara Energi (SME), a 75% shareholder in PT Graha Panca Karsa (GPK) which has a coal mining concession in East Kalimantan.GPK's product type, which is coal with low sulfur content and low calories, and at the same time also added to the variety of ITM's portfolio.

Selain melalui akuisisi, ITM juga mengoptimalkan sumber daya batubara dari site yang dikelola JBG, sehingga memberikan ketahanan ekonomi yang lebih lama, dan memaksimalkan nilai ekonomi bagi pemangku kepentingan.

Aside from acquisition, ITM also optimizes coal resources from the site managed by JBG, thereby providing longer economic resilience and maximizing economic value for stakeholders.

Optimalisasi Sumber Daya Batubara untuk Memperpanjang Usia Tambang [MM10] Optimizing Coal Resource to Prolong Life of Mine	
Optimalisasi Sumber Daya Batubara Perpanjangan masa operasi produksi memberikan nilai laba yang optimal dan berjangka panjang bagi pemegang saham	**Optimization of Coal Resources** The extension of production periode provides optimal and long-term profit value for shareholders
Pemberdayaan Tenaga Kerja Perpanjangan kegiatan operasi produksi memberikan peluang bekerja dan berusaha bagi masyarakat di sekitar tambang.	**Workforce Empowerment** The extension of production periode provides employment and entrepreneurship opportunity for the surrounding communities.
Pemenuhan Tanggung Jawab Reklamasi Lahan Bekas Tambang Pemenuhan tanggung jawab reklamasi bekas tambang akan dilakukan sesuai dengan rencana reklamasi tahunan. Reklamasi lahan akan dikembalikan menjadi kawasan hutan sesuai dengan peruntukannya.	**Fulfillment of the Reclamation Responsibilities Of Mined Out Area** The fulfillment of post-mining reclamation responsibilities was be carried out in accordance with annual reclamation plan. The land of rehabilitation will be returned to forest areas in accordance with its allotment.
Pengembangan Masyarakat Pengembangan masyarakat di 43 desa dampingan dilakukan secara berkesinambungan sejak tahun 2005.	**Community Development** The community development in 43 fostered villages has been carried out continuously since 2005.

Sistem Keamanan dan Perlindungan Data
Data Protection and Security System

Tim Teknologi Informasi Perusahaan secara terus menerus melakukan evaluasi akan sistem informasi dan keandalannya, terutama untuk memastikan keamanan dan perlindungan data. Tahun 2020, Perusahaan melakukan perbaikan di dalam sistem kolaborasi untuk meningkatkan pemenuhan dalam lisensi dan keamanan jalur data. Selama periode pelaporan, tim terus mengembangkan sistem keamanan data dan menerapkan kebijakan pengamanan data (*cyber security policy*), di antaranya penerapan *single sign on*. Hingga akhir periode pelaporan, tidak ada kejadian yang mengindikasikan kebocoran data maupun tindak penyalahgunaan data Perusahaan secara tidak bertanggung jawab. Perusahaan mengacu pada standar ISO 27000 tentang Sistem Pengelolaan Keamanan Informasi sebagai dasar untuk integrasi keamanan dan perlindungan data.

ITM juga memastikan sistem keamanan data berfungsi dengan baik saat dihadapkan pada situasi darurat/ bencana setiap tahunnya melalui *disaster recovery drill*. Pada tahun 2020, Tim Teknologi Informasi melakukan pergantian ke sistem pemulihan darurat yang hanya membutuhkan waktu 5-15 menit sehingga mendekati waktu nyata (*near real time*). Pencapaian ini menandakan sistem keamanan dan perlindungan data Perusahaan berjalan dengan baik.

The Company's Information Technology Team continuously evaluates the information system and its reliability, especially to ensure data security and protection. In 2020, the Company improved the collaboration system to increase compliance in licensing and data line security. During the reporting period, the team continued to develop a data security system and implemented a cyber security policy, including the implementation of a single sign on. Until the end of the reporting period, there was no incident that indicated data leak or misuse of Company data. The company refers to the ISO 27000 standard on Information Security Management Systems as the basis for data security and protection integration.

ITM also ensured data security system worked properly in an emergency/disaster situation every year through disaster recovery drill. In 2020, the Information Technology Team switched to the emergency recovery system in only 5 to 15 minutes, which was near real time. This achievement indicated that the Company's data security and protection systems were running well.

Informasi Keuangan
Financial Information

Sesuai Keputusan RUPST Tahun Buku 2019 pada 27 Mei 2020 di Jakarta, ITM menunjuk Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis dan Rekan (anggota dari PricewaterhouseCoopers) sebagai akuntan publik independen Perusahaan, untuk memeriksa perhitungan tahunan Perusahaan Tahun Buku 2020. Penunjukan KAP dilaksanakan untuk memenuhi ketentuan Keputusan Menteri Keuangan No. 423/KMK.06/2002 Tahun 2002 Tentang Jasa Akuntan Publik dan Peraturan Pemerintah No. 20 Tahun 2015 Tentang Praktik Akuntan Publik.

Informasi Keuangan Perusahaan pada periode pelaporan dapat dilihat pada web https://www.itmg.co.id/investor-relation/financial-information/2020. Seluruh laporan telah melalui proses audit oleh akuntan publik independen.

In accordance with the Resolution of the AGMS for the 2019 Fiscal Year on 27 May 2020 in Jakarta, ITM appointed the Tanudiredja, Wibisana, Rintis dan Rekan (members of PricewaterhouseCoopers) as the company's independent Public Accountants to perform audits, including Quarterly Consolidated Limited Review, and Consolidated Annual Audit. The PAF appointment is in compliance with the Minister of Finance's Decree No. 423/KMK.06/2002 of 2002 concerning Public Accountant Services and Government Regulation No. 20 of 2015 concerning Public Accountant Practices.

The Company's Financial Information for the reporting period can be seen on the https://www.itmg.co.id/investor-relation/financial-information/2020. All reports have been audited by an independent public accounting firm.

Stabilitas Sistem Keuangan
Financial System Stability

Kinerja keuangan ITM selama 2020 dipengaruhi beberapa faktor, yakni volatilitas harga batubara di pasar global, biaya bahan bakar, kebijakan, dan peraturan yang dikeluarkan pemerintah. Faktor lain adalah kondisi ekonomi nasional dan global yang terdampak pandemi COVID-19. Secara umum, Perusahaan mampu menjaga kinerja keuangan melalui beberapa kebijakan, yakni efisiensi biaya dan peningkatan marjin laba dengan memusatkan penjualan pada pasar premium serta peningkatan mutu produk melalui kegiatan pencampuran batubara.

Selain itu, Perusahaan mengoptimalkan manajemen keuangan dan menerapkan sistem informasi akuntansi (SIA) untuk mendukung semua fungsi akuntansi dan berbagai kegiatan. Penerapan SIA membantu manajemen mengelola kinerja keuangan di tengah situasi yang menantang selama tahun 2020.

Terjaganya kinerja keuangan menjadikan ITM tetap dapat menjaga stabilitas sistem keuangan selama tahun 2020. Perusahaan tetap dapat melanjutkan belanja modal dan belanja operasional dari kas sendiri, untuk kepentingan pengembangan usaha yang berkelanjutan.

Perusahaan mampu menghasilkan laba bersih di tahun 2020, di tengah kondisi ekonomi global yang menurun karena COVID-19, tanpa ada bantuan finansial dari pemerintah. Sebagian dari pendapatan

ITM's financial performance during 2020 was induced by several factors, such as the volatility of coal prices in the global market, fuel costs, policies and regulations issued by the government. Another factor was the national and global economic conditions that were affected by the COVID-19 pandemic. In general, the Company managed to maintain financial performance through several policies, including cost efficiency and increasing profit margins by concentrating sales on the premium market and improving product quality through coal blending.

In addition, the Company optimized financial management and implemented an accounting information system (AIS) to support all accounting functions and various activities. The AIS application of supported the management in maintaining financial performance amid challenging situations during 2020.

The steady financial performance has allowed ITM to maintain financial system stability throughout 2020. The company was able to realize capital expenditures and operating expenses from its own cash, for the sustainable business development.

The company was able to generate net profit in 2020, in the midst of global economy recession due to COVID-19 pandemic, without any financial assistance from the government.

usaha didistribusikan dalam bentuk imbal hasil bagi pemegang saham dan manfaat bagi pemangku kepentingan lain. Fenomena perubahan iklim dan anomali cuaca yang mempengaruhi kegiatan operasi pertambangan selama tahun 2020, juga tidak memberikan pengaruh signifikan yang memicu ketidakstabilan sistem keuangan Perusahaan. [201-2, 201-4]

Part of the operating income was distributed in dividends for shareholders and benefits for other stakeholders. The phenomenon of climate change and weather anomalies that affected mining operations during 2020, did not have a significant effect that caused instability in the Company's financial system. [201-2, 201-4]

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1]
Economic Value Generated and Distributed (Thousand USD)

Nilai Ekonomi yang Dihasilkan Economic Value Generated	**2020**	**2019**	**2018**
Pendapatan Bersih Net Revenues	1,185,336	1,715,592	2,007,630
Pendapatan Bunga Bank dan Deposito Income from Bank Interest and Deposits	2,878	6,214	4,050
Pendapatan/(Pengeluaran) Selisih Kurs Foreign Exchange Income/(Expenses)	(4,042)	4,319	(9,696)
Pendapatan/(Pengeluaran) Lain-lain Other Income/(Expenses)	(30,194)	(5,151)	(59,841)
Nilai Ekonomi yang Dihasilkan Economic Value Generated	1,153,978	1,720,974	1,942,943
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	**2020**	**2019**	**2018**
Biaya Operasional Operational Costs	693,587	1,105,525	1,081,666
Gaji Pekerja dan Benefit Lainnya Employees Salaries and Other Benefits			
• **Pekerja Operasional** Operational Employees	51,187	46,945	48,665
• **Pekerja Administrasi dan Penjualan** Administrative and Sales Staff	15,785	16,162	17,358
Jumlah Gaji Pekerja dan Manfaat Lain Total Employee Salaries and Other Benefits	66,972	63,107	66,023
Pembayaran Kepada Penyandang Dana Payments to Providers of Capital			
• **Dividen Kepada Pemegang Saham** Divident to Shareholders	64,768	203,420	249,373
• **Bunga Pinjaman kepada Bank** Loan Interest to the Bank	281	346	183
Pengeluaran untuk Pemerintah (Pajak, Royalti dan Pendapatan Negara Bukan Pajak (PNBP)) Payment to Government (Taxes, Royalty and Others)	199,338	257,409	343,218
Pengeluaran untuk Masyarakat Community Investments	1,406	1,748	1,782
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	1,026,352	1,631,554	1,742,245
Nilai Ekonomi yang Ditahan Economic Value Retained	127,626	89,420	200,698
Nilai Ekonomi yang Ditahan Sebelum Dividen Economic Value Retained Excluding Dividend	**192,394**	**292,840**	**450,071**

Keterangan: [102-45]
Sumber Laporan Laba Rugi Konsolidasi yang telah diaudit. Informasi keuangan tidak dapat disajikan berdasarkan wilayah, daerah pemasaran, atau kriteria lainnya.
Note: Source from Audited Consolidated Statements of Profit or Loss. Financial information can not be presented by region, marketing area, or other criteria.

Antikompetisi dan Persaingan Usaha yang Sehat
Anti-competition and Fair Business Competition

Batubara hasil produksi ITM dan anak usaha dijual ke pasar domestik dan internasional melalui berbagai kontrak, dari penjualan spot hingga kontrak jangka panjang. Aktivitas pemasaran dan layanan purna-jualnya dikoordinasikan Tim Pemasaran yang dipimpin oleh Sales & Logistic Head ITM, yang bertanggung jawab langsung kepada Direksi. Para pembeli batubara produksi ITM terutama adalah perusahaan pembangkit listrik di pasar domestik dan internasional, khususnya di kawasan Asia Pasifik, serta sejumlah pabrik semen dan kertas dan smelter bahan tambang di Indonesia.

Dalam memasarkan batubara, ITM tidak melakukan praktik-praktik antikompetisi dan persaingan usaha tidak sehat. Perusahaan senantiasa mematuhi ketentuan yang mengatur perjanjian jual beli batubara. termasuk pemenuhan kewajiban penjualan batubara pasar domestik (DMO) minimal sebesar 25% dari jumlah produksi batubara pada tahun 2020 sesuai dengan Keputusan Menteri (Kepmen) ESDM Nomor 261.K/30/MEM/2019. Akan tetapi, sesuai dengan Kepmen ESDM Nomor 255.K/30/MEM/2020, kewajiban pembayaran kompensasi terhadap sejumlah kekurangan penjualan batubara DMO tahun 2020 ditiadakan.

Dalam hal penetapan harga jual, ITM berpedoman pada sejumlah acuan baik di dalam negeri maupun di luar negeri. Penetapan harga jual batubara berkaitan dengan besaran jumlah royalti yang harus dibayarkan kepada Pemerintah. Di dalam negeri ada Harga Batubara Acuan (HBA) yang ditetapkan Kementerian ESDM, dan Indeks Batubara Indonesia (ICI). Sementara untuk acuan global ada Global Coal Newcastle Index (GCNC) dan Newcastle Export Index (NEX). Selama periode pelaporan, ITM tidak pernah dihadapkan pada tuduhan menjual batubara di bawah harga pasar untuk memenangkan kompetisi.

The coal products of ITM and its subsidiaries are sold to the domestic and international markets through various contracts, from spot sales to long-term contracts. Marketing activities and after-sales services are coordinated by a Marketing Team led by the Sales & Logistics Head of ITM, who reports directly to the Board of Directors. ITM's coal buyers are mainly power generation companies in the domestic and international markets, particularly in the Asia Pacific region, as well as a number of cement and paper factories and mining smelters in Indonesia.

In marketing its coal, ITM avoids anti-competition practices and unfair business competition. The company always complies with the provisions on the coal sale and purchase agreement, including the Domestic Market Obligation (DMO) that requires a minimum of 25% of coal to be sold to the domestic market based on the regulation of the Ministry of Energy and Mineral Resources No. 261.K/30/MEM/2019. However, in accordance with the Minister of Energy and Mineral Resources Decree No. 255.K / 30 / MEM / 2020, the obligation to pay compensation for a number of DMO coal shortages in 2020 is eliminated.

In determining the selling price, ITM considers a number of domestic and foreign references. The determination of the selling price of coal is related to the amount of royalties that must be paid to the Government. Domestically the Coal Reference Price (HBA) set by the Ministry of Energy and Mineral Resources, and the Indonesian Coal Index (ICI). Meanwhile, for global references, the company uses the Global Coal Newcastle Index (GCNC) and the Newcastle Export Index (NEX). During the reporting period, ITM was never faced with allegations of selling coal at below market price in order to win a market competition.

Kontribusi kepada Negara
Contribution to the State

Kontribusi kepada negara, termasuk bentuk distribusi nilai ekonomi yang diperoleh, kepada pemangku kepentingan. Penghitungan dan pembayaran kepada negara dilakukan oleh fungsi Finance dan mendapat persetujuan Direksi. ITM senantiasa mematuhi setiap ketentuan terkait perpajakan dan PNBP dan memenuhi kewajiban pembayaran tepat waktu. Sesuai program digitalisasi, proses pembayaran pajak dan PNBP dilakukan secara digital. Secara tidak langsung, hal ini turut mendukung penerapan keberlanjutan karena dapat mengurangi penggunaan kertas dalam proses administrasi perpajakan bila dilakukan secara manual. [207-1]

Payment to the state is a form of distribution of the economic value generated, to stakeholders. Calculations and payments to the state are carried out by the Finance function and are approved by the Board of Directors. ITM always complies with every regulation on tax and non-tax state revenue (PNBP), as well as fulfills its payment obligations on time. In accordance with the digitalization program, the process of paying taxes and PNBP is done digitally. This also indirectly supports the sustainability implementation because it can reduce the use of paper in manual tax administration process. [207-1]

Bentuk kontribusi kepada negara terdiri atas pajak dan penerimaan negara bukan pajak (PNBP), yakni royalti, iuran kehutanan, dan iuran tetap. [207-1]

The contribution to the state consists of taxes and non-tax state revenues (PNBP), such as royalties, forestry fees and land rent.

Jumlah Pembayaran Pajak dan PNBP Tahun 2020
The Amount of Tax and PNBP Payments in 2020

No	Jenis Type	Jumlah (IDR) Amount
1	**Pajak I** Taxes	
	Pajak penghasilan badan I Corporate income tax	25,669
	Pajak bumi dan bangunan I Property tax	4,534
	Sub Total I Sub Total	30,203
2	**PNBP I** Non-tax state revenue (PNBP)	
	Royalti I Royalty	135,713
	Iuran kehutanan I Forestry fees	33,131
	Iuran tetap I Landrent	291
	Sub Total I Sub Total	169,135
3	**Total I** Total	**199,338**

Mitra Kerja Lokal dalam Rantai Pasokan
Local Business Partners in the Supply Chain

ITM mendukung pelibatan pemasok dan kontraktor lokal karena akan memberikan pengaruh positif bagi penyerapan pendapatan asli daerah dan membuka lapangan kerja. Pelibatan pemasok dan kontraktor lokal juga menjadi kepatuhan terhadap Peraturan Kementerian ESDM No. 28 Tahun 2009. Pada tahun 2020, ada 935 pemasok dan kontraktor lokal dari Kalimantan, serta 195 merupakan pemasok dan kontraktor nasional. Total nilai kontrak pengadaan mencapai USD98.087.474. Seluruh proses pekerjaan/ pengadaan telah dilakukan sesuai pokok-pokok etika bisnis ITM. [204-1]

ITM supports the local suppliers and contractors' involvement because it will have a positive impact on absorbing local revenue and creating jobs. The involvement of local suppliers and contractors also complies with MEMR Regulation No. 28 of 2009. In 2020, there were 935 local suppliers and contractors from Kalimantan, as well as 195 national suppliers and contractors. The total value of the work/procurement contract reached USD98,087,474. All work/procurement processes have been carried out according to ITM business ethics principles. [204-1]

Jumlah Kontraktor dan Pemasok ITM Tahun 2020
Number of ITM Contractors and Suppliers in 2020

Kategori Category	Jumlah Kontraktor dan Pemasok Number of Contractors and Suppliers	Nilai Pengadaan Barang dan Jasa Value of Procurement of Goods and Services (USD)	Persentase Nilai Pengadaan Percentage of Procurement Value
Kalimantan	**935**	**34,237,135**	**34.9%**
Nasional National	**195**	**63,397,495**	**64.6%**
Internasional International	**32**	**452,844**	**0.46%**
Jumlah I Total	**1,162**	**98,087,474**	**100%**

02. Menjaga Lingkungan, Merespon Perubahan Iklim

Maintaining the Environment, Responding to Climate Change



ITM mendukung pencegahan dampak perubahan iklim. Komitmen tersebut diwujudkan dengan menjaga keanakeragaman hayati untuk mendukung serapan karbon, pengendalian emisi dengan penggunaan *biofuel* dan beroperasinya 3MW *Solar Hybrid Plant,* dan efisiensi energi, serta pengelolaan limbah.

ITM supports the prevention of climate change impact. This commitment is realized by preserving biodiversity to support carbon sequestration, controlling emissions by using biofuel and the operation of 3 MW solar hybrid plant, and energy efficiency, as well as waste management.



Pendekatan Manajemen [103-1, 103-2, 103-3]
Management Approach

Kinerja lingkungan meliputi topik material pengelolaan keanekaragaman hayati, pengendalian emisi dan penggunaan energi, serta pengelolaan limbah, menjadi penting karena berpengaruh langsung pada upaya pencegahan dampak perubahan iklim. ITM berkomitmen melakukan pencegahan dampak perubahan iklim dari kegiatan pertambangan di area pertambangan yang dikelola anak usaha. Strategi yang dijalankan adalah menerapkan Sistem Manajemen Keselamatan dan Kesehatan Kerja & Lingkungan (SMK3L) dan ISO 14001:2015 Sistem Manajemen Lingkungan, serta kepatuhan pada regulasi yang berlaku. Pengelolaan lingkungan menjadi tanggung jawab Departemen Health, Safety, Environment and Community Development (HSEC), dan dinilai Direksi melalui mekanisme pencapaian *key performance indicator* (KPI). Kinerja pengelolaan lingkungan pada tahun 2020 telah dijalankan dengan baik, sehingga anak perusahaan telah mendapatkan peringkat PROPER Biru dari Kementerian Lingkungan Hidup dan Kehutanan dan PROPER Hijau dari Gubernur Provinsi Kalimantan Timur. Pencapaian tersebut menunjukkan bahwa pengelolaan lingkungan telah sesuai dengan yang dipersyaratkan peraturan.

Environmental performance, covering the material topics of biodiversity management, emission control and energy use, as well as waste management, is deemed important because it has a direct effect on prevention efforts of climate change impact. ITM is committed to preventing the impact of climate change from mining activities in the mines operated by subsidiaries. The company has the strategy to implement a Management System for Occupational Health and Safety (SMK3L) and ISO 14001: 2015 of Environmental Management System, as well as compliance with applicable regulations. The environmental management is handled by the Department of Health, Safety, Environment and Community Development (HSEC), and is assessed by the Board of Directors based on key performance indicator (KPI) achievement Environmental management performance in 2020 has been carried out properly, which resulted the subsidiaries received the Blue PROPER rating from the Ministry of Environment and Forestry and Green PROPER rating from the Governor of East Kalimantan Province. These achievements showed that environmental management has been in compliance with the regulatory requirements.

Sistem Manajemen Lingkungan
Environmental Management System

ITM menerapkan pengelolaan lingkungan, termasuk pascatambang berdasarkan pemetaan dampak terhadap lingkungan dan penerapan Sistem Manajemen Kesehatan dan Kecelakaan Kerja & Lingkungan (SMK3L), serta ISO14001:2015 Sistem Manajemen Lingkungan. [102-29]

ITM implements environmental management, including post-mining based on the environmental impact mapping and the application of the Occupational Health, Safety and Environmental Management System (SMK3L), as well as ISO14001: 2015 of Environmental Management System. [102-29]

1 MISI MANAJEMEN LINGKUNGAN
ENVIRONMENTAL MANAGEMENT MISSION



- **Mencegah, meminimalkan, dan mengelola dampak terhadap lingkungan.**
- **Mengupayakan pelestarian sumber daya alam melalui pengelolaan yang berkelanjutan.**

- Prevent, minimize and manage impacts on the environment
- Strive for the preservation of natural resources through sustainable management

2 TARGET MANAJEMEN LINGKUNGAN
ENVIRONMENTAL MANAGEMENT TARGET

- **Pemenuhan standar baku mutu kualitas air limbah.**
- **Pemenuhan standar baku mutu emisi udara.**
- **100% limbah B3 terkelola sesuai peraturan.**
- **Pengelolaan dan pemanfaatan sumber daya secara efisien.**
- **Konservasi dan perlindungan lingkungan.**
- **Konservasi keanekaragaman hayati.**

- Compliance with quality standards of effluent
- Compliance with quality standards of air emissions
- 100% of hazardous and toxic waste is managed according to regulations
- Management and efficient use of resources
- Conservation and preservation of environment
- Conservation on biodiversity

3 STRATEGI
STRATEGIES

- **Penguatan dan peningkatan kapasitas SDM.**
- **Pemantauan kualitas lingkungan secara berkesinambungan.**
- **Peningkatan kualitas dan validitas data lingkungan.**
- **Evaluasi kinerja hasil pemantauan kualitas lingkungan.**
- **Pelaksanaan pengelolaan lingkungan melalui pendekatan keberlanjutan.**

- HR capacity strengthening and enhancement
- Continuous monitoring of environmental quality
- Increasing quality and validity of environmental data
- Performance evaluation of environmental quality monitoring results
- Implementation of environmental management through a sustainability approach

Pengelolaan lingkungan menjadi tanggung jawab Departemen Health, Safety, Environment and Community Development (HSEC) dan dijalankan terintegrasi dengan fungsi lain, di antaranya Departemen CSR. Tujuannya agar pengelolaan lingkungan dapat menciptakan *shared value* kepada pemangku kepentingan, terutama masyarakat di sekitar wilayah operasi pertambangan. Untuk mendukung pengelolaan lingkungan, tahun 2020 Perusahaan merealisasikan biaya USD11,9 juta.

Environmental management is handled by the Department of Health, Safety, Environment and Community Development (HSEC) and is carried out in an integrated manner with other functions, including the CSR Department. The environmental management aims to be able to create shared value for stakeholders, especially communities around the mining operation area. In 2020, the Company realized USD11.9 million in funds to support environmental management.

Pengelolaan Pascatambang dan Keanekaragaman Hayati

Post-Mining Management and Biodiversity

Luar area reklamasi pascatambang

The area of pos-mining reclamation of TDM

TDM 234.97 Ha

Total Serapan Carbon

Total carbon sequestration

8,499.49 Ton CO_2

Penyerahan Lahan Rehabilitasi

Handover of rehabilitation land

DAS 3,040 Ha

Sesuai Rencana Pascatambang (RPT) yang telah disetujui pemerintah, pada 2020 ITM melanjutkan pelaksanaan pascatambang TDM yang telah menghentikan kegiatan operasi penambangan sejak tahun 2016. Di sisi lain, EMB juga telah menyerahkan revisi dokumen RPT sebagai pemenuhan terhadap regulasi dalam persiapan memasuki pascatambang.

Kegiatan pascatambang meliputi penanaman kembali (revegetasi) sebagai bagian dari kegiatan reklamasi. Selain bertujuan memulihkan kondisi lingkungan, revegetasi juga dimaksudkan untuk meningkatkan daya tampung serapan karbon guna meminimalkan dampak perubahan iklim. Sampai dengan akhir tahun 2020, kegiatan perawatan tanaman pada area reklamasi pascatambang TDM yang telah dihutankan kembali mencapai luasan 234,97 Ha. Total serapan karbon di area reklamasi TDM di tahun 2020 mencapai 8.499,49 Ton CO_2. [MM10]

Dalam rangka mengurangi luasan area lubang bekas tambang yang berupa *void*, TDM bekerja sama dengan pihak ketiga untuk melakukan penimbunan material. Kegiatan penimbunan material di area *void* telah mengurangi 30 ha total luasan *void* atau turun 40% dari luasan *void* sebelumnya. Selanjutnya dilakukan kegiatan revegetasi pada area tersebut.

According to the Mine Closure Plan (RPT) which has been approved by the government, in 2020 ITM continued the post-mining execution of TDM which has stopped mining operations since 2016. On the other hand, EMB has also submitted revised RPT documents as compliance with regulations on preparation to entering the post-mining.

Post-mining activities include revegetation as part of reclamation activities. Aside from restoring environmental conditions, revegetation is also aimed at increasing the capacity of carbon sequestration to minimize the impact of climate change. Until the end of 2020, plant maintenance activities reached 234.97 Ha area in the post-mining reclamation land of TDM that had been reforested. The total carbon sequestration in the reclamation area of TDM in 2020 reached 8,499.49 tons of CO2. [MM10]

In order to reduce the area of ex-mining pits in the form of voids, TDM is working with third parties to carry out backfiling of materials. The activities of material backfilling in the void area has reduced 30 ha of the total area of voids or decreased by 40% from the previous void area. Subsequently, revegetation activities were carried out in the area.

Nilai Potensi Serapan Karbon Area Reklamasi KTD Tandung Mayang (ton)
Potencial Carbon Sequestration Value of the KTD Tandung Mayang Reclamation Area (ton)

Tahun Tanam Planting Year	Luas (Ha)	Total Karbon Per Tahun Tanam (Ton) Total Carbon Sequestration per Planting Year (Ton)		Total Karbon Per Tahun Tanam Per Satuan Luasan (Ton/Ha) Total carbon sequestration per planting year per unit area (Ton/Ha)	
		2020	2019	2020	2019
2006	17.50	1,317.53	675.01	658.76	38.57
2008	6.10	342.08	344.82	171.04	56.53
2009	4.30	329.86	258.91	164.93	60.21
2011	4.49	463.18	423.01	231.59	94.21
2012	15.14	778.88	842.25	389.44	55.63
2013	65.81	3,423.26	2,496.15	1,711.63	37.93
2014	23.90	737.94	469.79	368.97	19.66
2015	12.66	284.61	138.60	142.31	10.95
2016	69.95	822.16	508.80	411.08	7.27
Total	**219.85**	**8,499.49**	**6,157.32**		

Keterangan: Tahun 2020 sudah tidak ada penambahan luasan area reklamasi I Note: In 2020 there was no additional reclamation area

Reklamasi dan Pelestarian Keanekaragaman Hayati di Lahan Pascatambang
Reclamation and Biodiversity Conservation in the Post-Mining Land

Dampak dari perubahan bentang alam akibat operasi penambangan adalah timbulnya perubahan habitat pada area reklamasi, area penambangan, area kolam pengendap, dan area lainnya untuk sementara waktu. ITM berkomitmen mengembalikan fungsi lahan melalui rencana pengelolaan lahan terganggu dan reklamasi sesuai dengan Analisis Mengenai Dampak Lingkungan (AMDAL). [304-2]

The impact of changes in natural landscape due to mining operations is the emergence of habitat variations, such as areas of reclamation, mining, settling pond, and other areas temporarily. ITM is committed to restoring land functions through a disturbed land management plan and reclamation according to the Environmental Impact Analysis (AMDAL) guidelines. [304-2]

Beberapa Upaya Pengelolaan Lahan Terganggu [102-29]
Disturbed Land Management Efforts

AKTIVITAS TAMBANG MINE ACTIVITY	DAMPAK LINGKUNGAN ENVIRONMENTAL IMPACTS	MITIGASI MITIGATION
Pembukaan Lahan Land Clearing	**Peningkatan laju erosi, peningkatan sedimentasi dan penurunan tingkat kesuburan tanah** Increased erosion rate, increased sedimentation and decreased soil fertility	1. **Menimbun tanah pucuk pada tempat yang aman dari erosi maupun kegiatan penambangan.** Pile top soil in a safe place from erosion or mining activities. 2. **Menanam rerumputan (*cover crop*) jenis CP, CM, dan Muccuna untuk mengendalikan hanyutnya tanah pucuk terangkut air larian dan menjaga kesuburan tanah.** Plant cover crop of CP, CM, and Muccun to control the drift of top soil by runoff and maintain soil fertility. 3. **Menerapkan sempadan sungai selebar 50 meter kanan-kiri sungai yang merupakan Sub-Sub DAS, sebagai upaya konservasi tanah dan air.** Implement a 50-meter-wide riparian zones which are the Sub-Subwatershed as an effort to conserve soil and water. 4. **Menerapkan metode penambangan gali timbun ke belakang (*back filling*) atau *in pit dump*.** Apply mining method of back filling or in pit dump.
Penggalian Batuan Penutup Excavation of Overburden	**Perubahan bentang alam, peningkatan laju erosi dan peningkatan sedimentasi** Changes in landscape, increased erosion rates and increased sedimentation	1. **Mengatur kelerengan sesuai desain aman tambang.** Adjust the slope to mine safety design. 2. **Menerapkan metode penambangan gali timbun ke belakang (*back filling*) atau in *pit dump*.** Applying the mining method, back filling or in pit dump.
Penimbunan Batuan Penutup Accummulation of Overburden	**Perubahan bentang alam, peningkatan laju erosi, dan peningkatan sedimentasi.** Changes in landscape, increased erosion rates and increased sedimentation	1. **Menanam tanaman penutup tanah *(cover crop)* untuk mengendalikan aliran air permukaan dan meningkatkan kesuburan tanah.** Planting the cover crop to manage the surface water flow and increase soil fertility. 2. **Melakukan penanaman tanaman cepat tumbuh dan tanaman lokal untuk mengembalikan fungsi eekologi.** Planting fast growing plants and local plants to restore ecological functions. 3. **Memelihara dan memantau pertumbuhan tanaman revegetasi.** Maintaining and monitoring the revegetated plants growth.



Salah satu upaya dalam mengelola lahan terganggu adalah revegetasi. Sampai dengan akhir tahun 2020, ITM telah melakukan penanaman 8.326.455 pohon pada total lahan seluas 13.394 Ha. Tanaman yang ditanam terdiri dari spesies tanaman lokal dan tanaman bernilai ekonomis. Tanaman lokal yang ditanam antara lain *Mangifera casturi, Eusideroxylon zwageri* dan *Shorea balangeran.*

One of the efforts to manage disturbed land is revegetation. By the end of 2020, ITM had planted 8,326,455 trees on a total land area of 13,394 Ha. The planted trees consisted of local plant species and economic plants. The local plants planted included *Mangifera casturi, Eusideroxylon zwageri, and Shorea balangeran.*

Realisasi Kegiatan Reklamasi Di Lokasi Tambang [304-4]
Realization of Reclamation and Revegetation at Mine Sites

Parameter Parameter	**Satuan** Unit	**Akumulasi** Accumulation	**2020**	**2019**	**2018**
Lahan Terganggu Disturbed Area	Ha	25,628	894	861	827
Lahan Reklamasi Reclaimed Area	Ha	13,819	915	876	708
Lahan Revegetasi Revegetated Area	Ha	13,394	748	826	587
Jumlah Pohon Number of Trees	**Batang** Trees	**8,326,455**	**656,105**	**1,064,050**	**741,310**

ITM telah melakukan studi lingkungan bekerja sama dengan beberapa pihak yang kompeten. Pada tahun 2020, kerja sama ITM dengan Lembaga Ilmu Pengetahuan Indonesia (LIPI) dan Unit Pelaksana Teknis Balai Konservasi Tumbuhan (UPTBKT) Kebun Raya Purwodadi untuk studi keanekaragaman hayati di IMM, TCM dan BEK terkendala akibat pandemi COVID-19. Berdasarkan studi indeks keanekaragaman hayati yang dilakukan, ITM telah memetakan satwa langka dan tanaman endemik terdaftar Daftar Merah IUCN. [304-1]

ITM has conducted environmental studies in collaboration with several competent parties. In 2020, ITM's collaboration with the Indonesian Institute of Sciences (LIPI) and the Technical Operating Unit of Plant Conservation Center (UPTBKT) at the Purwodadi Botanical Garden for biodiversity studies at IMM, TCM and BEK faced hurdles due to the COVID-19 pandemic. Based on the biodiversity index study conducted, ITM have mapped endemic species and endemic plants listed on the IUCN Red List. [304-1]

Daftar Flora, Fauna Dilindungi di Lahan Reklamasi dan Status Perlindungan Berdasarkan Daftar Merah IUCN [304-3]

List of Protected Flora, Fauna at Reclaimed Land and Protection Status Registered with The IUCN Red List.

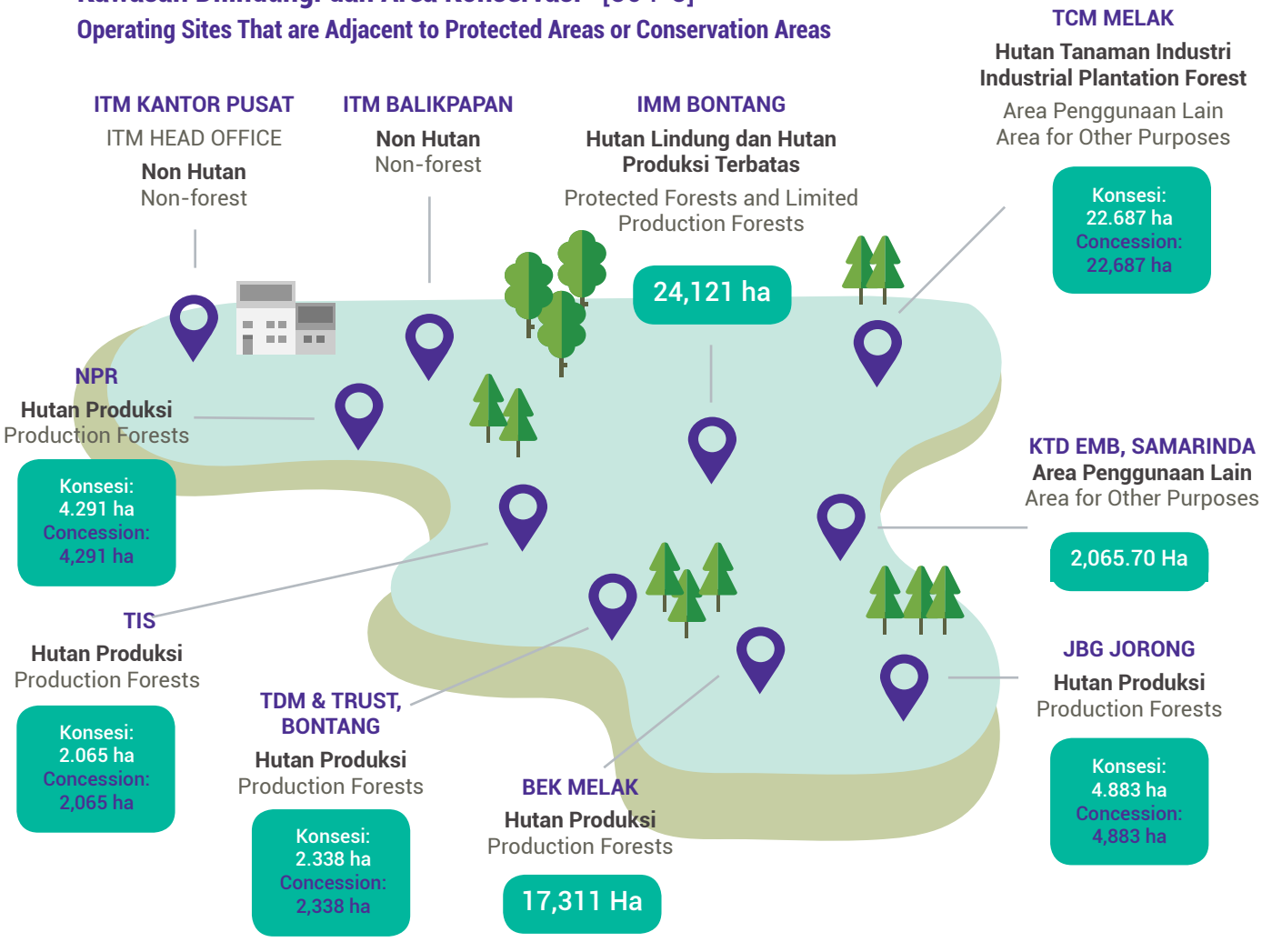
Daftar Flora Dilindungi List of Protected Flora		Daftar Fauna Dilindungi List of Protected Fauna	
Nama Spesies Species Name	**Status Perlindungan** Protection Status	**Nama Spesies dan Nama Lokal** Species Name and Local Name	**Status Dilindungi** Protection Status
Mangifera casturi	Extinct in the Wild	**Garangan ekor pendek** *Herpestes brachyurus*	Least Concern
Shorea smithiana	Critically endangered	**Landak butun** *Hystrix brachyuran*	Least Concern
Shorea lamelatta	Critically endangered	**Monyet ekor panjang** *Macaca fascicularis*	Least Concern
Shorea peltata	Critically endangered	**Orangutan** *Pongo pygmaeus*	Critically Endangered
Shorea agami	Endangered	**Beruang madu** *Helarctos malayanus*	Vulnerable
Psydrax dicoccos	Vulnerable	**Musang leher kuning** *Martes flavigula*	Least Concern
Hopea pachycarpa	Vulnerable	**Beruk** *Macaca nemestrina*	Vulnerable
Eusideroxylon zwageri	Vulnerable		
Shorea balangeran	Vulnerable		
Aglaia crassinervia	Near threatened		
Croton argyratus	Least Concern		
Duabanga moluccana	Least Concern		
Dyera costulata	Least Concern		
Pterospermum javanicum	Least Concern		
Peronema canescens	Least Concern		

Wilayah operasi pertambangan ITM yang dikelola anak usaha umumnya berada di kawasan hutan produksi, hutan tanaman industri, dan area penggunaan lain. Namun demikian, di area pertambangan IMM terdapat kawasan hutan lindung seluas 4.121 Ha atau 17,08% dari total 24.121 Ha luas area pertambangan. Selain itu, pada area pertambangan yang dikelola BEK, ITM mengalokasikan 30 Ha sebagai area konservasi atau 0,17% dari total 17.311 Ha luas area pertambangan. ITM juga mengalokasikan 99,46 Ha kawasan Hutan Galam pada area pertambangan JBG, sebagai kawasan ekowisata. [304-3]

ITM's mining operations areas managed by subsidiaries are generally located in production forest areas, industrial plantation forests and other use areas. However, in the IMM mining area there is 4,121 hectares of protected forest area or 17. 08% of total 24,121 hectares of mining area. In addition, in mining areas managed by BEK, ITM allocated 30 Ha as a conservation area or 0.17% of the total 17,311 Ha mining area. ITM also allocated 99.46 Ha of Galam Forest in JBG mining area, as an ecotourism area. [304-3]

Wilayah Operasi yang Berada atau Berdekatan dengan Kawasan Dilindungi dan Area Konservasi [304-3]

Operating Sites That are Adjacent to Protected Areas or Conservation Areas



Upaya Perlindungan Habitat pada Kawasan Dilindungi dan Area Konservasi [304-3][102-48]

Habitat Protection Measures on Protected and Conservation Areas

Wilayah Operasi Operations Area	Wilayah Dilindungi dan Luasan Total of Protected Area	Kegiatan Tahun 2020 2020 Activities
IMM Bontang	**Hutan lindung. Luas 4.131 Ha** 4,131 Ha of protected forest	**Penanaman *cover crop* seluas 33,5 Ha dan penanaman vegetasi cepat tumbuh (*fast growing*) di lokasi hutan lindung seluas 103,17 Ha.** Cover crop planting of 33.5 Ha has been carried out and planting of fast-growing vegetation in 103.17 Ha of protected forest.
BEK Melak	**Area konservasi pada hutan produksi. Luas 30 Ha.** Conservation area in production forest of 30 Ha.	• **Kegiatan pengambilan bibit cabutan dari area konservasi dengan total produksi 7.338 tanaman cabutan hutan.** • Activities of uprooting seedlings from the conservation area with a total production of 7,338 uprooted plants from the forest. • **Reklamasi 82,52 Ha dengan jumlah tanaman yang ditanam 52.121 batang dan total 23 jenis tanaman.** • Reclamation of 82.52 Ha with 52,121 plants planted and a total of 23 types of plants.
JBG Jorong	**Area konservasi ekowisata Hutan Galam. Luas 99,46 Ha.** Ecotourism conservation area Galam Forest of of 99.46 Ha.	**Pemantauan keragaman flora dan fauna di Hutan Galam oleh tim peneliti Universitas Lambung Mangkurat. Hasil pemantuan terdata 42 jenis flora dan 39 jenis fauna.** Monitoring of flora and fauna diversity in the Galam Forest by a research team from the University of Lambung Mangkurat. The monitoring results recorded of 42 types of flora and 39 types of fauna.

Pelestarian Keanekaragaman Hayati di Luar Wilayah Operasi Tambang
Biodiversity Conservation Outside of the Mining Operation Area

Rehabilitasi Daerah Aliran Sungai

Rehabilitasi DAS adalah kewajiban perusahaan pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH). Berdasarkan Keputusan Menhut No. 2628/Menhut-V/RHL/2012 tanggal 14 Mei 2012 dan Keputusan MenLHK nomor SK.8671/MenLHK-PDASHL/KTA/DAS.1/12/218 tanggal 18 Des 2018, pemegang IPPKH berkewajiban melakukan penanaman dalam rangka Rehabilitasi DAS seluas izin konsesi yang dipegangnya. Sesuai ketentuan tersebut, daerah yang ditanami harus berada di luar daerah konsesi, yang ditetapkan pemerintah sebagai kawasan yang kritis dan perlu dilakukan rehabilitasi.

Program rehabilitasi DAS dilaksanakan selama tiga tahun, meliputi penanaman (P0), pemeliharaan tahun pertama (P1), dan pemeliharaan tahun kedua (P2), yang diikuti penyerahan kepada pemerintah jika sudah memenuhi kriteria keberhasilan penanaman. Sesuai penetapan lokasi dari pemerintah, area-area yang menjadi kewajiban untuk dilakukan penanaman meliputi dua provinsi, yaitu Kalimantan Timur dan Kalimantan Selatan.

Pelaksanaan rehabilitasi DAS dibarengi dengan pengendalian spesies invasif yang berpotensi mengganggu tumbuhnya jenis tanaman hutan asli yang ada di area rehabilitasi DAS. Spesies invasif yang ditemukan adalah tanaman gulma dan pohon akasia. Upaya pengendalian dilakukan menggunakan herbisida, serta pengendalian mekanis dan intervensi dengan tanaman asli. [304-2]

Watershed Rehabilitation

Watershed rehabilitation is the obligation of companies holding Lease-to-Use Forest Area Permit (IPPKH). Based on Decree of the Minister of Forestry No. 2628/ Menhut-V/RHL/2012 dated May 14, 2012 and Decree of the Minister of Environment and Forestry No. SK.8671/MenLHK-PDASHL/KTA/DAS.1/12/218 dated December 18, 2018, IPPKH holders are obliged to carry out watershed rehabilitation for an area at the size of concession area in their permit. In accordance with these provisions, the planted area must be outside the concession area, which has been designated by the government as a critical area and requires rehabilitation.

The watershed rehabilitation program is carried out for three years, including planting (P0), first year maintenance (P1), and second year maintenance (P2), followed by handover to the government if it meets the criteria for successful planting. According to the location designated by the government, the areas to be planted cover two provinces, East Kalimantan and South Kalimantan.

The watershed rehabilitation is implemented along with control of invasive species that have the potential to become predation to the growth of native forest plant species in the watershed. The invasive species found are weeds and acacia trees. Control efforts are carried out using herbicides, as well as mechanical control and interventions with native plants. [304-2]

Lokasi DAS I Watershed Location	**Anak Perusahaan I** Subsidiaries
Taman Nasional Kutai	IMM, TCM, KTD
Hutan Lindung Kota Bontang	IMM
Hutan Lindung Kabupaten Tanah Laut	JBG
Hutan Lindung Gunung Beratus	BEK
Hutan Lindung Buring Ayok	TCM
Hutan Konservasi Tahura Sultan Adam	JBG
KHDTK Hutan Penelitian dan Pendidikan Bukit Suharto, Universitas Mulawarman	TCM, BEK

Realisasi Kegiatan Rehabilitasi DAS (dalam hektar)
Realization of Watershed Rehabilitation Activities (in hectares)

Kinerja Rehabilitasi DAS Watershed Rehabilitation Performance	**Akumulasi** Accumulation
Kewajiban Penanaman DAS hingga 2026 Watershed Planting Obligation until 2026	46,140.94

Lokasi DAS yang Telah Ditanam Per 31 Desember 2020 Watersheds that have been Planted per December, 31 2020	**Akumulasi** Accumulation
Penanaman (P0) Planting (P0)	28,581.40
Pemeliharaan tahun pertama (P1) First year maintenance (P1)	20,863.72
Pemeliharaan tahun kedua (P2) Second year maintenance (P2)	12,050.61
Lahan DAS yang telah diserahterimakan Watershed land that has been handed over	7,540.00*

Keterangan: Jumlah pohon yang ditanam dan diserahkan mencapai lebih dari 11 juta pohon. Estimasi perhitungan ini memperhatikan pola penanaman yang berbeda, baik secara intensif dengan minimal 1.100 pohon/ha dan pengkayaan dengan 625 pohon/ha. Luas DAS yang telah diserahterimakan sebesar 7.540 ha merupakan akumulasi IMM sebesar 6.640 ha dan KTD sebesar 900 ha.

Note: The number of trees planted and handed over reached more than 11 million trees. This estimated calculation takes into account the different planting patterns, both intensively with a minimum of 1,100 trees/ha and enrichment with 625 trees/ha. Watershed land that has been handed over of 7,540 ha is the accumulation of IMM a total of 6,640 ha and KTD a total of 900 ha.

Pada 14 September 2020, IMM telah menyerahkan hasil penanaman seluas 3.040 Ha kepada pemerintah. Penyerahan dilakukan dalam sebuah acara webinar sebagai penyesuaian dengan kondisi pandemi COVID-19. Area rehabilitasi DAS yang diserahkan IMM adalah kawasan yang telah dilakukan pengayaan tanaman sejak tahun 2015. Serah terima dilakukan Direktur Utama IMM kepada Direktur Jenderal PDASHL Kementerian Lingkungan Hidup dan Kehutanan (KLHK).

IMM telah mulai memenuhi kewajiban melaksanakan rehabilitasi DAS sejak 2013, dan secara keseluruhan telah menyerahkan 6.640 Ha kepada pemerintah. DAS yang telah direhabilitasi dan diserahkan kepada pemerintah pada tahun 2020 berada di kawasan Taman Nasional Kutai (TNK). Proses rehabilitasi DAS melibatkan 14 kontraktor lokal sehingga mampu menggerakkan roda ekonomi setempat melalui penyerapan tenaga kerja dan penyediaan bibit tanaman.

On September 14, 2020, IMM handed over 3,040 hectares of planted land to the government. The handover was conducted during a webinar event to adapt to the COVID-19 pandemic conditions. The watershed rehabilitation area handed over by IMM is an area that has been enriched with plants since 2015. The handover was made by the President Director of IMM to the Director General of Watershed and Protected Forest Management (PDASHL), Ministry of Environment and Forestry (KLHK).

IMM has started fulfilling the obligation to rehabilitate watershed since 2013, and has handed over a total of 6,640 Ha to the government. The watershed that have been rehabilitated and handed over to the government in 2020 located in Melawan area, which is part of the Kutai National Park (TNK) area. The watershed rehabilitation process involved 14 local contractors so that they were able to get the local economy moving by employing workforce and providing plant seedlings

Pelestarian Daerah Pesisir
Coastal Area Conservation

Pelestarian keanekaragaman hayati juga dilakukan di daerah pesisir Kecamatan Bontang Lestari, Kota Bontang dan Desa Santan Ilir, Kabupaten Kutai Kartanegara. Kedua lokasi tersebut dipilih karena tingkat abrasi tinggi. Pelestarian daerah pesisir dilakukan oleh IMM, dengan melibatkan masyarakat melalui penanaman mangrove dan transplantasi terumbu karang.

The preservation of biodiversity has also been carried out in the coastal areas of Bontang Lestari District and Santan Ilir Village, Kutai Kartanegara Regency. The two locations were chosen because of the high level of abrasion. The preservation of coastal areas is carried out through subsidiary IMM, with the community's involvement in mangrove planting and coral reefs transplantation.

Pemilihan mangrove didasari hasil publikasi LIPI yaitu kemampuan rata-rata hutan mangrove di Indonesia untuk menyerap 52,85 ton CO_2/Ha/tahun, lebih tinggi dibandingkan estimasi global (26,42 ton CO_2/Ha/tahun). Penanaman mangrove diharapkan akan memperkuat dukungan potensi serapan karbon di Kalimantan.

The selection of mangroves was based on the results of Indonesian Intitute of Sciences (LIPI)'s publication that found mangrove forests in Indonesia are capable of absorbing 52.85 tons of CO_2/Ha/year, higher than the global estimate (26.42 tons of CO_2/Ha/year). Mangrove planting is expected to strengthen the potential for carbon sequestration in Kalimantan.

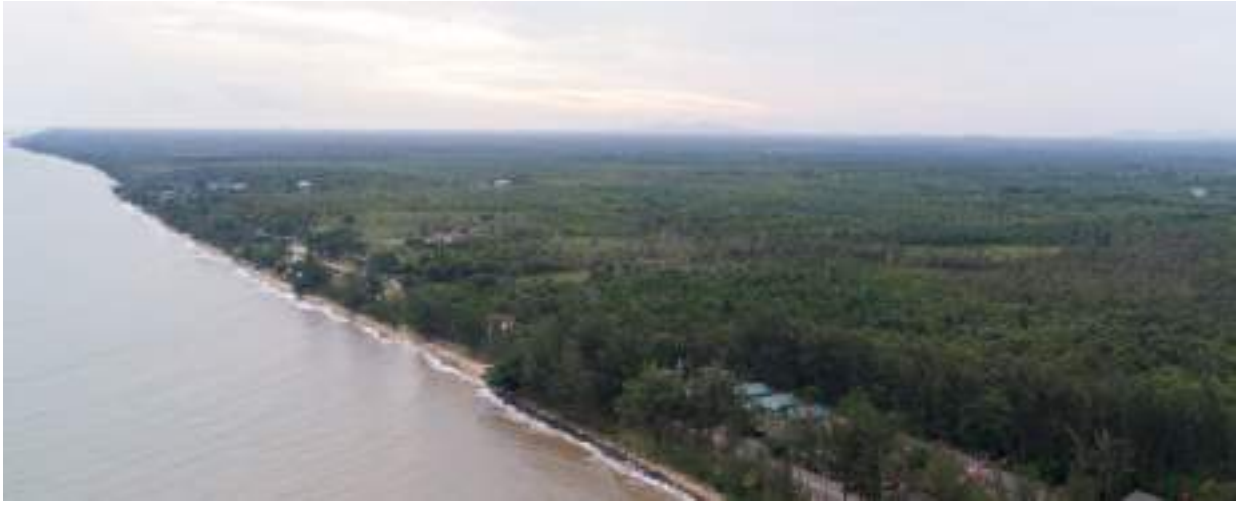
Sampai dengan akhir tahun 2020, luas area penanaman mangrove mencapai 35 Ha. Keberadaan hutan mangrove juga akan dikembangkan menjadi ekowisata mangrove yang mampu mengembangkan nilai ekonomi bagi masyarakat. Pelestarian daerah pesisir diharapkan dapat mengembalikan mata pencaharian masyarakat lokal yang sebagian besar berprofesi sebagai nelayan.

Until the end of 2020, the mangrove planting area has reached 35 hectares. The mangrove forests will also be developed into mangrove ecotourism which can generate economic value for the community. The preservation of coastal areas has also managed to restore the livelihood of local communities who mostly work as fishermen.

Realisasi Kegiatan Pelestarian Daerah Pesisir
Results of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir **Coastal Areas Conservation Performance**	**2020**	**Akumulasi** **Accumulation**
Penanaman Bibit Mangrove (Jumlah bibit) Mangrove Planting (Number of seedlings)	3,500	93,500
Luas Area Penanaman Mangrove (ha) Mangrove Planting Area (ha)	5	35
Transplantasi Terumbu Karang *Coral Branching* (*Block*/kubah beton) Transplantation of reef coral branching on dome-shape concrete	200	1,200

Kinerja Pelestarian Daerah Pesisir **Coastal Areas Conservation Performances**	**2020**	**2019**	**2018**
Tingkat Kerapatan Mangrove pohon/ha Mangrove Density Level trees/ha	2,281	1,100	1,066
Indeks Keanekaragaman Hayati Hutan Mangrove Mangrove Forest Biodiversity Index	2.7	Belum diukur Have not been measured	
Tingkat Kerapatan Terumbu Karang Density of Coral Reefs	78%	72%	64%



Rencana Penanaman Mangrove
Mangrove Planting Plan

2010-2014	2015-2017	2018-2020	Persiapan Pascatambang 2021-2023 Preparation of Post-Mining 2021-2023	Pascatambang 2024-2028 Post-Mining 2024-2028
Studi ekologi area mangrove Mangrove area ecology study		**Studi ekologi area mangrove** Mangrove area ecology study		
Sosialisasi masyarakat I Community outreach				
Penanaman bibit Mangrove I Mangrove planting				
		Monitoring: **Perhitungan Karbon dan Indeks Keanekaragaman Hayati** Monitoring: Carbon Calculation and Biodiversity Index		
			Studi dan evaluasi manfaat mangrove bagi masyarakat Study and evaluate the benefits of mangroves for the community	

Nilai Keanekaragaman Plankton dan Benthos di Daerah Pesisir
Plankton and Benthos Diversity Index (H') in Coastal Areas

	2020				2019				2018			
	Q I	Q II	Q III	Q IV	Q I	Q II	Q III	Q IV	Q I	Q II	Q III	Q IV
Individual Amount/Liter	1,008	N/A	150	375	315	325	350	300	945	819	882	1,134
Indeks Keanekaragaman (H') Diversity Index	1.96	N/A	1.56	1.99	1.73	1.99	1.87	1.7	1.15	1.84	2.04	2.24

Keterangan: N/A: Tidak dapat dilakukan pengukuran karena adanya edaran KLHK di awal pandemi COVID-19
Note: N/A: Measurements cannot be taken due to the KLHK regulation at the beginning of the COVID-19 pandemic.

Pengelolaan Energi
Energy Management

Pengunaan *Biofuel* B30
B30 Biofuel use

100%

Pemakaian Energi 2020
2020 energy consumption

Lebih rendah
Lower
8.01%

ITM menggunakan *biofuel* sebagai sumber energi, sesuai program *mandatory* yang ditetapkan dalam Permen ESDM No.12 tahun 2015. Berawal pada tahun 2018 dengan penggunaan *biofuel* Biosolar B20, pada tahun 2020 seluruh anak usaha ITM telah menggunakan Biosolar B30 sebesar 61.850.555 liter pada kegiatan pertambangan untuk bahan bakar kendaraan operasional. Penggunaan biofuel sesuai Circular Carbon Economy (CCE) *Platform* adalah salah satu komponen penting untuk menurunkan emisi gas rumah kaca (GRK).

Sumber energi lain adalah listrik yang diperoleh dari pasokan PT PLN. Pasokan listrik juga berasal dari operasional pembangkit listrik hibrid di Bontang, Kalimantan Timur, dengan kapasitas 2x7 MW untuk PLTU dan 3 MW untuk pembangkit listrik tenaga surya. Jumlah listrik yang dihasilkan pembangkit listrik tenaga hibrid tersebut pada tahun 2020 mencapai 30.815 MW. Pengoperasian pembangkit listrik ini telah dapat meningkatkan efisiensi energi, mengurangi emisi dan mendukung pencapaian TPB 13.

ITM berkomitmen untuk menggunakan energi secara efisien sehingga secara langsung mempengaruhi emisi GRK. Sampai dengan akhir tahun 2020, ITM melakukan berbagai upaya penghematan energi termasuk penerapan teknologi informasi berbasis digitalisasi. Selain itu, melalui program *pooling* bahan bakar, ITM dapat mengamankan pasokan bahan bakar bagi ITM dan kontraktor di operasional *site*, serta efisiensi logistik.

Total volume energi yang digunakan di dalam organisasi pada tahun 2020 sebesar 10.136.808 GJ atau lebih rendah 8,01% dibanding tahun 2019 sebesar 11.019.013 GJ. ITM belum melakukan penghitungan penggunaan energi di luar organisasi. [302-1, 302-2, 302-4]

ITM uses biofuels as an energy source, which is in line with the mandatory program stipulated in the Minister of Energy and Mineral Resources No. 12 of 2015. The use of Biodiesel B20 began in 2018, then in 2020 all ITM's subsidiaries have used 61,850.555 liters of Biodiesel B30 in mining activities for operational vehicles. The use of biofuels according to the Circular Carbon Economy (CCE) Platform is an important component to reduce GHG emissions.

Another energy source is electricity supplied by PT PLN. The electricity supply also originated from the hybrid power plant in Bontang, East Kalimantan, with a capacity of 2x7 MW for coal-fired power plant and 3 MW for solar power plants. The volume of electricity generated by the hybrid power plant in 2020 reached 30,815 MW. The operation of this power plant has been able to improve energy efficiency, reduce emissions and support the achievement of Goal 13 of SDGs.

ITM is committed to using energy efficiently which directly affects the volume of GHG. Until the end of 2020, ITM made various efforts in energy saving, including the application of digital information technology. In addition, through the fuel pooling program, ITM can secure fuel supplies for ITM and contractors at the site operations, as well as efficiency in logistics.

The total volume of energy used in the organization during 2020 was 10,136,080 GJ or 8.01% lower from 11,019,013 GJ in 2019. ITM has not calculated energy use outside the organization. [302-1, 302-2, 302-4]

Penggunaan Energi Dalam Perusahaan Berdasarkan Sumber [302-1], [302-3]
Energy Consumption Within the Organization by Sources

Uraian Description	Satuan Unit	2020	2019	2018
Energi Terbarukan Renewable Energy				
Kegiatan Penambangan dan Penunjang I Mining and Supporting Activities				
Biodiesel (Sejak Q4 2018) Biodiesel (Since Q4 2018)	GJ	2,843,069	2,203,207	408,984
Pembangkit Listrik Tenaga Surya Solar Power Plants	GJ	7,065	N/A	N/A
Energi Tidak Terbarukan Non Renewable Energy				
Kegiatan Penambangan dan Penunjang I Mining and Supporting Activities				
Solar Gasoline	GJ	6,633,832	8,812,828	11,596,699
Kegiatan Pertambangan I Mining Activity				
Batubara Coal	GJ	641,996	927,396	1,068,827
Kegiatan Penunjang I Supporting Activity				
Listrik dari PLN Electricity from PLN	GJ	8,317	6,346	6,443
Bensin Gasoline		1,811	2,978	1,055
Jumlah penggunaan energi Amount of Energy Usage		10,136,090	11,019,013	13,082,007
Intensitas Pemakaian Energi Energy Intensity				
Jumlah produksi Total Production	**Juta Ton** Million Ton	19.3	23.4	22.1
Intensitas pemakaian energi Intensity of Energy Usage	GJ/Ton	0.52	0.51	0.59

Keterangan:
- Data penggunaan energi sudah termasuk HO Jakarta, IBO Balikpapan, dan PT GasEmas
- Penggunaan energi termasuk pemakaian bahan bakar untuk pengangkutan setiap ton batubara [302-5]
- Jumlah produksi menggunakan angka Finish Coal (FC)

Note:
- Energy usage data includes HO Jakarta, IBO Balikpapan, and PT GasEmas
- Energy use includes fuel consumption for transportation per ton of coal [302-5]
- Total production uses the Finished Coal (FC) figure

Secara berkala, Perusahaan melakukan audit energi secara internal, dan hasil audit energi diverifikasi pihak independen bersertifikasi. Pada tahun 2020, audit energi dilaksanakan di anak usaha yakni JBG. Berdasarkan hasil audit energi, diketahui penggunaan energi terbesar JBG pada *coal processing* tahun 2019 sebesar 2.821 GJ. Meskipun demikian, JBG telah melaksanakan kegiatan-kegiatan penghematan energi pada proses, sistem kelistrikan, serta serangkaian program efisiensi energi perusahaan, seperti:

- Mengurangi pemakaian bahan bakar dengan mengurangi jarak angkut material tanah penutup (*over burden*).
- Mengurangi pemakaian bahan bakar dengan mengoptimalkan pemakaian rental alat berat pada kegiatan reklamasi penambangan.
- Memanfaatkan air sebagai penggerak turbin alat pencampur kapur (*quick limes mixer*) pada pengelolaan air limbah tambang.
- Memanfaatkan air pada *outlet settling pond* WWM 16 sebagai sumber listrik penerangan mandiri di area pengelolaan air.

The Company regularly conducts internal energy audits, and the results of energy audits are verified by a certified independent party. In 2020, an energy audit was carried out at ITM's subsidiary, JBG. The energy audit found that the largest energy use at JBG was in coal processing in 2019 at 2,821 GJ. Nonetheless, JBG has implemented energy saving on processes, electrical systems, as well as a series of corporate energy efficiency programs, such as:

- Reducing fuel consumption by reducing the distance of over burden material transport.
- Reducing fuel consumption by optimizing the use of heavy equipment rental for mining reclamation activities.
- Utilizing water as a power turbine for a quick limes mixer in mine effluent management.
- Utilizing water at the outlet of the WWM 16 settling pond as a source of lighting in the water management area.

Dukungan pada Pengembangan Energi Terbarukan
Support for Renewable Energy Development

ITM mengembangkan energi terbarukan dengan menerapkan solusi *microgrid* untuk memastikan pasokan listrik berkelanjutan, guna mendukung operasi penambangan di site yang dikelola IMM, di Bontang, Kalimantan Timur. Selain memasok listrik, pemanfaatan tenaga surya juga membantu mengurangi jejak karbon ITM, dan menjadi tonggak penting dalam komitmen Perseroan untuk mengurangi emisi karbon, sekaligus mengurangi biaya operasional.

Beroperasi sejak 2019, proyek ini berhasil mengintegrasikan pembangkit listrik tenaga surya ke dalam jaringan listrik milik IMM, menstabilkan dan meningkatkan efisiensi energi dengan portofolio solusi *grid edge*, *e-mesh*, termasuk sistem penyimpanan energi atau *energy storage* berbasis baterai litium, *PowerStore* (BESS) dan sistem kontrol untuk otomasi jaringan. Sistem ini diproyeksikan menghasilkan 230 MWh energi dari *Photovoltaic* (PV) surya setiap tahun, sehingga dapat mengurangi emisi CO2 sebesar 192 ton.

ITM has developed renewable energy by applying microgrid solutions to ensure a sustainable electricity supply, to support mining operations at the sites managed by IMM, in Bontang, East Kalimantan. In addition to electricity supply, the utilization of solar power also helps reduce ITM's carbon footprint, as well as a milestone in the Company's commitment in carbon emissions reduction, while reducing operating costs.

Operating since 2019, this project has successfully integrated solar power generation into IMM's grid, stabilizing and increasing energy efficiency with a portfolio of grid edge solutions, e-mesh, including lithium battery-based energy storage systems, PowerStore (BESS), and control system for network automation. This system is projected to produce 230 MWh of solar energy from Photovoltaic (PV) each year, which capable of reducing CO2 emissions by 192 tons.

Pengendalian Emisi Gas Rumah Kaca
Controlling Greenhouse Gas Emissions

17.3%

Total volume emisi GRK 2020: lebih rendah 17,3% dibandingkan 2019

2020 total volume of GHG emission: 17.3% lower than 2019

Identifikasi Sumber Gas Rumah Kaca dan Penghitungan Emisi Gas Rumah Kaca
Identification of Greenhouse Gases Sources and Calculation of Greenhouse Gases Emissions

ITM melakukan identifikasi sumber Gas Rumah Kaca (GRK) dan penghitungan volume emisi GRK yang meliputi karbon dioksida (CO_2), metana (CH_4), *nitrous oxide* (N_2O), dan *hidro-fluoro-carbon* (HFCs). Metode penghitungan disesuaikan dengan sumber emisi. Melalui penghitungan volume emisi GRK, ITM menyusun rencana dan melaksanakan pengendalian tingkat emisi GRK yang akan dihasilkan.

ITM also identifies sources of Greenhouse Gases (GHG) and calculates the volume of GHG emissions including carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydro-fluoro-carbon (HFCs). The calculation method is adjusted to the emission source. Through calculation of the volume of GHG emissions, ITM prepares the plan and controls the level of GHG emissions that will be generated.

Selama tahun 2020, penghitungan emisi GRK meliputi *scope* 1 yang berasal dari penggunaan bahan bakar fosil untuk kegiatan pertambangan, pembangkit listrik tenaga uap (PLTU), generator, refrigerator dan air conditioner dan scope 2 dari penggunaan listrik PLN. ITM juga sudah mulai menghitung emisi GRK untuk scope 3 dari perhitungan emisi batubara yang dipasarkan kepada konsumen. Total volume emisi GRK tahun 2020 sebesar 1.666.284 Ton $CO_{2\text{-eq}}$, lebih rendah 17,3% dibanding tahun 2019 yang mencapai 1.955.277 Ton $CO_{2\text{-eq}}$. Hal ini menunjukkan, selama periode pelaporan ITM telah dapat mengendalikan emisi GRK. [305-1, 305-2, 305-3, 305-5]

During 2020, the calculation of GHG emissions covered scope 1 from the use of fossil fuels for mining activities, coal-fired power plants (PLTU), generator, refrigerator and air conditioner and scope 2 from the use of PLN electricity. ITM has also started calculating GHG emissions for scope 3 of the calculation of coal emissions marketed to consumers. The total volume of GHG emissions in 2020 was 1,666,284 Tons $CO_{2\text{-eq}}$, 17.3% lower than in 2019 which reached 1,955,277 Tons Tons $CO_{2\text{-eq}}$. This shows that during the reporting period, ITM was able to control GHG emissions. [305-1, 305-2, 305-3, 305-5]

Sistem Perhitungan Berdasarkan Sumber Emisi
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	**Sistem Perhitungan** Calculation System
Bahan bakar *biofuel*, solar, dan bensin untuk kendaraan bergerak Biofuel, diesel fuel, and gasoline for operational vehicles	**Sistem perhitungan beban emisi mengacu Permen LH no.12 tahun 2012.** Emission load calculation system refers to Minister of Environment Regulation No. 12 of 2012.
Emisi GRK	**GHG Protocols**
Pembangkit Listrik Tenaga Uap Coal-fired power plant	**Sistem *Flue Gas Desulfurization* (FGD) mengendalikan dan memantau emisi secara rutin. Sementara pemantauan menyeluruh ditunjang oleh *Operation Monitoring and Controlling System* (microSCADA).** The Flue Gas Desulfurization (FGD) system controls and monitors emissions regularly. While the overall monitoring is supported by Operation Monitoring and Controlling System (microSCADA).
Generator Generators	**Sistem pemantauan emisi dari pelabuhan, fasilitas pengolahan batubara 1-3, dan fasilitas lainnya.** Monitoring system for emissions from ports, coal processing facilities 1-3, and other facilities.
Refrigerator dan Peralatan *Air Conditioner* Refrigerant and Air Conditioner equipments	
Pembangkit Listrik PLN PLN Power Plant	**Sistem perhitungan beban emisi oleh PLN** Emission load calculation system by PLN

Emisi GRK berdasarkan sumber [305-1] [305-2] [305-4]
GHG Emissions by Sources

Uraian Description	Satuan Unit	2020	2019	2018
Emisi GRK dari Kegiatan Pertambangan & Penunjang GHG Emission from Mining & Supporting Activities				
***Scope* 1: Solar** Scope 1: Fuel	Ton CO_2Eq	842,295	907,428	1,374,441
Emisi GRK dari Kegiatan Pertambangan GHG Emission from Mining activities				
***Scope* 1: Batubara** Scope 1: Coal	Ton CO_2Eq	49,052	67,709	81,740
***Scope* 1: Bahan Peledak** Scope 1: Explosives		4,694	7,022	7,938
***Scope* 1: Emisi GRK dari Kegiatan Open Pit** Scope 1: GHG Emission from Open Pit		759,051	964,228	912,988
Emisi GRK dari Kegiatan Penunjang GHG Emission from Supporting Activities				
***Scope* 1: Bensin** Scope 1: Gasoline	Ton CO_2Eq	938	1,542	546
***Scope* 1: Refrigerant** Scope 1: Refrigerant		7,254	4,733	3,175
Jumlah Emisi GRK Scope 1 Total GHG Emission Scope 1		1,663,284	1,952,662	2,380,828
Emisi GRK dari Kegiatan Penunjang GHG Emission from Supporting Activities				
***Scope* 2: Listrik PLN** Scope 2: Purchased Electricity from PLN	Ton CO_2Eq	3,000	2,615	2,489
Jumlah Emisi GRK Total GHG Emission	Ton CO_2Eq	**1,666,284**	**1,955,277**	**2,383,317**
Intensitas Emisi GRK GHG Emission Intensity				
Jumlah Produksi Total Production	JutaTon Million Ton	19.3	23.4	22.1
Intensitas Emisi GRK GHG Emission intensity	Ton CO_2Eq/ Ton production	0.08	0.08	0.11

Keterangan I Note :
- Data emisi sudah termasuk HO Jakarta, IBO Balikpapan, dan PT GasEmas
- Jumlah produksi menggunakan angka Finish Coal (FC)
- Emission data includes HO Jakarta, IBO Balikpapan, and PT GasEmas
- Total production uses the Finished Coal (FC) volume

Selain emisi GRK, ITM melalui anak usaha juga mengendalikan emisi lain, dengan melakukan penghitungan beban emisi yang meliputi NOx, SOx, CO, dan Partikel (PM). Total beban emisi tahun 2020 mencapai 1.420,31 Ton. Data beban emisi diambil dari Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) KLHK masing-masing *site*. [305-7]

Aside from GHG emissions, ITM through its subsidiaries also controls other emissions, by calculating the emission load which includes NOx, SOx, CO, and Particles (PM). The total emission load in 2020 reached 1,420.31 tons. Emission load data was taken from the Electronic Environmental Reporting Information System (SIMPEL) KLHK at each site. [305-7]

Jumlah Beban Emisi Konvensional
Total Conventional Emission Loads

Jenis Emisi Emission Type	Satuan Unit	2020
NO_x	Ton	960.66
SO_x	Ton	13.10
CO	Ton	430.72
Partikel (PM)Particulate Matter	Ton	15.83

Keterangan: Beban emisi dari operasi genset
Note: Emission loads from generator

ITM dan anak usaha belum melakukan penghitungan terkait emisi mengandung substansi penipis ozon (ODS). Namun, ITM dan anak usaha tidak lagi menggunakan materi ODS terutama *chloro fluoro carbon* (CFC) pada peralatan pendingin dan mengganti dengan R410a yang lebih ramah lingkungan. [305-6, 305-7]

ITM and its subsidiaries have not made calculations regarding emissions containing ozone depleting substances (ODS). However, ITM and its subsidiaries no longer use ODS materials, especially chloro fluoro carbon (CFC) in refrigeration equipment and replace them with R410a which are more environmentally friendly. [305-6, 305-7]

Pengelolaan Air
Water Management

100%

Pemenuhan Baku mutu air limbah tambang
Compliance with Mine Effluent Quality Standards

0.10

Intensitas Penarikan air m^3/Ton
Water withdrawal intensity (m^3/Ton)

Pengelolaan Air dan Efluen
Water and Effluent Management

Kebutuhan air untuk kegiatan domestik dan operasional lain dipenuhi dari sumber air tanah dengan debit penarikan 0,01 m^3/Ton. Sumber air lain berasal dari danau buatan. Perusahaan juga menggunakan air laut untuk pembangkit listrik tenaga uap (PLTU) yang dioperasikan IMM, dan dimanfaatkan untuk proses pendinginan serta siklus uap air. ITM juga memanfaatkan air yang berasal dari kolam penampungan air hujan untuk penyiraman jalan, kendaraan dan fasilitas tambang, serta penyemprotan di stockpile. Intensitas penggunaan air pada tahun 2020 mencapai 0,24 m^3/Ton. [303-2, 303-5]

Water needs for domestic and other operational activities are supplied from groundwater sources with a withdrawal debit of 0.01 m^3/Ton. Another source of water is an artificial lake. The company also uses seawater for a coal-fired power plant (PLTU) operated by IMM, which is used for the cooling process and the water vapor cycle. ITM also uses water from rainwater reservoirs for watering roads, mine vehicles and facilities, as well as spraying the stockpiles. The intensity of water use in 2020 reached 0.24 m^3/Ton. [303-2, 303-5]

ITM melakukan pengawasan ketat kualitas olahan efluen sesuai baku mutu lingkungan. Olahan efluen dilepaskan ke badan air penerima, seperti sungai, laut, dan rawa. [303-1, 303-2]

ITM strictly monitors the quality of treated effluent according to environmental quality standards. The treated effluent is discharged into destination water bodies, such as rivers, seas and swamps. [303-1, 303-2]

Penggunaan Air Berdasarkan Sumber (m^3)
Use of Water by Source (m^3)

Uraian I Description	2020	2019	2018
Air hujan I Rainwater	1,238,952	N/A	N/A
Air permukaan I Surface water	2,039,172	783,110	703,329
Air tanah I Ground water	184,931		
Air laut I Sea water	1,184,223	1,323,657	1,555,022
***Municipal water* I** Municipal water	3,555	N/A	N/A
Jumlah Penggunaan Air I Total Water Consumption	**4,650,833**	**2,106,767**	**2,258,351**

Keterangan: Penghitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam pengendap dan pemantauan meteran air terpasang. Di tahun 2020, terdapat penyesuaian pengelompokan penggunaan air berdasarkan sumber.

Notes: The calculation of water consumption is done through management of settling ponds and buildings monitored from water meter that has been installed. In 2020, there was an adjustment to the classification of water use by source.

Intensitas Penggunaan Air
Water consumption intensity

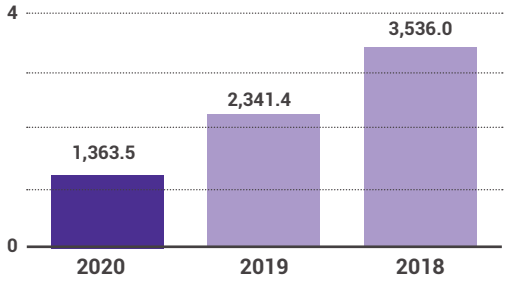
Uraian Description	Satuan Unit	2020	2019	2018
Jumlah Produksi Total Production	**Juta Ton** Million Ton	19.3	23.4	22.1
Intensitas Pemakaian Air Water consumption intensity	m^3/Ton m^3/Ton	0.24	0.24	0.24

Catatan:Jumlah produksi menggunakan angka Finish Coal (FC)
Note: Total production uses the Finished Coal (FC) volume

Kegiatan operasi penambangan ITM didukung 69 kolam pengendap dengan kapasitas 17,21 juta m^3, yang telah diperhitungkan untuk menghadapi perubahan iklim berupa anomali cuaca dan curah hujan tinggi. Kolam pengendap tersebut mampu mengendalikan dan mengolah limpasan air hujan (*run off*).

ITM's mining operations are supported by 69 settling ponds with a capacity of 17.21 million m3, which has been designed to deal with climate change, such as weather anomalies and high rainfall. The settling ponds are capable of controlling and treating rainwater runoff.

Volume limpasan air dari kolam pengendap (juta m^3)
Volume of runoff from settling ponds (million m^3)





ITM melakukan pemantauan kualitas air sungai badan air tujuan pelepasan efluen. Pemantauan dilakukan untuk memastikan kualitas efluen yang telah diolah tidak mencemari sungai. Pengolahan efluen dilaksanakan pada kolam pengendap dan instalasi pengelolaan air limbah (IPAL) dari pengelolaan tambang. Total volume olahan efluen yang dilepaskan ke badan air mencapai 1.363,53 juta m^3. [303-4]

ITM monitors rivers as destination water bodies to which effluent is discharged. Monitoring is carried out to ensure the quality of the treated effluent so as not to pollute the river. Effluent processing is carried out in settling ponds and wastewater treatment plant (WWTP) from mine management. The total volume of treated effluent discharged into water bodies reached 1,363.53 million m^3. [303-4]

Badan Air Tujuan Pelepasan Efluen
Effluent Discharge Destination Water Bodies

Anak Perusahaan Subsidiaries	Badan Air Water Bodies	Jumlah Kolam Pengelolaan Total Settling Ponds
IMM	**Sungai Santan I** Santan River **Sungai Kare I** Kare River **Sungai Palakan I** Palakan River **Laut Tanjung Merangas I** Tanjung Merangas Sea **Laut Bontang I** Bontang Sea	14
EMB	**Sungai Mahakam I** Mahakam River **Sungai Separi I** Separi River **Sungai Embalut I** Embalut River	4
BEK	**Sungai Biangan I** Biangan River **Sungai Tenaik I** Tenaik River	4
TCM	**Sungai Lawa I** Lawa River **Sungai Separi I** Separi River **Sungai Mahakam I** Mahakam River **Sungai Bengkiai (Anak Sungai Lawa)** Bengkiai River **Sungai Begai I** Begai River **Sungai Jutung I** Jutung River **Sungai Tunau I** Tunau River **Sungai Biangan I** Biangan	36
JBG	**Sungai Katal-katal I** Katal-katal River **Sungai Nahya I** Nahya River **Galam Swamp I** Galam Swamp **Sungai Asam-asam I** Asam-asam River	11

Pada tahun 2020, beberapa anak usaha ITM melakukan persiapan dan konstruksi fasilitas pemantauan kualitas efluen secara *real-time* pada kolam pengendap dengan beban pencemar tertinggi. Pemantauan kualitas efluen kolam pengendap dilakukan secara manual oleh laboratorium yang terakreditasi. Dari hasil pemantauan, diketahui kualitas olahan efluen yang dilepaskan ke badan air telah memenuhi baku mutu yang ditetapkan pemerintah. Perusahaan juga melakukan pemantauan dan penghitungan nilai keanekaragaman hayati di badan sungai tujuan pelepasan olahan efluen. Dari hasil pemantauan dan penghitungan, diketahui pelepasan olahan efluen tidak mempengaruhi habitat di dalam badan sungai.

In 2020, several ITM subsidiaries carried out the preparation and construction of monitoring facilities for real-time quality of effluent in settling ponds with the highest pollutant loads. The monitoring is conducted by an accredited laboratory. The monitoring results found that the quality of treated effluent discharged to water bodies has met the quality standards set by the government. The company also monitored and calculated the value of biodiversity in the destination river bodies. The results of monitoring and calculation found no impact on the discharge of treated effluent does not affect the habitat in the river body.

Hasil Pengukuran Kualitas Olahan Efluen Tahun 2020
Quality of Treated Effluent in 2020

Parameter	Satuan Unit	Baku Mutu* Quality Standard*	Site/Anak Perusahaan I Site/Subsidiary				
			IMM	EMB	BEK	TCM	JBG
pH	-	6.0-9.0	8.73	8.35	8.51	8.34	8.75
TSS	mg/L	</= 300	244	225	80	173	163
Fe		</= 7.0	1.86	5.95	6.07	3.03	6.95
Mn		</= 4.0	3.78	1.37	2.05	3.41	3.98
Cd*		</=0.05	N/A	N/A	N/A	N/A	0.04

Keterangan:
* Berdasarkan Peraturan Daerah Kalimantan Timur No.02/2011 dan Peraturan Gubernur Kalimantan Selatan No. 36/2000
  TIS belum beroperasi
* N/A: Parameter Cd tidak dipersyaratkan pada Peraturan Daerah Kalimantan Timur No.02/2011

Notes:
* Based on East Kalimantan Regional Regulation No.02/2011 and Governor of South Kalimantan No.36/2008.
  TIS does not yet operated
* N/A: The Cd parameter is not required in the East Kalimantan Regional Regulation No. 02/2011

Hasil Pengukuran Plankton ke Badan Air Tujuan Pelepasan Efluen Tahun 2020
Results of Plankton Measurement to the Destination Water Body for Effluent Discharge in 2020

Anak Perusahaan I Entities	Badan Air I Water Bodies	Satuan I Unit	Hasil Pengukuran Results
IMM	Sungai Santan Santan River	Individual/L	1,165.5
	Sungai Kare Kare River		1,354.5
	Sungai Palakan Palakan River		1,092
	Laut Tanjung Merangas Tanjung Merangas Sea		806.4
EMB	Sungai Separi Separi River		882
	Sungai Mahakam Mahakam River		798
	Sungai Embalut Embalut River		1,149.8
TCM	Sungai Mahakam Mahakam River	mg/L	2.91
	Sungai Lawa Lawa River		2.63
	Sungai Begai Begai River		2.27
	Sungai Jutung Jutung River		2.33
	Sungai Tunau Tunau River		2.36
	Sungai Biangan Biangan River		2.27

Keterangan: TIS belum beroperasi, BEK dan JBG belum dilakukan pengukuran
Notes: TIS have not been in operation, BEK and JBG have not been measured

Pengelolaan Limbah
Waste Management

100%

Pengelolaan Limbah B3
Hazardous wate management

Limbah ditimbulkan dari kegiatan pertambangan maupun pendukung lain. Limbah yang ditimbulkan terdiri dari padatan dan cairan, serta limbah mengandung bahan beracun dan berbahaya (B3) dan limbah non-B3. Timbulan limbah berpotensi sebagai pencemar lingkungan sehingga harus dikelola dengan baik. Pengelolaan limbah dilakukan sesuai dengan jenis dan karakteristik limbah. [306-1]

0.10

Intensitas produksi sampah (Kg/Ton)
Waste production intensity (Kg/Ton)

Waste is generated from mining activities and other supporting activities. The generated waste consists of solids and liquids, as well as hazardous waste and non hazardous waste. The waste has the potential to cause pollution to the environment thus it must be managed properly. Waste management is carried out in accordance with the type and characteristics of the waste. [306-1]

Pengelolaan limbah B3 dan Non-B3 dilakukan sesuai SOP ITM-MS-HSE-12.5.2-001_R00 tentang Pengelolaan Limbah Berbahaya dan Beracun (B3) dan ITM-MS-HSE-12.5.3-001_R00 tentang Pengelolaan Sampah. Pengelolaan limbah diawasi Departemen HSE dan secara berkala dilaporkan kepada pihak-pihak berwenang. Pengelolaan limbah dijalankan sesuai prinsip 3R yakni *reduce* (mengurangi), reuse (memanfaatkan kembali), dan *recycle* (daur ulang). Sebagian limbah dikelola sendiri dan sebagian lagi diserahkan kepada pihak ketiga. [306-2]

The management of hazardous and non-hazardous waste is carried out in accordance with SOP ITM-MS-HSE-12.5.2-001_R00 on Management of Hazardous and Toxic Waste and ITM-MS-HSE-12.5.3-001_R00 on Waste Management. Waste management is supervised by the HSE Department and periodically reported to the authorities. Waste management is carried out according to the 3R principles, namely reduce, reuse, and recycle. ITM manages some of the waste, some is handed over to third parties. [306-2]

Pengelolaan Limbah Padat Non B3 Tahun 2020 (kg) [306-3]
Non Hazardous Solid Waste Management in 2020 (kg)

Jenis Limbah Padat Non B3 Type of non-Hazardous Solid Waste		Jumlah Total
Organik Organic	**Domestik** Domestic	**1,321,015**
	Kertas Paper	**226,149**
	Lainnya Other	**12,303**
Non Organik Non-organic	**Kaca**	**822**
	Plastik Plastic	**151,425**
	Ban Bekas	**558,245**
	Lainnya Other	**54,708**
Metal		**147,445**
Jumlah Total		**2,472,114**

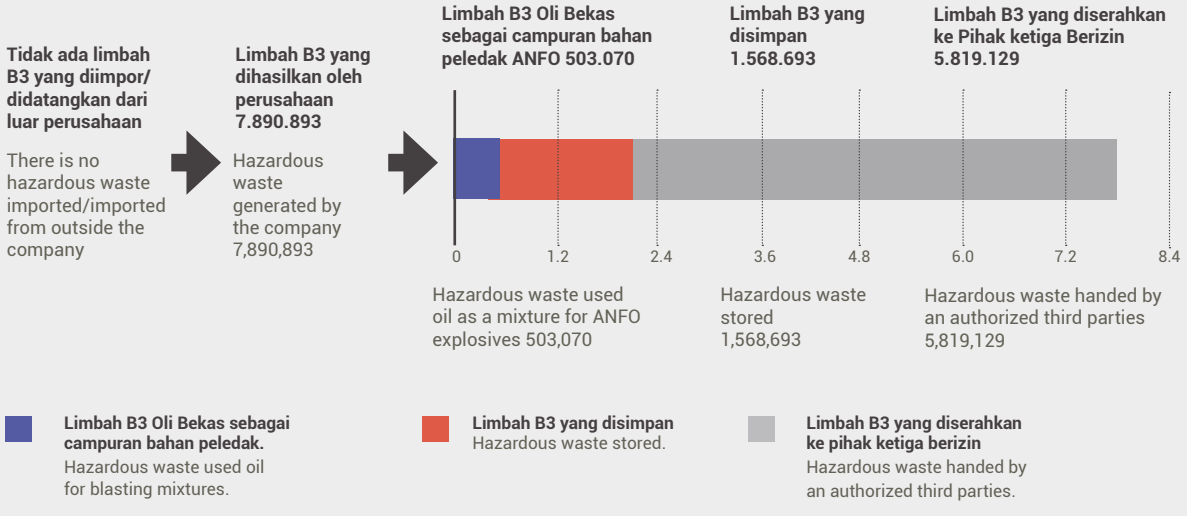
Pengelolaan Limbah 3R (kg) [306-2]
Management of Solid Waste (kg)

Pengelolaan 3R 3R Management		Volume (Kg)
Limbah Organik: Sisa makanan Organic Waste: leftover food	**Diolah menjadi kompos** Processed into compost	**6,834**
Limbah B3: Oli Bekas Hazardous waste: Used Oil	**Dimanfaatkan sebagai campuran bahan peledak ANFO** Used as mixture of ANFO explosive	**503,070**
Limbah B3 Hazardous waste	**Didaur ulang oleh pihak ketiga** Recycled by third party	**5,537,824**
Jumlah Limbah yang dikelola 3R Total Waste managed with 3Rs		**6,047,728**
Jumlah Limbah B3 dan Non B3 yang dihasilkan Total Hazardous and Non Hazardous waste generated		**10,363,001**
Persentase Pengelolaan 3R oleh anak usaha ITM dan pihak ketiga Percentage of 3R processing by ITM subsidiaries and third party		**58%**

Limbah padat B3 yang dihasilkan dari kegiatan operasi pertambangan dan pendukung lainnya ditampung di tempat penampungan sementara (TPS). Dari TPS kemudian diserahkan dan dikelola oleh pihak ketiga yang memiliki izin pengelolaan limbah B3. ITM juga memanfaatkan oli bekas untuk bahan campuran kegiatan peledakan (ANFO), sesuai izin SK Kementerian LH No.07.14.03/2014 & SK KLH No.232/2013. Selama tahun 2020, tidak ada peristiwa tumpahan minyak maupun cairan berbahaya dan beracun lain. [306-4, 306-5]

Hazardous solid waste generated from mining operations and other supporting activities is sent to temporary storage (TPS). Then it is handed over and managed by a third party who has a hazardous waste management permit. ITM also uses used oil for blasting mixtures (ANFO), according to the Ministry of Environment Decree No. 07.14.03/2014 & Decree of Minister of Environment and Forestry No.232/2013. During 2020, there were no oil spills or other hazardous and toxic liquids. [306-4, 306-5]

Pengelolaan Limbah B3 ITM 2020
ITM Hazardous Waste Management 2020

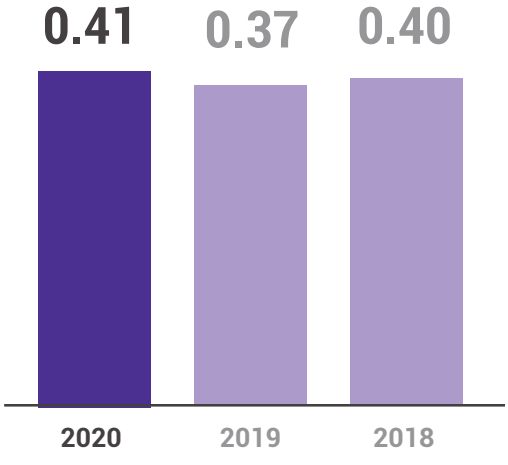


Jumlah Limbah B3 tahun 2020 (kg) [306-3, 306-4, 306-5]
Total Hazardous Waste in 2020 (kg)

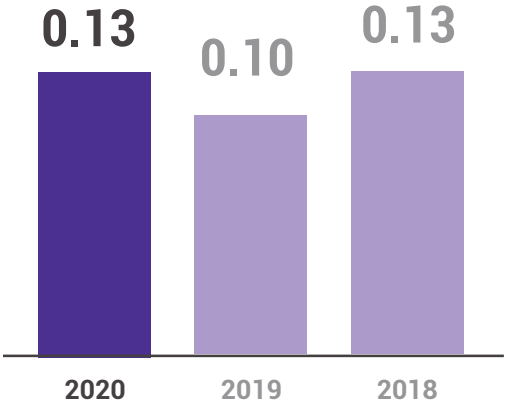
Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractor			
	Timbulan Waste Generated	Dikirim ke pihak ketiga Sent To Third Party	Dimanfaatkan Used	Disimpan di TPS Stored at garbage dump
Used Oil	2,041,178	1,384,131	503,070	153,978
Used Grease	1,610	1,550		60
Oil Filter	157,953	108,667		49,286
Used Battery (small)	1,697	1,269		428
Used Battery (large)	61,729	56,007		5,722
Stasionary	70	68		2
Clinical Waste	551	548		3
Contaminated Matter	132,753	120,730		12,023
Laboratory	320	270		50
Fly Ash	1,031,432	923,933		107,498
Bottom Ash	4,371,733	3,136,882		1,234,851
Other	89,867	85,075		4,792
Total	7,890,893	5,819,129	503,070	1,568,693

Keterangan: Jumlah termasuk sisa limbah tahun sebelumnya yang dikirim ke pihak ketiga
Notes: The amount includes previous year's residual waste sent to third party

Intensitas Limbah B3
Hazardous Waste Intensity



Intensitas Limbah Non-B3
Non Hazardous Waste Intensity



Kinerja keseluruhan ITM sudah bagus. Aspek ketaatan dan kinerja dalam pemenuhan peraturan, terutama terkait lingkungan sudah bagus dan harus selalu ditingkatkan.

ITM's overall performance is already good. The aspects of compliance and performance in accordance with regulations, especially those related to the environment, are good enough and should always be improved.

Bekti Budi R.

Sekretariat Direktorat Jenderal Pengendalian
Pencemaran dan Kerusakan Lingkungan
Kementerian Lingkungan Hidup dan Kehutanan

Secretariat of the Directorate General of Pollution
and Environmental Damage Control
Ministry of Environment and Forestry

03. Tumbuh dan Berkembang Bersama

Grow and Expanding Together



Fokus kinerja keberlanjutan sosial ITM tahun 2020 adalah melindungi pekerja dan masyarakat di tengah pandemi COVID-19. Komitmen tersebut diwujudkan dengan mengelola kesehatan dan keselamatan kerja (K3), serta ketenagakerjaan. ITM juga membantu kesejahteraan masyarakat di sekitar lingkar tambang melalui pelaksanaan tanggung jawab sosial perusahaan (CSR) yaitu pada pemberdayaan masyarakat dan pelibatan pekerja lokal.

The focus of ITM's sustainability performance in social aspect during 2020 was to protect employees and communities amid the COVID-19 pandemic. This commitment was realized by managing occupational health and safety (OHS), as well as employment. ITM also supports the welfare of the community around the mine area through corporate social responsibility (CSR) activities on the community empowerment and the involvement of local employees.



Pendekatan Manajemen [103-1, 103-2, 103-3]
Management Approach

Kinerja sosial penting karena mempengaruhi kegiatan operasi tambang dan perusahaan. Kinerja sosial yang menjadi topik material adalah K3, pelibatan komunitas lokal, dan pengelolaan dampak tidak langsung. Strategi yang dilakukan ITM adalah menjaga kesehatan dan keselamatan pekerja, tempat kerja, serta masyarakat di masa pandemi COVID-19. Perusahaan juga melanjutkan kegiatan CSR melalui program pengembangan dan pemberdayaan masyarakat (PPM) dan pelibatkan pekerja lokal. Pengelolaan K3 menjadi tanggung jawab Departemen Health, Safety, Enviromental and Community (HSEC). Kinerja pengelolaan K3 dan CSR dievaluasi Direksi melalui mekanisme pencapaian *key performance indicator* (KPI). Secara keseluruhan, pengelolaan K3 dan CSR selama periode pelaporan telah dijalankan dengan baik.

Social performance is important because it influences mining operations. The material topics under social performance are OHS, local communities' involvement, and indirect impacts management. ITM implements strategies in order to maintain the health and safety of employees, workplace and community during the COVID-19 pandemic. The company also continues its CSR activities through a community development and empowerment program (PPM), including local employees' involvement. Department of Health, Safety, Environmental and Community (HSEC) has the responsibilities in maintaining OHS performances. The performance of OHS and CSR is evaluated by the Board of Directors through the achievement of key performance indicator (KPI). OHS and CSR management during the reporting period has been implemented properly.



73%

Survei Keterikatan Pegawai 73% dari taget 80%

Employee Engagement Survey
73% from target 80%

71%

Survei Penerapan 'BANPU HEART'

'BANPU HEART" Survey

REMUNERASI
REMUNERATION 3.59

LAYANAN PEGAWAI
EMPLOYEE SERVICES 3.36

KOMUNIKASI HR
HR COMMUNICATION 3.25

Skor Tertinggi Survei Kepuasan Pegawai

Employee Enggagement Survey's Highest Score

Keterangan: Skor dari skala 4
Note: Score from a scale of 4

Pengembangan Sumber Daya Manusia
Human Resources Development

Tidak ada pemogokan dan perselisihan dengan pekerja

No strikes and industrial disputes

Tidak ada perselisihan dengan masyarakat sekitar

No disputes with community

72%

Persentase pekerja lokal

Percentage of local workers

Anak usaha pada operasi pertambangan telah memiliki perjanjian kerja bersama (PKB) dan Peraturan Perusahaan

Subsidiaries in mining operations already have Collective Labor Agreement (CLA) and Company Regulation (PP)

ITM menyertakan pekerja pada Program Dana Pensiun Lembaga Keuangan (DPLK)

ITM registered employees to defined benefit pension plans engagement

73%

Tingkat keterikatan karyawan

Employee Engagement

73%

Hasil survei 'Banpu Heart'

'Banpu Heart' survey result engagement.

8.2 Jam Hour

Rerata Pelatihan 8,2 Jam per pekerja

Average training of 8.2 hours per employee

Sejalan dengan upaya mencapai visi dan misi dalam membangun pertumbuhan bisnis yang berkelanjutan, Departemen HR menetapkan strategi HR ITM. Strategi ini menentukan fokus implementasi setiap fase pengembangan insan ITM berdasarkan standar kompentensi. Implementasi strategi HR disesuaikan dengan kebutuhan dan dinamika perubahan. Sejak 2018, ITM berusaha mengembangkan kemampuan SDM yang lebih tangkas dan inovatif dengan menyelaraskan teknologi dan digitalisasi, serta internalisasi nilai-nilai inti 'Banpu Heart'.

Penjelasan lebih lengkap mengenai strategi HR dapat dibaca dalam Laporan Tahunan 2020 yang saling melengkapi laporan keberlanjutan ini.

To achieve the vision and mission on building sustainable business growth, the HR Department has established ITM HR strategy. This strategy determines the focus of the implementation on each phase of ITM human development, which is based on competency standards. The HR strategy implementation is tailored with the needs and changes. Since 2018, ITM has been trying to develop more agile and innovative HR capabilities by aligning technology and digitization, as well as internalizing the core values of 'Banpu Heart'.

A comprehensive information of HR strategy can be found in the 2020 annual report which complements this sustainability report.

Pengembangan Sumber Daya Manusia dan Pelatihan Pekerja
Human Resource Development and Employee Training

Pada periode pelaporan, pengembangan SDM memasuki fase II yang meliputi penerapan *modul learning, management system, succession and development*. Pelaksanaan kegiatan pengembangan SDM menyesuaikan dengan kondisi pandemi COVID-19, yakni secara daring. Selama tahun 2020 ada beberapa kegiatan yang dilaksanakan, di antaranya:

- Internalisasi 'Banpu Heart', meliputi penerapan perilaku nilai-nilai inti 'Banpu Heart' dan perencanaan pelaksanaan di tingkat staf pada tahun 2021.
- Komunikasi yang berkelanjutan tentang 'Banpu Heart'.
- 'Banpu Heart' *Change Leader*.
- Peluncuran *open pit technical development*, yakni pengukuran kompetensi pekerja di fungsi *mining operation* serta *mining engineer*.

During the reporting period, HR development entered phase II which included the application of learning modules, management system, succession and development. The HR development activities adapted to the COVID-19 pandemic conditions and were conducted online. During 2020, several activities will be carried out, including:

- Internalization of 'Banpu Heart', including the application of 'Banpu Heart' core values behavior and implementation planning at the staff level by 2021.
- Continuous communication about 'Banpu Heart'.
- 'Banpu Heart' Change Leader.
- Launching of open pit technical development, which was measurement the employees' competencies in the mining operation and mining engineering functions.

Salah satu aspek penting dalam pengembangan SDM adalah survei keterikatan karyawan dan survei 'Banpu Heart' yang dilaksanakan setiap tahun. Tujuan survei adalah untuk mengetahui komitmen kuat pekerja pada pekerjaan, tujuan perusahaan, serta nilai perusahaan.

One of the key aspects of human resource development is the employee engagement survey and the 'Banpu Heart' survey which are conducted annually. The purpose of the surveys is to determine the strong commitment of employees to work, the company's goals, and values.

ITM juga melakukan survei Human Resource (HR) Voice of Customer setiap tahun. Survei tersebut mengukur kepuasan pegawai terhadap kinerja fungsi HR dalam mengelola rekrutmen, pelatihan dan pengembangan kompetensi, layanan pegawai, remunerasi, sistem SDM, dan komunikasi. Secara umum, kepuasan pegawai mengalami peningkatan di setiap aspek selama tahun 2020. Hasil survei kemudian menjadi evaluasi serta rujukan dalam mengembangkan program-program pengembangan sumber daya manusia yang dapat berpengaruh terhadap produktivitas Perusahaan.

ITM also conducts Human Resource (HR) Voice of Customer surveys annually. The survey measures employee satisfaction with the performance of HR function in managing recruitment, training and competency development, employee services, remuneration, HR system, and communications. In general, employee satisfaction has increased in every aspect during 2020. The survey results then serve as an evaluation and reference in human resource development programs that can affect the Company's productivity.

Kesetaraan, Keberagaman, dan Kebebasan Berserikat
Equality, Diversity and Freedom of Association

ITM mengelola pekerja dan aspek-aspek ketenagakerjaan dengan mengedepankan kesetaraan dan keberagaman, yang menjadi kekuatan harmoni Perusahaan. ITM memberikan kesempatan setara kepada setiap individu untuk bekerja sebagai pekerja, dan memberikan kesempatan setara untuk mengembangkan karir di ITM. Komitmen ini mendukung keberagaman komposisi pekerja ITM.

ITM manages employees and manpower aspects by promoting equality and diversity as the key to the Company's harmony. ITM provides equal opportunities for every individual to work as an employee, as well as to develop a career at ITM. This commitment supports the diverse composition of ITM's employees.

Sampai dengan akhir tahun 2020, jumlah pekerja ITM ada 2.438 orang, terdiri dari 2.145 laki-laki atau 87,9%, dan 293 perempuan 12% dibanding total pekerja. Lebih banyaknya pekerja laki-laki disebabkan terbatasnya

As of the end of 2020, ITM has had a total of 2,438 employees, consisting of 2,145 men or 87.9%, and 293 women or 12% of total employees. The larger number of male employees are due to the limited number of

pekerja perempuan yang tertarik bekerja dan berkarir di bidang pertambangan. Perusahaan mendukung kesetaraan gender dan mendorong pelibatan pekerja perempuan dalam berbagai forum untuk menguatkan peran mereka dalam sektor pertambangan.

Berdasarkan status kepegawaian, jumlah pekerja yang merupakan pegawai tetap mencapai 2.116 orang atau 86,8% dari total pekerja, sementara pegawai tidak tetap ada 322 orang atau 13,2% dari total pekerja. Berdasar tingkat pendidikan, sebanyak 1.164 pekerja atau 47,7% dari total pekerja berlatar belakang pendidikan SMA, dan 63 orang atau 2,6% dari total pekerja berpendidikan sekolah dasar, sementara sisanya memiliki tingkat pendidikan beragam dari SMP hingga pascasarjana. [102-8][401-1]

Berdasarkan kelompok usia, jumlah pekerja terbanyak berada dalam kelompok usia 36-45 tahun yakni 1.025 orang atau 42% dari total pekerja, dan jumlah kelompok usia di atas 56 tahun tercatat paling sedikit yakni 13 orang atau 0,5% dari total pekerja, sementara sisanya berada dalam kelompok usia 18-35 tahun serta 46-55 tahun. Tingkat perputran pekerja pada tahun 2020 sebesar 2,3%. Jumlah pekerja meninggalkan Perseroan terbanyak pada periode pelaporan adalah pengunduran diri sukarela sebanyak 64 orang, alasan pribadi 24 orang dan arena pensiun sebanyak 14 orang. [102-8][401-1]

female employees who are interested in working and having careers in the mining sector. The company also promotes gender equality and encourages the inclusion of female employees in various forums to strengthen their role in the mining sector.

Based on employment status, the number of permanent employees reached 2,116 people or 86.8% of the total employees, while the number of non-permanent employees was 322 or 13.2% of the total employees. Based on the level of education, as many as 1,164 employees or 47.7% of the total employees have a high school education background, and 63 people or 2.6% of the total employees have elementary school education, while the rest have various levels of education from junior high school to graduate levels. [102-8] [401-1]

Based on the age group, the largest number of employees were in the age group of 36-45 years old, namely 1,025 people or 42% of the total employees, and the number of age group over 56 years was recorded at the least number with 13 people or 0.5% of the total workers, while the were in the age group 18-35 years old and 46-55 year old. The employee turnover rate in 2020 was 2.3%. The largest number of employees leaving the Company during the reporting period were 64 voluntary resignations, 24 due to personal reasons, and 14 people for retirement. [102-8] [401-1]

Jumlah Pekerja ITM Berdasarkan Status Kepegawaian dan Gender [102-8]
Total ITM Employees Based on Employment Status and Gender

Status Kepegawaian Employment Status	2020		2019		2018	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Pekerja Tetap Permanent Employees	1,842	274	2,236	290	2,200	286
Pekerja Tidak Tetap Non Permanent Employees	303	19	356	30	327	31
Jumlah Total	2,145	293	2,592	320	2,527	317
	2,438		**2,912**		**2,844**	

Perusahaan mendukung penuh kebebasan berserikat dan keberadaan serikat pekerja yang dibentuk pekerja di lingkungan ITM maupun anak usaha. Sampai dengan akhir periode pelaporan, ITM dan masing-masing anak usaha telah memiliki Perjanjian Kerja Bersama (PKB) yang disusun bersama antara manajemen dengan serikat pekerja sebagai perwakilan pekerja. PKB melindungi seluruh (100%) pekerja ITM serta pekerja lain yang bekerja di wilayah izin usaha pertambangan (WIUP) untuk kepentingan ITM. [102-41]

The company fully supports employees' freedom of association and establishment of labor unions by employees within ITM and its subsidiaries. Until the end of the reporting period, ITM and each of its subsidiaries had a Collective Labor Agreement (CLA) which was jointly prepared by management and the labor union as employees' representatives. CLA covers all (100%) employees of ITM and other workers who work in the mining business license area (WIUP) for ITM interests. [102-41]

ITM dan Anak Usaha ITM and Subsidiaries	Serikat Pekerja Labour Union	PP/PKB Company Regulation/CLA	Masa Berlaku Validity Period
JBG	PUK SPSI PT Jorong Barutama Greston	PKB CLA	20 Juli 2019 - 19 Juli 2021 20 July 2019 - 19 July 2021
EMB	PUK FSP-KEP *Site* Kitadin Embalut	PKB CLA	01 September 2020 - 31 Agustus 2022 01 September 2020 - 31 August 2022
IMM	• Pengurus Komisariat Federasi Pertambangan dan Energi Konfederasi Serikat Buruh Sejahtera Indonesia (PK FPE KSBSI) PT Indominco Mandiri Tandung Mayang Commissariat Administrator of Prosperous Labor Union Federation of Mining and Energy (PK FPE KSBSI) of PT Indominco Mandiri Tandung Mayang • Serikat Pekerja Indominco Mandiri Indominco Mandiri Labor Union	PKB CLA	13 Juli 2019 - 12 Juli 2021 13 July 2019 - 12 July 2021
TCM	Serikat Pekerja PT Trubaindo Coal Mining (SPEKTRO) PT Trubaindo Coal Mining (SPEKTRO) Labor Union	PKB CLA	02 Maret 2020 - 01 Maret 2022 02 March 2020 - 01 March 2022
BEK	Serikat Pekerja PT Bharinto Ekatama (SPARTA) PT Bharinto Ekatama (SPARTA) Labor Union	PKB CLA	02 Maret 2020 - 01 Maret 2022 02 March 2020 - 01 March 2022
TRUST	Pengurus Unit Kerja Federasi Serikat Pekerja Kimia, Energi dan Pertambangan (PUK FSP-KEP) PT Tambang Raya Usaha Tama Work Unit Administrator of Labor Union Federation for Chemical, Energy and Mining (PUK FSP-KEP) of PT Tambang Raya Usaha Tama	PKB CLA	01 Oktober 2019 - 30 September 2021 01 October 2019 - 30 September 2021
ITM	SEKAWAN	PP Company Regulations	01 Januari 2020 - 31 Desember 2022 01 January 2020 - 31 December 2022
GEM	-	PP Company Regulations	10 Mei 2019 - 09 Mei 2021 10 May 2019 - 09 May 2021

ITM berkomitmen menghormati hak-hak asasi manusia (HAM) dalam melaksanakan kegiatan operasi. Berbagai langkah strategis yang dilakukan selama periode pelaporan menjadikan ITM dan anak usaha tidak pernah dihadapkan pada perselisihan dengan masyarakat sekitar, pemogokan pekerja maupun tuduhan praktik-praktik diskriminasi dalam bekerja.

ITM is committed to respecting human rights (HAM) in running its operations. The company took various strategic steps during the reporting period, hence ITM and its subsidiaries were never faced with disputes with indigenous peoples, strikes or allegations of discriminatory practices at work.

Pemenuhan Manfaat Kerja dan Pensiun
Provision for Employee Benefit and Pension

ITM memiliki kebijakan pemberian imbal jasa pekerjaan yang tidak membedakan pekerja laki-laki dan perempuan. Rasio imbal jasa pekerjaan antara pekerja laki-laki dan perempuan pada tingkat jabatan yang sama adalah 1:1. Namun total besaran imbal jasa pekerjaan yang diterima dapat berbeda karena memperhitungkan masa kerja, status dan fungsi jabatan, serta hasil penilaian kinerja. [405-2]

ITM has a remuneration policy that does not differentiate male and female employees. The ratio of remuneration between male and female employees at the same level of position is 1: 1. However, the total amount of remuneration received may vary according to years of service, status and function of the position, and the results of the performance assessment. [405-2]

Perusahaan memastikan manfaat kerja yang diberikan kepada pekerja tetap maupun pekerja tidak tetap adalah sama. Setiap pekerja memperoleh fasilitas dan asuransi kesehatan, asuransi kecelakaan kerja, asuransi kematian, dan dana pensiun jaminan hari tua. Pemberian manfaat tidak dibedakan untuk wilayah operasi yang dinilai lebih signifikan dibanding wilayah lain. [401-2]

The company ensures that permanent and non permanent employees receive the same employee benefits. Every employee receives health insurance and facilities, work accident insurance, life insurance, and pension plan. There is no difference in provision of benefits for operating areas that are considered more significant than other regions. [401-2]

Perusahaan menjamin pekerja perempuan yang menjalani cuti hamil untuk bekerja kembali setelah selesai menjalani cuti selama 90 hari kalender. Selama tahun 2020, terdapat 41 pekerja yang mengambil cuti melahirkan, dan 100% pekerja tersebut telah kembali bekerja setelah cuti selesai sesuai pada jabatan semula. [401-2]

The company guarantees female employees who are on maternity leave to return to work after completing leave for 90 calendar days. During 2020, there were 41 employees who took maternity leave, and 100% of them have returned to work in their original position. [401-2]

Sesuai PKB dan PP, usia pensiun pekerja adalah 55 tahun. ITM memberikan pelatihan bagi pekerja yang akan memasuki masa usia pensiun kurang lebih satu tahun sebelumnya. Pelatihan yang diberikan bertujuan untuk mempersiapkan pekerja menghadapi masa pensiun dengan lebih baik, memberikan ide dan gagasan kegiatan yang bisa dilakukan pada usia pensiun, serta mendorong setiap individu yang memasuki masa pensiun agar tetap produktif. Sebagai bentuk kepatuhan pada regulasi, Perusahaan juga menyertakan pekerja dalam Program Jaminan Kecelakaan Kerja, Program Jaminan Kematian Kerja, Program Jaminan Hari Tua, Jaminan Pensiun, dan Jaminan Kehilangan Pekerjaan dari BPJS Ketenagakerjaan.

The employee's retirement age according to CLA and Company Regulations, is 55 years old. ITM provides training for retiring employees approximately a year earlier. The training aims to better prepare employees for retirement, provide ideas and suggestions for activities that can be done during retirement, and encourage revery retiring individual to remain productive. As a form of regulatory compliance, the Company also registers employees as participants in the Work Accident Security Program, Life Insurance Program, Old Age Security Program, Pension Benefit Program, and Unemployment Benefit Program from BPJS Ketenagakerjaan.

ITM mematuhi undang-undang terkait ketenagakerjaan yang berlaku, salah satunya dengan menyertakan pekerja dalam program Dana Pensiun Lembaga Keuangan (DPLK) PPUKP. [201-3]

ITM complies with applicable manpower regulations, one of them is by including employees in the PPUKP Financial Institution Pension Fund (DPLK) program. [201-3]

Sesuai dengan PKB, PP, dan UU Ketenagakerjaan, perusahaan memberikan manfaat bagi pekerja saat memasuki usia. ITM menerapkan pembayaran kepada pekerja yang pensiun sesuai Peraturan Menteri Tenaga Kerja (PMTK). Perusahaan membayarkan pensiun sebesar 2 kali PMTK untuk pekerja yang pensiun normal dan 3 kali PMTK untuk pekerja pada tambang yang ditutup.

According to CLA, Company Regulations and Law on Manpower, the company provides benefit for retiring employees. ITM applies the pension payment to retired employees based on the Regulation of Minister of Manpower (PMTK). The company doubled the amount of pension stated in the PMTK for employees who retire normally and tripled the PMTK amount for employees at closed mines.

Pengembangan Standar Kompetensi
Development of Competency Standards

Selama tahun 2020, ITM tetap mengikutsertakan pekerja pada berbagai program pengembangan kompetensi. Realisasi dana pengembangan kompetensi mencapai USD375.213. Ada beberapa program pengembangan kompetensi yang diselenggarakan, yakni seminar, lokakarya, pelatihan, serta sertifikasi. Jumlah hari kegiatan program pengembangan kompetensi adalah 4.753 dan jumlah pekerja sebagai peserta ada 2.104 orang. Total jumlah jam kegiatan mencapai 20.017 jam, sehingga rerata jam kegiatan pengembangan kompetensi per total pekerja ITM adalah 8,2 jam. [404-1]

During 2020, ITM continued to involve employees in various competency development programs. Realization of competency development funds reached USD375,213. The company organized several competency development programs, including seminars, workshops, training, and certification. The number of days for the competency development program activities was 4,753 days and the number of employees as participants was 2,104 people. The total number of hours of activity reached 20,017 hours, in which the average hours of competency development activities per total employees of ITM were 8.2 hours. [404-1]

Menghadapi kondisi pandemi COVID-19, Perusahaan melakukan penyesuaian pelaksanaan kegiatan pengembangan kompetensi. Kegiatan dijalankan secara virtual, kecuali untuk kegiatan tertentu yang membutuhkan kehadiran fisik. Kegiatan pengembangan kompetensi secara virtual didukung penggunaan teknologi informasi dan selaras dengan upaya ITM dalam membangun sistem pembelajaran mandiri yang sesuai dengan potensi lokal serta kebutuhan pekerja di masing-masing WIUP.

In addressing the COVID-19 pandemic conditions, the Company has made adjustments to the implementation of competency development activities. The activities are conducted virtually, except for paticular activities that require a physical presence. Virtual competency development activities are supported by information technology and are in line with ITM's efforts to build an independent learning system tailored to local potential and the needs of employees in each WIUP.

Jumlah Hari Pelatihan Berdasarkan Jenis Program
Average Training Hour of Employees Based on Program

Program Programme	**Jumlah peserta** Total Participants	**Jumlah hari Pelatihan** Total Days of Training
Seminar	179	623
Lokakarya Workshop	442	550
Pelatihan Training	1,324	3,087
Sertifikasi Certification	159	493
Total	**2,104**	**4,753**



Rerata Jam Pelatihan Pekerja Berdasarkan Gender dan Jabatan Tahun 2020
Average Training Hour of Employees Based on Gender and Position

Uraian Description	**Jumlah Pekerja Peserta Pelatihan** Total Employees Receiving Training	**Jumlah Jam Pelatihan** Training Hour	**Jumlah Pekerja ITM** Total ITM Employees	**Rerata Jam Pelatihan Per Pekerja** Average Training Hours Employee
Jumlah Total	2,104	20,017	2,438	8.2
Berdasarkan Gender Based on Gender				
Laki-laki Male	1,717	17,037.5	2,145	7.9
Perempuan Female	387	2,979.5	293	10.2
Berdasarkan Posisi/Jabatan Based on Position/Job				
Executives	10	73	4	18.3
Strategic Leader	36	73	30	9.7
Senior Operational Leader	151	1,211.5	90	13.5
Operational Leader	457	4,506	276	16.3
First Line Leader	849	6,921.5	206	33.6
Foreman Below	599	7,009	1,827	3.8
No category	2	5	5	1

Pelatihan Terkait Hak Asasi Manusia (HAM)
Training on Human Rights

Selama periode pelaporan, Perusahaan melakukan beberapa kegiatan maupun pelatihan terkait HAM. Tujuannya untuk memberikan pembekalan HAM kepada pekerja sehingga mereka bisa menghindari hal-hal yang berpotensi menimbulkan pelanggaran HAM. Beberapa kegiatan maupun pelatihan yang dilaksanakan, antara lain:

- Memastikan petugas satuan pengamanan (satpam) Perusahaan telah memiliki sertifikat dari kepolisian setempat; [410-1]
- Pelatihan *Responsible Enterprise Achieving Compliance with Human Rights* yang diselenggarakan KADIN dan ELSAM, pada 3-4 Maret 2020.

During the reporting period, the Company conducted several activities and training programs on human rights. It aimed at providing human rights knowledge to employees, in order to avoid matters that might potentially cause violations of human rights. The activities and trainings that were carried out, including:

- Ensure that the security unit officers of the Company have a certificate from the local police; [410-1]
- Responsible Enterprise Achieving Compliance with Human Rights training organized by KADIN and ELSAM, on March 3-4, 2020.

DUKUNGAN PADA KELOMPOK RENTAN
Support for Vulnerable Group

Perhatian dan dukungan juga diberikan ITM terhadap kaum disabilitas yang termasuk dalam kelompok rentan. Pada tahun 2020, Perusahaan memberikan kesempatan kepada seorang penyandang disabilitas untuk magang kerja pada Departemen CSR bagian administrasi.

ITM also gives attention and support to people with disabilities and vulnerable groups. In 2020, the Company provided an opportunity for a person with a disability to do an internship in the administration section of the CSR Department.

Terima kasih atas kesempatan magangnya, walaupun masih dalam masa Work From Home. Banyak hal baru yang saya dapatkan selama masa magang di ITM.

Thank you for the internship opportunity, even though it was still in the Work From Home period. I learned many new things during my internship at ITM.

M Dwiki F
Peserta Magang Intern

Pelibatan Pekerja Lokal
Involvement of Local Employee

ITM juga menghormati masyarakat di wilayah operasi pertambangan, dan berkomitmen melibatkan mereka sebagai pekerja lokal pada kegiatan operasi pertambangan yang dikelola anak usaha. Selama periode pelaporan, ITM bersama anak usaha telah merekrut pekerja lokal dari Kalimantan Timur, Kalimantan Selatan, dan Kalimantan Tengah. Secara keseluruhan, jumlah pekerja lokal pada tahun 2020 mencapai 1.755 orang, atau 72% dari total 2.438 pekerja ITM. [202-2]

ITM respects the communities in mining operation areas, and is committed to involving them as local employees in mining operations managed by subsidiaries. During the reporting period, ITM and its subsidiaries recruited local employees from East Kalimantan, South Kalimantan and Central Kalimantan. The total number of local employees in 2020 reached 1,755 people, or 72% of the total 2,438 employees of ITM. [202-2]

Jumlah dan Persentase Pekerja Lokal Berdasarkan Lokasi *Point of Hire* [102-8]
Number of Employees Based on Point of Hire Location

Wilayah I Area	2020		2019	2018
	Jumlah Total	%		
Kalimantan (Timur, Tengah, Selatan) Kalimantan (East, Central, South)	1,755	72%	2,278	2,278
Luar Kalimantan Outside Kalimantan	683	28%	112	112
Jumlah I Total	**2,438**	**100%**	**2,390**	**2,390**





Pandemi COVID-19 dan Produktivitas Bekerja
COVID-19 Pandemic and Work Productivity

Untuk mengurangi penyebaran COVID-19 pada pekerja, ITM menerapkan kebijakan WFH bagi pekerjaan pendukung operasi dan produksi. Meskipun dihadapkan pada kondisi bekerja yang berbeda, ITM memastikan kebijakan WFH berjalan dengan baik dan mendukung produktivitas pekerja. Evaluasi penerapan WFH diukur melalui Survei Produktivitas WFH yang dilakukan oleh Perusahaan.

To reduce the spread of COVID-19 to employees, ITM applies the WFH policy for operations and production support activities. Even though there are different working conditions, ITM ensures that WFH policies run well and support employee productivity. The Company conducted the WFH Productivity Survey to measure the WFH implementation.

Variabel yang diukur berdasarkan enam metrik produktivitas untuk mengukur performa kerja jarak jauh. Meskipun pekerja menghadapi tantangan berupa koneksi internet dan kendala teknis pada aplikasi, namun 98% responden memberikan respon yang positif terhadap produktivitas selama WFH, didukung oleh komitmen yang kuat untuk mencapai target, saluran komunikasi yang memadai untuk bertukar informasi dan berkoordinasi antar individu, serta percepatan cara kerja yang *agile* pada setiap anggota tim.

The variables measured were based on six productivity metrics to measure remote work performance. Even though there were challenges in internet connections and technical problems with applications experienced by employees, a total of 98% of respondents gave their positive response on productivity during WFH, supported by a strong commitment to meet targets, adequate communication to exchange information and interpersonal coordination, and acceleration of agile work method of each team member.

Pekerja ITM
ITM Employees

Sampai dengan akhir tahun 2020, jumlah pekerja ITM ada 2.438 orang yang terdiri dari 2.116 pekerja tetap dan 322 pekerja tidak tetap. Mereka bekerja di kantor pusat Jakarta, kantor Balikpapan, dan *site*. Selain itu, terdapat pekerja lain yang merupakan pekerja perusahaan mitra/kontraktor/vendor. Laporan ini hanya mengungkapkan informasi terkait pekerja ITM. Perusahaan memastikan tidak ada pekerja usia di bawah umur dan semua pekerja telah menandatangani dan memahami kesepakatan kerjanya.

As of the end of 2020, the number of ITM employees was 2,438 people, consisted of 2,116 permanent employees and 322 non-permanent employees. They were placed in the Jakarta head office, Balikpapan office, and site. In addition, there were other employees of partner companies/contractors/vendors. This report only disclosed information regarding ITM's employees. The company ensured that there were no underage workers, and all employees have signed and understand their work contract.

Keselamatan dan Kesehatan Kerja
Occupational Safety and Health

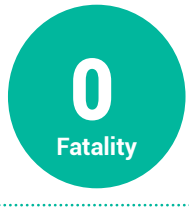
ITM memberikan perhatian terhadap pentingnya kesehatan pekerja. Oleh karena itu, ITM mendefinisikan kembali istilah K3 sebagai Kesehatan dan Keselamatan Kerja.

ITM pays attention to the importance of employees' health. Therefore, ITM redefined the term OHS as Occupational Health and Safety.



Total unit isolasi penanganan COVID-19 di site sebanyak 182, kapasitas 182, kapasitas 425 tempat tidur.

Total units on site of isolation for COVID-19 are 182, with the capacity of 425 beds.



***Zero fatality* selama tahun 2020**

Zero fatality during 2020

Kesehatan dan Keselamatan kerja (K3) menjadi hal yang utama dalam kegiatan operasi yang penerapannya dilakukan melalui Sistem Manajemen Keselamatan Pertambangan Mineral (SMKP Minerba), Sistem Manajemen K3 & Lingkungan (SMK3L), dan sertifikasi internasional ISO45001:2018. Penerapan standar ini bertujuan untuk mendorong partisipasi pekerja dalam pelaksanaan sistem manajemen K3 yang handal.

Penjelasan lebih lengkap mengenai K3 dapat dibaca dalam Laporan Tahunan 2020 yang saling melengkapi laporan keberlanjutan ini.

ITM berupaya melindungi dan menjaga pekerja dari pandemi COVID-19 melalui penerapan K3. Upaya perlindungan juga dilakukan dengan tetap mempekerjakan seluruh pekerja, meski dihadapkan kondisi ekonomi penuh tantangan akibat pandemi COVID-19.

Occupational health and safety (OHS) are the main aspect in operational activities. ITM implemented OHS management through the Mineral Mining Safety Management System (SMKP Minerba), OHS & Environmental Management System (OHSEMS), and ISO45001:2018 international certification. The implementation of these standards aims to encourage employee's participation for undertaking a reliable OHS management system.

A comprehensive information of OHS can be read in the 2020 annual report which complements this sustainability report.

ITM has made some efforts to protect and maintain employees during the COVID-19 pandemic through the OHS implementation. One of the protection efforts was employee retention, despite the challenging economic conditions due to the COVID-19 pandemic.

Pandemi COVID-19 dan Manajemen Kesehatan dan Keselamatan Kerja
The COVID-19 Pandemic and Occupational Health and Safety Management

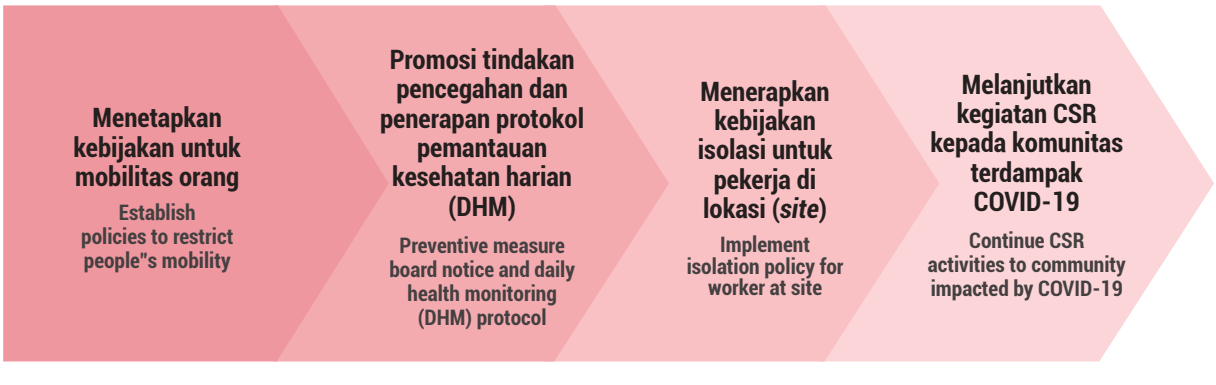
Selama pandemi COVID-19, ITM melakukan langkah-langkah strategis untuk mendukung pengelolaan risiko kesehatan dan keselamatan kerja. Pada periode pelaporan, penanganan pandemi COVID-19 difokuskan pada tiga area, yakni melindungi pekerja, mengamankan bisnis, dan mendukung komunitas/masyarakat di sekitar area tambang.

During the COVID-19 pandemic, ITM has taken strategic actions to support the risk management of occupational health and safety. In the reporting period, the COVID-19 pandemic response was focused on three areas, namely protecting employees, securing business, and supporting communities around the mine.

Pengelolaan Risiko Kesehatan dan Keselamatan Kerja [403-7]
Occupational Health and Safety Risk Management

Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
Terganggunya kegiatan operasional akibat adanya kasus positif COVID-19 di area operasional baik dari pekerja maupun kontraktor. Disruption of operational activity due to positive COVID-19 cases in operational area both from employees or contractors.	• Memastikan kondisi kesehatan pekerja dan kontraktor • Memastikan sistem dan organisasi yang cukup dalam melakukan pengawasan terhadap aktivitas di area operasional. • Melakukan implementasi program HSE secara rutin dan memastikan terpenuhinya standar HSE untuk kontraktor baru. • Melakukan inspeksi, penilaian, dan pengujian keselamatan pada area kerja operasional secara berkala terutama di lokasi kritikal. • Pembatasan Mobilitas Karyawan • Ensure the health condition of employees and contractors. • Ensuring a sufficient system and organization to supervise activities in the operational area. • Implement HSE program regularly and ensure the compliance of HSE standard for new contractors. • Conduct periodic safety inspection and assessment in working areas, especially at critical locations. • Employees mobility restriction

Langkah Strategis HSE selama Pandemi COVID-19 [403-1, 403-8]
Continuity plan of HSE during Pandemic COVID-19



ITM menerapkan kebijakan isolasi pekerja di area operasi tambang yang menunjukkan hasil positif pada pemeriksaan reaksi rantai polimerase (PCR *test*) untuk memutuskan rantai transmisi COVID-19. Sampai dengan akhir tahun 2020, telah tersedia 182 unit isolasi di seluruh *site* dengan daya tampung 425 penderita. ITM bekerja sama dengan rumah sakit di wilayah operasi anak usaha sebagai tempat rujukan perawatan lanjut untuk individu pekerja terinfeksi COVID-19 dengan gejala sedang dan berat. [403-3]

ITM imposes isolation policy on employees in the mining operation area who show positive results on the polymerase chain reaction inspection (PCR test) to break the COVID-19 transmission chain. By the end of 2020, 182 isolation units were available on all sites with a capacity of 425 patients. ITM in collaboration with hospitals in the operating areas of the subsidiary, became a referral for further treatment for employees infected with COVID-19 with moderate and severe symptoms. [403-3]

Jumlah Unit Isolasi pada *Site* dan Daya Tampung
Total Isolation Units at Site and The Capacity

Anak Usaha Subsidiaries	Jumlah Unit Total Units	Daya Tampung Sufferer Capacity
IMM	107	273
TCM	8	8
BEK		
TIS		
JBG	9	14
EMB	27	68
TDM	0	0
TRUST-IMM	0	0
TRUST-TCM	31	62
TRUST-BEK		
Jumlah Total	182	425

ITM juga memastikan kondisi kesehatan pekerja dalam kondisi pandemi COVID-19 melalui penerapan protokol pemantauan kesehatan harian pekerja. Sampai dengan akhir tahun 2020, seluruh pegawai ITM dan perusahaan mitra/kontraktor telah menerapkan protokol pemantauan kesehatan harian.

ITM also ensures the employees' health conditions during the COVID-19 pandemic by implementing a daily health protocol monitoring. As of the end of 2020, all ITM employees and partner/contractor companies have implemented a daily health monitoring protocol.

Selama periode pelaporan, ITM memastikan pengelolaan K3 telah dipatuhi dan dijalankan oleh manajemen, seluruh pekerja, perusahaan mitra/kontraktor, dan pemangku kepentingan lain. Pengelolaan K3 diwujudkan melalui penerapan Sistem Manajemen Keselamatan Pertambangan Mineral dan Batubara (SMKP Minerba) dan Sistem Manajemen K3 & Lingkungan (SMK3L), hingga sertifikasi internasional ISO 45001:2018 tentang *Occupational Health and Safety* (OHS) System. [403-1, 403-8]

During the reporting period, ITM ensured that OHS management was complied with and carried out by management, all employees, partner companies/contractors, and other stakeholders. OHS is managed by implementing the Mineral and Coal Mining Safety Management System (SMKP Minerba) and the OHS & Environment Management System (SMK3L), and ISO 45001: 2018 Occupational Health and Safety (OHS) system international certification. [403-1, 403-8]





Sistem Manajemen K3 dalam SMK3L

OHS Management in HSEMS

MISI MANAJEMEN K3

OHS MANAGEMENT MISSION

1. Nihil kecelakaan yang berakibat hilangnya hari kerja

   Zero accident resulting lost time injury
2. Nihil terulangnya kecelakaan

   Zero recurrence accident
3. Nihil pelanggaran persyaratan dan pemenuhan standar K3 & KO

   Zero violation of OHS & safety operation standards & policy
4. Mencegah gangguan kesehatan dan nihil penyakit akibat kerja

   Prevent health issue and zero occupational disease
5. Memenuhi aspek keselamatan operasional pertambangan baik sarana, prasarana, instalasi dan peralatan

   In compliance to safety standards for mining's facilities, infrastructure, installations, and equipmenets.

TARGET MANAJEMEN K3

OHS MANAGEMENT TARGET

1. Injury Frequency Rate (IFR):

   <0.08
2. Injury Severity Rate (ISR):

   <1.92

   Total Recordable Injury Frequency Rate (TRIFR

   <0.25
3. Safety Health Environmental Accountability Program (SHEAP):

   ≥70%
4. Hazards Report (AWAS):

   15,885
   Reports
5. CMS-HSE:
   - Mining & Hauling

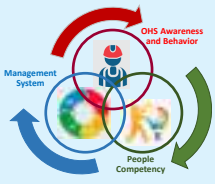
     ≥80%
     Green Level
   - Supporting

     ≥75%
     Blue Level



STRATEGI 3 PILAR

3 PILLARS STRATEGY



PILAR ORGANISASI & SISTEM

ORGANIZATION & SYSTEM PILLAR

- Menjaga pelaksanaan SMK3L melalui kebijakan OHS, HSE Management System, Contractor Management System, dan Online Incident Report.

  Ensure the implementation of HSEMS through OHS policy, HSE Management System, Contractor Management System, and Online Incident Report.

PILAR MANUSIA & PERILAKU

MAN & BEHAVIOR PILLAR

- Mengembangkan SDM yang dengan kompetensi, kepedulian, dan kepemimpinan K3 yang dilengkapi dengan sistem pelaporan AWAS (Amati, Waspadai, dan Segera Laporkan) dan *Safety Health Environmental Accountability Program*.

  Develop human resources with competency, awareness, and leadership in OHS, equipped with Hazard/Near-Miss Report and Safety Health Environmental Accountability Program.

PILAR KOPETENSI KARYAWAN

PEOPLE COMPETENCY PILLAR

- Memastikan kopetensi setiap karyawan telah memadai dan sesuai dengan standar yang ditetapkan oleh perusahaan dan pemerintah.

  Ensuring adequate competency for each emplyees in accordance with standard set by company and goverment.



Secara berkala, ITM melakukan evaluasi pengelolaan K3 melalui mekanisme audit K3 oleh Departemen HSEC di masing-masing WIUP, audit *quality assurance review* di aspek HSE oleh kantor pusat, dan audit eksternal oleh badan bersertifikasi. Evaluasi terhadap perusahaan mitra/kontraktor dilakukan melalui mekanisme penilaian CMS-HSE. Pengelolaan K3 dilengkapi prosedur investigasi dan pelaporan kepada pihak-pihak berwenang atas semua kejadian kecelakaan kerja. [403-2] [403-7]

ITM regularly evaluates OHS management through OHS audit by the HSEC Department at each WIUP, quality assurance review audit on HSE aspect by the head office, and external audit by a certified agency. Evaluation of partner/ contractor is carried out through the CMS-HSE assessment. OHS management is complemented by procedures for investigation and reporting to the authorities, especially cases of work accidents. [403-2] [403-7]

Selama tahun 2020, ITM memetakan beberapa jenis pekerjaan dengan risiko tinggi terhadap kesehatan dan keselamatan pekerja. ITM menyusun mitigasi risiko dalam sistem manajemen K3 dan diatur dalam Perjanjian Kerja Bersama (PKB) untuk mengelola risiko tersebut. Pengungkapan informasi ini juga bersifat perbaikan dari informasi pada Laporan periode sebelumnya. [102-48. 403-2]

During 2020, ITM mapped several types of high risk jobs for OHS. ITM prepares risk mitigation in the OHS management system and is stipulated in a Collective Labor Agreement (CLA). The disclosure of this information is a restatement from the information in the previous report. [102-48. 403-2]

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [102-48. 403-2]
Types of High-Risk Jobs and Their Management

Jenis Pekerjaan Risiko Tinggi Types of High-Risk Jobs	Uraian Kegiatan dan Risiko Description of Activities and Risks	Mitigasi dan Pencapaian 2020 Mitigation and Achievement 2020
Operator kendaraan berat. Heavy equipment operator	**Pekerjaan pemindahmuatan dan penyimpanan batubara, yang bisa memaparkan debu bagi pekerja dan kontraktor.** Coal loading and storage work, which can expose workers and contractors to dust.	**Mitigasi:** **Penetapan HIRADC untuk pekerjaan pemindahanmuatan dan penyimpanan batubara, termasuk aktifitas pendukungnya; penetapan prosedur untuk masing-masing aktivitas kendaraan berat; pelaksanaan pengukuran bahaya kesehatan, seperti getaran, panas, dan ergonomi.** **Pencapaian:** **Tingkat kecelakaan yang melibatkan alat berat turun 10%.** Mitigation: HIRADC application for coal loading and storage work, including supporting activities; establishing procedures for each heavy equipment activity; measuring health hazards, such as vibration, heat, and ergonomics. Achievement: The rate of accidents involving heavy equipment decreased by 10%.

Jenis Pekerjaan Risiko Tinggi Types of High-Risk Jobs	**Uraian Kegiatan dan Risiko** Description of Activities and Risks	**Mitigasi dan Pencapaian 2020** Mitigation and Achievement 2020
Peledakan. Blasting	**Pembongkaran ammonium nitrat, pencampuran dengan penggunaan ANFO *mixer*, pengangkutan bahan peledak ke tambang, pengisian bahan peledak, perangkaian bahan peledak, dan pelaksanaan peledakan.** **Risiko dari seluruh kegiatan secara umum adalah keterpaparan terhadap bahan kimia, insiden pada saat transportasi bahan peledak, risiko dari *flying rock* dan *air blast*, risiko debu dari aktivitas peledakan yang dilaksanakan, dan risiko *premature blast*.** Demolition of ammonium nitrate, blending using ANFO mixer, transport of explosives to the mine, filing of explosives, assembling of explosives, and carrying out blasting. The risks of these activities in general are exposure to chemicals, incidents during the transportation of explosives, risks from flying rock and air blasts, risk of dust from blasting activities, and risk of premature blasts.	**Mitigasi:** • **Kepatuhan pada peraturan dan persyaratan dari pemerintah termasuk: perizinan gudang bahan peledak; prosedur pengangkutan, pemindahan, pengiriman, dan pelaksanaan peledakan; serta peningkatan kompetensi dan sertifikasi untuk pekerja peledakan.** • **Pelaksanaan kegiatan peledakan dilakukan orang yang memiliki Kartu Pekerja Peledakan (KPP) dan/atau Kartu Izin Meledakkan (KIM)** **Pencapaian:** • **Tidak ada insiden atau kecelakaan yang terjadi sepanjang aktivitas peledakan;** • **Jumlah Kepemilikan KIM 54 orang;** • **Jumlah Kepemilikan KPP Madya 38 orang;** • **Jumlah Kepemilikan KPP Pratama 167 orang.** Mitigation: • Compliance with government regulations and requirements including: licensing explosives warehouses; procedures for the transportation, transfer, delivery and execution of blasting; as well as increasing competence and certification for blasting workers. • The implementation of blasting activities is carried out by a person who has a Blasting Worker Card (KPP) and/or a Blasting Permit Card (KIM) Achievement: • No incidents or accidents occurred during the blasting activity • Total KIM holders 54 people; • Total holders of KPP Madya 38 people; • Total holders of KPP Pratama 167 people.

Jenis Pekerjaan Risiko Tinggi Types of High-Risk Jobs	**Uraian Kegiatan dan Risiko** Description of Activities and Risks	**Mitigasi dan Pencapaian 2020** Mitigation and Achievement 2020
Pemakaian radioaktif dalam kegiatan *well logging*. Use of radioactive in well logging activities.	**Pengangkutan material radioaktif dari bungker ke lokasi pengeboran; pemanfaatan dan penggunaan sumber radioaktif untuk *well logging*.** **Risiko dari pengunaan radioaktif adalah terkena paparan dan kontaminasi radioaktif selama pengangkutan, pemanfaatan, dan penyimpanan yang dapat mengakibatkan penyakit akibat dampak radiasi.** Transport of radioactive materials from the bunker to the drilling location; utilization and use of radioactive sources for well logging. The risk of radioactive use is exposure to and contamination of radioactive during transportation, use, and storage which can result in diseases due to radiation impacts.	**Mitigasi:** **Penanganan, pengangkutan, pemanfaatan, dan penyimpanan hanya dilakukan oleh petugas khusus (Petugas Proteksi Radiasi dan Pekerja Radiasi) dengan memakai alat pelindung diri radiasi (APR); melakukan pengukuran pemaparan radiasi secara berkala; melakukan pemeriksaan kesehatan khusus secara berkala sesuai dengan persyaratan.** **Pencapaian:** **IMM menerima penghargaan dari Badan Pengawas Tenaga Nuklir (Bapeten) kategori Keselamatan dan Keamanan Nuklir.** Mitigation: Transportation, utilization and storage are handled only by special officers Radiation Protection Officer and Radiation Employee, using radiation personal protective equipment (PPE); regularly measure radiation exposure; conduct special medical examinations periodically as required. Achievement: IMM received an award from the Nuclear Energy Supervisory Agency (Bapeten) in the category of Nuclear Safety and Security.

Jenis Pekerjaan Risiko Tinggi Types of High-Risk Jobs	Uraian Kegiatan dan Risiko Description of Activities and Risks	Mitigasi dan Pencapaian 2020 Mitigation and Achievement 2020
Pemindahan bahan bakar (PT GasEmas). Transfer of fuel (PT GasEmas).	***Ship to ship* (pemindahan *product fuel*/B30 dari tongkang ke tongkang); *ship to shore storage tank* (pemindahan *product fuel*/B30 dari tongkang ke tangki penampungan darat); *fuel sheed to fuel truck* (pengisian ke truk tangki bahan bakar).** **Risiko dari keseluruhan kegiatan ini secara umum adalah tumpahan bahan bakar, kebakaran, cedera serius dan kematian, dan terjebak kendaraan.** Ship to ship (transfer of fuel/ B30 from barge to barge); ship to onshore storage tank fuel shed to fuel truck The risks of these activities in general are fuel spills, fires, human serious injury and fatality incidents, and vehicle trapping.	**Mitigasi:** **Kegiatan pemindahan bahan bakar sesuai peraturan Migas dan Marpol; pembuatan HIRADC dan JSA, serta Prosedur Kerja Penggunaan Peralatan yang sesuai standard ANSI, ASME; tidak beroperasi dalam kondisi cuaca buruk (gelombang tinggi dan hujan deras/badai); menghindari penggunan alat yang dapat memicu panas atau bersifat pemantik api; melakukan *safety talk* dan pelatihan penanganan keadaan darurat; penggunan selalu APD saat bekerja, dan tidak melakukan pekerjaan sendirian.** **Pencapaian:** • **Nihil tumpahan** • **Nihil kebakaran** • **Nihil cedera serius dan fatalitas** Mitigation: Fuel transfer activities in accordance with Oil & Gas and Marpol regulations; making HIRADC and JSA, as well as Work Procedures for Using Equipment in accordance with ANSI, ASME standards; do not operate in bad weather conditions (high waves and heavy rain/ storms); avoiding the use of devices that can trigger heat, or that can become a lighter; conduct safety talk and drills in preparation for emergencies; always wear PPE while working, and non-working solo. Achievement: • Zero Spillage • Zero Fire • Zero Human Serious Injury and Fatality Incident

ITM meningkatkan kepatuhan dan kedisiplinan penerapan K3 melalui beberapa kebijakan dan kegiatan yang dilaksanakan secara berkelanjutan, dengan:

1. Mencantumkan pembahasan K3 dalam PKB;
2. Kampanye Budaya K3, melalui,
   - Penyediaan informasi terkait K3 melalui email, *banner, leaflet*, stiker dan cinderamata, serta papan informasi kinerja kecelakaan kerja;
   - Pelaksanaan Bulan K3 pada Januari-Februari 2020 dengan tema Meningkatkan Budaya K3 Karyawan yang Bersinergi dengan Semangat Tranformasi Digital;
   - Pelaksanaan donor darah, senam, *talk show, health talk*, pertandingan olahraga antar pekerja-kontraktor, dan pemeriksaan kesehatan gratis untuk warga sekitar;
   - *Health Talk*, menyediakan informasi terkait kesehatan dan keselamatan kerja, termasuk kondisi pandemi COVID-19 dan penerapan protokol kesehatan; [403-7]
3. Pembentukan Komite K3 di tingkat manajemen berupa Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) yang dipimpin Kepala Teknik Tambang dengan partisipasi keanggotaan dari perwakilan pekerja; [403-4]
4. Sosialisasi keselamatan ke keluarga pekerja dan sekolah untuk menyadartahukan potensi kecelakaan kerja.

ITM continuously improved compliance and discipline in OHS implementation through several policies and activities during 2020:

1. Include OHS issues in the CLA;
2. OHS Culture Campaign, through:
   - Provision of information on OHS via email, banners, leaflets, stickers and souvenirs, as well as work accident performance information boards;
   - Organized OHS Month from January to February 2020 with the theme of Improving the OHS Culture of Employees in Synergy with the Spirit of Digital Transformation;
   - The implementation of events including blood donation, gymnastics, talk show, health talks, sports competitions between employees and contractors, and free medical examinations for local residents;
   - Health Talk, provide information related to occupational health and safety, including the COVID-19 pandemic and health protocol information. [403-7]
3. Establish an OHS Committee at the management level. ITM has an Occupational Health & Safety Committee (P2K3) led by the Head of Mine Engineering with the participation of employee representatives. [403-4]
4. Dissemination to families to raise awareness of the potential work accidents and promote safety to families and schools.

ITM dan kontraktor melakukan pemeriksaan kesehatan pekerja, untuk memastikan kesehatan dan kebugaran kondisi fisik sebelum bekerja. ITM melengkapi fasilitas kesehatan di setiap *site* berupa klinik dan pos kesehatan. Selama tahun 2020, ada 20.713 kunjungan klinik *on site*, dengan keluhan dominan infeksi saluran pernapasan akut (ISPA) dan *dyspepsia*. Perusahaan telah melakukan upaya untuk memitigasi kondisi tersebut bersama tim kesehatan, di antaranya: [403-3]

- Promosi kesehatan berupa *health info* melalui email untuk pencegahan dan penanganan keluhan dominan; dan
- Pemeriksaan rutin pegawai melalui kunjungan klinik.

ITM and contractors conduct health checks for employees to ensure their health and physical fitness before working. ITM has equipped the health facilities at each site in the form of clinics and health posts. During 2020, there were 20,713 visits to on-site clinics, with complaints predominantly of acute respiratory infections (ARI or ISPA) and dyspepsia. Together with the medical team, the Company has made efforts to mitigate these conditions, including: [403-3]

- Health promotion through health info distributed via email for prevention and handling of dominant complaints; and
- Regular employee control through clinic visits.

Unit Kerja Work Unit	**Jumlah Kunjungan Klinik/Pos Kesehatan di *Site*** Total On Site Clinic/Health Post Visits		
	Anak Usaha ITM ITM Subsidiaries	**Perusahaan Mitra Kerja** Business Partners	**Jumlah** Total
IMM	1,451	1,487	2,938
TCM	6,375	4,940	11,315
BEK	557	3,968	4,525
EMB	750	0	750
JBG	244	941	1,185
TDM	2	0	2
Jumlah Total	**9,379**	**11,336**	**20,715**

Catatan:
GEM masih menggunakan klinik umum dan bergabung dengan anak usaha lain
Pemeriksaan kesehatan pekerja TDM dilakukan di pos kesehatan TRUST *site* IMM

Note:
GEM still uses public clinics and joins other subsidiaries
Health check of TDM employees are carried out at the TRUST site IMM health post

ITM berupaya mengoptimalkan promosi kesehatan melalui sosialisasi dan *engagement* kepada pekerja. Di masa pandemi, ITM memfokuskan promosi kesehatan untuk meningkatkan imunitas tubuh pekerja tanpa mengabaikan protokol kesehatan yang berlaku. Upaya yang dilakukan antara lain: [403-6]

- Senam pagi yang dilakukan secara virtual setiap bulan;
- *Health talk* yang dilakukan secara *online*;
- Promosi kesehatan melalui email.
- Webinar Kesehatan

Selama periode pelaporan, ITM melalui anak usaha melanjutkan sosialisasi pemberantasan HIV/AIDS di tempat kerja yang telah dilaksanakan sejak 2016, berupa penyiapan tenaga medis.

ITM continues the efforts to optimize health promotion through dissemination and engagement to employees. During this pandemic, ITM focused on health promotion to increase the employees' immunity, while complying with existing health protocols. The efforts made include: [403-6]

- Morning exercise which is done virtually every month;
- Health talk conducted online;
- Health promotion via email.
- Health Webinar

During the reporting period, ITM through its subsidiaries continued to disseminate the eradication of HIV/AIDS in the workplace, which has been implemented since 2016, including providing medical team.

Penerapan *Contractor Management System – Health Safety and Environment*
Implementation of Contractor Management System - Health Safety and Environment

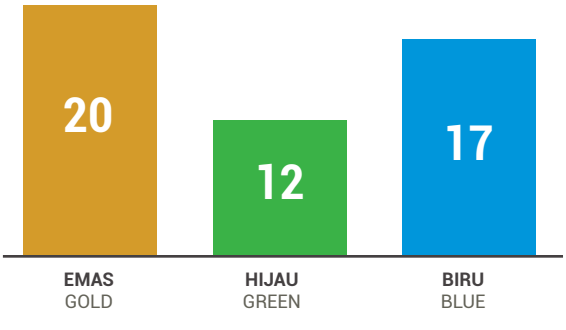
ITM melakukan evaluasi dan penilaian kontraktor secara periodik tahunan. ITM menerapkan mekanisme *Contractor Management System – Health Safety and Environment* (CMS-HSE) yang dilaksanakan fungsi Operation. Hasil CMS-HSE dilaporkan secara berkala yang merupakan dasar pemastian kinerja K3 yang optimal dalam rantai pasok.

Penilaian CMS-HSE pada tahun 2020 dilakukan terhadap 49 kontraktor. Dari jumlah tersebut, sebanyak 20 kontraktor atau 40,8% mendapatkan peringkat emas yang merupakan penilaian tertinggi. Tidak ada kontraktor yang mendapatkan peringkat merah dan hitam. Bagi kontraktor yang mendapatkan peringkat merah akan dikenai sanksi peringatan keras dan evaluasi perpanjangan kontrak, sementara kontraktor dengan peringkat hitam akan dikeluarkan dari daftar vendor ITM.

ITM conducts annual contractor evaluations and assessments periodically. ITM implements a Contractor Management System - Health Safety and Environment (CMS-HSE) mechanism which is carried out by the Operation function. The CMS-HSE results are reported regularly for the basis for ensuring optimal OSH performance in the supply chain.

In 2020, ITM conducted CMS-HSE assessment on 49 contractors. Of these, 20 contractors or 40.8% received a gold rating, which is the highest rating. None of the contractors received red and black ratings. Contractors with a red rating will be subject to firm warning and evaluation of contract extensions, while contractors with a black rating will be excluded from ITM's vendor list.

Penilaian CMS-HSE Kepada Kontraktor
CMS-HSE Assessment on Contractors





Pada tahun 2020, ITM melakukan pengembangan tata laksana CMS-HSE seiring dengan perubahan visi ITM sebagai perusahaan energi, perubahan regulasi terkait praktik-praktik terbaik pertambangan, serta pembaruan persyaratan standar internasional. Di sisi lain, terdapat kebutuhan di setiap lokasi kerja untuk mendapatkan daftar periksa yang berlaku untuk ragam jenis kontraktor. Pengembangan tata laksana CMS-HSE juga bertujuan untuk menyelaraskan proses ITM dengan anak usaha serta kontraktor agar sesuai dengan ITM *Integrated Management System* dan Manual SMK3L ITM.

In 2020, ITM developed CMS-HSE mechanism, in line with changes in ITM's vision as an energy solutions company, regulatory changes on mining best practices, as well as new international standard requirements. On the other hand, each work site required a checklist applicable to all types of contractors as well as the aim of aligning the processes by ITM, subsidiaries and vendors with the ITM Integrated Management System and the ITM HSEMS Manual.

Area Pengembangan CMS-HSE
Development Area of CMS-HSE

- CMS HSE Mechanism (management standard and/or SOP)
- CMS HSE Framework
- CMS HSE Assessment System
- CMS HSE Guidelines
- CMS HSE Checklist for each type of contractor
- Assessor Guidelines

Manfaat penerapan CMS-HSE bagi kontraktor, selaku mitra kerja ITM, adalah sebagai tolok ukur kinerja. CMS-HSE memampukan ITM menciptakan pencapaian kinerja kesehatan dan keselamatan kerja (K3), serta pengelolaan lingkungan yang berstandar dan menyeluruh. Penerapan CMS-HSE pada tahun 2020 mampu menurunkan tingkat kejadian kecelakaan kerja dan kerusakan lingkungan.

The benefits of implementing CMS-HSE for contractors, as ITM partners, are as a measure of performance. CMS-HSE enables ITM to create performance achievements of occupational health and safety (OHS), as well as standardized and comprehensive environmental management. The implementation of CMS-HSE in 2020 manage to reduce the incidence of work accidents and environmental damage.

Kinerja Kesehatan dan Keselamatan Kerja (K3)
Occupational Health and Safety (OHS) Performance

ITM mampu mencapai kinerja nihil fatalitas selama tahun 2020. Perusahaan juga dapat mengendalikan pandemi COVID-19 di *site* sehingga tidak mengganggu kegiatan operasi penambangan dan produksi batubara. Namun terjadi satu kejadian *high-consequence* (*exclude fatality*) terhadap pekerja kontraktor di JBG. [403-9, 403-10]

ITM was able to achieve zero fatality performance during 2020. The company was also able to control the COVID-19 pandemic on site, to avoid disruption to mining operations and coal production activities. However, there was one high-consequence (exclude fatality) incident for contractor employee at JBG. [403-9, 403-10]

Tingkat dan Jumlah Kecelakaan Kerja Tahun 2020 [403-9]
Rate and Number of Injury in 2020

Tingkat Kecelakaan Kerja Injury Rate	**Kegiatan Operasi Anak Usaha ITM** ITM Subsidiaries' Operating Activities						**Jumlah** Total
	IMM	**TCM**	**BEK**	**EMB**	**JBG**	**GEM**	
Kecelakaan Kerja Occupational Accident	0	0	0	0	0	0	0
• **Ringan I** Minor	0	0	0	0	0	0	0
• **Berat I** Major	0	0	0	0	0	0	0
• **Mati I** Fatality	0	0	0	0	0	0	0
High-consequence (exclude fatality)	0	0	0	0	0	0	0
Process Safety Event	0	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0	0	0	0	0	0	0
Injury Severity Rate (ISR)	0	0	0	0	0	0	0

Tingkat Kecelakaan Kerja Injury Rate	**Kegiatan Operasi Mitra Kerja** Business Partners' Operating Activities						**Jumlah** Total
	IMM	**TCM**	**BEK**	**EMB**	**JBG**	**GEM**	
Kecelakaan Kerja Occupational Accident	2	1	0	0	1	0	4
• **Ringan I** Minor	0	0	0	0	0	0	0
• **Berat I** Major	2	1	0	0	1	0	4
• **Mati I** Fatality	0	0	0	0	0	0	0
High-consequence (exclude fatality)	0	0	0	0	1	0	1
Process Safety Event	0	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0.12	0.07	0	0	0.37	0	0.09
Injury Severity Rate (ISR)	0.99	0.21	0	0	224.80	0	13.69

Tingkat Kecelakaan Kerja Injury Rate	Kegiatan Operasi Anak Usaha ITM dan Mitra Kerja ITM Subsidiaries and Business Partners' Operating Activities						Jumlah Total
	IMM	TCM	BEK	EMB	JBG	GEM	
Kecelakaan Kerja Occupational Accident	2	1	0	0	1	0	4
• **Ringan I** Minor	0	0	0	0	0	0	0
• **Berat I** Major	2	1	0	0	1	0	4
• **Mati I** Fatality	0	0	0	0	0	0	0
High-consequence (exclude fatality)	0	0	0	0	1	0	1
Process Safety Event	0	0	0	0	0	0	0
Injury Frequency Rate (IFR)	0.11	0.07	0	0	0.33	0	0.08
Injury Severity Rate (ISR)	0.92	0.20	0	0	200.67	0	12.76

Keterangan | Notes:
TRUST merupakan kontraktor dari WIUP IMM, TCM, dan BEK. TIS belum beroperasi
TRUST is contractor from WIUP IMM, TCM, and BEK. TIS is not yet operational.

Statistik Kesehatan Kerja Anak Usaha [403-9]
Occupational Health Statistics of ITM Subsidiaries

Tingkat Kecelakaan Kerja [1] Injury Rate [1]	BEK	EMB	IMM	JBG	TCM	TDM	GEM
Rasio Kelayakan Kerja[2] Employability Ratio[2]	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Angka Kesakitan Kasar Crude Morbidity Rate	1.87	0.70	0.53	1.17	2.95	0.07	0.04
Tingkat Kekerapan Kesakitan Morbidity Frequency Rate	541.35	225.44	159.24	396.32	735.68	24.33	16.16
Tingkat Keparahan Penyakit[3] Spell Severity Rate	1,028,133	2,210,778	1,720,114	2,199,471	3,831,579	1,000,000	N/A
Tingkat Keparahan Penyakit Berdasarkan Absensi Absence Severity Rate	48.09	554.89	459.36	1,390.29	189.33	12.16	0.00
Penyakit Akibat Kerja Occupational Illness	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Recordable Occupational Ill-health	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Occupational Ill-health Fatality Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Keterangan I Notes:
1. Mengacu kepada Keputusun Direktur Jenderal MINERBA ESDM No.185K/37.04/DJB/2019 dan ketentuan GRI
2. Rasio Kelayakan Kerja: ITM menunda pelaksanaan MCU dikarenakan pandemi COVID-19 mengacu Surat Edaran Menteri Ketenagakerjaan No. M/7/AS.02.02/V/2020 dan Surat Edaran PERDOKI No. 0322/SE/PERDOKI/VII/2020
3. GEM belum mengelola data *Spell Saverity Rate*.

1. Referring to the Decree of the Director General of MINERBA ESDM No. 185K/37.04/DJB/2019 and GRI provisions
2. Employability Ratio: ITM postponed the implementation of MCU due to COVID-19 pandemic, referring to the Minister of Manpower Circular No. M/7/AS.02.02/V/2020 and PERDOKI Circular No. 0322/SE/PERDOKI/VII/2020
3. GEM has not managed the Spell Saverity Rate data

Selama tahun 2020, ITM menyertakan beberapa pekerja dalam pelatihan dan sertifikasi terkait K3. Tujuannya untuk meningkatkan kompetensi mereka dalam penerapan K3. [403-5]

During 2020, ITM sent several employees to training and certification on OHS. It aimed to improve their competence in implementing OHS. [403-5]

Pelatihan Terkait K3
OHS-related Training

Materi Pelatihan I Training Materials	**Jumlah Peserta** Total Participants
Ahli K3 Muda Konstruksi I Elementary OHS Construction Expert	1
Ahli K3 Umum I General OHS Expert	2
Dasar K3LH untuk Foreman & Up I Basic K3LH for Foreman & Up	16
Bimbingan Teknik K3 Pertambangan I OHS Mining Technical Guidance	35
Cara Berkendara Aman (Cakram) I Safety Driving (Cakram)	2
Diklat Audit SMKP I SMKP Audit Training	7
Diklat Implementasi SMKP Minerba I SMKP Minerba Implementation Training	4
Implementasi SMKP I SMKP Implementation	5
Pelatihan Internal Audit SMKP I Internal Auditor SMKP Training	10
Penyegaran Dasar K3LH I Refresh Basic K3LH	115
Safety Leadership for Management	46
Sertifikasi Teknisi K3 Listrik I OHS Electrical Technician Certification	41
Jumlah I Total	284

Salah satu kinerja yang cukup menonjol dari ITM adalah kegiatan-kegiatan dari penggunaan dana CSR yang membantu masyarakat sekitar dalam pemberdayaan UKM dan meningkatkan taraf hidup masyarakat di sekitar area tambang.

One of the notable performances of ITM is the use of CSR funds for the activities that help the surrounding community in empowering SMEs and improving the living standard of the communities around the mining area.

Bayu K.
Radio Elshinta

Berkembang Bersama Masyarakat

Grow Together with the Community

5.34
Milliar
Billion

Bantuan penanganan COVID-19 untuk masyarakat IDR5,34 Milliar

COVID-19 handling assistance for community IDR 5.34 billion

20.48
Milliar
Billion

Realisasi biaya PPM tahun 2020 IDR20,48 Miliar

Realized PPM cost in 2020 IDR20.48 billion

100%

Jangkauan kegiatan PPM mencakup 100% WIUP

PPM activities covered 100% of WIUP

78.26%

Tingkat Kepuasan Komunitas (CSI) 78,26%

Community Satisfaction Index (CSI) 78.26%

Pelaksanaan kegiatan program Community Development (CD) merujuk pada cetak biru (*blueprint*) yang disusun berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral (ESDM) No. 1824 K/30/ MEM/ 2018 tentang Pedoman Pelaksanaan Pengembangan dan Pemberdayaan Masyarakat. Dalam penyusunan *blueprint* ini, ITM melibatkan seluruh pemangku kepentingan melalui hasil musyawarah perencanaan serta pembangunan (Musrenbang), Rencana Pembangunan Jangka Menengah (RPJM) nasional dan daerah, serta Rencana Tata Ruang dan Wilayah (RTRW) nasional dan daerah. Program CD dilakukan untuk mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) yang telah dicanangkan oleh Pemerintah dalam Perpres No.59 Tahun 2017.

The implementation of Community Development (CD) program referred to a blueprint based on the Decree of the Minister of Energy and Mineral Resources (ESDM) No. 1824 K/30/MEM/2018 on Guidelines for Implementation of Community Development and Empowerment. In developing this blueprint, ITM involved all stakeholders considering the results of the planning and development forum (Musrenbang), national and regional of Medium-Term Development Plans (RPJM), also Spatial and Regional Spatial Plans (RTRW). The CD program is carried out to support the achievement of Sustainable Development Goals (SDGs) that have been stipulated by the Government in Presidential Decree No.59 of 2017.


KTD


CAUTION
WET FLOOR
WIPOL

ITM juga merujuk pedoman standar nasional dan internasional, seperti PROPER, ISO26000:2010, dan AA 1000 SES dalam menyusun peta jalan kegiatan pengembangan masyarakat. Dengan mengacu pada pedoman tersebut, ITM dapat membuat rencana implementasi yang komprehensif sebagai bagian dari pencapaian tujuan strategis Perusahaan yang lebih luas.

Sejak tahun 2018, ITM mengembangkan program-program pemberdayaan yang mencakup delapan bidang PPM sesuai dengan format PPM Kepmen ESDM 1824 K/ 30/ MEM/ 2018. Rencana induk PPM dirumuskan melalui pemetaan sosial yang dilakukan di 43 desa dampingan dan mengacu pada blueprint PPM provinsi. ITM melakukan diskusi dengan pemerintah setempat, baik provinsi, maupun kabupaten untuk menyelaraskan program pemberdayaan masyarakat dengan kegiatan pemerintah.

ITM also refers to national and international standard guidelines, such as PROPER, ISO26000:2010, and AA 1000 SES in developing a road map for community development program. By referring to these guidelines, ITM can create a comprehensive action plan as a part of the achievement of Company's wider strategic objective.

Since 2018, ITM has developed empowerment programs covering eight PPM sectors according to the PPM format of the Minister of Energy and Mineral Resources 1824 K/30/MEM/2018. The PPM master plan was formulated based on social mapping carried out in 43 fostered villages and referred to the provincial PPM blueprint. ITM also held discussions with local, both provincial and district governments to align community empowerment programs with the government programs.

Program CD Sesuai Kepmen ESDM No.1824 K/30/MEM/2018

CD Program as Stated in Minister of EMR Decree No.1824 K/30/MEM/2018

Bidang PPM 2020 PPM Sectors in 2020	
1. **Pendidikan** Education Development	2. **Kesehatan** Health Development
3. **Tingkat Pendapatan Riil atau Pekerjaan** Economic Development and Employment	4. **Kemandirian Ekonomi** Income Generating and Small Business Development
5. **Sosial dan Budaya** Culture and Social Development	6. **Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan** Sustainable Environment Management
7. **Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM** Community institutions Development	8. **Pembangunan Infrastruktur yang Menunjang PPM** Infrastructure Development

Dukungan dan Realisasi Anggaran

Support and Budget Realization

Selama tahun 2020, ITM mengalokasikan biaya IDR27,76 miliar untuk menunjang pengembangan program-program PPM di tiap *site*. Realisasi biaya sampai dengan akhir tahun 2020 mencapai IDR20,48 miliar atau 73,8% dari alokasi yang dianggarkan. Nilai yang tersisa akan dialokasikan untuk menjalankan program-progran lanjutan di tahun berikutnya.

During 2020, ITM allocated IDR27.76 billion to support the development of PPM programs at each site. Realized costs by the end of 2020 reached IDR20.48 billion or 73.78% of the budget. The remaining value will be allocated to implement further programs in the next year.

Realisasi Anggaran PPM (IDR juta)
Realization of PPM Budget (Million IDR)

Bidang Program Sector of Program	2020		Realisasi 2019 2019 Realization	Realisasi 2018 2018 Realization
	Anggaran Budget	Realisasi Realization		
Pendidikan Education Development	5,327	3,132	4,846	4,289
Kesehatan Health Development	3,387	1,821	3,528	2,892
Tingkat Pendapatan Riil atau Pekerjaan Economic Development and Employment	4,668	4,738	3,917	3,867
Kemandirian Ekonomi Income Generating and Small Business Development	3,670	1,914	2,476	1,296
Sosial dan Budaya Culture and Social Development	4,155	4,404	4,271	6,508
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	2,019	756	865	2,012
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development	2,041	277	1,217	437
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development	2,491	3,439	3,602	4,091
Jumlah Total	27,758	20,481	24,726	25,392

ITM juga telah merumuskan 33 agenda pengembangan masyarakat terkait pascatambang yang tertuang dalam Dokumen Rencana Induk PPM dan Rencana Pascatambang masing-masing anak usaha. Di sisi lain, pada tahun 2020, ITM telah melakukan pengukuran dampak dari aspek ekonomi, lingkungan, dan sosial bagi beberapa program dengan melihat dampak dari program dengan runutan *input, activity* (proses), *output, outcome,* dan *impact.* [102-29]

Pada kesempatan lain, ITM dan lima *site* melakukan penilaian *maturity level* atas 23 program unggulan dengan nilai *maturity level* sebesar 6,68 dari 12 yang menunjukan kesiapan program unggulan di lima *site*. *Maturity level* merupakan adopsi kuantifikasi kualitas program dengan melihat 6 dimensi sesuai rujukan PROPER Emas (Permen LH 03/ 2014), yaitu: Dimensi Perubahan, Inklusivitas, Tata Kelola, Kemitraan Multi-pihak, Rentang Pengaruh, dan Keberlanjutan. [413-1]

ITM has also formulated 33 community development agendas on post-mining which are stated in the PPM Master Plan and Post-mining Plans. In 2020, ITM has measured the impact from economic, environmental and social aspects for several flagship programs by considering the impact of the program through input, activitiy (process), output, outcome, and impact. [102-29]

On another occasion, ITM and five sites conducted maturity level assessment of 23 flagship programs with score of 6.68 out of 12, indicating the readiness of these flagship programs in the five sites. Maturity level is the adoption of program quality quantification of 6 dimensions according to the Gold PROPER reference (Regulation of Minister of Environment No. 03/2014), namely: Dimensions of Change, Inclusiveness, Governance, Multi-stakeholder Partnership, Span of Influence, and Sustainability. [413-1]

Program Pengembangan dan Pemberdayaan Masyarakat (PPM)
Community Development and Empowerment Program (PPM)

Komunikasi dengan masyarakat dilaksanakan melalui Forum Konsultatif Masyarakat (FKM) yang diselenggarakan paling sedikit sekali setiap tahun. FKM merupakan lembaga untuk merencanakan dan mengevaluasi kegiatan-kegiatan CSR termasuk program PPM, agar sejalan dengan rencana pembangunan pemerintah daerah. Dalam forum ini, masyarakat terwakili berbagai pihak, termasuk tokoh agama, pemuda, kader Pembinaan Kesejahteraan Keluarga (PKK), dan aparat desa.

ITM communicates with the community through the Community Consultative Committee (also referred as FKM) at least once a year. FKM is an institution for planning and evaluating CSR activities, including PPM program, to align the activities with local government's development plans. In this forum, the community is represented by various parties, such as religious leaders, youth, cadres of Family Welfare Development (PKK), and village officials.

Komunikasi dengan pemerintah daerah, dilakukan melalui keterlibatan aktif ITM pada kegiatan musyawarah perencanaan dan pembangunan (musrenbang) daerah. Musrenbang mempertemukan pemangku kepentingan di kabupaten/provinsi yang menjadi lokasi WIUP, sehingga program-program CSR ITM dan anak usaha dapat disinergikan dengan program sosial kemasyarakatan pemerintah daerah.

The communication with local governments is carried out through ITM's active involvement in regional planning and development (musrenbang) activities. The Musrenbang brings together stakeholders in the regency/provinces where the WIUP areas are located, in order to synergize CSR programs of ITM and subsidiaries with local government social programs.

Meski dihadapkan pada pandemi COVID-19, ITM tetap melaksanakan 173 kegiatan PPM yang mencakup seluruh atau 100% WIUP dan melibatkan masyarakat lokal. Kegiatan yang dilaksanakan tersebar di 10 kecamatan, meliputi 43 desa pada WIUP. Jumlah tersebut belum mencakup wilayah kerja anak usaha, yakni TIS, NPR dan GPK yang masih berada pada tahap pra-operasi.

Despite the COVID-19 pandemic, ITM continued to carry out 173 PPM activities with all or 100% of WIUP and involving local communities. The activities have been carried out in 10 districts, consisting of 43 villages in WIUP. The number did not include working areas of the subsidiaries, i.e., TIS, NPR and GPK, which were still in the pre-operational phase.

Lokasi Pengembangan dan Pemberdayaan Masyarakat
Community Development and Empowerment Locations

No	Anak Usaha Subsidiary	Lokasi Kegiatan Activity Location	Penerima Manfaat Beneficiary	
			Jumlah Desa Number of Villages	Jumlah Kecamatan Number of Districts
1.	IMM	**Kalimantan Timur: Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara, dan Kota Bontang** East Kalimantan: East Kutai Regency, Kutai Kartanegara Regency, and Bontang City	10	3
2.	TDM	**Kalimantan Timur: Kabupaten Kutai Timur** East Kalimantan: East Kutai Regency	6	2
3.	EMB	**Kalimantan Timur: Kabupaten Kutai Kartanegara** East Kalimantan: Kutai Kartanegara Regency	4	1
4.	TCM	**Kalimantan Timur: Kabupaten Kutai Barat** East Kalimantan: West Kutai Regency	20	4
5.	JBG	**Kalimantan Selatan: Kabupaten Tanah Laut** South Kalimantan:Tanah Laut Regency	6	1
6.	BEK	**Kalimantan Timur & Kalimantan Tengah: Kabupaten Kutai Barat dan Kabupaten Barito Utara** East Kalimantan & Central Kalimantan: West Kutai Regency and North Barito Regency	6	3

No	Anak Usaha Subsidiary	Lokasi Kegiatan Activity Location	Penerima Manfaat Beneficiary	
			Jumlah Desa Number of Villages	Jumlah Kecamatan Number of Districts
7.	TIS	**Kalimantan Timur : Kabupaten Kutai Barat** East Kalimantan:West Kutai Regency	**PPM belum berjalan di TIS, NPR, GPK karena masih berada dalam tahap pra-operasi.** TIS, NPR, GPK has not carried out PPM as it was still in the pre-operating stage.	
8.	NPR	**Kalimantan Tengah: Kabupaten Barito Utara** Central Kalimantan:North Barito Regency		
9.	GPK	**Kalimantan Timur : Kabupaten Kutai Barat** East Kalimantan:West Kutai Regency		

Lokasi Pengembangan dan Pemberdayaan Masyarakat
Community Development and Empowerment Locations



Perencanaan program PPM diawali dengan identifikasi dampak dan batasan wilayah terdampak langsung kegiatan operasional Perusahaan sesuai dokumen Amdal, dan dilanjutkan pemetaan sosial (*social mapping*). Pada tahun 2020, seluruh lokasi operasi yang dikelola anak usaha telah memperbarui kegiatan pemetaan sosial yang dilakukan setiap dua tahun atau sesuai kebutuhan. Pemetaan sosial bertujuan mengetahui kondisi sosial, ekonomi, politik, dan budaya masyarakat di sekitar Perusahaan, serta memetakan masalah atau isu dan potensi-potensi di masyarakat, yang dapat dikembangkan melalui pelaksanaan program pengembangan sosial kemasyarakatan.

ITM bersama anak usaha menjalin komunikasi dan pendekatan dengan masyarakat di sekitar WIUP. Selama periode pelaporan, ITM memberikan bantuan kepada masyarakat untuk penanganan pandemi COVID-19, serta melanjutkan program Pengembangan dan Pemberdayaan Masyarakat (PPM) dengan tetap memperhatikan protokol kesehatan.

Komunikasi dengan masyarakat dilaksanakan melalui Forum Konsultatif Masyarakat (FKM) yang diselenggarakan paling sedikit sekali setiap tahun. FKM merupakan lembaga untuk merencanakan dan mengevaluasi kegiatan-kegiatan CSR termasuk program PPM, agar sejalan dengan rencana pembangunan pemerintah daerah. Dalam forum ini, masyarakat terwakili berbagai pihak, termasuk tokoh agama, pemuda, kader Pembinaan Kesejahteraan Keluarga (PKK), dan aparat desa.

Komunikasi dengan pemerintah daerah, dilakukan melalui keterlibatan aktif ITM pada kegiatan musyawarah perencanaan dan pembangunan (musrenbang) daerah. Musrenbang mempertemukan pemangku kepentingan di kabupaten/provinsi yang menjadi lokasi WIUP, sehingga program-program CSR ITM dan anak usaha dapat disinergikan dengan program sosial kemasyarakatan pemerintah daerah.

Secara umum, isu yang perlu ditindaklanjuti di masyarakat di antaranya penyerapan tenaga kerja bagi masyarakat lokal, implementasi PPM dari sisi kesehatan dan pendidikan, pencegahan pencemaran lingkungan oleh operasional perusahaan serta bantuan donasi aktivitas masyarakat. Penilaian dampak sosial ditelaah dari aspek penghidupan berkelanjutan yang terdiri atas *social capital* (SC), *human capital* (HC), *physical capital* (PC), *natural capital* (NC), dan *financial capital* (FC). Hasil pemetaan sosial dan penilaian dampak sosial dilanjutkan tahapan menyusun rencana induk, yang juga didasari oleh *blueprint* PPM dari pemerintah provinsi diikuti penyusunan rencana kerja. [413-2]

PPM program planning begins with the identification of the impacts and boundaries of areas directly affected by the Company's operating activities based on environmental impact analysis (Amdal), followed by social mapping. In 2020, all operating sites managed by subsidiaries have updated their social mapping activities which were conducted every two years or as needed. Social mapping aims to find out social, economic, political and cultural conditions of the communities around the Company, as well as mapping the issues and potentials in the community, which can be developed through community social development programs.

ITM and its subsidiaries have been making communication and approaches with the community around the WIUP areas. During the reporting period, ITM distributed the COVID-19 pandemic handing assistance to the community and continued the Community Development and Empowerment (PPM) program while complying with health protocols.

ITM communicates with the community through the Community Consultative Committee (also referred as FKM) at least once a year. FKM is an institution for planning and evaluating CSR activities, including PPM program, to align the activities with local government's development plans. In this forum, the community is represented by various parties, such as religious leaders, youth, cadres of Family Welfare Development (PKK), and village officials.

The communication with local governments is carried out through ITM's active involvement in regional planning and development (musrenbang) activities. The Musrenbang brings together stakeholders in the regency/provinces where the WIUP areas are located, in order to synergize CSR programs of ITM and subsidiaries with local government social programs.

In general, issues in the community that need to be followed up include employment for local communities, implementation of PPM in health and education sectors, prevention of environmental pollution by company operations and donation for community activities. The social impact assessment examines the aspects of sustainable livelihood, which consists of social capital (SC), human capital (HC), physical capital (PC), natural capital (NC), and financial capital (FC). The results of social mapping and social impact assessment are then used to prepare master plan, which is also based on the PPM blueprint from the provincial government, followed by the work plan preparation. [413-2]

Dukungan Program PPM terhadap TPB
PPM Program Support for SDGs

ITM memastikan program-program *Corporate Social Responsibility* (CSR) bersifat berkelanjutan dan dapat meningkatkan kualitas hidup masyarakat baik dari segi sosial maupun lingkungannya, serta mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB) Pemerintah.

ITM ensures its Corporate Social Responsibility (CSR) programs are sustainable and can improve the community's quality of life, both in social and environmental aspects, as well as support the achievement of the Government's Sustainable Development Goals (SDGs)

PENGEMBANGAN PERIKANAN
Fisheries Development

EMB mendukung program peningkatan konsumsi ikan yang sejalan dengan agenda pemerintah. Sejak tahun 2015, program perikanan (ikan air tawar) ITM memadukan antara aktivitas pembibitan, pembesaran, penggemukan, dan pemasaran yang mengarah pada swasembada. ITM melalui EMB bekerja sama dengan 3 kelompok lokal serta satu instansi pemerintah di bidang perikanan untuk membangun pertumbuhan ekonomi masyarakat, dengan memberikan pengetahuan dan keterampilan teknis dan non-teknis pembudidayaan ikan, serta pemasaran dan penjualan produk perikanan kepada peserta.

Jenis ikan yang dibudidaya yaitu nila dan ikan mas, dengan produksi sekitar 14 ton per bulan. Pengelolaan program dilakukan dengan pendekatan kesejahteraan usaha dan kelompok. Masyarakat yang terlibat dalam program telah mencapai pendapatan rata-rata IDR3,25 juta per kelompok. Pada tahun 2018, EMB dan kelompok perikanan mendapatkan penghargaan "Kategori Emas" dalam ajang Indonesian Sustainable Development Goals Awards.

EMB has been supporting a program to increase fish consumption in line with the government's agenda. Since 2015, ITM's fishery program for freshwater fish has combined breeding, growing, fattening and marketing activities that lead to self-sufficiency. ITM through EMB collaborated with 3 local groups and one government agency in the fisheries sector to achieve community economic growth, by providing technical and non-technical knowledge and skills in fish cultivation, as well as marketing and sales of fishery products to participants.

The types of fish that are cultivated are tilapia and goldfish, with a production of around 14 tons per month. The program is managed through business and group welfare approach. The community involved in the program has achieved an average income of IDR3.25 million per groups. In 2018, EMB and the fisheries group received the "Gold Category" award in the Indonesian Sustainable Development Goals Awards.



Aktivitas I Activity
• **Peningkatan kapasitas masyarakat (pelatihan teknis dan non teknis, studi banding).** • **Pembangunan sarana produksi ikan.** • **Pengembangan saluran pemasaran dan penjualan, dll.** • Community capacity building (technical and non-technical training, comparative studies). • Construction of fish production facilities. • Development of marketing and sales channels, etc.

Ekonomi I Ekonomi	
Input I Input	**Total Anggaran CD (dari 2015) = IDR>85 juta** Total CD Budget (from 2015) = IDR>85 million
Output I Output	• **Melaksanakan 5 kursus pelatihan untuk anggota proyek.** • **12 peserta yang dilatih.** • **Area pembudidayaan ikan & 2 area penggemukan di kolam dan keramba.** • **Distribusi pemasaran dan penjualan telah dikembangkan (dari desa ke kota).** • Carry out 5 training courses for project members. • 12 trained participants. • Fish breeding area & 2 fattening areas in ponds and floating cages. • Marketing and sales distribution has been expanded (from village to city).

Hasil I Outcome	• **Keterampilan teknis & non-teknis bagi penerima manfaat untuk menjalankan program.**
	• **Rata-rata produksi ikan bulanan:**
	  • **Ikan Nila: 2,8 ton.**
	  • **Ikan mas: 11,2 ton.**
	• **Menjual & mendistribusikan ikan ke desa terdekat di Kecamatan Tenggarong Seberang dan Kota Samarinda.**
	• Technical & non-technical skills for beneficiaries to carry out the program.
	• Monthly average fish production:
	  • Tilapia: 2.8 ton.
	  • Goldfish: 11.2 ton.
	• Selling & distributing fish to the closest villages in Tenggarong Seberang District and Samarinda City.

Dampak I Impact	**Menghasilkan pendapatan:** • **Pendapatan kotor kelompok perikanan bulanan rata-rata: IDR414 juta;** • **Rata-rata pendapatan bulanan anggota kelompok: ± IDR3,25 juta ditambah tunjangan beras (dalam bentuk natura).** **(Upah minimum yang diberlakukan di kabupaten pada tahun 2020 adalah ± IDR3,1 juta)** Generate income: • Average monthly gross income: IDR414 million; • Average monthly income of group members: ± IDR 3.25 million plus rice allowance (in kind). (The regency minimum wage in 2020 was ± IDR3.1 million)

Lingkungan Hidup I Environment	
Input I Input	**6 hektar area bekas tambang** 6 hectares of mined area
Output, Hasil, dan Dampak Output, Outcome, and Impact	**Pemanfaatan 6 hektar sebagai program pengembangan perikanan (dari terbengkalai menjadi area produktif).** Utilization of 6 hectares as a fishery development program (from idle to productive areas).

Sosial I Social	
Input I Input	**1 kelompok masyarakat sebagai pemrakarsa program** 1 community group as program initiator
Output I Output	**3 kelompok (12 anggota masyarakat) diberdayakan sebagai penerima manfaat langsung.** 3 groups (12 community members) were empowered as direct beneficiaries.
Hasil I Outcome	• **Kelompok penerima manfaat menjadi donor ikan di berbagai kegiatan desa.** • **Penguatan kelompok.** • **Masyarakat sekitar menjadi penerima manfaat tidak langsung dengan menjadi *reseller* dan mengkonsumsi ikan sebagai makanan sehat dan bergizi.** • Beneficiary groups become fish donors in various village activities. • Group strengthening. • Local communities become indirect beneficiaries by becoming resellers and consuming fish as a healthy and nutritious food.
Dampak I Impact	• **Sebagai pusat pembelajaran bagi masyarakat sekitar untuk belajar budi daya ikan terintegrasi.** • **Ketua kelompok penerima manfaat sering diundang oleh pemerintah daerah & universitas untuk berbagi pengetahuan dan pengalamannya kepada publik.** • As a learning center for local community to learn integrated fish farming. • The chairperson of beneficiary group is frequently invited by local governments & universities to share their knowledge and experiences with the public.

MEMBERDAYAKAN MASYARAKAT KONSERVASI LAUT DAN PESISIR
Empowering Marine and Coastal Conservation Communities

Pelestarian ekosistem perairan menjadi salah satu komitmen dan kepedulian ITM terhadap peningkatan kualitas lingkungan, yang diwujudkan melalui Program Pemberdayaan dan Konservasi Laut dan Pesisir. Pelaksanaan program telah berjalan sejak tahun 2014 di Desa Santan Ilir, Kecamatan Marang Kayu, Kabupaten Kutai Kartanegara dan Perairan Tanjung Meranggas, Kota Bontang yang termasuk dalam wilayah operasi IMM. Kegiatan dilaksanakan enam bulan sekali oleh tim internal, bekerja sama dengan TNI Angkatan Laut.

ITM melibatkan masyarakat setempat untuk penanaman mangrove dan transplantasi terumbu karang, serta monitoring dan evaluasi. Berdasarkan evaluasi dampak kegiatan terhadap komponen biologi di Sungai Dusun Ajalang, Kutai Kartanegara, dan Perairan Tanjung Meranggas Kota Bontang, fungsi kelestarian ekosistem perairan dan ekonomi masyarakat semakin meningkat.

Preservation of aquatic ecosystems is one of ITM's commitments and concerns for environmental quality improvement, which is realized through the Marine and Coastal Empowerment and Conservation Program. The program has been running since 2014 in Santan Ilir Village, Marang Kayu District, Kutai Kartanegara Regency and Tanjung Meranggas Waters, Bontang City, which are part of IMM's operating area. The activity is carried out every six months by an internal team, in collaboration with the Indonesian Navy.

ITM engages local communities in planting mangroves and transplanting coral reefs, as well as in its monitoring and evaluation. Evaluation of the activity's impact on the biological components in Ajalang Hamlet River, Kutai Kartanegara, and Tanjung Meranggas Waters in Bontang City, found the increase in sustainability function of aquatic ecosystems conservation and the community's economy.









Program Pelestarian Laut dan Ekosistem
The Marine and Ecosystem Conservation Program

Aktivitas I Activity

- **Komunikasi rencana kegiatan kepada masyarakat;**
- **Sosialisasi kepada masyarakat terkait rencana kegiatan penanaman mangrove;**
- **Pelibatan Masyarakat pada program penanaman mangrove;**
- **Monitoring jangka panjang hasil kegiatan penanaman;**
- **Evaluasi hasil monitoring.**

- Communicate activity plans to the community;
- Disseminate mangrove planting activity plans to the community;
- Community involvement in mangrove planting programs;
- Long-term monitoring of the results of planting activities;
- Evaluation of monitoring results.

Dampak pada Penerima Manfaat I Impact on Beneficiaries

- **Fungsi kelestarian;**
- **Peningkatan ekonomi masyarakat melalui program ekowisata;**
- **Pendapatan hasil laut yang memanfaatkan mangrove sebagai naungan.**

- The sustainability function;
- Increasing the community's economy through ecotourism programs;
- Income from sea products that utilize mangroves as shade.

Dampak bagi ITM I Impact on ITM

- ***Company image;***
- **Operasional perusahaan berjalan sesuai dengan lancar seiring dengan bertambahnya pendapatan masyarakat.**

- Company image;
- The company's operations are running smoothly in line with the increase in community income



MENGEMBALIKAN FUNGSI LAHAN MELALUI REHABILITASI DAERAH ALIRAN SUNGAI

Restoring Land Functions Through Watershed Rehabilitation

Sebagai pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH), ITM berkewajiban melaksanakan penanaman dalam rangka rehabilitasi daerah aliran sungai (DAS) melalui anak usahanya. Kegiatan dilaksanakan di Ring I IMM, yaitu Desa Teluk Pandan dan Kandolo serta area Rehabilitasi DAS Melawan, Kutai Timur. Evaluasi penilaian dampak sosial program dilakukan pihak eksternal dan pemangku kawasan.

As a holder of Lease-to Use Forest Permit (IPPKH), ITM is required to carry out planting for the rehabilitation of watersheds (DAS) through its subsidiaries. The activities have been carried out in Teluk Pandan and Kandolo villages, which are Ring I area of IMM, as well as Melawan Watershed Rehabilitation area, East Kutai. Evaluation of the program's social impact is carried out by external parties and area stakeholders.

Bersama Membangun Hutan melalui Rehabilitasi DAS

Together Building Forests through Watershed Rehabilitation

Uraian I Description

Area Rehab DAS IMM di Kawasan Taman Nasional Kutai (area Melawan dan Area Palakan), Kecamatan Sangatta Selatan, Kabupaten Kutai Timur.

IMM's Watershed Rehabitation Area in Kutai National Park Area (Melawan and Palakan areas), South Sangatta District, East Kutai Regency.

Penerima Manfaat:

- **Masyarakat Ring I Perusahaan, terutama Desa Telukpandan dan Kandolo.**
- **Masyarakat area Rehabilitasi DAS Melawan - Pemberdayaan dan peningkatan kesejahteraan masyarakat melalui kegiatan pembibitan dan penyerapan tenaga kerja di dalam kegiatan rehabilitasi DAS.**

Beneficiaries:

- The Company's Ring I communities, especially in Telukpandan and Kandolo villages.
- Community in the Melawan Watershed Rehabilitation area - Empowerment and improvement of community welfare through nursery activities and employment in the watershed rehabilitation activities.

Aktivitas I Activity
• **Sosialisasi intens kepada masyarakat terkait dengan manfaat program Rehabilitasi DAS dengan menggandeng pemangku kawasan dan Konsultan Rekayasa Sosial;** • **Sinergi dan kolaborasi dengan dengan departemen terkait (CD, Mine Rehab, External Relation) dalam pelaksanaan sosialisasi dengan masyarakat;** • **Mendorong segera terbentuknya Kemitraan Konservasi antara TNK dengan masyarakat area Melawan;** • **Penyampaian dan penekanan ke vendor agar pelaksanaan kegiatan melibatkan masyarakat (pemberdayaan masyarakat).** • Intensive dissemination to the community regarding the benefits of the Watershed Rehabilitation program in collaboration with area stakeholders and Social Engineering Consultants; • Synergy and collaboration with relevant departments (CD, Mine Rehab, External Relations) in the dissemination implementation with the community; • Encouraging the immediate formation of a Conservation Partnership between TNK and communities in Melawan area; • Communicating and underlining the engagement of community (community empowerment) to vendors in implementing their activities.

Dampak I Impact	
Pada Penerima Manfaat On Beneficiaries	• **Kelompok masyarakat area Melawan yang mendukung kegiatan pada program Rehabilitasi DAS;** • **Kelompok masyarakat pembalak secara diam-diam menentang karena khawatir mata pencaharian mereka terganggu.** • Community group in Melawan area who support activities in the Watershed Rehabilitation program; • Logger community group quietly resisted, in fear that their livelihoods would be disturbed.
Pada ITM I On ITM	• ***Company image*;** • **Operasional perusahaan berjalan sesuai dengan lancar seiring dengan bertambahnya pendapatan masyarakat.** • **Pemenuhan Kewajiban** • Company image; • The company's operations are running smoothly in line with the increase in community income. • Compliance of obligations

PEMBANGUNAN JALAN LINGKAR LUAR PERTAMBANGAN [203-1]
Construction of Mine Outer Ring Road

Sejak tahun 2012, IMM telah mendukung pembangunan jalan lingkar luar tambang di sekitar *port stockyard* untuk meningkatkan kesejahteraan masyarakat. IMM mengalokasikan anggaran sebesar IDR3,01 miliar untuk pembangunan jalan sepanjang 3,82 kilometer yang bermanfaat bagi lebih dari 10.976 orang di tiga desa. Jalan ini menghubungkan Desa Santan Tengah, Santan Ilir, dan Bontang Lestari. Melalui pembangunan jalan lingkar luar tambang, masyarakat lokal dapat lebih merasa nyaman dan aman untuk bepergian ke tiga desa tersebut tanpa perlu melalui jalan *hauling* perusahaan. Peningkatan ekonomi lokal tercipta melalui kemudahan masyarakat untuk mengangkut produk mereka seperti minyak sawit, beras, dan produk pertanian lainnya ke pasar terdekat. Pembangunan jalan ini juga telah mempekerjakan 42 tenaga kerja lokal yang saat ini terlibat dalam berbagai kegiatan pekerjaan sipil di bawah kontraktor IMM.

Since 2012, IMM has supported the construction of mine outer ring road around the port stockyard to improve the community's welfare. A total budget of IDR3.01 billion has been allocated for the construction of 3.82 kilometers of roads which would benefit more than 10,976 people in three villages. This road connects the villages of Santan Tengah, Santan Ilir, and Bontang Lestari. The construction of outer ring road has given the convenience and sense of safety to local communities while traveling to the three villages without the need to pass through the company's hauling road. The local economy has been improving as people can conveniently transport their products such as palm oil, rice and other agricultural products to the nearest market. The construction of this road has also employed 42 local workers who are currently involved in various civil works by IMM contractors.



Aktivitas I Activity	
• **Menginformasikan tujuan jalan lingkar kepada masyarakat:** **- Kenyamanan bepergian** **- Promosi keselamatan.** • **Panjang 3.82 kilometer & konstruksi underpass.** • **Menjaga kualitas jalan raya.** • Inform the community about the purpose of the ring road: - Travel convenience - Promotion of safety. • 3.82 kilometers in length & underpass construction. • Maintain road quality.	
Ekonomi I Economy	
Input	• **Total Anggaran (2012 - 2020) = IDR3,01 miliar** • Total budget (2012 - 2020) = IDR3.01 billion
Output	• **Jalan umum sepanjang 3.82 kilometer telah dibangun.** • **Penciptaan lapangan kerja untuk 42 anggota komunitas lokal.** • A public road of 3.82 kilometers has been built. • Job creation for 42 local community members.
Hasil I Outcome	• **Penghasilan 42 anggota lokal IDR3,18 juta per bulan** • **Total pendapatan dari tahun 2012 = IDR876,25 juta.** • The income of 42 local community members was IDR3.18 million per month • Total revenue from 2012 = IDR876.25 million.
Dampak I Impact	**Mendukung kegiatan ekonomi lokal (misal: perkebunan kelapa sawit, padi/ sawah, dan hasil pertanian lainnya) di lebih dari 3 desa sekitar IMM.** Supporting local economic activities (eg oil palm, rice/ paddy fields, and other agricultural products) in more than 3 villages around IMM.
Lingkungan Hidup I Environment	
Input	**Luas tanah 30.560 meter persegi. (8 m x 3,82 km)** Land area of 30,560 square meters. (8 m x 3.82 km)
Output, Hasil, dan Dampak **Output, Outcome, and Impact**	**Memperbaiki kualitas udara dengan mengurangi debu dibandingkan kondisi udara sebelumnya.** Improve air quality by reducing dust compared to previous air conditions.
Sosial I Social	
Input	**Kepemilikan lahan untuk pembangunan tidak hanya dari IMM tetapi juga dari pemerintah daerah** Land ownership for development is not only from IMM but also from the local government
Output	**42 anggota masyarakat lokal terlibat sebagai pekerja.** 42 local community members' involvement as employees.
Hasil I Outcome	**10.976 orang sebagai penerima manfaat langsung (dari Desa Santan Tengah, Santan Ilir, dan Bontang Lestari)** 10,976 direct beneficiaries (residents of Santan Tengah, Santan Ilir, and Bontang Lestari villages)
Dampak I Impact	**Meningkatkan mobilitas harian komunitas dengan lebih aman.** Increase the community 's daily mobility and safety.



MENGEMBANGKAN PENDAPATAN RIIL PETERNAK MELALUI INOVASI *SOLAR CELL*

Developing Farmers' Real Income through Solar Cell Innovation

ITM memberikan nilai tambah pada pengembangan peternakan ayam Kelompok Pauh melalui pemanfaatan energi terbarukan *solar cell*. Program bertujuan meningkatkan produksi ternak ayam masing-masing anggota kelompok. Pemasangan sistem energi terbarukan pada kandang ayam dapat meminimalkan penggunaan listrik konvensional pada operasional peternakan sebesar 11,6 GJ/tahun.

ITM provided added value to the poultry farm development of Pauh Group through the use of renewable energy from solar cells. The program aimed to increase the production of chicken for each group member. The renewable energy system installation in a chicken coop can minimize the use of conventional electricity for farm operations by 11.6 GJ/year.

Inovasi Solar Cell pada Peternakan Ayam
Solar Cell Innovations in Poultry Farm

Uraian I Description

Jenis Program:
- **Peningkatan pendapatan melalui peningkatan produktivitas ternak ayam dengan pemasangan solar cell pada kandang-kandang ayam.**

Type of Program:
- Increasing income through increasing the productivity of chickens by installing solar cells in chicken coops

Aktivitas I Activity

- **Menggunakan *solar cell* sebagai strategi pengembangan peternakan ayam untuk meningkatkan efisiensi usaha dan memberikan nilai lebih dengan penggunaan energi terbarukan.**
- **Peningkatan efisiensi biaya produksi IDR372.600/bulan.**

- Using solar cells as a strategy for developing chicken farms to improve business efficiency and deliver more values with renewable energy usage.
- Increased production costs efficiency Rp372,600/month.

Dampak I Impact

Pada Penerima Manfaat
On Beneficiaries
- **Dampak positif: menggeliatnya aktivitas perekonomian dan wawasan lingkungan di Desa Batalang;**
- **Dampak Negatif: kebersihan lingkungan dan bau.**

- Positive impact: improving economic activity and environmental awareness in the Batalang village;
- Negative Impact: neighborhood cleanliness

Pada ITM I On ITM

- ***Company image;***
- **Operasional perusahaan berjalan sesuai dengan lancar seiring dengan bertambahnya pendapatan masyarakat.**

- Company image;
- The company's operations are running smoothly in line with the raising of community income.



MENINGKATKAN KUALITAS PENDIDIKAN MELALUI PUSAT KEGIATAN BELAJAR MASYARAKAT [413-1, 203-1, 203-2]

Improving the Quality of Education through the Community Learning Centers

ITM berupaya menurunkan angka putus sekolah dan meningkatkan literasi di masyarakat. Melalui anak usahanya, ITM telah membina beberapa Pusat Kegiatan Belajar Masyarakat (PKBM). Keikutsertaan masyarakat pada kegiatan PKBM dapat meningkatkan kesadaran masyarakat untuk merasakan manfaat pendidikan serta menyiapkan masyarakat untuk mandiri setelah tutup tambang. Dengan kualitas pendidikan memadai, produktivitas masyarakat diharapkan dapat meningkat serta anggota masyarakat akan siap untuk memasuki lapangan kerja atau mengembangkan kegiatan wirausaha.

Hingga akhir tahun 2020, program ini telah diperluas menjadi 3 PKBM. Lebih dari 1.657 orang dari 7 desa telah menjadi penerima manfaat dalam program ini. Kursus yang diberikan kepada masyarakat meliputi penanggulangan buta aksara, pendidikan setara SD, SMP, dan SMA, pelatihan keterampilan, dan pemberdayaan perempuan melalui kewirausahaan. Capaian program ini menunjukkan 69% peserta melanjutkan ke jenjang pendidikan tinggi, serta 85 peserta telah mendapatkan pekerjaan dan menjadi tenaga operasional kontraktor. PKBM yang telah dilaksanakan di IMM memiliki SROI rasio 1:5,3.

Selain membentuk PKBM, ITM membantu masyarakat untuk meningkatkan kapasitas, kualitas, serta kapabilitasnya melalui bidang pendidikan. Kegiatan yang dijalankan sejalan dengan dukungan terhadap tujuan pembangunan berkelanjutan (TPB), misalnya pemberian beasiswa, kelengkapan sarana pendidikan berupa perlengkapan belajar mengajar, renovasi gedung sekolah, dan bantuan tenaga pendidik.

ITM strives to reduce dropout rates and increase literacy in the community. Through its subsidiaries, ITM has built several Community Learning Centers (CLC or PKBM). Community participation in CLC activities can raise their awareness about the benefits of education and prepare them to be self-reliance after mine closure. With adequate quality education, the community's productivity is expected to increase and they will be ready to join the workforce or develop some entrepreneurial activities.

As of the end of 2020, this program has been expanded to 3 CLCs. More than 1,657 people from 7 villages have become beneficiaries of this program. They were provided with courses in illiteracy control; education equivalent to elementary, junior high and senior high school; life skills training, and empowering women through entrepreneurship. The achievements of this program show that 69% of participants continued to pursue higher education, and 85 participants have been employed and become contractor of operational workers. CLC program that has been implemented at IMM has an SROI ratio of 1:5.3.

Apart from CLC establishment, ITM has been supporting the community in increasing their capacity, quality, and capability through the education sector. The activities carried out were in line with support for the sustainable development goals (SDGs), such as providing scholarships, providing educational facilities in the form learning equipment, school renovation, and assistance for teachers.





Aktivitas I Activity
• **Kegiatan pendidikan (SD - SMA sederajat).** • **Pelatihan ketrampilan hidup.** • **Pembangunan infrastruktur (gedung dan fasilitas untuk ruang kelas dan pelatihan).** • Educational activities (elementary - senior high school and equivalent). • Life skills training. • Infrastructure development (buildings and facilities for classrooms and training).

SROI
1 : 5,3 1 : 5.3

Ekonomi I Economy	
Input	**Total anggaran CD sejak 2011 = IDR775,7 juta** Total CD budget since 2011 = IDR775.7 million
Output	• **Ada 1.657 peserta yang selesai mengikuti program.** • **Mengadakan 90 kursus pelatihan kecakapan hidup (2011-sekarang).** • **Kesempatan kerja yang sesuai dengan peserta yang lulus.** • **Promosi tenaga kerja lokal dengan mendorong kontraktor untuk mempertimbangkan peserta yang lulus menjadi pekerja.** • A total of 1,657 participants completed the program. • Conducted 90 life skills training courses (2011-present). • Suitable job opportunities for participants who completed the program. • Promotion of the local workforce by encouraging contractors to consider employing participants completed the program.
Hasil I Outcome	• **1.657 peserta menyelesaikan pelatihan program dan meningkatkan keterampilan hidup dan literasi aksara.** • 1,657 participants completed program training, as well as improved life skills and literacy.
Dampak I Impact	• **85 peserta yang lulus mendapatkan pekerjaan sebagai staf operasional, mekanik, supir, dll.** • **Penghasilan 85 peserta IDR3,18 juta (minimal) per bulan.** • **Total akumulasi pendapatan dari 2011 = IDR3,24 miliar.** • 85 participants who completed passed got jobs as operational staff, mechanics, drivers, etc. • The income of 85 participants is IDR3.18 million (minimum) per month. • Total accumulated income from 2011 = IDR3.24 billion.

Sosial I Social	
Input	**Total dana kontribusi masyarakat (2011 - 2020) = IDR236,1 juta** Total community contribution funds (2011 - 2020) = IDR236.1 million
Output	**PKBM memberikan layanan ke 7 desa.** CLC provides services to 7 villages.
Hasil I Outcome	**Keterlibatan masyarakat sekitar tambang yang menguatkan posisi perusahaan terhadap sosial masyarakat sekitarnya.** The involvement of the community around the mine which strengthens the company's position towards the social community in surrounding area.
Dampak I Impact	**Meningkatkan pendidikan peserta (69% peserta yang lulus melanjutkan ke jenjang pendidikan tinggi).** Increased the education of participants (69% of graduated participants continue to higher education).

MENJAGA KESEHATAN MASYARAKAT MELALUI BANTUAN AIR BERSIH [203-1, 203-2]

Maintaining Community Health through Clean Water Assistance

Penyediaan fasilitas pengelolaan air bersih telah dilaksanakan sejak tahun 2013. Sampai dengan akhir tahun 2020, ITM melalui anak usaha menyediakan air bersih untuk menjangkau 1.031 rumah tangga di 9 desa, yaitu Desa Kandolo, Santan Tengah, Santan Ilir, Suka Damai, Teluk Pandan, Bontang Lestari, Danau Redan, Suka Rahmat, dan Martadinata.

Secara bertahap, pengelolaan program air bersih akan diserahkan kepada masyarakat melalui badan usaha milik desa (BUMDes) sebagai komite air bersih. Pengelolaan berbasis masyarakat dilakukan untuk menimbulkan rasa kepemilikan dan kemandirian masyarakat dalam menjaga keberlangsungan infrastruktur yang telah diberikan.

Untuk mendukung hal tersebut, sejak tahun 2013 hingga akhir periode pelaporan, Perusahaan mengalokasikan lebih dari IDR2,44 miliar untuk pengembangan 6 sistem penyediaan air bersih. Melalui penyediaan air bersih ini, warga Santan Tengah juga dapat terbantu untuk menghemat biaya air IDR424,34 juta/bulan/460 KK. Selain itu, IMM mendukung masyarakat untuk mendirikan Badan Usaha Milik Desa (BUMDes) untuk mengelola sendiri proyek tersebut dalam jangka panjang. Pada tahun 2017, IMM dan Program dianugerahi "Kategori Emas" dalam Penghargaan CSR Indonesia, untuk mendukung TPB Tujuan 3 Kehidupan Sehat dan Sejahtera, Tujuan 6 Air Bersih dan Sanitasi Layak, dan Tujuan 17 Kemitraan untuk Mencapai Tujuan.

Upaya meningkatkan kesehatan masyarakat juga dilakukan dengan memberikan pelatihan kepada bidan dan perawat, dukungan sarana prasarana untuk sertifikasi puskesmas, dan pelatihan peningkatan keterampilan kader posyandu serta pelayanan kesehatan ibu, anak, dan lansia.

The provision clean water management facilities has been implemented since 2013. By the end of 2020, ITM through its subsidiaries provided clean water to 1,031 households in 9 villages, namely Kandolo, Santan Tengah, Santan Ilir, Suka Damai, Teluk Pandan, Bontang Lestari, Danau Redan, Suka Rahmat, and Martadinata villages.

Gradually, the management of clean water program will be handed over to the community in stages through village-owned enterprises (BUMDes) as the clean water committee. The community-based management is carried out to raise a sense of ownership and community self-reliance to maintain the sustainability of the infrastructure that has been provided.

Since 2013 until the end of the reporting period, the Company allocated more than IDR2.44 billion for the development of 6 clean water supply system to support the program. The provision of clean water managed to help residents of Santan Tengah to save water costs of IDR424.34 million/month/460 households. In addition, IMM supported the community to establish Village-Owned Enterprises (BUMDes) to manage the project independently in the long term. In 2017, IMM was awarded the "Gold Category" for this program at the Indonesian CSR Award. The program was deemed as support for SDGs, particularly the Goal 3 on Health and Well Being, Goal 6 on Clean Water and Proper Sanitation, and Goal 17 on Partnership for the Goals.

Efforts to improve the community's health have also been carried out by providing training to midwives and nurses, supporting infrastructure and facilities for community health centers (puskesmas) certification, skills improvement training for integrated health service (posyandu) workers, and providing health services for mothers, children and the elderly.



Aktivitas I Activity
• **Eksplorasi sumber daya air.** • **Desain & pengembangan sistem penyediaan air, meliputi pengeboran, penyimpanan air tangki, sistem pengolahan air, perpipaan, dll.** • **Pendirian BUMDes.** • **Pengembangan kapasitas pada manajemen grup, pengembangan bisnis.** • **Replikasi ke desa lain.** • Exploration of water resources. • Design & development of water supply system, including drilling, water storage tanks, water treatment system, piping, etc. • Establishment of BUMDes. • Capacity building in group management, business development. • Replication to other villages.

SROI
1 : 3,4 1 : 3.4

Ekonomi I Economy	
Input	**Total anggaran dari 2013 = IDR2,44 miliar** Total budget from 2013 = IDR2.44 billion
Output	• **6 sistem pasokan air di 7 desa.** **Biaya hemat air masyarakat = IDR424,34 juta per bulan dari 460 rumah tangga di Desa Santan Tengah.** • 6 water supply systems in 7 villages. The community's water cost saving = IDR424.34 million per month from 460 households in Santan Tengah Village
Hasil I Outcome	• **Air bersih sebagai salah satu aset usaha di pedesaan yang menggerakkan lebih dari 4 unit usaha masyarakat lainnya** • **Terdapat 1.031 rumah tangga yang mendapatkan kemudahan akses air bersih.** • **Sistem ini memasok 21.342 meter kubik air setiap bulan.** • **(konsumsi air rata-rata 0,69 m3 / rumah tangga / hari)** • Clean water as one of the business assets in rural areas that support more than 4 other community business units • A total of 1,031 households have easy access to clean water. • The system supplies 21,342 cubic meters of water every month. • (average water consumption 0.69 m3/household/day)
Dampak I Impact	• **Pendapatan yang dihasilkan secara lokal = IDR52 juta per bulan.** • **30% keuntungan bagi BUMDes sebagai pengurus grup.** • **Penghasilan yang diperoleh anggota kelompok manajemen: ± IDR3,1 juta per bulan/orang.** • Locally generated income = IDR52 million per month. • 30% profit for BUMDes as group management. • Income earned by members of the management group: ± IDR3.1 million per month/person.

	Lingkungan Hidup I Environment
Input	**Sumber daya air alam (air tanah)** Natural water resources (ground water)
Output	**6 sistem penyediaan air dengan menggunakan air tanah** 6 water supply system using ground water
Hasil I Outcome	**Menjaga kualitas udara dengan menggunakan air untuk pengairan jalan angkut** Maintaining air quality using water to water the haul roads
Dampak I Impact	**Mengurangi aktivitas konsumsi air di sungai karena berkurangnya pencemaran sungai.** Reducing river water consumption activities due to reduced river pollution.
	Sosial I Social
Input	**Dana kolaborasi (masyarakat, LSM, pemerintah daerah, dll.) Tahun 2013 = IDR3,97 miliar** Collaboration funds (community, NGOs, local government, etc.) 2013 = IDR3.97 billion
Output	**Desa Santan Tengah merupakan pilot project.** **Proyek percontohan telah berhasil dalam kapabilitas manajemen proyek kemudian diperluas ke 5 desa.** Santan Tengah Village became a pilot project. The pilot project has succeeded in project management capabilities, which then expanded to 5 villages.
Hasil I Outcome	**BUMDes mengalokasikan 5% dari total pendapatan untuk mendukung acara & kegiatan social** BUMDes allocated 5% of total revenue to support social events & activities
Dampak I Impact	• **1.031 sambungan air rumah tangga** • **7 desa memiliki akses air bersih.** • **Meningkatkan kualitas kesehatan dan kebersihan masyarakat dengan adanya air bersih untuk konsumsi.** • 1,031 house connections of water • 7 villages have access to clean water. • Improving quality of community health and hygiene with clean water for consumption.



MENGELOLA LINGKUNGAN YANG BERKELANJUTAN MELALUI BANK SAMPAH [203-1]

Managing a Sustainable Environment through Waste Bank

Program Peduli Sampah melalui 'Bank Sampah' dilatarbelakangi kepedulian Perusahaan dan masyarakat terhadap permasalahan sampah di Desa Ring 1 Kitadin Embalut (4 desa) Kutai Kertanegara. ITM melalui anak usaha, yaitu EMB melaksanakan program pengelolaan sampah, dengan melibatkan perempuan dari perwakilan orang tua murid PAUD 'Kasih Bunda'.

Bank Sampah telah mengembangkan beberapa produk daur ulang sampah, misalnya tas tangan, *pouch*, dan *eco-bricks*. Produk-produk tersebut kemudian dapat dijual di berbagai acara pameran. Saat ini, ada 4 bank sampah yang dioperasikan oleh 35 anggota panitia (sebagian besar perempuan) dan 40 titik pengumpulan di 4 desa yaitu Bangunrejo, Separi, Embalut, dan Kertabuana. Sebanyak 1.423 rumah tangga berpartisipasi dan akumulasi 50 ton sampah dapat dikelola dalam program ini. Bank Sampah ITM juga bermitra dengan 3 instansi pemerintah, 6 lembaga pendidikan, dan 4 perusahaan kontraktor. Program ini memiliki SROI rasio 1 : 0,95. Pada tahun 2019, EMB dan Bank Sampah dianugerahi "Kategori Emas" dalam ajang Indonesian Sustainable Development Goals Award karena mendukung TPB Tujuan Konsumsi dan Produksi yang Bertanggung Jawab.

The Waste Awareness Program through the 'Waste Bank' stemmed from the Company and the community's concern of the waste problem in Ring 1 area of Kitadin Embalut (4 villages) in Kutai Kertanegara. ITM through its subsidiary, EMB, has carried out a waste management program, involving women representing the students' parents of early childhood education (PAUD) 'Kasih Bunda'.

The Waste Bank has developed several recycled waste products, such as handbags, pouches, and eco-bricks. These products are then sold at various exhibitions. Currently, there are 4 waste banks operated by 35 committee members (mostly women) and 40 collection points in 4 villages of Bangunrejo, Separi, Embalut, and Kertabuana. A total of 1,423 households participated and the accumulated 50 tons of waste can be managed in this program. The ITM Waste Bank also partnered with 3 government agencies, 6 education institutions, and 4 contractor companies. This program has an SROI ratio of 1: 0.95. In 2019, EMB and Waste Bank were awarded the "Gold Category" in the Indonesian Sustainable Development Goals Award for supporting the SDGs on Responsible Consumption and Production Goal.



Aktivitas I Activity
• **Peningkatan kapasitas Kelompok Bank Sampah melalui pelatihan, pendampingan ahli, studi banding, dll.** • **Pengembangan infrastruktur (pembesaran dan renovasi gudang & ruang produksi).** • **Pengumpulan sampah dari rumah tangga.** • **Penjualan dan daur ulang sampah.** • **Promosikan Bank Sampah untuk mengikuti event pameran (tingkat lokal & regional) untuk berjejaring,** • **Replikasi ke desa lain, dll.** • Capacity building for the Waste Bank Group through training, expert assistance, comparative studies, etc. • Infrastructure development (extension and renovation of warehouses & production rooms). • Collection of household waste. • Sales and recycling of waste. • Promote the Waste Bank to participate in local & regional exhibitions for networking, • Replication to other villages, etc.

SROI
Masih dalam tahap kalkulasi hingga tahun 2021 Still being calculated until 2021

Ekonomi I Economy	
Input	**Total Anggaran CD (2015 - 2020) = IDR78,65 juta** Total CD Budget (2015 - 2020) = IDR78.65 million
Output	• **1 Bank Sampah di Desa Bangunrejo.** **Keterampilan teknis & non teknis bagi komite Bank Sampah untuk menjalankan program.** • 1 Waste Bank in Bangunrejo Village. Technical & non-technical skills for the Waste Bank committee to carry out the program.
Hasil I Outcome	• **Setelah direplikasi ke 3 desa lainnya, ada tambahan penghasilan untuk** • **35 anggota panitia kelompok Bank Sampah.** • **1.423 masyarakat sebagai nasabah bank di 4 desa.** • Having replicated to 3 other villages, there was additional income for • 35 members of the Waste Bank group committee. • 1,423 community members as bank customers in 4 villages.
Dampak I Impact	• **Total pendapatan tambahan (bersih) untuk:** • **4 Pendapatan Kelompok Bank Sampah: IDR79 juta (dari 2015 - sekarang).** • **1.423 nasabah Bank Sampah: IDR206 juta (dari 2015 - sekarang).** • Total additional revenue (net) for: • Income of 4 Waste Bank Group: IDR79 million (from 2015 - present). • 1,423 Waste Bank customers: IDR206 million (from 2015 - present).

	Lingkungan Hidup I Environment
Input	**Sampah rumah tangga sebagai bahan bakunya** Household waste as raw material
Output	**Mendirikan 1 kelompok pengelolaan sampah masyarakat (Bank Sampah) pada tahun 2015.** Founded 1 community waste management group (Waste Bank) in 2015.
Hasil I Outcome	• **40 tempat penyimpanan untuk mengumpulkan & menimbang sampah rumah tangga.** • **50 ton sampah dikumpulkan (dari 2015 - sekarang).** • **Pada tahun 2020, Desa Bangunrejo kembali mengoperasikan unit Biogas dengan memanfaatkan sampah organik masyarakat.** • 40 storage bins for collecting & weighing household waste. • 50 tons of waste collected (from 2015 - present). • In 2020, Bangunrejo Village continued to operate the Biogas unit by utilizing community organic waste.
Dampak I Impact	• **Meningkatkan kualitas sanitasi lingkungan melalui pengelolaan sampah di tingkat rumah tangga.** • **Kebersihan komunitas.** • Improve the quality of neighborhood sanitation through household waste management. • Community hygiene.
	Sosial I Social
Input	**4 anggota masyarakat sebagai penggagas kelompok pengelolaan Bank Sampah Bunda** 4 community members as initiators of the Bunda Waste Bank management group
Output	**1 kelompok (awalnya oleh 4 anggota) sebagai kelompok pengelola Bank Sampah.** 1 group (initially has 4 members) as the Waste Bank management group.
Hasil I Outcome	• **Bertambahnya anggota komite kelompok dari 4 menjadi 35 (kebanyakan perempuan) & menjadi duta lingkungan.** • **1.423 rumah tangga menjadi nasabah bank sampah.** • Increased number of group committee members from 4 to 35 (mostly women) & became environment ambassadors. • 1,423 households become waste bank customers.
Dampak I Impact	• **Kesadaran masyarakat dalam pengelolaan sampah.** • **Pusat kelompok pengelolaan sampah (berbasis komunitas) di tingkat Kecamatan.** • **Bank Sampah Bangunrejo mendapatkan penghargaan lokal dan nasional.** • Community awareness in waste management. • Center for waste management groups (community based) at the district level. • Bangunrejo Waste Bank received local and national awards.





MENGUATKAN KELEMBAGAAN PPM DAN MENDUKUNG INFRASTRUKTUR MASYARAKAT

Strengthen PPM Institutions and Support Community Infrastructure

Perusahaan juga melakukan pendampingan dalam pengembangan koperasi di berbagai desa binaan. ITM mendorong agar keberadaan koperasi dapat menjadi wadah bagi UMKM untuk mendapatkan fasilitas pengembangan usaha. Dengan demikian, transfer pengetahuan dan mentoring antar unit usaha mikro dan kecil dapat terus berjalan di masyarakat.

Selama tahun 2020, Perusahaan juga telah merealisasikan bantuan pembiayaan pembangunan dan perbaikan sarana maupun prasarana umum. Total realisasi dana bantuan mencapai IDR3,4 miliar. Dana tersebut digunakan untuk bantuan pembangunan infrastruktur penunjang, meliputi pembangunan jalan, jembatan maupun irigasi. Seluruh sarana dan prasarana umum yang dibangun telah dapat digunakan masyarakat secara probono.

The company also provides assistance for cooperatives development in various fostered villages. ITM is supporting the establishment of cooperatives as a forum for MSMEs to access business development facilities. Thus, the community can continue the knowledge transfer and mentoring among micro and small enterprises.

During 2020, the Company has also realized financing assistance for public facilities and infrastructure construction and repair. The total realization of assistance funds reached IDR3.4 billion. The funds were used for the construction of supporting infrastructure, including roads, bridges and irrigation. All public facilities and infrastructure built have been used by the community probono.

Mendukung Keberadaan Masyarakat Adat

Support for Indigenous Peoples

Salah satu perhatian Perusahaan adalah keberadaan masyarakat adat, yakni suku Dayak yang merupakan masyarakat asli di Kalimantan. Sampai dengan akhir tahun 2020, wilayah operasi anak usaha yang berdampingan dengan masyarakat adat adalah TCM. Saat ini, terdapat lebih dari 3.000 warga Dayak di Desa Dilang Puti, Kecamatan Bentian Besar, Kabupaten Kutai Barat.

The Company concerns the existence of indigenous peoples, namely the Dayak tribe who are the indigenous people in Kalimantan. Until the end of 2020, the subsidiary operating area which is located near with indigenous peoples is TCM. Currently, there are more than 3,000 Dayak residents in Dilang Puti Village, Bentian Besar District, West Kutai Regency.

ITM bersama dengan anak usaha terus membangun komunikasi dengan masyarakat adat tersebut, dengan kesadaran untuk beroperasi dengan tetap menghormati hak-hak mereka. Melalui program PPM, ITM bersama anak usaha bekerja sama untuk melestarikan budaya, dengan melaksanakan kegiatan "Proyek Pelestarian Budaya Dayak".

Salah satu proyek yang telah dijalankan adalah pembangunan rumah adat Dayak yang selesai dikerjakan pada September 2020, dengan anggaran sebesar IDR6,9 miliar. Rumah adat berukuran 50 x 25 meter ini merupakan pusat aktivitas adat Dayak, pameran adat dan budaya, serta ruang pertemuan. Dalam jangka panjang, proyek ini akan dikelola oleh kelompok masyarakat adat untuk pemanfaatan dan pemeliharaannya, dan rencananya dipromosikan menjadi objek wisata budaya.

Pada periode pelaporan, ITM juga menyelenggarakan beberapa program sosial budaya. Perusahaan terlibat aktif dalam kegiatan sosial budaya yang dilaksanakan masyarakat, seperti kegiatan kesenian tradisional maupun kegiatan adat istiadat. Dukungan diberikan dalam bentuk bantuan berupa sarana prasarana dan bantuan pembinaan kelompok. Selama tahun 2020, tidak ada insiden atau pelanggaran adat yang terjadi dengan masyarakat adat [411-1]

Together with its subsidiaries, ITM continues to build communication with these indigenous peoples, by maintaining the awareness to operate while respecting their rights. Through the PPM program, ITM and its subsidiaries work together to preserve culture, by carrying out the "Dayak Cultural Conservation Project".

One of the projects that has been carried out is the construction of a Dayak traditional house, completed in September 2020, with the budget of Rp6.9 billion. The 50x25 meter traditional house has been a center for Dayak traditional activities, customs, and culture exhibitions, including a meeting room. In the long term, the project will be managed, used, and maintained by the indigenous people, and it is planned to promote as a cultural tourism object.

During the reporting period, ITM also conducted several socio-cultural programs. The company is actively involved in socio-cultural activities carried out by the community, such as traditional arts activities and customs activities. ITM's support is provided by building the infrastructure and coaching the community group. During 2020, there were no incidents or violations related to the indigenous peoples. [411-1]

Evaluasi Kinerja dan Pengaduan Masyarakat
Performance Evaluation and Public Complaints

Secara keseluruhan, pada tahun 2020, ITM telah melaksanakan 173 kegiatan pemberdayaan, dengan jumlah penerima manfaat mencapai 128.722 orang. Untuk mengukur kinerja program PPM, Perusahaan melakukan survei kepuasan masyarakat (*community satisfaction index*/CSI). Survei CSI pada tahun 2020 mendapat hasil tingkat kepuasan masyarakat mencapai nilai 78,3% yang berarti program dinilai puas oleh penerima manfaat.

Kegiatan pengembangan dan pemberdayaan masyarakat didampingi oleh tim Community Development Officer (CDO) sebagai perwakilan Perusahaan, yang juga berfungsi untuk mengevaluasi setiap pelaksanaan program. Jumlah anggota CDO pada akhir tahun 2020 ada 38 orang. Selain memberikan pendampingan, personel CDO juga membangun komunikasi dengan masyarakat, termasuk menerima keluhan maupun pengaduan dari masyarakat terkait pelaksanaan Program PPM melalui forum konsultatif masyarakat sebagai forum komunikasi implementasi pemberdayaan masyarakat diseluruh anak usaha ITM.

Untuk pengaduan keluhan ITM menyediakan sistem pengaduan bernama VoiS (Voice of Stakeholders) termasuk keluhan masyarakat. Selama tahun 2020, tidak terdapat keluhan maupun pengaduan yang disampaikan masyarakat terkait dengan isu pengembangan masyarakat.

ITM has carried out a total of 173 empowerment activities during 2020, with the number of beneficiaries reaching 128,722 people. The Company conducted a community satisfaction index (CSI) survey to measure the performance of PPM program. The results of the survey in 2020 showed the community satisfaction index reached 78.26%, which indicated the beneficiaries were satisfied with the program.

Community development and empowerment activities are accompanied by the Community Development Officer (CDO) team as the Company's representative, who also evaluate the implementation of each program. The number of CDO members at the end of 2020 was 38 people. In addition to providing assistance, CDO personnel also built communication with the community, including receiving complaints and grievances from the community about the PPM Program implementation through community consultative committee as a communication forum for the implementation of community empowerment at all subsidiaries of ITM.

ITM provides a complaint handling system called VoiS (Voice of Stakeholders) including public complaints. During 2020, there were no complaints or grievances submitted by the community regarding community development issues.

Bidang Program Sector of Program	Jumlah Kegiatan PPM di Seluruh Wilayah Operasi PPM Activities in all Operating Areas		
	2020	2019	2018
Pendidikan Education Development	32	49	64
Kesehatan Health Development	26	46	35
Tingkat Pendapatan Riil atau Pekerjaan Economic Development and Employment	25	41	65
Kemandirian Ekonomi Income Generating and Small Business Development	25	27	13
Sosial dan Budaya Culture and Social Development	43	76	107
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	12	12	14
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development	3	8	6
Pembangunan infrastruktur yang menunjang PPM Infrastructure Development	7	22	43
Jumlah Total	**173**	**281**	**347**

Banyak agenda besar yang kami rencanakan apabila Lamin sudah ada. Bentian termarjinalkan, dan secara politis pun tidak dianggap menguntungkan. Kami (Dayak Bentian) mungkin tidak berpengaruh secara signifikan, tetapi kami ingin dipandang sebagai satu rumpun yang memiliki jati diri. Kami ingin Lamin Adat Bentian ini segera rampung, agar jati diri Dayak Bentian semakin terlihat.

There are many big agendas that we have planned if the Lamin is already built. Bentian was marginalized and politically we are not considered providing benefits. We (Dayak Bentian) may not have a significant influence, but we want to be seen as a family that has identity. We want this Bentian tribal Lamin to be completed soon, so that the identity of Dayak Bentian will be more visible.

Lorensius Balak

Ketua Kerukunan Keluarga Dayak Bentian
Head of Dayak Bentian Family

LAMPIRAN
Appendix

Jumlah Kecelakaan Kerja [403-2]
Number of Occupational Accident

WIUP [1]	2020			2019			2018		
	Fatal Fatal	**Berat** Major	**Ringan** Minor	**Fatal** Fatal	**Berat** Major	**Ringan** Minor	**Fatal** Fatal	**Berat** Major	**Ringan** Minor
PT Bharinto Ekatama	0	0	0	0	3	0	1	0	0
PT Kitadin Embalut	0	0	0	0	1	0	0	0	0
PT Kitadin Tandung Mayang	0	0	0	0	0	0	0	0	0
PT Indominco Mandiri	0	2	0	0	2	0	0	4	0
PT Jorong Barutama Greston	0	1	0	0	1	0	0	0	1
PT Trubaindo Coal Mining	0	1	0	0	4	0	0	2	0
Jumlah Total	0	4	0	0	11	0	1	6	1

[1] **TRUST merupakan kontraktor dari WIUP IMM dan WIUP TCM, dan WIUP BEK.**
[1] TRUST is a contractor from WIUP IMM and WIUP TCM and WIUP BEK.

Injury Rate dan Lost Day Rate [403-2]
Injury Rate and Lost Day Rate

WIUP1	2020		2019		2018	
	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate
PT Bharinto Ekatama	0.00	0.00	0.31	11.03	0.13	777.87
PT Kitadin Embalut	0.00	0.00	0.28	1.11	0.00	0.00
PT Kitadin Tandung Mayang	0.00	0.00	0.00	0.00	0.00	0.00
PT Indominco Mandiri	0.11	0.92	0.09	1.63	0.18	0.71
PT Jorong Barutama Greston	0.33	200.67	0.32	62.49	0.39	1.16
PT Trubaindo Coal Mining	0.07	0.20	0.21	3.62	0.11	0.55
Jumlah Total	**0.08**	**12.76**	**0.19**	**7.22**	**0.15**	**111.69**

[1] **TRUST merupakan kontraktor dari WIUP IMM,WIUP TCM, dan WIUP BEK.**
[1] TRUST is a contractor from WIUP IMM, WIUP TCM, and WIUP BEK.

Jam Pelatihan Berdasarkan Gender
Training Hours based on Gender

Anak Perusahaan Subsidiaries	**Jam Pelatihan** Training Hours		**Jumlah pekerja yang memperoleh pelatihan** Total Employees Receiving Training		**Rata-rata jam pelatihan per pekerja** Average Training Hours per Employee	
	Pria Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female
PT Indo Tambangraya Megah	1,452.5	659.5	135	47	10.76	14.03
PT Indominco Mandiri	4,222	601	513	115	8.23	5.23
PT Trubaindo Coal Mining	2,192	526	235	73	9.33	7.21
PT Bharinto Ekatama	842	184	104	26	8.10	7.08
PT Kitadin	1,287	278	190	48	6.77	5.70
PT Jorong Barutama Greston	409	40	60	48	6.82	4.44
PT Tambang Raya Usaha Tama	6,452	675	467	67	13.82	10.07
PT GasEmas	181	16	13	2	13.92	8
PT Nusa Persada Resources	0	0	0	0	0	0
PT ITM Banpu Power	0	0	0	0	0	0
PT Tepian Indah Sukses	0	0	0	0	0	0
Jumlah Total	17,037.5	2,979.5	1,717	426		
	20.017		2,143			

• **TIS & NPR belum beroperasi dan berproduksi.**
* TIS & NPR not yet in operation

INDEKS POJK DAN STANDAR ISI GRI [102-55]

POJK References & GRI Content Index

Referensi Silang GRI Standard & POJK GRI Standard & POJK References		Pengungkapan Disclosure	Halaman Page numbers	Hal yang tidak dicantumkan Omission
GRI 101: Dasar 2016 GRI 101: Foundation 2016				
Pengungkapan Umum General Disclosures				
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016 **SASB Ketahanan Model Bisnis** SASB Business Model Resilience	102-1	**Nama Organisasi** Name of the organization	34	**Pengungkapan ini lengkap** This disclosure cannot be omitted
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	102-37	**Keterlibatan para pemangku kepentingan dalam remunerasi** Stakeholders' involvement in remuneration	**50**	
	102-38	**Rasio kompensasi total tahunan** Annual total compensation ratio	**50**	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	Pengungkapan Disclosure		Halaman Page numbers	Hal yang tidak dicantumkan Omission
GRI 102: Pengungkapan Umum 2016 GRI 102: General Disclosures 2016 SASB Ketahanan Model Bisnis SASB Business Model Resilience	102-39	**Persentase kenaikan dalam total rasio kompensasi total tahunan** Percentage increase in annual total compensation ratio	50	Pengungkapan ini lengkap This disclosure cannot be omitted
	102-40	**Daftar kelompok pemangku kepentingan** List of stakeholder groups	28-29	
	102-41	**Perjanjian perundingan kolektif** Collective bargaining agreements	111	
	102-42	**Mengidentifikasi dan memilih pemangku kepentingan** Identifying and selecting stakeholders	28-29	
	102-43	**Pendekatan terhadap keterlibatan pemangku kepentingan** Approach to stakeholder engagement	28-29	
	102-44	**Topik utama dan masalah** Key topics and concerns raised	28-29	
	102-45	**Entitas yang termasuk dalam laporan keuangan dikonsolidasi** Entities included in the consolidated financial statements	79	
	102-46	**Menetapkan isi laporan dan batasan topik** Defining report content and topic boundaries	18, 21, 27-28	
	102-47	**Daftar topik material** List of material topics	24, 27	
	102-48	**Penyajian kembali informasi** Restatements of information	89, 122	
	102-49	**Perubahan dalam pelaporan** Changes in reporting	24	
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	102-52	**Siklus pelaporan** Reporting cycle	16	
	102-53	**Kontak** Contact point	17, 171	
	102-54	**Kesesuaian dengan Standar GRI** In accordance with the GRI standards	16	
	102-55	**Indeks isi GRI** GRI content index	160-170	
	102-56	***Assurance* oleh pihak eksternal** External assurance	17	
POJK 51/ OJK.03/2017 POJK 51/ OJK.03/2017	2	**Ikhtisar kinerja aspek keberlanjutan** An overview of the sustainability performance aspect	4-5	Pengungkapan ini lengkap This disclosure cannot be omitted
	6.a	**Kegiatan membangun budaya keberlanjutan di internal perusahaan publik** Activities to build a sustainability culture in the internal Public company	8-9	
	6.c.2.a	**Kesetaraan kesempatan bekerja, tenaga kerja paksa dan tenaga kerja anak** Equality of employment opportunities, forced labor and child labor	177	
	6.c.2.d	**Pelatihan dan pengembangan pegawai** Trainin and education for employees	114-115	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		**Halaman** Page numbers	**Hal yang tidak dicantumkan** Omission
Topik Material Material Topics				
Keanekaragaman Hayati Biodiversity				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan batasannya** Explanation of the material topics and boundaries	**27, 83**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**24-26, 30-33**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**24-26, 30-33**	
GRI 304: Keanekaragaman Hayati 2016 GRI 304: Biodiversity 2016 **SASB Dampak Ekologi** SASB Ecological Impacts	**304-1**	**Lokasi operasional yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung** Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	**87**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	304-2	**Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati** Significant impacts of activities, products, and services on biodiversity	**86, 90**	
	304-3	**Habitat yang dilindungi atau direstorasi** Habitats protected or restored	**88-89**	
	304-4	**Spesies daftar merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi** IUCN Red List species and national conservation list species with habitats in areas affected by operations	**87**	
POJK 51/ OJK.03/2017 **SASB Pengelolaan Air dan Efluen** SASB Water & Wastewater Management **SASB Pengelolaan Limbah dan Material Berbahaya** SASB Waste & Hazardous Materials Management	**6.d.1**	**Biaya Lingkungan Hidup yang dikeluarkan** Environmental cost	**79**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	6.e.6	**Jumlah dan materi pengaduan Lingkungan Hidup yang diterima dan diselesaikan** Number and material of the environmental complaints received and completed	**156**	
	6.d.2	**Penggunaan material yang ramah lingkungan** Use of environmentally friendly materials	**94**	
	6.e.5.a	**Jumlah limbah dan efluen yang dihasilkan berdasarkan jenis** Amount of waste and effluent produced by type	**102-104**	
	6.e.5.b	**Mekanisme pengelolaan limbah dan efluen** Waste and effluent management mechanism	**103-104**	
	6.e.5.c	**tumpahan yang terjadi** Spillover that occur	**103**	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		**Halaman** Page numbers	**Hal yang tidak dicantumkan** Omission
Kinerja Ekonomi Economic Performance				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**27**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**24-26**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**24-26, 30-33**	
GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	**201-1**	**Nilai ekonomi langsung yang dihasilkan dan didistribusikan** Direct economic value generated and distributed	**79**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	201-2	**Implikasi finansial serta risiko dan peluang lain akibat dari perubahan iklim** Financial implications and other risks and opportunities due to climate change	**79**	
	201-3	**Kewajiban program pensiun manfaat pasti dan program pensiun lainnya** Defined benefit plan obligations and other retirement plans	**113**	
	201-4	**Bantuan finansial yang diterima dari pemerintah** Financial assistance received from government	**79**	
POJK 51/ OJK.03/2017	**6.b.1**	**Perbandingan target dan kinerja produksi, portofolio, pembiayaan, pendapatan dan laba rugi** Comparison of targets and performance of production, portfolio, financing, income and profit and loss		**Tidak Relevan** Not Applicable
	6.b.2	**Perbandingan target dan kinerja portofolio, target pembiayaan, atau investasi pada proyek yang sejalan dengan Keuangan Berkelanjutan** Comparison of portfolio targets and performance, financing targets, or investments in projects in line with Sustainable Finance.		
	6.c.1	**Komitmen Perusahaan untuk memberikan produk dan/atau jasa yang setara kepada konsumen** Company's commitment to provide equal products and/or services for consumers	**67-69**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	6.f.1	**Inovasi dan pengembangan Produk Berkelanjutan** Innovation and development of Sustainable Products	**75**	
	6.f.2	**Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan** Number and percentage of products and services that have been evaluated for the customer's safety	**67-69**	
	6.f.3	**Dampak positif dan dampak negatif yang ditimbulkan dari Produk dan/ atau Jasa dan proses distribusi** Positive and negative impact of Product and/or Services and distribution process	**67-69**	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		**Halaman** Page numbers	**Hal yang tidak dicantumkan** Omission
POJK 51/ OJK.03/2017	6.f.4	**Jumlah produk yang ditarik kembali dan alasannya** Number of products withdrawn and the reason	67-69	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	6.f.5	**Survei kepuasan pelanggan** Customer satisfaction survey	**93**	
Kesehatan dan Keselamatan Kerja Occupational Health & Safety				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics and boundaries	**107**	
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**24-26, 30-33**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**24-26, 30-33**	
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016 **GRI 403: Kesehatan dan Keselamatan Kerja 2016** GRI 403: Occupational Health & Safety 2016 **SASB Ketenagakerjaan** SASB Labor Practices **SASB Kesehatan dan Keselamatan Karyawan** SASB Employee Health & Safety	**403-1**	**Sistem manajemen keselamatan dan kesehatan kerja** Occupational health and safety management system	**119, 120, 127**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	403-2	**Identifikasi bahaya, penilaian risiko, dan investigasi insiden** Hazard identification, risk assessment, and incident investigation	**158**	
	403-3	**Layanan kesehatan kerja** Occupational health services	**119, 125**	
	403-4	**Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja** Worker participation, consultation, and communication on occupational health and safety	**124**	
	403-5	**Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja** Worker training on occupational health and safety	**129**	
	403-6	**Peningkatan kualitas kesehatan pekerja** Promotion of worker health	**125**	
	403-7	**Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis** Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**119, 122, 124**	
	403-8	**Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja** Workers covered by an occupational health and safety management system	**119**	
	403-9	**Kecelakaan kerja** Work-related injuries	**127, 128**	
	403-10	**Penyakit akibat kerja** Work-related ill health	**10, 127**	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References		**Pengungkapan** Disclosure	**Halaman** Page numbers	**Hal yang tidak dicantumkan** Omission
Masyarakat Lokal Local Community				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics and boundaries	**107**	
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**24-26, 30-33**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**24-26, 30-33**	
GRI 413: Pendekatan Manajemen 2016 GRI 413: Local Community 2016 **SASB HAM & Hubungan dengan Masyarakat** SASB Human Rights & Community Relations	**413-1**	**Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan** Operations with local community engagement, impact assessments, and development programs	**133**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	413-2	**Operasi yang secara aktual dan yang berpotensi memiliki dampak negatif signifikan terhadap masyarakat lokal** Operations with significant actual and potential negative impacts on local communities	**136**	
POJK 51/ OJK.03/2017	**6.c.3.b**	**Mekanisme dan jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti** The mechanism and number of public complaints received and acted upon	**156**	
	6.c.3.c	**TJSL pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat** Social and environmental responsibility on sustainable development goals includes the types and achievements of community empowerment program activities.	**137-157**	
Emisi Emission				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics and boundaries	**83**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**24-26, 30-33**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**24-26, 30-33**	

Referensi Silang GRI Standard & POJK GRI Standard & POJK References	**Pengungkapan** Disclosure		**Halaman** Page numbers	**Hal yang tidak dicantumkan** Omission
GRI 305: Emisi 2016 GRI 305: Emission 2016 **SASB Emisi GRK** SASB GHG Emission	**305-1**	**Emisi GRK (Cakupan 1) langsung** Direct (Scope 1) GHG emissions	97	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	305-2	**Emisi energi GRK (Cakupan 2) tidak langsung** Energy indirect (Scope 2) GHG emissions	**97-98**	
	305-3	**Emisi GRK (Cakupan 3) tidak langsung lainnya** Other indirect (Scope 3) GHG emissions	**97**	
	305-4	**Intensitas emisi GRK** GHG emissions intensity	**98**	
	305-5	**Pengurangan emisi GRK** Reduction of GHG emissions	**97**	
	305-6	**Emisi zat perusak ozon (ODS)** Emissions of ozone-depleting substances (ODS)	**99**	
	305-7	**Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara yang signifikan lainnya** Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	**98-99**	
Energi Energy				
GRI 103: Pendekatan Manajemen 2016 GRI 103: Management Approach 2016	**103-1**	**Penjelasan topik material dan Batasannya** Explanation of the material topics	**83**	**Pengungkapan ini lengkap** This disclosure cannot be omitted
	103-2	**Pendekatan manajemen dan komponennya** The management approach and its components	**24-26, 30-33**	
	103-3	**Evaluasi pendekatan manajemen** Evaluation of the management approach	**24-26, 30-33**	
GRI 302: Limbah dan Effluen 2016 GRI 302: Waste & Effluents 2016	**302-1**	**Konsumsi energi dalam organisasi** Energy consumption within the organization	**4, 94-95**	
	302-2	**Konsumsi energi di luar organisasi** Energy consumption outside of the organization	**94**	
	302-3	**Intensitas energi** Energy intensity	**95**	
	302-4	**Pengurangan konsumsi energi** Reduction of energy consumption	**94**	
	302-5	**Pengurangan pada energi yang dibutuhkan untuk produk dan jasa** Reductions in energy requirements of products and services	**95**	
G4 Mining & Metal Sector Supplement 2013	**MM10**	**Jumlah dan Persentase Operasi dengan rencana penutupan** Number and Percentage of Operations with closure plans	**76, 77, 85**	

Keterangan:
Indikator berwarna oranye merupakan Referensi POJK dan GRI Standar yang saling bersesuaian
Note:
The orange indicator is the Reference POJK and GRI Standards that are compatible with each other

PERNYATAAN ASURAN INDEPENDEN

Independent Assurance Statement

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Independent limited assurance report

To the Directors of PT. Indo Tambangraya Megah Tbk ("ITM")

Conclusion

Based on the procedures performed, as described below, nothing has come to our attention that causes us to believe that the selected subject matters ("Subject Matters") identified below and included in the Sustainability Report 2020 (the "Report") for the year ended 31 December, are not, in all material respects, prepared in compliance with the reporting criteria (the "Criteria").

Our Responsibilities

We have been engaged by ITM and are responsible for providing a limited assurance conclusion in respect of the Subject Matters for the year ended 31 December 2020 to be included in the Report as identified below.

Our assurance engagement is conducted in accordance with the International Standard on Assurance Engagements ISAE 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information* and ISAE 3410 *Assurance on Greenhouse Gas Statements*. These standards require the assurance team to possess the specific knowledge, skills and professional competencies needed to provide assurance on sustainability information, and that we plan and perform the engagement to obtain limited assurance on whether the Subject Matters are prepared, in all material respects, in compliance with the Criteria. We have complied with the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants to ensure their independence. The firm applies International Standard on Quality Control 1 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have not been engaged to provide an assurance conclusion on any other information disclosed within the Report.

Subject Matters

Subject Matters comprised of the following data expressed numerically or in descriptive text for the year ended 31 December 2020:

- GRI 302-1 Energy consumption within organization
- GRI 302-3 Energy intensity
- GRI 305-1 Direct (Scope 1) GHG emissions
- GRI 305-2 Energy indirect (Scope 2) GHG emissions
- GRI 305-3 Other indirect (Scope 3) GHG emissions
- GRI 305-4 GHG emissions intensity
- GRI 403-9 Work-related injuries together with Injury Severity Rate (ISR)

Criteria

The Subject Matters were assessed according to the following criteria:

- The Sustainability Reporting Standards of the Global Reporting Initiative ("GRI Standards"); and
- The Mining and Metals Sector Disclosures ("MMSD");

Directors' and management's responsibilities

The directors and management of ITM are responsible for the preparation and presentation of the Subject Matters, specifically ensuring that in all material respects the Subject Matters are prepared and presented in accordance with the Criteria. This responsibility also includes the internal controls relevant to the preparation of the Report that is free from material misstatement whether due to fraud or error.

KPMG Phoomchai Audit Ltd., a Thai limited liability company and a member firm of the KPMG network of independent member firms affiliated with KPMG International Cooperative ("KPMG International"), a Swiss entity.

KPMG

Procedure performed

In forming our limited assurance conclusion over the Subject Matters, our procedures consisted of making enquiries and applying analytical and other evidence gathering procedures including:

- Interviews with senior management and relevant staff at corporate and operating sites;
- Inquiries about the design and implementation of the systems and methods used to collect and process the information reported, including the aggregation of source data into the Subject Matters;
- Visits 1 site at PT Jorong Barutama Greston (PT JBG), selected on the basis of risk analysis including the consideration of both quantitative and qualitative criteria;
- Agreeing the Subject Matters to relevant underlying sources on a sample basis to determine whether all the relevant information has been included in the Subject Matters and prepared in accordance with the Criteria.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

Inherent limitations

Due to the inherent limitations of any internal control structure it is possible that errors or irregularities in the information presented in the Report may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Report, as the engagement has not been performed continuously throughout the period and the procedures performed were undertaken on a test basis.

Restriction of use of our report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than ITM, for any purpose or in any other context. Any party other than ITM who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than ITM for our work, for this independent limited assurance report, or for the conclusions we have reached.

KPMG Phoomchai Audit Ltd.

KPMG Phoomchai Audit Ltd.

Bangkok

15 February 2021

TANGGAPAN TERHADAP UMPAN BALIK

Response to Feedback

Kami mengucapkan terima kasih dengan tulus atas masukan dan saran yang baik dari semua pemangku kepentingan atas keberadaan Laporan Keberlanjutan ITM tahun 2019. Masukan dan saran ini kami peroleh secara langsung pada saat melakukan survei untuk mengidentifikasi isu-isu material dengan diskusi tatap muka dan secara daring, serta melalui telepon pada tanggal 22 Juli hingga 12 Agustus 2020 di Kantor ITM Jakarta, Site PT Kitadin Embalut, Kalimantan Timur dan Samarinda, Kalimantan Timur. Secara tidak langsung, masukan atas kualitas Laporan Keberlanjutan 2019, kami terima melalui lembaga pemeringkat dan ajang apresiasi.

We are grateful for the good feedbacks and suggestions from stakeholders for the ITM Sustainability Report 2019. We received these feedbacks and suggestions directly during the survey in identifying material issues, through face-to-face and online discussion, also by telephone on 22 July to 12 August 2020 at the ITM Jakarta Office, Jakarta, PT Kitadin Embalut Site, East Kalimantan, and Samarinda, East Kalimantan. Indirectly, we received feedbacks on the 2019 Sustainability Report quality through rating institutions and some awarding events.

Secara umum, hampir semua pemangku kepentingan berpendapat bahwa Laporan Keberlanjutan 2019 disajikan dengan baik, mudah dimengerti, dan menarik. Laporan keberlanjutan 2019 juga mendapatkan beberapa apresiasi, salah satunya atas penyampaian informasi tata kelola keberlanjutan ITM yang dianggap merupakan praktik terbaik. Adapun saran yang disampaikan adalah menambah informasi tentang kinerja lingkungan dan rencana bisnis ITM di masa yang akan datang. Selain itu, informasi tentang kesehatan dan keselamatan kerja, serta pengembangan masyarakat juga dapat terus ditingkatkan.

Generally, the majority of all stakeholders considered that the 2019 Sustainability Report is well presented, easy to understand, and interesting. The 2019 Sustainability Report also received some appreciations, and one of them stated that the information on ITM's sustainability governance was considered as a best practice. Other feedbacks suggest to add more information about environmental performance and ITM's future business plans. In addition, disclosures on occupational health and safety, as well as community development should be continuously improved.

Atas semua masukan dan saran ini, ITM telah menyampaikan informasi dengan lebih komprehensif pada Laporan Keberlanjutan 2020, yang saling melengkapi informasi dalam Laporan Tahunan 2020. Kami berharap agar pengungkapan yang kami sampaikan secara transparan ini dapat menjawab kebutuhan informasi yang signifikan bagi semua pemangku kepentingan.

Responding to these feedbacks and suggestions, ITM has disclosed more comprehensive information in this 2020 Sustainability Report, which complement to the information in the 2020 Annual Report. We hope that the disclosures we provided transparently is able to answer the significant information needed by our stakeholders.

Lembar Umpan Balik

Laporan Keberlanjutan 2020 PT Indo Tambangraya Megah Tbk memberikan gambaran kinerja keuangan dan keberlanjutan. Kami mengharapkan masukan, kritik dan saran dari Bapak/Ibu/Saudara setelah membaca Laporan Keberlanjutan ini dengan mengirim email atau mengirim formulir ini melalui pos.

PROFIL ANDA

Nama (bila berkenan): .....
Institusi/Perusahaan:.....
Surel: .....
Telp/Hp:.....

GOLONGAN PEMANGKU KEPENTINGAN

- ◯ Pemerintah
- ◯ Investor
- ◯ Pelanggan
- ◯ Kontraktor
- ◯ Vendor dan Supplier
- ◯ Masyarakat
- ◯ Media
- ◯ LSM
- ◯ Akademisi
- ◯ Karyawan
- ◯ Lain-lain, mohon sebutkan: .....

MOHON PILIH JAWABAN BERIKUT YANG PALING SESUAI DENGAN PERTANYAAN DI BAWAH.

• Laporan ini mudah dimengerti	◯ Ya	◯ Tidak
• Laporan ini bermanfaat bagi Anda	◯ Ya	◯ Tidak
• Laporan ini sudah mengambarkan Kinerja Perusahaan dalam pembangunan berkelanjutan	◯ Ya	◯ Tidak

MOHON BERIKAN PENILAIAN ATAS TINGKAT ASPEK MATERIAL YANG DINILAI PENTING MENURUT ANDA BAGI KEBERLANJUTAN PT INDO TAMBANGRAYA MEGAH TBK

(Nilai 1 = Paling Tidak Penting S/D 6 = Paling Penting)

- ◯ Keanekaragaman Hayati
- ◯ Kinerja Ekonomi
- ◯ Emisi
- ◯ Energi
- ◯ Keselamatan dan Kesehatan Kerja (K3)
- ◯ Komunitas Lokal

Saran atau informasi lain yang perlu disampaikan terkait laporan

_____

_____

_____

_____

Terima kasih atas partisipasi Anda.
Mohon agar Lembar Umpan Balik ini dikirimkan kembali ke alamat:

Corporate Secretary
PT INDO TAMBANGRAYA MEGAH TBK [102-53]
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Feedback Form

The 2020 Sustainability Report of PT Indo Tambangraya Megah Tbk provides an overview of financial and sustainability performance. We are looking forward to receive any inputs, critics and suggestions from you after reading this Sustainability Report by sending email or this form by mail.

YOUR PROFILE

Name (if you please): .....
Institution/Company: .....
Email: .....
Phone/Mobile:.....

STAKEHOLDERS GROUP

- ◯ Governance
- ◯ Investors
- ◯ Customer
- ◯ Contractor
- ◯ Vendors and Suppliers
- ◯ Community
- ◯ Media
- ◯ NGOs
- ◯ Academia
- ◯ Employees
- ◯ Other, please state : .....

PLEASE SELECT YOUR ANSWER ACCORDING TO QUESTIONS BELOW.

• The report is comprehensible.	◯ Yes	◯ No
• This report is useful to you.	◯ Yes	◯ No
• This report describe Company's performance in sustainability development.	◯ Yes	◯ No

PLEASE GIVE ASSESSMENT LEVEL TO MATERIAL ASPECTS WHICH YOU DEEMED AS IMPORTANT FOR THE SUSTAINABILITY OF PT INDO TAMBANGRAYA MEGAH TBK.

(Score 1 = Least Important To 6 = Most Important)

◯ Biodiversity	◯ Economic Performance	◯ Emission
◯ Energy	◯ Occupational Health and Safety	◯ Local Communities

Other suggestions or information that need to be submitted related to the report

_____

_____

_____

_____

Thank you for your participation.
Kindly send this feedback form to address follows:

Corporate Secretary
PT INDO TAMBANGRAYA MEGAH TBK [102-53]
Pondok Indah Office Tower III, Lt. 3
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA,
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2020 SUSTAINABILITY REPORT
LAPORAN KEBERLANJUTAN

NURTURING VALUE TOWARD SUSTAINABILITY

MEMPERKUAT NILAI MENUJU KEBERLANJUTAN

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