

SHAPING OUR **SHARE FUTURE**

Mengukir Masa Depan Bersama

PT Indo Tambangraya Megah Tbk 2021 **Sustainability Report**
Laporan Keberlanjutan



PT Indo Tambangraya Megah Tbk (selanjutnya disebut "ITM" atau "Perusahaan") melanjutkan transisi menuju Perusahaan berbasis teknologi dan mengedepankan aspek lingkungan, sosial, dan tata kelola (LST), serta memperkuat nilai keberlanjutan melalui Banpu Heart. Langkah ini meneruskan inisiatif kami sebelumnya dan kami ingin mengajak seluruh pemangku kepentingan untuk berjalan bersama merenda masa depan. Keinginan inilah yang menjadikan kami memilih tema: 'Mengukir Masa Depan Bersama', karena kami sadar bahwa bumi kita satu dan kita mempunyai tanggung jawab yang sama untuk melestarikannya.

PT Indo Tambangraya Megah Tbk (hereinafter referred to as "ITM" or the "Company") continues its transition to greener, smarter energy company and focus on environmental, social, and governance (ESG) aspects, and reinforces the sustainability value through Banpu Heart. This is the continuation of our previous initiative, and we invite all stakeholders to walk together to shape our future. It is also the reason that prompt us to choose the theme: 'Shaping our Shared Future', because we are aware that we have one earth, and we have the shared responsibility to preserve it.



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 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.

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.

ITM
PT Indo Tambangraya Megah Tbk

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TCM

Menjaga Pencapaian yang Berkelanjutan

Maintaining Sustainable Achievement

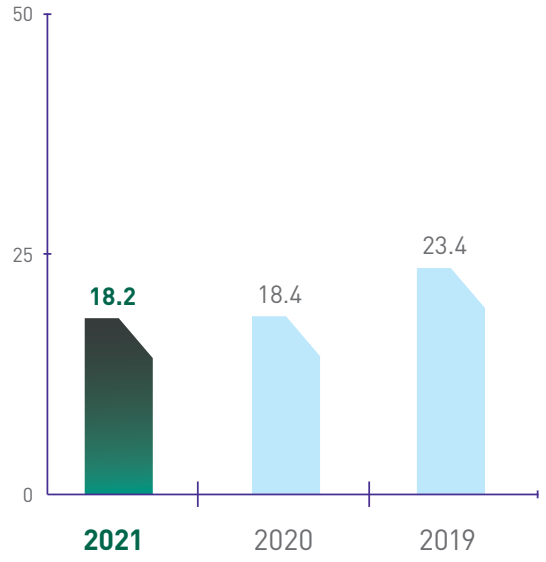
KINERJA KEBERLANJUTAN EKONOMI

Economic Sustainability Performance

Produksi Batubara

Coal Production

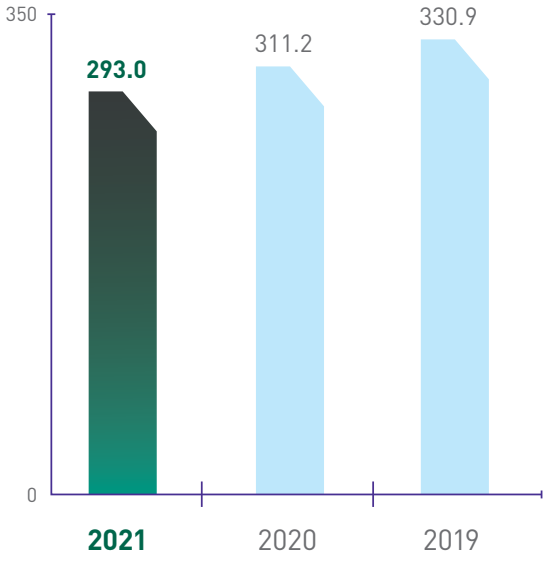
Dalam Juta Ton
In Million Tons



Cadangan Batubara

Coal Reserves

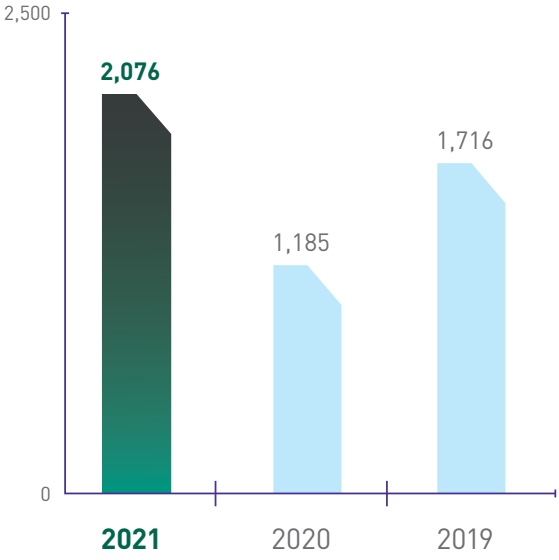
Dalam Juta Ton
In Million Tons



Pendapatan Bersih

Net Revenue

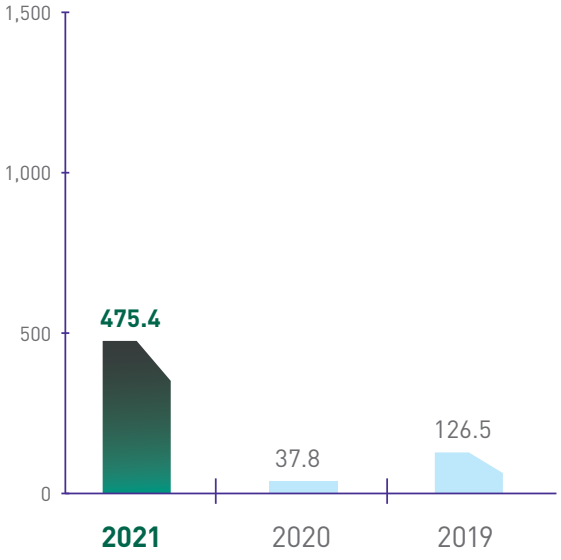
Dalam Juta USD
In Million USD



Laba Bersih

Net Income

Dalam Juta USD
In Million USD



KINERJA PENGELOLAAN LINGKUNGAN
Environmental Management Performance

Tahun Year	Intensitas Energi Energy Intensity		Intensitas Emisi (Intensitas Karbon) GRK GHG Emission Intensity (Carbon Intensity)		Intensitas Air Water Intensity	
	GJ/Ton	Δ%	$TonCO_2Eq/Ton$	Δ%	GJ/Ton	Δ%
2021	0.53	2%	0.09	13%	0.15	-38%
2020	0.52	1.9%	0.08	0%	0.24	0%
2019	0.51		0.08		0.24	

Tahun Year	Pengelolaan Limbah Secara 3R Waste Management by 3Rs		Penanaman Pohon di Area Terganggu Trees Planted in Disturbed Area		Luas Lahan Revegetasi Revegetation Area	
	%	Δ%	Pohon	Δ%	Ha	Δ%
2021	24	-59%	818,618	25%	812	9%
2020	58	-13.4%	656,105	-37.3%	748	-9.4%
2019	67		1,046,050		826	

Tahun Year	Rehabilitasi DAS DAS Rehabilitation	Restorasi Pesisir Coastal Restoration	
	Akumulasi Luasan (Ha) Accumulate Area (Ha)	Bibit Mangrove dan Terumbu Karang yang Ditanam Planted Mangrove and Coral Reef Seeds	Δ%
2021	32,424	40,000	981%
2020	28,581	3,700	-32.7%
2019	20,099	5,500	

Sejak tahun 2021, ITM melengkapi perhitungan energi dan emisi (termasuk lingkup 3: batu bara terjual) secara *operational of control*.

Since 2021, ITM has completed energy and emission calculations (include scope 3: coal sold) by operational of control.



Kinerja Sosial
Social Performance

PENGELOLAAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA
Manpower Development

Tahun Year	Rasio Tenaga Kerja Lokal (Kalimantan) Local Manpower Ratio (Kalimantan)	Jam Pelatihan Setiap Pekerja Training Hours per Employee		Jumlah Kecelakaan Kerja ITM dan Kontraktor Number of ITM and Contractor Work Accidents	
	%	Jam/Pekerja Hours/Employee	Δ%	Jumlah Total	Δ%
2021	73	23	188%	4	0
2020	72	8	-50%	4	63.6%
2019	74	16		11	

PENGEMBANGAN DAN PEMBERDAYAAN MASYARAKAT (PPM)
Community Development & Empowerment

Tahun Year	Jumlah Desa Dampingan Total Fostered Vilages		Penyerapan Dana PPM PPM Budget Utilization		Jumlah Kegiatan PPM Number of PPM Activities	
	Desa Village	Δ%	IDR Miliar IDR Billion	Δ%	Kegiatan Activities	Δ%
2021	43	0%	42,8	110%	200	16%
2020	43	0%	20.4	-17%	173	-38.4%
2019	43		24.7		281	



Kinerja Tata Kelola Keberlanjutan

Sustainability Governance Performance

KEPATUHAN DAN ANTIKORUPSI
Compliance and Anti-Corruption

Tahun Year	Denda Pelanggaran Hukum Legal Penalties		Kasus Dugaan Korupsi Alleged Corruption Case		Hasil Penilaian GCG* GCG Assessment Results*
	IDR	Δ%	Jumlah Total	Δ%	Skor Score
2021	Tidak ada None	0%	Tidak ada None	0%	101.76
2020	Tidak ada None	0%	Tidak ada None	0%	100.96
2019	Tidak ada None		Tidak ada None		98.60

Keterangan:
* Penialain GCG dilakukan oleh lembaga independen, yaitu Indonesian Institute for Corporate Directorship

Notes:
* GCG assessment is conducted by an independent institution, namely the Indonesian Institute for Corporate Directorship



Jejak Langkah





Pembentukan Sustainability and Risk Management (S&RM), fungsi yang berfokus menangani risiko dan pengelolaan kinerja keberlanjutan.

- ITM memperbarui nilai inti 'Banpu Spirit' menjadi 'Banpu Heart' yang disertai pembaharuan Corporate Identity.
- Mengawali investasi digitalisasi tahap 2018-2023.

Establishment of Sustainability and Risk Management (S&RM), a function that focuses on managing risk and managing sustainability performance.

- ITM updated its core value of 'Banpu Spirit' to 'Banpu Heart' which was followed by a renewal of Corporate Identity.
- Initiating the digitalization investment phase 2018-2023.

2017

2018



Pembangunan Solar Hybrid Plant di PT Indominco Mandiri (IMM), Bontang, dengan kapasitas 3 MW.

Construction of a Solar Hybrid Plant at PT Indominco Mandiri (IMM), Bontang, with a capacity of 3 MW.

2019



- Pembaruan 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 100%.
- Beroperasinya 3 MegaWatt (MW) Solar Hybrid Plant di Bontang untuk mendukung pasokan listrik PT Indominco Mandiri.

- Renewal of the Company's vision and mission aligned with the business strategy related to sustainability and future energy solutions.
- Updated GCG Policy and Code of Conduct.
- Melak Digital Center (MDC) started operating 100%.
- Operation of 3 MegaWatt (MW) Solar Hybrid Plant in Bontang to support PT Indominco Mandiri's electricity supply.

2020



- IBP sedang menyiapkan diri untuk memasuki bisnis listrik tenaga surya atap dengan mulai melangkah untuk mendirikan perusahaan modal ventura yang saat ini sedang dalam proses.
- Pembangunan Solar Hybrid Plant di Melak, dengan kapasitas 2 MW.
- Inisiasi program "Cermat Hemat" untuk mendukung energi manajemen dan inisiatif dekarbonisasi.

- IBP is preparing to enter rooftop solar power business with the establishment of new joint-venture company. The set-up process is on-going.
- Construction of a Solar Hybrid Plant at Melak, with a capacity of 2 MW.
- Initiation of the "Cermat Hemat" program to support energy management and decarbonization initiatives

2021

Strategi Keberlanjutan

Sustainability Strategy

ITM menjalankan strategi bisnis yang mengintegrasikan aspek ekonomi, lingkungan, sosial, dan tata Kelola untuk memberikan nilai jangka panjang bagi pemangku kepentingan. Komitmen Perusahaan untuk mendukung Tujuan Pembangunan Berkelanjutan (TPB) terintegrasi dalam visi, misi, rencana strategis, serta implementasi setiap tahapan pertambangan. Implementasi program-program ITM yang mendukung TPB berlandaskan pada empat pilar strategis Tanggung Jawab Sosial Perusahaan (CSR).

ITM carries out its business strategy that integrates economic, environmental, social, and governance aspects to provide long-term value for stakeholders. The Company's commitment to supporting the Sustainable Development Goals (SDGs) is integrated into the vision, mission, strategic plan, and implementation of each stage of mining. ITM's programs that are conducted to support SDGs are based on the four strategic pillars of Corporate Social Responsibility (CSR).



LESTARI BERSAMA ITM

ITM For Environment

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 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

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

Selain itu, ITM menjalankan payung program keberlanjutan yang mengacu pada dokumen terkait sinergi dalam proses bisnis dan berisikan sejumlah target kinerja tahunan berdasarkan aspek Lingkungan, Sosial, dan Tata Kelola (LST). Dalam payung program tersebut juga telah dipetakan program kerja yang menciptakan *shared value* dan *added value*, sekaligus menguatkan *corporate branding* ITM.

ITM also carries out sustainability program umbrella that refers to documents on synergies in business processes and contains a number of annual performance targets based on Environmental, Social, and Governance (ESG) aspects. The program umbrella has also mapped out work programs that create shared value and added value, as well as enhance ITM's corporate branding.

BERDAYA BERSAMA ITM

ITM For Empowerment

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

PATUH BERSAMA ITM

ITM For Compliance

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 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.

Bertumbuh di Masa Pandemi COVID-19

Grow During the COVID-19 Pandemic



Sepanjang tahun 2021, ITM masih menghadapi tantangan dan ketidakpastian di tengah kondisi pandemi. Melalui Emergency Management Team (EMT) Corporate dan EMT Site, ITM terus meningkatkan kesehatan pekerja dan masyarakat sekitar *(community),* serta keamanan usaha (business). Fokus atas kesehatan juga diintegrasikan dalam strategi bisnis dan program-program CSR untuk mendukung tindakan pencegahan dan tanggap darurat di masa kenormalan baru.

Untuk melindungi keselamatan dan kesehatan karyawan, mitra, dan komunitas lokal yang ada di sekitar wilayah operasional, ITM menerapkan kebijakan bekerja dari rumah (WFH) bagi pekerja *back office.* Selain itu, Perusahaan juga menerapkan sistem rotasi disertai penerapan protokol kesehatan secara ketat dan pembatasan mobilitas bagi pekerja di site yang terkait operasi, produksi, dan pendukungnya. Perusahaan menerapkan serangkaian pengaturan yang komprehensif dan terstandar untuk kegiatan operasi dan produksi.

Kerjasama antar pemangku kepentingan dalam menjalankan kebijakan kesehatan terkait pandemi telah membuahkan kinerja operasi yang optimal.

During 2021, ITM had to deal with challenges and uncertainties amid the pandemic. Through the Corporate Emergency Management Team (EMT) and EMT Site, ITM continued to improve the health of employees and the surrounding community, as well as business security. The focus on health was also integrated into business strategies and CSR programs to support emergency prevention and response measures in the new normal era.

To maintain the safety and health of employees, partners and local communities around the operational areas, ITM has implemented a work from home (WFH) policy for back-office employees. The Company also carried out a rotation system followed by strict health protocols and restrictions on mobility for operations, production and support employees at the site. The company has applied a comprehensive set of standardized arrangements for operations and production activities.

Cooperation between stakeholders in implementing health policies related to the pandemic has optimized operating performance. The optimal performance

Kinerja yang optimal juga memampukan ITM dalam memenuhi komitmen untuk tidak melakukan pemutusan hubungan kerja (PHK) kepada pekerja. Didukung oleh adanya momentum kenaikan harga batu bara dan penerapan efisiensi biaya secara disiplin di tahun 2021, ITM mampu memaksimalkan kinerja keuangannya.

also enabled ITM to fulfill its commitment not to terminate employees. Supported by the momentum of rising coal prices and disciplined implementation of cost efficiency in 2021, ITM managed to maximize its financial performance.

RESPON PENTING ITM TERHADAP PANDEMI COVID-19
ITM's Critical Response to the COVID-19 Pandemic

KESEHATAN DAN KESELAMATAN PEKERJA
Employee Health and Safety

ITM menerapkan gerakan 'We Stand Together', mengelola seluruh sumber daya guna mencari solusi-solusi, saling menguatkan dan membantu sesama.
- Memantau kesehatan karyawan dan keluarga.
- Menetapkan protokol kesehatan yang diperlukan.
- Melaksanakan program moral karyawan untuk menjaga hubungan di antara karyawan.

ITM melakukan penilaian mandiri menggunakan tools Human Rights Due Dilligence and COVID-19: A Rapid Self-Assessment for Business untuk memastikan respon sesuai dengan prinsip-prinsip Bisnis dan Hak Asasi Manusia.

ITM implements the 'We Stand Together' movement, manages all resources to find solutions, strengthens each other and helps others.
- Monitoring the employees' and family health condition.
- Establishing required health protocols.
- Implementing employee morale programs to maintain relationships among employees.

ITM conducts a self-assessment using the Human Rights Due Diligence and COVID-19 tools: A Rapid Self-Assessment for Business to ensure the response is in accordance with principles Business and Human Rights.

DUKUNGAN PADA MASYARAKAT SEKITAR
Support our Community

ITM hadir dan tetap melanjutkan dukungannya kepada masyarakat.
- Mendistribusikan peralatan medis
- Mendukung percepatan vaksinasi melalui Vaksinasi Gotong Royong.
- Mempertahankan keterlibatan pengembangan masyarakat jangka panjang.

ITM is here and continues its support to the community.
- Distributing medical equipment.
- Supporting the acceleration of vaccination through Gotong Royong Vaccination.
- Maintaining long-term community development engagement.

KEAMANAN USAHA
Securing Our Business Security

ITM mempertahankan operasi bisnis yang tidak terinterupsi.
- Mengoptimalkan aktivitas pertambangan.
- Mengevaluasi mitra bisnis secara ketat disertai pengaturan opsi rantai pasokan alternatif.
- Menyiapkan evaluasi untuk setiap rencana tambang dan melanjutkan inisiatif pengurangan biaya.

ITM maintains uninterrupted business operations.
- Optimizing mining activities.
- Strictly evaluate business partners along with setting up alternative supply chain options.
- Prepare evaluations for each mine plan and continue the cost reduction initiatives.

Sambutan Direktur Utama

Message from President Director



MULIANTO

Direktur Utama
President Director

Pemangku kepentingan yang terhormat,

Pertama-tama, atas nama Direksi, saya menyampaikan penghargaan setinggi-tingginya kepada seluruh pemangku kepentingan atas dukungannya kepada ITM dalam menghadapi tahun 2021. Tahun 2021 merupakan tahun kedua Perusahaan menghadapi tantangan dan ketidakpastian akibat pandemi COVID-19. Namun di sisi lain, Perusahaan berhasil beradaptasi dalam menghadapi tantangan dan membawa kita pada peluang melalui kenormalan yang baru.

Melalui Laporan Keberlanjutan 2021, kami menyampaikan kinerja keberlanjutan dan tantangannya kepada para pemangku kepentingan. Sejalan dengan tema 'Mengukir Masa Depan Bersama', kami mengajak segenap pemangku kepentingan untuk bersama mewujudkan kegiatan pertambangan yang berkelanjutan dan bertanggung jawab, sebagai bentuk transformasi menuju perusahaan solusi energi di masa depan.

MEMPERKUAT STRATEGI UNTUK MENGHADAPI TANTANGAN

Di tahun 2021, dunia masih menghadapi pandemi COVID-19. Di sisi lain, risiko dampak perubahan iklim masih menjadi faktor utama yang dipersepsi dapat mempengaruhi kondisi ekonomi dunia. Kami

Dear stakeholders,

On behalf of the Board of Directors, I would like to express my highest appreciation to all stakeholders for their support to ITM in 2021. The year 2021 was our second year of challenges and uncertainties due to the COVID-19 pandemic. On the other hand, the adaptations we have made in the face of challenges lead us to opportunities through the new normal.

Through the 2021 Sustainability Report, we are sharing our performance and sustainability challenges comprehensively to stakeholders, especially to local communities, employees and shareholders. In line with the theme Shaping Our Shared Future we continue to deliver sustainable and responsible mining, as the basis for our transformation into the energy solutions company of the future.

STRENGTHENING STRATEGIES TO FACE CHALLENGES

In 2021, the world was still faced with the COVID-19 pandemic. While the risk of the climate change impact remained to be the main factor that was perceived to affect the world's economic conditions. We recognize

menyadari hal ini dan memperhatikan komitmen global yang disampaikan dalam forum internasional, salah satunya adalah COP26 yang merupakan konferensi iklim terbesar dan terpenting di dunia. Bagi kami, cuaca buruk yang ekstrim juga dapat menjadi faktor risiko dalam kinerja operasional. Untuk merespon semua risiko ini, maka kami menerapkan Empat Plus Sasaran Utama (4plus Goals), yaitu melindungi kesehatan karyawan serta terus mendukung masyarakat di sekitar tambang, mengoptimalisasi keuntungan, melanjutkan transformasi digital, dan mewujudkan inisiatif *Environmental, Social, and Governance* (ESG), meneguhkan Banpu Heart sebagai Nilai Inti Perusahaan, serta transformasi bisnis di luar penambangan batubara, yaitu bisnis energi hijau dan terbarukan.

this and pay attention to global commitments conveyed in international forums, including COP26, the largest and most important climate conference in the world. For us, extreme bad weather can also be a risk factor in operational performance. We responded to all these risks by implementing the 4plus Goals, namely protecting employee health and continuing to support communities around the mine, optimizing profit, continuing digital transformation, and realizing Environmental, Social, and Governance (ESG) initiatives, as well as reiterated Banpu Heart as the Company's Core Value and business transformation beyond coal mining, i.e. greener, smarter energy business.

Kesehatan dan keselamatan pekerja masih menjadi prioritas bagi kami, khususnya dalam kondisi pandemi seperti saat ini. Kami secara konsisten menerapkan protokol kesehatan ketat di wilayah operasi kami. Kami juga menerapkan berbagai kebijakan, mulai dari pemeriksaan harian secara mandiri (*daily health monitoring*), menerapkan kebijakan *work from home*, hingga menjadi salah satu perusahaan yang berpartisipasi dalam program vaksinasi gotong royong. Selain itu, produksi di area tambang juga selalu mengedepankan keamananan pekerja terutama dalam menghadapi cuaca yang ekstrim.

The employees' health and safety remained the biggest challenge for us, especially in the current pandemic conditions. We are still consistently implementing strict health protocols in our area of operation. We also implement various policies, from daily self-examination (daily health monitoring), work from home policy, to being one of the companies that participate in the Gotong Royong vaccination program. In addition, production in the mining area always prioritizes worker safety, especially in the face of extreme weather.

Sejalan dengan kesadaran dalam mendukung tercapainya Tujuan Pembangunan Berkelanjutan, kami berupaya mengedepankan kegiatan bisnis yang dapat menciptakan nilai pada aspek lingkungan, sosial, dan tata kelola (LST). Hal ini tentunya menjadi tantangan sekaligus peluang bagi ITM. Untuk itu, kami bertransformasi dari perusahaan batubara menuju bisnis energi terintegrasi, yang mencakup komoditas mineral lain dan energi terbarukan. Upaya ini menjadi salah satu respon kami terhadap perubahan dan perhatian dari pemangku kepentingan. Di saat yang sama, kami berjalan beriringan dengan Pemerintah dalam mewujudkan tujuan di bidang lingkungan, salah satunya pengurangan emisi yang berkaitan dengan mitigasi dampak perubahan iklim.

In line with global trends regarding sustainable development, we also continue to prioritize sustainability in business and create value that refers to ESG principles, which is both a challenge and an opportunity for ITM. We continue to transform from a coal company to an integrated energy business, which includes other mineral commodities and renewable energy. This effort is one of our responses to the demands and developments, as well as the attention of stakeholders. At the same time, we are working hand in hand with the government in realizing its environmental goals, one of which is reducing emissions related to mitigating the impacts of climate change.

Fungsi *Sustainable Development* (SD) kami terus bekerja untuk memastikan ITM tetap dapat memberikan nilai keberlanjutan dalam menjalankan operasionalnya. Kami mempersiapkan kerangka kerja, strategi, dan implementasi untuk menciptakan peluang bagi usaha-

Our Sustainable Development (SD) function continues to work to ensure ITM can deliver sustainable value in its operations. We prepare frameworks, strategies, and implementations to create opportunities for sustainable efforts by



usaha keberlanjutan dengan melibatkan pemangku kepentingan. Salah satu pelibatannya adalah dengan melakukan Focus Group Discussion (FGD) untuk mendapatkan evaluasi dan masukkan dari pemangku kepentingan melalui survei materialitas. Setelah melakukan FGD selama empat tahun, kami sudah mendapatkan gambaran yang mendukung pemetaan risiko dan peluang, sejalan dengan strategi usaha kami. Semua masukan dan harapan dari pemangku kepentingan akan kami cermati dan ditindaklanjuti sebagai bentuk evaluasi pada kinerja pembangunan keberlanjutan tahun berikutnya. Inilah salah satu upaya kami dalam berjalan bersama pemangku kepentingan untuk mengukir masa depan.

involving stakeholders. One of them is to conduct a Focus Group Discussion (FGD) to get evaluation and input from stakeholders through a materiality survey. After conducting FGDs for four years, we have a depiction that supported the mapping of risks and opportunities, in line with our business strategy. All input and expectations from stakeholders will be considered and followed up as a form of evaluation on the sustainable development performance for the following year. This is one of our efforts in working with stakeholders in shaping the future.

PRODUKSI DAN TRANSFORMASI

Kinerja produksi tahun 2021 dipengaruhi secara signifikan oleh faktor cuaca yang cukup ekstrim. Adapun kinerja ITM dipicu oleh kenaikan harga batubara serta dinamika permintaan dan penawaran di pasar batubara domestik dan dunia. Sepanjang tahun 2021, ITM berhasil mengoptimalkan produksi hingga mencapai 18,2 juta ton, menurun 1,09% dari produksi tahun lalu disebabkan oleh curah hujan yang tinggi hampir di sepanjang tahun.

Dari kinerja produksi tersebut, kami membukukan kenaikan laba sebesar 1.157% menjadi USD 475,4 juta. Capaian ini didukung oleh kenaikan pendapatan bersih sebesar 75% menjadi USD 2.076,8 juta. Kinerja

SUSTAINABLE ECONOMIC PERFORMANCE

Production performance in 2021 was affected by extreme weather. The increase in coal prices and the dynamics of demand and supply in the domestic and world coal markets also affected ITM's performance. During 2021, ITM managed to produce 18.2 million tons, a decrease of 1.09% from previous year's production despite facing the obstacles of high rainfall throughout most of the year.

From this production performance, we managed to book a profit increase of 1,157% to USD 475.4 million. This achievement was supported by an increase in net income of 75% to USD 2,076.8 million. This positive

positif ini tidak lepas dari harga batubara global yang terus mengalami kenaikan sejak Q4 2020. Selain itu, ITM terus memastikan pelayanan yang prima bagi pelanggan dengan penjaminan kualitas (*quality assurance*) dan memastikan batubara yang dikirim memenuhi standar mutu.

Untuk mendukung kinerja keberlanjutan, Perseroan melanjutkan transformasi digital dengan target andalan mempercepat transisi pertumbuhan dan rasionalisasi harga. Transformasi digital diharapkan dapat membangun *platform* yang cepat dan memberikan layanan dengan nilai tambah. Di samping itu, transformasi digital diharapkan dapat membentuk sumber daya manusia dengan budaya digital, *agile* dan *resilient*, serta fokus pada Tata Kelola Perusahaan yang baik.

MENJAGA LINGKUNGAN YANG LESTARI

Kami menyadari pentingnya untuk ikut serta dalam memitigasi dampak perubahan iklim. Adanya perkembangan kebutuhan menuju energi terbarukan menjadi faktor pendukung ITM untuk terus mengupayakan proses transformasinya berjalan sesuai dengan visi yang ditetapkan. Sejalan dengan visi dan misi baru kami di tahun 2021, kami bertransformasi menjadi perusahaan Indonesia di bidang energi yang berintikan inovasi, teknologi, inklusi dan keberlanjutan.

Banyak inisiatif telah kami jalankan, di antaranya telah beroperasinya solar PV powerplant sebesar 3 MW untuk operasional di Bontang. Dengan beroperasinya solar PV powerplant ini, maka kegiatan operasional dapat mengurangi emisi gas rumah kaca (GRK) sebesar 2.402,09 ton CO_2-eq. Kami juga tengah memasuki tahap pembangunan solar PV powerplant di Melak sebesar 2 MW. Tidak hanya itu, kami juga mendorong konservasi energi di semua lini operasional, yang telah mencatat pencapaian efisiensi energi sebesar 2,37% dibandingkan penggunaan energi di tahun 2020.

Melalui berbagai inisiatif dan kebijakan, kami berhasil mengurangi volume emisi GRK sebesar 1.634.175 Ton CO_2-eq lebih rendah 1,93% dibanding tahun 2020 yang mencapai 1.666.284 Ton CO_2-eq. Dukungan serapan karbon juga didapatkan dari kegiatan revegetasi di lahan pascatambang, yaitu sebesar 58.362,47 ton CO_2.

performance was mainly due to global coal prices which have continued to increase since Q4 2020. In addition, ITM continued to ensure excellent service for customers with quality assurance and ensure that the coal delivered meets quality standards and conform to the required specifications.

The Company continued the digital transformation with the main target of accelerating the digital growth transition, and price rationalization. Digital transformation is expected to be able to build a very fast platform and provide value-added services. It is also expected to shape human resources with a digital, agile and resilient culture, and focus on good corporate governance.

MAINTAINING A SUSTAINABLE ENVIRONMENT

We are aware of the importance of participating in climate change impact mitigation. The development of needs in the current era towards renewable energy is a supporting factor for ITM to continue the transformation process according to the company's vision. In line with our new vision and mission in 2021, we are transforming into an Indonesian company in the energy sector with the core of innovation, technology, inclusion, and sustainability.

We have implemented several initiatives, including the operation of a 3-MW solar PV powerplant for operations in Bontang. With the operation of this solar PV powerplant, it is projected to reduce CO_2 by 2,402.09 tons CO_2-eq. We are also currently constructing a 2 MW solar PV powerplant in Melak. In addition, we are encouraging energy conservation in all operational lines, which has recorded energy efficiency achievements 2.37% compared to energy use in 2020.

Through various initiatives and policies, we managed to reduce the volume of GHG emissions by 1,634,175 Ton CO_2-eq lower 1.93% from 1,666,284 Ton CO_2-eq. in 2020. Carbon sequestration support is also contributed by revegetation activities on post-mining land, which was 58,362.47 ton CO_2.

Di sisi lain, ITM juga kembali menyerahkan hasil penanaman seluas 14.433 Ha area rehabilitas DAS kepada pemerintah. Hingga akhir 2021 telah dilaksanakan penanaman sebesar 32.424 Ha dari total 48.010 Ha luas penetapan. Kami berkomitmen untuk menjadikan rehabilitasi DAS tidak hanya sebagai kepatuhan terhadap perundang-undangan, namun juga sebagai nilai tambah bagi pelestarian lingkungan, termasuk keanekaragaman hayati yang terkandung di dalamnya. Capaian komitmen ini mengantarkan ITM melalui anak usahanya, yaitu BEK, terpilih sebagai salah satu dari lima perusahaan untuk menjadi bagian dari kerja besar nasional dalam melakukan rehabilitasi DAS seluas 250 Ha di perbukitan Menoreh, DI Yogyakarta dan Jawa Tengah.

ITM also handed over 14,433 hectares of planted area for the watershed rehabilitation program to the government. Until the end of 2021, an area of 32,424 hectares has been planted, from a total of 48,010 hectares of designated area. We are committed to making watershed rehabilitation not only as compliance with laws and regulations, but also as an added value for environmental conservation, including the biodiversity in it. The achievement of this commitment has led ITM through subsidiary BEK, to be selected as one of five companies to be part of a major national project in rehabilitating a 250-ha watershed in t Menoreh hills, Yogyakarta Special Region and Central Java Province.

Menghadapi curah hujan yang tinggi, kami menjaga fasilitas drainase masuk dan keluar yang lebih optimal, termasuk menambah pompa air untuk memompa air keluar dari lubang tambang (pit) lebih cepat. Namun demikian, kami memastikan dampak pembuangan air tersebut tidak menggangu masyarakat sekitar, serta tidak mencemari lingkungan dengan melakukan pemantauan di sungai-sungai sekitar WIUP anak perusahaan yang merupakan badan air tujuan pelepasan efluen.

In dealing with heavy rainfall, we applied several plans and initiatives to anticipate it from disrupting operations. We optimized the maintenance of inlet and outlet drainage facilities, including adding water pumps to pump water out of the pit more quickly. We made sure that the impact of the water disposal did not disturb the surrounding community, and did not pollute the environment by monitoring the rivers around the subsidiary's WIUP which is the water body for effluent release.

Upaya kami dalam mengelola lingkungan membuahkan pencapaian berupa perolehan PROPER Hijau untuk PT Trubaindo Coal Mining dan PT Jorong Barutama Greston.

Our efforts in managing the environment have resulted in the achievement of Green PROPER for PT Trubaindo Coal Mining and PT Jorong Barutama Greston.

MELINDUNGI PEKERJA DAN KOMUNITAS

Tidak hanya melindungi pekerja dari dampak pandemi COVID-19, kami berkomitmen menciptakan lingkungan kerja yang layak dan aman secara keseluruhan bagi pekerja, meski di tahun 2021 dengan menyesal kami menyampaikan terjadi satu insiden Fatal pada anak usaha IMM yang melibatkan karyawan kontraktor. Oleh karenanya, kami melakukan sosialisasi ulang dengan penerapan prosedur keselamatan operasi, memperbaiki mekanisme kerja, dan mengambil langkah perbaikan lain untuk menghindari terjadinya insiden.

Kami tetap memperhatikan masyarakat, komunitas, dan berbagai pemangku kepentingan yang hidup berdampingan dengan kami, sekaligus menjadi mitra kami dalam menjalankan bisnis yang bertanggung

PROTECTING EMPLOYEES AND COMMUNITIES

Not only protecting employees from the impact of the COVID-19 pandemic, we were committed to creating a decent and safe work environment for employees, although in 2021 we regret to announce that there was 1 Fatal incident in IMM's subsidiary involving contractor employee. Therefore, we re-diisseminate the implementation of operating safety procedures, improve work mechanisms and take other corrective steps to avoid recurrence of incidents.

We continue to pay attention to the people, communities and various stakeholders who live side by side with us, as well as being our partners in running a responsible business. We realized Rp19,987 million in various aids to

jawab. Kami merealisasikan sebesar Rp19.987 juta dalam berbagai bantuan untuk meningkatkan taraf kesehatan komunitas dan masyarakat. Inisiatif tersebut termasuk menyumbangkan berbagai alat kesehatan ke wilayah Kalimantan dalam menghadapi dampak pandemi COVID-19. Selain itu, kami juga melanjutkan program pengembangan komunitas sesuai 8 jenis program PPM yang juga sejalan dengan tujuan pembangunan berkelanjutan.

ITM secara aktif mendukung budaya masyarakat adat, dengan menyerahkan rumah Lamin yang dibangun sejak tahun 2012 kepada Bupati Kutai Barat untuk menjadi ikon Kutai Barat dan suku Dayak Bentian. Rumah berukuran 50x25 m^2 juga merupakan salah satu praktik terbaik kami dalam pacatambang, yang kami kontribusikan untuk pembangunannya sebesar 6,9 miliar rupiah.

MENGHADAPI TANTANGAN DAN PELUANG

Kami memberikan apresiasi yang tinggi kepada seluruh pemangku kepentingan atas dukungan dan kepercayaannya selama ini, sehingga kami dapat mencapai kinerja dan tanggung jawab sosial perusahaan yang baik. Kami menyadari, perubahan akan selalu terjadi dengan cepat dan kami harus mampu beradaptasi dengan tepat. Kami akan terus beradaptasi dan menjalankan rantai nilai yang bertanggung jawab, termasuk bagi mitra-mitra kerja kami.

Melalui pembaruan visi dan misi Perusahaan, serta penyusunan rencana strategis jangka panjang tahun 2021-2025, kami semakin menguatkan diri untuk menuju menjadi perusahaan di bidang energi yang ramah lingkungan. Untuk itu mari kita berjalan bersama dan bersinergi untuk membangun masa depan yang berkelanjutan.

improve the health level of the community and society. These initiatives include donating various medical devices to health facilities in South Kalimantan, East Kalimantan and Central Kalimantan in response to the impact of the COVID-19 pandemic. We also contributed the relief for communities affected by the earthquake in West Sulawesi and the flood in South Kalimantan, and continued to carry out community development programs according to 8 types of PPM programs which were also in line with sustainable development goals.

ITM also actively supports the culture of indigenous peoples, by handing over the Lamin house built since 2012 to the Regent of West Kutai to become an icon of West Kutai and the Bentian Dayak tribe. The 50x25 m^2 house is also one of our best practices in post-mining, which we contributed to its construction amounting to IDR6.9 billion.

OUR MEASURE IN FACING THE CHALLENGES AND OPPORTUNITIES AHEAD

We give high appreciation to all stakeholders for the support and trust, so that we can achieve good performance and corporate social responsibility. We recognize that change will always happen quickly and we must always adapt accordingly. We are committed to continuing to run a responsible value chain, including for our partners.

Through the renewal of the Company's vision and mission, as well as the preparation of a long-term strategic plan for 2021-2025, we consolidated ourselves to become an environmentally friendly energy company. Therefore, let us walk together and synergize to build a sustainable future.

Jakarta, Februari 2022
Jakarta, February 2022

MULIANTO
Direktur Utama
President Director

Tentang ITM dan Laporan Keberlanjutan

About ITM and Sustainability Report

ITM memperbarui visi dan misi Perusahaan sesuai dengan strategi bisnis terkait keberlanjutan dan solusi energi masa depan. ITM berkomitmen untuk mendukung praktik keberlanjutan dengan menanamkan kesadaran ESG bagi seluruh pekerja maupun pemasok untuk menjaga rantai nilai yang bertanggung jawab bagi penciptaan nilai jangka panjang.

ITM updated the Company's vision and mission in line with business strategies related to sustainability and future energy solutions. ITM is committed to supporting sustainable practices by instilling ESG awareness into all employees and suppliers to maintain a responsible value chain for long-term value creation.



Profil ITM
ITM Profile

SEKILAS ITM
ITM at a Glance

Nama Perusahaan [2-1] Company Name	PT Indo Tambangraya Megah Tbk	
Tahun Berdiri Establishment	1987	
Bidang Usaha Line of Business	Pertambangan batubara dan penjualan batubara melalui anak usaha Coal mining and sales through subsidiaries	
Kantor Pusat [2-1] Head Office	Pondok Indah Office Tower III, 3rd floor Jl. Sultan Iskandar Muda Kav V-TA, Pondok Indah Jakarta 12310, Indonesia	
Bentuk Legal [2-1] Legal Form	Perusahaan Terbuka Publicly Listed Company	
Landasan Hukum [2-1] 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 [2-1] Shareholding	Tidak ada perubahan kepemilikan saham There is no change in share ownership	
	Banpu Minerals (Singapura) Pte. Ltd.	65.14%
	Saham Treasuri Treasury Shares	2.95%
	Publik Public	31.79%
Tahun Pencatatan Saham Listing Year	2007, pada Bursa Efek Indonesia 2007, at Indonesia Stock Exchange	
Kode Saham Stock Code	ITMG	



Visi dan Misi [2-23] [2-24]

Vision and Mission

VISI | 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 | MISSION

- Menjadi bagian dari pengembangan energi bangsa.
- Menciptakan nilai berkelanjutan bagi pemangku kepentingan melalui pengembangan portofolio usaha yang sejalan dengan kebutuhan energi masa depan.
- Mengembangkan 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.

BanpuHeart

NILAI-NILAI INTI PERUSAHAAN

Banpu Heart sebagai nilai-nilai inti yang digali dari perjalanan Perusahaan, menjadi landasan Tata Kelola dan kebijakan ITM. Dalam proses transformasi Perusahaan saat ini, Banpu Heart memiliki relevansi yang tinggi dengan strategi ITM ke depan yang ditopang oleh inovasi, teknologi, inklusi, dan pembangunan berkelanjutan.

Penguatan pelaksanaan nilai-nilai inti tersebut terus dilakukan oleh Perusahaan, untuk menjadikan Banpu Heart sebagai budaya perusahaan. Banpu Heart diperkuat dengan berbagai cara, mulai dari pengembangan sistem, komunikasi dan aktivitas, hingga pembentukan kelompok agen perubahan di semua lokasi.

Uraian tentang Banpu Heart disampaikan dalam bahasan Budaya Perusahaan pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan ini.

THE COMPANY'S CORE VALUES

Banpu Heart, as the core values forged from the Company's journey in the business, serves as the foundation for ITM's governance and policymaking. In the Company's current transformation, Banpu Heart is highly relevant to ITM's future-oriented strategy, which is underpinned by innovation, technology, inclusion, and sustainable development.

These core values are constantly reinforced in their implementation, ensuring that Banpu Heart becomes a culture in the Company. Banpu Heart is reinforced by various means, from systems development, communications and activities, to establishment of change agent groups in all locations of the Company.

Description on Banpu Heart is provided in the Corporate Culture section in the Corporate Governance chapter in this Annual Report.

Passionate

Berjuang Demi Masa Depan
Striving for the Future

- **Mengejar Kesuksesan**
  Pursue for Success
- **Mampu Berbuat Lebih**
  Can Do More
- **Gesit dan Siap Berubah**
  Be Agile and Change
- **Peduli dan Berbagi**
  Express Care and Share

Innovative

Ide-ide Baru, Solusi-solusi Baru
New Ideas, New Solutions

- **Mendahului Tren**
  Transcend the Trend
- **Menciptakan Ide dan Mewujudkannya**
  Ideate and Get Real
- **Belajar Cepat, Bertindak**
  Learn Fast and Do First

Committed

Sukses (Keberhasilan) adalah Satu-satunya Pilihan
Success is the Only Option

- **Teguh Memegang Integritas dan Etika**
  Adhere to iIntegrity and Ethics
- **Bersinergi dan Membina Jejaring**
  Synergize and Network
- **Berpartisipasi dalam Pembangunan Berkelanjutan**
  Engage to Sustainability Development

Skala Organisasi [2-6]

Scale of Organization

Uraian Description	Satuan Unit	2021	2020	2019
Jumlah Pekerja Total Employees	Orang People	2,440	2,438	2,912
Jumlah Penjualan Batubara Total Sales of Coal	Juta Ton Million Ton	20.1	21.2	25.2
Jumlah Lingkup Operasi Total Scope of Operations				
Konsesi Pertambangan Mining Concession	Area	9	9	8
Fasilitas Pelabuhan Port Facility		4	4	4
Logistik Bahan Bakar Fuel Logistics		N/A[2]	1	1
Produksi dan Cadangan Batubara Coal Production and Reserves				
Cadangan Batubara[1] Coal Reserves[1]	Juta Ton Million Ton	293.0	311.2	330.9
Produksi Batubara Coal Production				
Produksi Tambang Run of Mine		18.2	18.4	23.4
Produksi Siap Dipasarkan Finish Coal		18.6	19.3	23.4
Neraca Balance Sheet				
Jumlah Aset Total Assets	Ribu USD Thousand USD	1,666,239	1,158,629	1,209,041
Jumlah Kewajiban Total Liabilities		464,680	312,339	324,576
Jumlah Ekuitas Total Equity		1,201,559	846,290	884,465

Keterangan:
[1] Estimasi Cadangan berdasarkan Standar Pelaporan Batubara Internasional (JORC Code).
[2] PT GasEmas berhenti beroperasi pada Februari 2021.

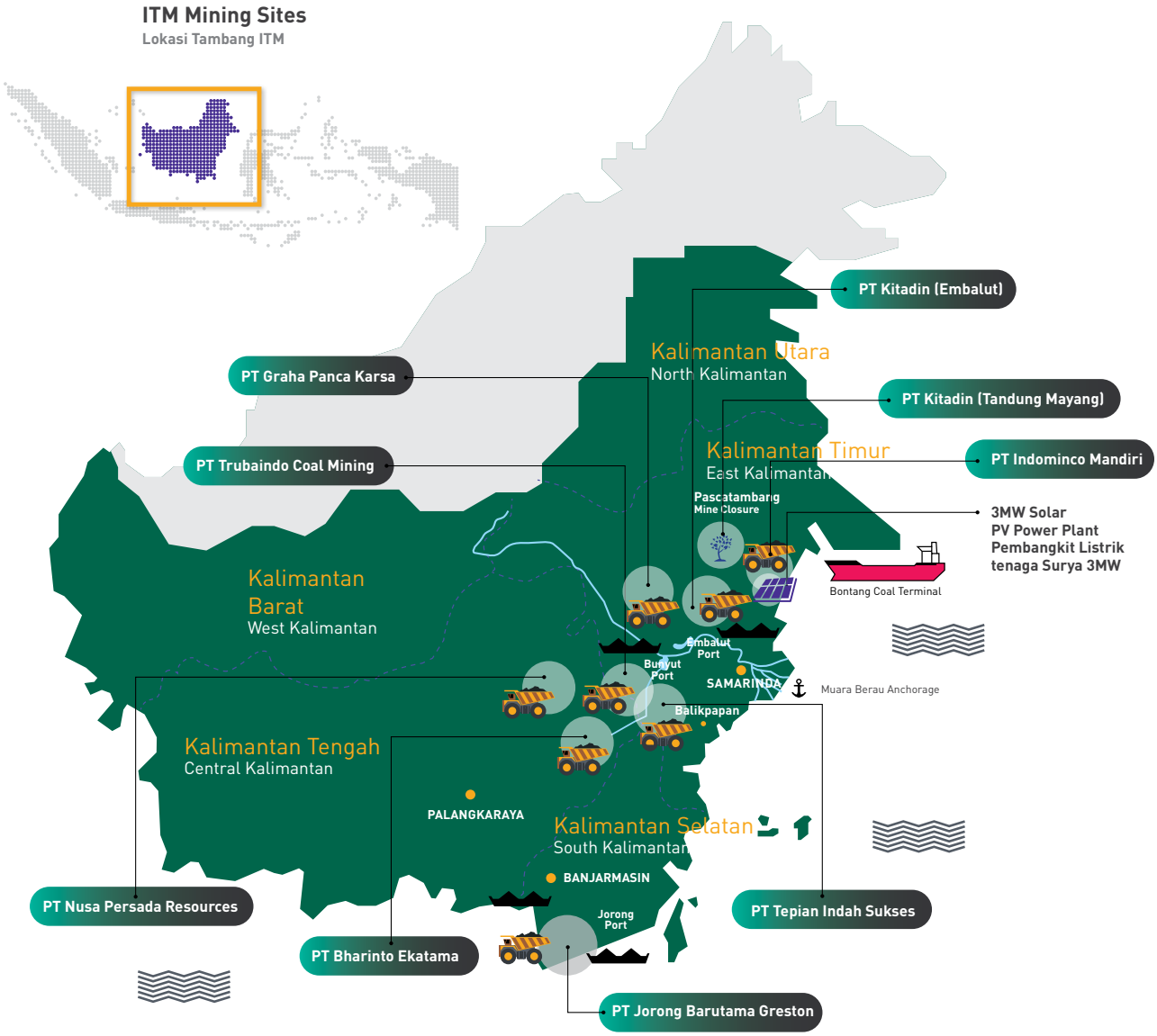
Notes:
[1] Estimated Reserves based on International Coal Reporting Standards (JORC Code).
[2] PT GasEmas stopped operating in February 2021.

Wilayah Kerja

Working Area

ITM memiliki kantor pusat di Jakarta dan kantor cabang di Balikpapan, serta lokasi kegiatan operasi penambangan di Kalimantan, Indonesia. ITM tidak memiliki wilayah kerja di negara lain. Kegiatan penambangan batubara serta distribusi dilaksanakan secara terintegrasi oleh entitas anak. ITM memiliki sembilan Wilayah Izin Usaha Pertambangan (WIUP) seluas 85.729 hektar. Informasi lebih lengkap mengenai entitas anak dapat dilihat di www.itmg.co.id dan Laporan Tahunan ITM 2021. [2-1, 2-2]

ITM has a head office in Jakarta and a branch office in Balikpapan, as well as a mining operation site in Kalimantan, Indonesia. ITM does not have work areas in other countries. Coal mining and distribution activities are carried out in an integrated manner by the subsidiaries. ITM has nine Mining Business Permit Areas (WIUP) covering an area of 85,729 hectares. More detailed information about subsidiaries can be seen at www.itmg.co.id and ITM Annual Report 2021. [2-1, 2-2]



Inisiatif Eksternal dan Sertifikasi

External Initiatives and Certification

Anak Perusahaan Entities	Sertifikasi Certification		
	Manajemen Mutu Quality Management	**Manajemen Lingkungan** Environmental Management	**Manajemen Keselamatan** Safety Management
PT Indominco Mandiri (IMM)	**ISO 9001:2015 - SGS Indonesia**, hingga Oktober 2024 ISO 9001:2015 - SGS Indonesia, until October 2024	**ISO 14001:2015 - SGS Indonesia**, hingga November 2022 ISO 14001:2015 - SGS Indonesia, until November 2022	**ISO 45001:2018 - SGS Indonesia**, hingga Oktober 2022 ISO 45001:2018 - SGS Indonesia, until October 2022
PT Trubaindo Coal Mining (TCM)	**ISO 9001:2015 - BSI Indonesia**, hingga Juli 2022 ISO 9001:2015 - BSI Indonesia, until July 2022	**ISO 14001:2015 - BSI Indonesia**, hingga April 2024 ISO 14001:2015 - BSI Indonesia, until April 2024	**OHSAS 18001:2007 - BSI Indonesia**, hingga Maret 2022 OHSAS 18001:2007 - BSI Indonesia, until March 2022
PT Bharinto Ekatama (BEK)	**ISO 9001:2015 - BSI Indonesia**, hingga Desember 2023 ISO 9001:2015 - BSI Indonesia, valid until December 2023	**ISO 14001:2015 - BSI Indonesia**, hingga Desember 2023 ISO 14001:2015 - BSI Indonesia, valid until December 2023	**OHSAS 18001:2007 - BSI Indonesia**, hingga Desember 2023 OHSAS 18001:2007 - BSI Indonesia, valid until December 2023
PT Jorong Barutama Greston (JBG)	**ISO 9001:2015 - PT BSC Indonesia**, hingga Februari 2023 ISO 9001:2015 - PT BSC Indonesia, until February 2023	**ISO 14001:2015 - PT BSC Indonesia**, hingga Februari 2023 ISO 14001:2015 - PT BSC Indonesia, until February 2023	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

Notes:
- IMM TRUST certification is discontinued after the expiration of contract with IMM.
- TRUST Melak has not certified ISO 9001, ISO 14001, and ISO 45001

Keanggotaan Asosiasi [2-28]

Association Membership

Indonesian Institute of Accountant (IAI)
Anggota
Member

Indonesian Chamber of Commerce and Industry (KADIN)
Anggota
Member

Indonesian Public Listed Companies Association
Anggota
Member

Indonesian Corporate Secretary Association
Anggota
Member

Indonesian Mining Association
Anggota
Member

Kutai National Park Partner
Anggota
Member

Forum for Rehabilitation on Mined Land
Anggota
Member

Corporate Forum for Community Development
Anggota
Member

Indonesian Corporate Counsel Association
Anggota
Member

Indonesian Coal Mining Association
Anggota
Member

Penghargaan yang Diterima
Awards

Penghargaan Kinerja Keberlanjutan
Award for Sustainability Performance

Penghargaan Award	Entitas Penerima Penghargaan Awardee	Pemberi Penghargaan Awarded by
PROPER Nasional 2021 Peringkat Hijau National PROPER 2021 Green Rating	PT Trubaindo Coal Mining PT Jorong Barutama Greston	Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia Ministry of Environment and Forestry of the Republic of Indonesia
PROPER Nasional 2021 Peringkat Biru National PROPER 2021 Blue Rating	PT Indominco Mandiri PT Kitadin – Embalut PT Bharinto Ekatama	Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia Ministry of Environment and Forestry of the Republic of Indonesia
PROPER Daerah 2020-2021 Peringkat Biru Region PROPER 2020-2021 Blue Rating	PT Kitadin – Embalut	Gubernur Kalimantan Timur Governor of East Kalimantan
Asia Sustainability Report Rating (ASRRAT) 2021 Peringkat Emas Asia Sustainability Report Rating (ASRRAT) 2021 Gold Rating	PT Indo Tambangraya Megah Tbk	National Center for Sustainability Reporting (NCSR)
Penghargaan Kecelakaan Nihil Zero Accident Award	PT Bharinto Ekatama PT Trubaindo Coal Mining	Menteri Ketenagakerjaan Republik Indonesia Minister of Manpower of the Republic of Indonesia

Penghargaan lain yang diterima ITM, lihat Laporan Tahunan ITM 2021.
Other awards received by ITM, see ITM's Annual Report 2021



Pengelolaan Tambang yang Andal dan Berkelanjutan

Sustainable and Reliable Mine Management

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

In the midst of the COVID-19 pandemic, ITM has consistently implemented superior and sustainable mining operations. The company also continues the gradual business transformation to become a future energy solutions company.

ITM WAY FORWARD PLAN

MINING BUSINESS

- **Pertumbuhan cadangan batubara secara organik**
  Melanjutkan kegiatan eksplorasi pertambangan untuk memaksimalkan sumberdaya dan cadangan batubara saat ini
- **Pembangunan tambang batubara baru (*greenfield*)**
  Pembangunan tambang GPK sedang dilaksanakan, sementara tambang milik TIS dan NPR akan dimulai tahun depan
- **Gasifikasi batubara bawah tanah**
  Saat ini sedang melakukan studi kelayakan untuk proyek hilirisasi batubara menjadi amonia
- **Peluang investasi pada mineral dengan teknologi bersih**
  Eksplorasi terhadap potensi investasi pada trend pertumbuhan energi yang tinggi seperti usaha pertambangan mineral/logam

- **Organic coal reserve growth**
  Continue on mining exploration activities to maximize current coal resources and reserves.
- **Greenfield coal mines development**
  GPK mines development are undergoing, while TIS and NPR mines will be started next year.
- **Underground coal gasification**
  Currently in the feasibility study of coal to ammonia downstream project.
- **Investment opportunities in clean techs minerals**
  Explore potential investments in high growth energy trends such as mineral/metal mining businesses.

TRADING AND SERVICES

- **Pengadaan batubara dari pihak ketiga**
  Meningkatkan pendapatan melalui perdagangan dan pencampuran (blending) dengan batubara dari pihak ketiga
- **Pekerjaan kontraktor pertambangan *in-house* di kluster Melak**
  TRUST akan memperluas operasi penambangannya di kluster Melak dengan mengerahkan alat-alat berat dan tenaga kerja
- **Solusi modal alam**
  Investasi pada penghijauan kembali (reforestasi) dan/atau pencegahan penebangan hutan (deforestasi) yang dilakukan untuk *carbon offset* (pelunasan karbon) beserta lahan dan perbaikan keanekaragaman hayati

- **Third-party coal sourching**
  Generating more revenue through trading and blending of third-party coal.
- **In-house mining contractor work at Melak cluster**
  TRUST to expand its mining operation at Melak cluster by mobilizing heavy equipment and labor force.
- **Natural capital solutions**
  Investment in reforestation and/or deforestation prevention for carbon offsetting along with land and biodiversity improvement.

RENEWABLES AND OTHER

- **Potensi Kemitraan untuk proyek tenaga surya**
  Mencari mitra potensial dalam pemasangan PLTS atap untuk menyediakan kebutuhan energi bagi pelanggan
- **PLTS Melak**
  Finalisasi rencana pembangunan solar PV di pelabuhan Melak dengan sistem penyimpanan energi untuk memastikan tersedianya listrik sepanjang hari secara terus menerus
- **Solusi digital untuk operasi pertambangan**
  Penggunaan solusi digital untuk operasi pertambangan yang meningkatkan kemampuan pemantauan dan pengendalian biaya.

- **Solar project potential partnership**
  Prospecting potential partners for solar rooftop installation to supply customers energy needs.
- **Melak solar powerplant**
  Finalization of construction plan of solar PV in Melak port with energy storage system to ensure continuous power output throughout the day.
- **Digital solutions for mining operations**
  Deployment of digital solutions for mining operation which improves monitoring and cost control capabilities.

RANTAI PASOKAN TERPADU [2-6]

Untuk memenuhi permintaan dan pengiriman produk yang sesuai dan tepat waktu, ITM didukung oleh beberapa anak usaha yang berperan pada operasi pertambangan, jasa kontraktor, dan pembangkit listrik. Pada 2021, TRUST telah beroperasi di area Melak setelah menyelesaikan mobilisasinya dari area Bontang, termasuk pemindahan kantor. TRUST sebagai kontraktor *in-house* ITM akan menjadi bagian yang terintegrasi dalam rantai pasokan terpadu pada operasi klaster Melak. [102-9, 102-10]

INTEGRATED SUPPLY CHAIN [2-6]

To meet the demand and timely delivery of products, ITM is supported by several subsidiaries that are involved in mining operations, contractor services, and power generation. TRUST operated in Melak area in 2021 as it fully completed its mobilization from Bontang area, including office relocation. TRUST as ITM's in-house contractor will be an integrated part of the integrated supply chain at the Melak cluster operation. [102-9, 102-10]

Rantai Pasokan Penghasil Energi Terintegrasi
Integrated Energy Supply Chain

Upstream	Midstream	Downstream
Pengembangan dan Penambangan Sumber Daya Batubara Coal Development and Mining	Manajemen Rantai Pasokan, Jasa Kontraktor, dan Logistik Batubara Supply Chain Management, Contractor Services, and Coal Logistics	Pembangkit Listrik Tenaga Uap dan Tenaga Terbarukan Coal-Fired Power Plant and Renewable Based Power
Anak Usaha Subsidiaries		
PT Indominco Mandiri PT Trubaindo Coal Mining PT Bharinto Ekatama PT Kitadin PT Jorong Barutama Greston PT Graha Panca Karsa PT Nusa Persada Resources PT Tepian Indah Sukses	PT Tambang Raya Usaha Tama PT Energi Batubara Perkasa PT ITM Indonesia PT GasEmas PT ITM Batubara Utama	PT ITM Bhinneka Power PT ITM Energi Utama

Keterangan:
PT ITM Indonesia (ITMI), PT ITM Batubara Utama (IBU), PT ITM Energi Utama (IEU), PT ITM Bhinneka Power (IBP), PT Tepian Indah Sukses (TIS), PT Nusa Persada Resources (NPR), dan PT Graha Panca Karsa belum beroperasi dan berproduksi. PT Tambang Raya Usaha Tama (TRUST) dan PT GasEmas (GEM) 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 Bhinneka Power (IBP), PT Nusa Persada Resources (NPR), and PT Graha Panca Karsa not yet in operation and production. PT Tambang Raya Usaha Tama (TRUST) and PT GasEmas (GEM) operating within WIUP of other subsidiary.

PENGELOLAAN RANTAI PASOKAN YANG BERTANGGUNG JAWAB

ITM berupaya memastikan standar keberlanjutan tidak hanya berlaku untuk praktik di internal, namun juga dapat meluas ke pemasok maupun pihak ketiga yang bermitra dengan Perusahaan.

ITM juga secara proaktif mendorong pihak-pihak di sepanjang rantai pasokan untuk mengikuti praktik bisnis yang etis. ITM memiliki kebijakan yang mengatur

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

ITM strives to ensure that sustainability standards do not only apply to internal practices, but also apply to suppliers and third parties who partner with the Company.

ITM also proactively encourages parties along the supply chain to follow ethical business practices. ITM has policies on how the Company manages and monitors vendors.

cara Perusahaan mengelola dan memantau vendor. Selain itu, ITM menerapkan mekanisme *Contractor Management System* (CMS) untuk mengevaluasi dan melakukan penilaian bagi vendor yang dilaksanakan fungsi Operation. Aspek penilaian CMS meliputi K3, pengelolaan lingkungan, kepegawaian, peralatan, lingkup teknis, penjadwalan, kondisi *site*, kewajiban pemenuhan standar peraturan (izin) dan kompetensi karyawan, keuangan, dan komunikasi dengan pihak ketiga.

In addition, ITM implements a Contractor Management System (CMS) mechanism to evaluate and assess vendors who carry out the Operation function. Aspects of the CMS assessment include OHS, environmental management, employment, equipment, technical scope, scheduling, site conditions, obligations to meet regulatory standards (permits) and employee competencies, finance, and communication with third party.

Melalui pelibatan mitra kerja lokal dalam rantai pasokan, ITM mendukung penyerapan pendapatan asli daerah dengan memprioritaskan pemasok dan kontraktor lokal dalam memasok barang maupun jasa. Dukungan tersebut sejalan dengan sejalan dengan Peraturan Kementerian Energi dan Sumber Daya Mineral (ESDM) No.28 Tahun 2009. Sebanyak 34% kontraktor berasal dari Kalimantan, dengan nilai kontrak pekerjaan mencapai 29% dari keseluruhan nilai pengadaan barang dan jasa.

Through the involvement of local partners in the supply chain, ITM supports the absorption of local revenue by prioritizing local suppliers and contractors in supplying goods and services. This support is in line with the Regulation of the Ministry of Energy and Mineral Resources (EMR) No. 28 of 2009. A total of 34% of contractors come from Kalimantan, with the work contract value reaching 29% of the total value of procurement of goods and services.

Kategori Category	**Jumlah Vendor dan Kontraktor** Number of Vendors and Contractors	**Nilai Pengadaan Barang dan Jasa (USD)** Value of Procurement for Goods and Services (USD)	**Persentase nilai Pengadaan** Percentage of Procurement Value
Kalimantan	225	26,415,071	29%
Nasional National	425	63,183,311	70%
Internasional International	19	664,565	1%
Jumlah Total	669	90,262,947	100%

Bersama dengan kontraktor, ITM menyinergikan program pengembangan masyarakat di sekitar wilayah operasi pertambangan melalui Forum CSR Kontraktor. Melalui forum ini, cakupan pengembangan masyarakat di sekitar wilayah operasi menjadi lebih luas serta penyerapan dana menjadi efektif. Sepanjang tahun 2021, program pengembangan masyarakat ITM dan kontraktor menjangkau 34 desa penerima manfaat.

ITM together with contractors synergize community development programs around mining operation areas through the Contractor CSR Forum. Through this forum, the scope of community development around the operational area becomes wider and the absorption of funds becomes effective. During 2021, ITM's community development program and its contractors covered 34 beneficiary villages.

PENERAPAN MANAJEMEN MUTU

ITM menerapkan manajemen mutu, mulai dari tahap penambangan, pengangkutan, penyimpanan dan pengolahan, hingga tahap pengapalan. Guna

APPLICATION OF QUALITY MANAGEMENT

ITM implements quality management, starting from the mining, transportation, storage and processing stages to the shipping stage. In order to ensure product



memastikan kualitas produk dan penerimaan informasi yang tanggap bila terjadi perubahan regulasi, ITM menerima kunjungan dari pelanggan dengan penerapan protokol kesehatan yang ketat.

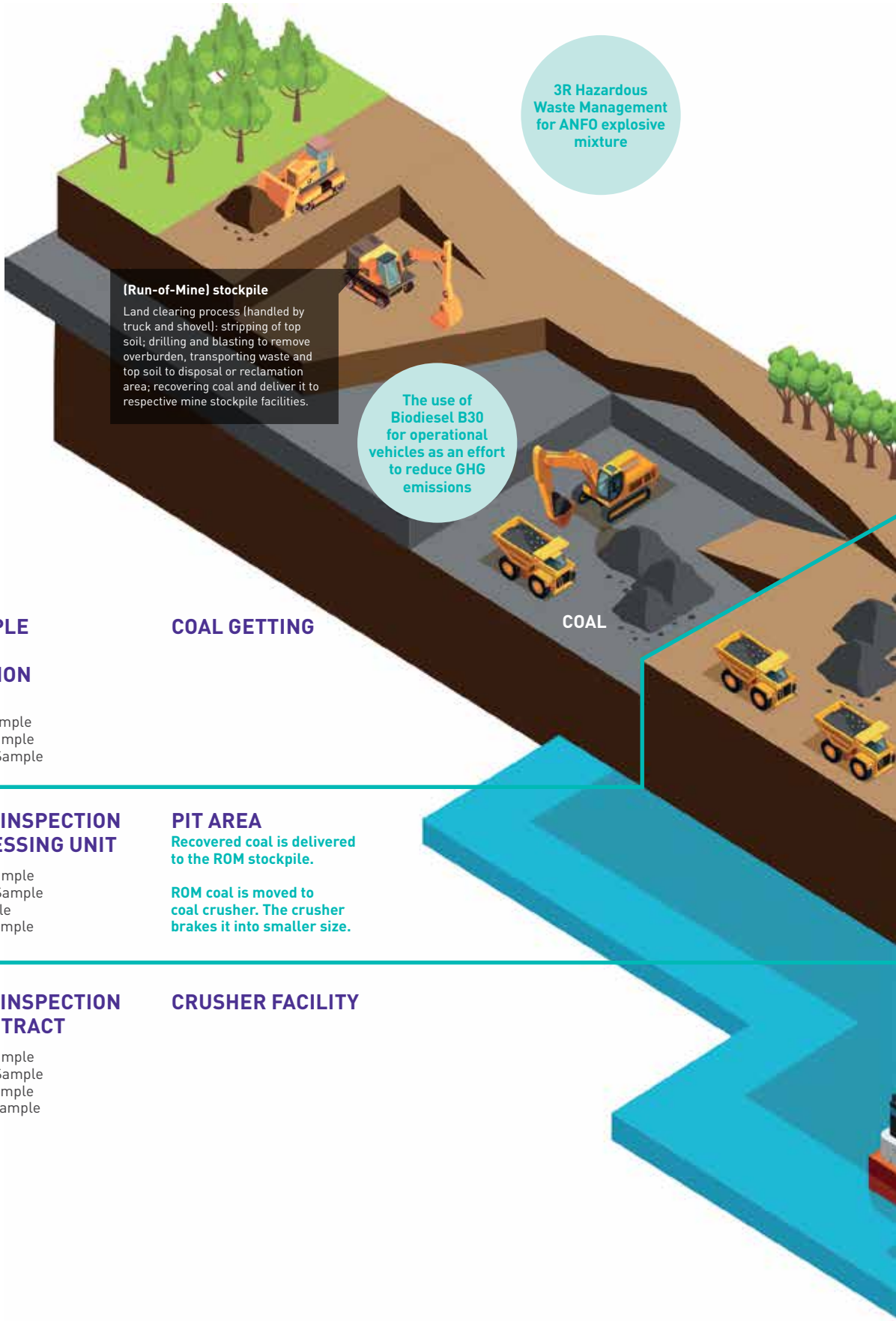
Penerapan manajemen mutu yang unggul memungkinkan ITM untuk mempertahankan kontrak dengan pelanggan eksisting, serta berhasil menambah 5 produk dan pelanggan baru. Selama tahun 2021, tidak ada produk yang ditarik kembali karena adanya kontrak jangka panjang, serta penerapan standarisasi dalam mengevaluasi keamanan dan mutu setiap produk (100%) yang dimulai dari tingkat operasional.

quality and information that is responsive to the regulatory changes, ITM receives visits from customers with the implementation of strict health protocols.

The implementation of quality management excellence enables ITM to maintain contracts with existing customers, as well as acquire contracts from 5 new products and customers. new customers. During 2021, there were no recalled products due to long-term contracts, as well as the implementation of standardization in evaluating the safety and quality of each product (100%) starting from the operational level.

Kerangka Kerja Manajemen Mutu Produksi Batubara
Coal Production Quality Management Framework

Menjaga konsistensi mutu produk sesuai kontrak ITM adaptif terhadap dinamika pasar yang menuntut produk ramah lingkungan, dan disesuaikan dengan teknologi yang digunakan pelanggan.	**Fleksibel dalam jadwal kirim** ITM melakukan penjadwalan ulang pengiriman sesuai permintaan pelanggan, sebagai akibat pandemi COVID -19 di masing-masing negara tujuan ekspor.	**Menyediakan layanan purna-jual secara total** ITM memberikan pendampingan kepada pelanggan dan memberikan edukasi kepada pelanggan.	**Menerima saran peningkatan mutu dari pelanggan** ITM memiliki fasilitas dan teknologi pencampuran untuk mendapatkan kualitas batubara sesuai spesifikasi pelanggan.	**Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai pedoman layanan** ITM merespon cepat setiap keluhan yang disampaikan pelanggan.
Maintain product quality consistency according to contracts ITM is adaptive to market dynamics that require environmentally friendly products and adjusted to the technology used by customers.	**Flexible in delivery schedule** ITM has rescheduled shipments at customer requests, due to the COVID-19 pandemic in each export destination country.	**Provide total after-sales service** ITM provides assistance and education to customers.	**Accept quality improvement suggestions from the customers** ITM has blending facilities and technology to meet customer specifications of coal quality.	**Paying attention and responding to customer complaints in accordance with the service guidelines** ITM responds promptly to any complaints filed by customers.



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

ALUR PROSES OPERASI

Operational Process Flow

BIODIVERSITY STUDY

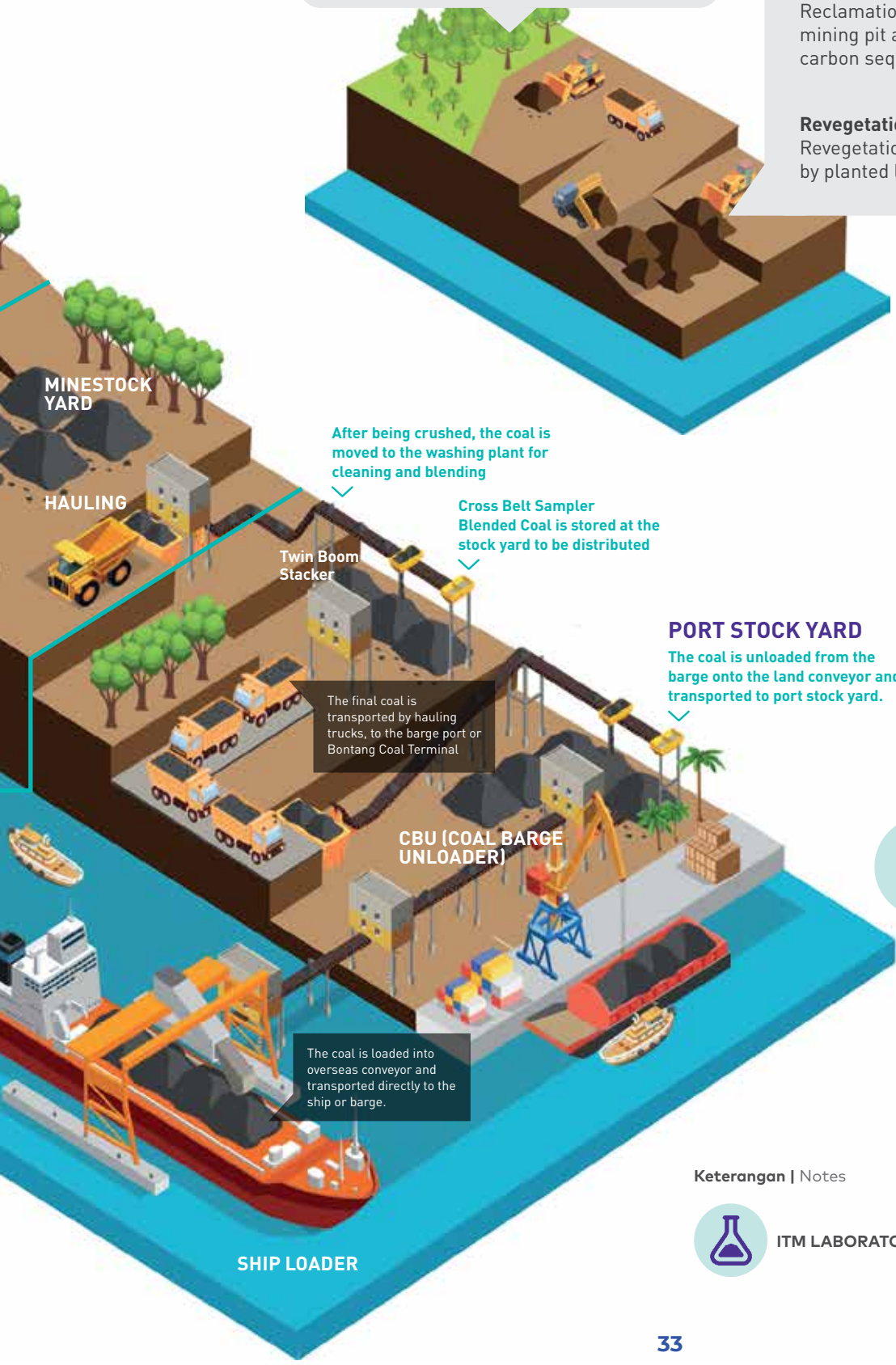
ITM initiates a Biodiversity Project in its certain concession areas, before commencing mining activities. This project aimed to project local biodiversity living in the pre-mined area.

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 planted.

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

Revegetation
Revegetation to manage disturbed land by planted local and economic crops.



FINAL QUALITY INSPECTION

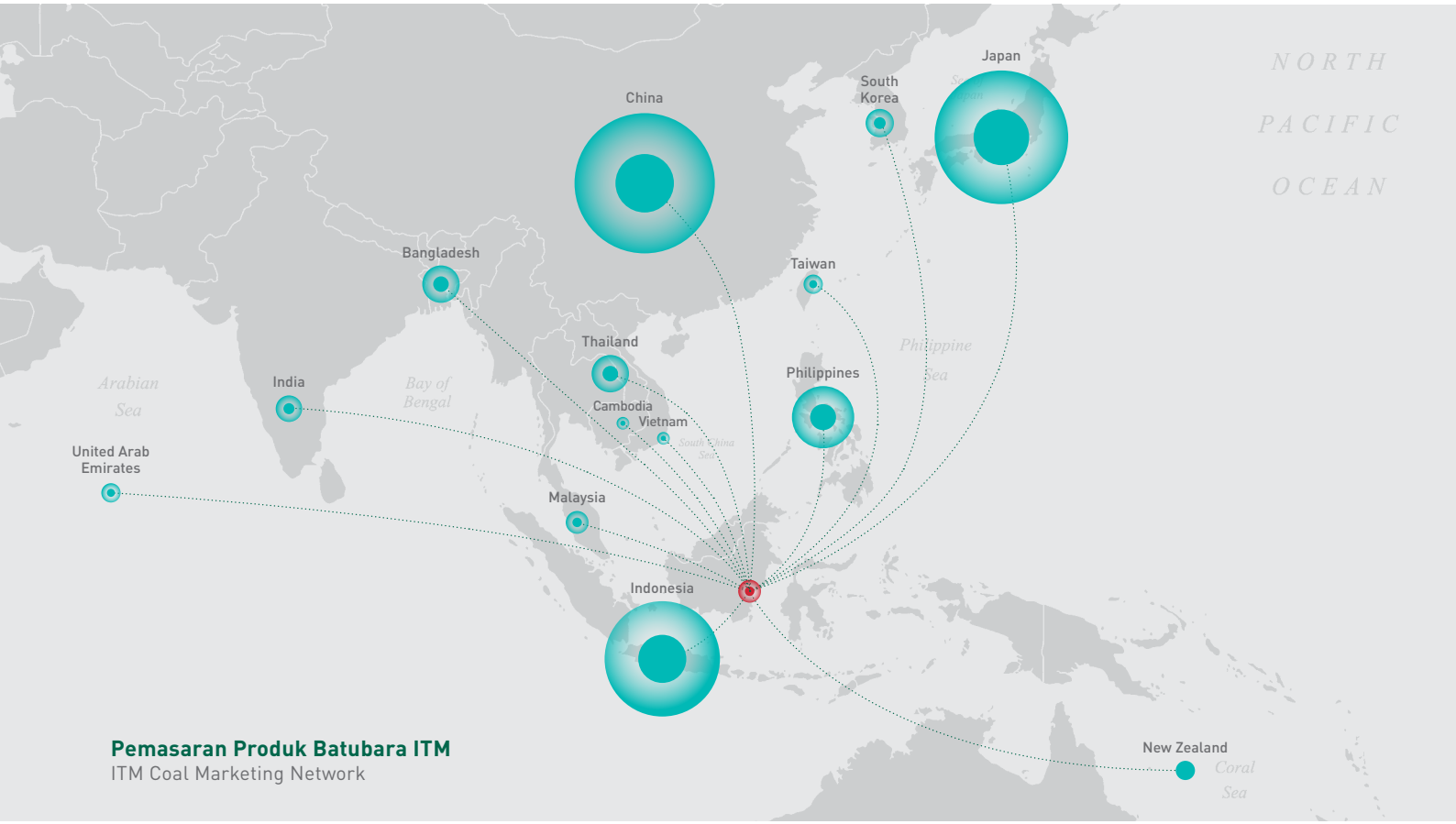
- Reclaim Sample
- Automatic Sampler

Transhipment/Shipment vs Independent Surveyor

Keterangan | Notes

ITM LABORATORY

INDEPENDENT LABORATORY



Pemasaran Produk Batubara ITM
ITM Coal Marketing Network

PASAR TERLAYANI [2-6]

Aktivitas pemasaran, serta layanan purna-jual ITM dikoordinasikan oleh Tim Pemasaran yang dipimpin oleh Sales & Logistic Head ITM, yang bertanggung jawab langsung kepada Direksi. ITM memasarkan batubara di dalam negeri dan mengekspor ke 14 negara tujuan. Sepanjang tahun 2021, total volume penjualan batubara ITM mencapai 20,1 juta ton, mencapai 91% dari volume target penjualan tahun 2021 sebesar 20,7-22,9 juta ton. Adapun volume ekspor batubara ITM sebesar 15,4 juta ton atau 4% dari total volume ekspor batubara nasional. Pendapatan bersih Perusahaan tercatat sebesar USD2.076,8 juta, serta laba bersih naik 1.157 % dari tahun sebelumnya menjadi USD475,4 juta.

Spesifikasi batubara produksi ITM adalah batubara sulfur 0,1%-2,0% dengan nilai kalori 4.300-6.300 cal/g (arb).

MARKET SHARE [2-6]

ITM's marketing activities, as well as after-sales services are coordinated by the Marketing Team led by ITM's Sales & Logistics Head, who reports directly to the Board of Directors. ITM coal are sold to domestic markets and exports to 14 destination countries. During 2021, ITM's total coal sales volume reached 20.1 million tons, reaching 91% of the 2021 sales target volume of 20.7-22.9 million tons. Meanwhile, ITM's coal export volume is 15.4 million tons or 4% of the total national coal export volume. The Company's net revenues were recorded at USD2,076.8 million, and net profit increased 1,157% from in the previous year USD475.4 million.

ITM's coal specification is 0.1%-2.0% sulfur coal with a calorific value of 4,300-6,300 cal/g (arb).



TRANSFORMASI DIGITAL DALAM PERTAMBANGAN

Sejalan dengan rencana digitalisasi jangka panjang 2018-2023, ITM terus melakukan *continuous improvements* pada tiga aspek, yaitu 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 menyadari bahwa mengadopsi teknologi baru saja tidak cukup di saat ini. Isu-isu lain seperti sosial, pemerintahan, dan lingkungan juga perlu diperhatikan. Oleh karenanya, Transformasi Digital akan mendukung aspek LST untuk memahami dengan tepat bagaimana bisnis perusahaan akan berdampak pada dunia dan memenuhi kebutuhan masyarakat. Dengan cara ini, ada kepentingan bersama dalam memenuhi harapan publik, baik melalui pengalaman baru atau melalui perhatian yang diberikan pada topik yang dianggap penting oleh pelanggan.

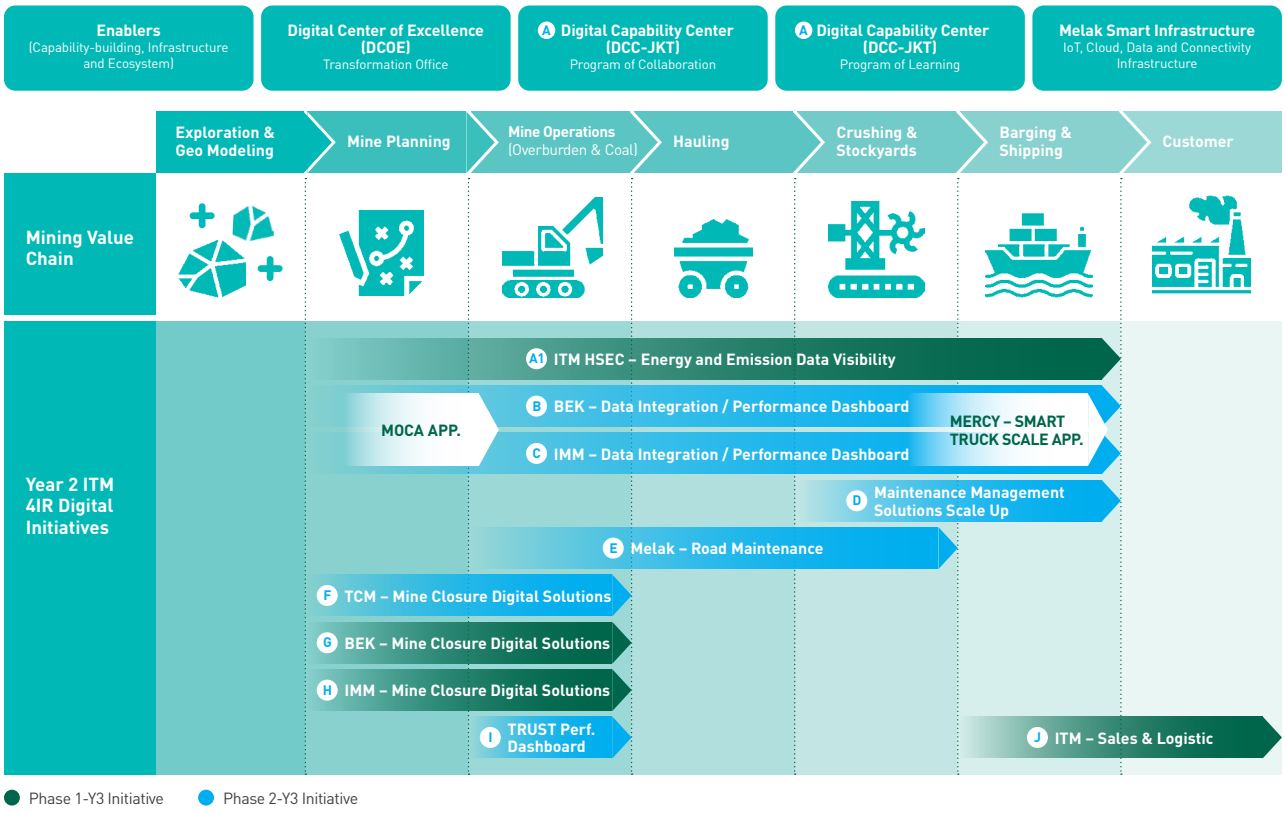
DIGITAL TRANSFORMATION IN MINING

In line with the 2018-2023 long-term digitalization plan, ITM implements continuous improvements in three aspects of the application of new technologies, human resource development, and organizational adjustments to absorb new ways of working.

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

ITM is aware of adopting new technology is not enough today. Other issues such as social, governance, and environment also need to be considered. Therefore, Digital Transformation will support ESG aspects to understand exactly how the company's business will impact the world and meet the community's needs. That way, there is a common interest in meeting public expectations, either through new experiences or through the attention paid to topics that customers deem important.

ITM saat ini sedang menangani beberapa bagian dari rantai nilai pertambangan dengan inisiatif digital prioritas.
ITM is currently addressing multiple parts od the mining value chain with priority digital initiatives



Penerapan Teknologi Untuk Mendukung Bisnis

Pada tahun 2021, ITM tetap fokus pada upaya efisiensi biaya dan optimisasi bisnis digital di sepanjang rantai pasokan pertambangan batubara dengan melanjutkan beberapa program utama yaitu Integrasi Data Operasional & Dashboard Kinerja, Otomasi Proses Operasional, Integrasi Data Penjualan & Logistik, dan Solusi Digital Pasca-Tambang. SIGAP (Sustainability Information Governance Apps) merupakan platform yang digunakan ITM untuk mengintegrasikan data energi dan emisi GRK sebagai sumber data terpadu. SIGAP dirancang oleh internal ITM guna mengefisiensikan pelaporan data agar mudah diakses dan menghasilkan visualisasi data yang dapat digunakan untuk analisis kinerja.

ITM juga memulai fokus dalam mendukung LST yaitu dengan menjalankan program Visibilitas data energi dan emisi.

Application of Technology to Support Business

In 2021, ITM continue to focus on cost efficiency and digital business optimization along the coal mining supply chain by continuing several key programs, namely Operation Data Integration & Performance Dashboard, Operations Automation, Sales & Logistics Data Integration, and Post-Mining Digital Solutions. SIGAP (Sustainability Information Governance Apps) is a platform used by ITM to integrate energy and GHG emission data as single-source data. SIGAP was designed by ITM internals to streamline data reporting to make it easy to access and generate data visualizations that can be used for performance analysis

ITM has also started to focus on supporting ESG by implementing the energy and emissions data Visibility program.

INTEGRASI DATA PENJUALAN DAN LOGISTIK

Sales & Logistics Data Integration

01

Analisis data memegang peran penting dalam memastikan keberhasilan Perusahaan memenangkan persaingan di berbagai industri, termasuk pertambangan. Data yang kaya dan penuh wawasan akan membuka banyak peluang untuk otomasi proses-proses kunci.

Pencapaian/dampak tahun 2021
Meningkatkan visibilitas sumber basis data (pra-pengiriman dan pasca-pengiriman) agar efektif dan efisien dalam menyediakan dokumen pra-pengiriman dan pengurusan faktur dengan tepat waktu.

- Mengurangi konsumsi waktu kerja yang dibutuhkan sebesar ~30,8 jam kerja.
- Mengurangi potensi hambatan dengan penghematan sebesar ~177 ribu USD.

Data analysis plays an important role in ensuring the Company to succeed in winning the competition in various industries, including mining. Rich and insightful data will open many opportunities for automation of key processes.

Achievements/impact in 2021
Improve database source (pre-shipment and post-shipment) for effective and efficient in providing on time pre-shipment document and invoice processing.That:

- Reduced time consumption ~30.8 working hours,
- Reduced potential bottleneck with saving ~177 KUSD.

VISIBILITAS DATA ENERGI DAN EMISI

Visibility of Energy and Emissions Data

02

Program baru di 2021 ini menyokong salah satu agenda utama di ITM, yakni peningkatan kinerja aspek lingkungan, sosial, dan tata kelola (LST) di tengah semakin maraknya tren LST di lingkungan bisnis global.

Ketersediaan data yang lengkap terkait penggunaan energi dan emisi dari proses-proses operasional setiap unit usaha di ITM dapat membantu menghadirkan gambaran yang utuh dan jelas mengenai kinerja ITM di bidang lingkungan, yang selanjutnya dapat ditindaklanjuti untuk semakin ditingkatkan kualitasnya melalui program-program baru, misalnya terkait penghematan energi dan penurunan emisi.

Pencapaian/dampak tahun 2021

- Data valid & transparan untuk dilaporkan di Laporan Keberlanjutan dan laporan ESDM triwulanan.
- Meningkatkan efisiensi dalam waktu pelaporan yang dibutuhkan dengan mengurangi 13 hari persiapan setara dengan 1.000 USD.
- Data yang andal dapat menghapuskan perbedaan data dari 9,89% menjadi 0% terkait penyimpangan data bahan bakar yang memberikan wawasan untuk intervensi konsumsi di masa depan.

This new program in 2021 supports one of ITM's main agendas, namely improving the performance of environmental, social and governance (ESP) aspects amidst the upward trend of fESG issues in the global business environment.

The availability of complete data related to energy use and emissions from operational processes of each business unit at ITM can help present a complete and clear picture of ITM's performance in the environmental field, which can then be followed up to further improve its quality through new programs, such as energy saving and emission reduction.

Achievements/impact in 2021

- Valid & Transparent data to be reported in SR & quarterly ESDM.
- Improve efficiency in reporting time needed by reducing 13 days of preparation equal to 1,000 USD
- Reliable data that eliminate data gap from 9.89% to 0% reduce fuel data deviation that give the insight to intervene consumption in the future

SOLUSI DIGITAL PASCATAMBANG

Post-Mining Digital Solutions

03

Pascatambang merupakan kegiatan kritis untuk memenuhi kewajiban pemerintah sekaligus memperbaiki kondisi lingkungan setelah proses penambangan selesai. Melalui program ini, ITM dapat memanfaatkan informasi geospasial yang bertata kelola baik menggunakan drone dan ArcGIS (peranti lunak berbasis web untuk pemetaan geospasial). Data tersebut menjadi masukan bagi penerapan perangkat dan solusi yang tepat untuk mengelola proses reklamasi tambang dan mengatasi dampak lingkungan yang ditimbulkan.

Pencapaian/dampak tahun 2021
- Pencapaian kinerja reklamasi sebesar 40,6% dan kuantitas revegetasi terhadap rencana meningkat.
- Mendukung reputasi LST: citra perusahaan yang lebih hijau, termasuk mendukung kebijakan pemerintah.

Post-Mining is a critical activity to fulfill government obligations as well as improve environmental conditions after the mining process is complete. Through this program, ITM can take advantage of geospatial information using drones and ArcGIS (web-based software for geospatial mapping). This data is used as input for the application of appropriate tools and solutions to manage the mine reclamation process and overcome the environmental impacts it causes.

Achievements/impact in 2021
- 40.6% performance reclamation and revegetation quantity achievement to plan increased.
- Support the ESG Reputation: Greener company images, including support government's consideration

OTOMASI OPERASI

Operation Automation

04

Implementasi *Smart Truck Scale*, *Mine Operation Collaboration Application* (MOCA), dan *Coal Quality Monitoring and Tracking Application* (MERCY) menjadi tonggak sejarah bagi ITM dalam hal konvergensi operational *technology* (OT) dan *information technology* (IT).

Smart Truck Scale merupakan program otomasi pertama yang diujicobakan di TCM Melak di tahun 2018, yang selanjutnya diikuti oleh MOCA di tahun 2019 dan MERCY di tahun 2020.

Pada tahun 2021, ketiganya ditingkatkan skalanya dan diterapkan di BEK dan IMM untuk membantu memperkaya proses-proses yang ada sebelumnya, seperti melalui integrasi tambang dengan pasar dan peningkatan keamanan, serta untuk memenuhi kebutuhan khusus dari kedua lokasi tambang tersebut. Inisiatif ini menghemat uang, waktu, dan sumber daya, memudahkan perencanaan waktu kerja yang tepat dan pengendalian berinterval pendek, sehingga kinerja dapat ditinjau dengan cepat dan rencana yang telah dibuat dapat segera dikoreksi.

Pencapaian/dampak tahun 2021
- Perencanaan yang akurat melalui visibilitas data.
- Meminimalkan penyimpangan terhadap rencana dengan intervensi yang terintegrasi, lebih cepat, dan kolaboratif.
- Mengurangi waktu perencanaan product blending dari 16 jam menjadi kurang dari 5 jam dengan kualitas campuran 100% sesuai dengan permintaan.

The implementation of Smart Truck Scale, Mine Operation Collaboration Application (MOCA), and Coal Quality Monitoring and Tracking Application (MERCY) is a milestone for ITM in convergence of operational technology (OT) and information technology (IT).

Smart Truck Scale was the first automation program piloted at TCM Melak in 2018, which was followed by MOCA in 2019 and MERCY in 2020.

In 2021, all three were scaled up and applied at BEK and IMM to help enrich existing processes, such as integration of mines with markets and increased security, as well as to meet the specific needs of the two mine sites. This initiative has saved money, time and resources, eased the appropriate work time planning and short-interval control, to review performance quickly and the plans that have been made can be corrected immediately.

Achievements/impact in 2021
- Accurate planning through data visibility.
- Minimize deviation against plan with integrated, faster, and collaborative intervention.
- Reduced product blending planning time from 16 hours to less than 5 hours with 100% blend quality match to demand.

INTEGRASI DATA OPERASI & DASHBOARD KINERJA

Operation Data Integration & Dashboard Performance

05

Pencapaian penting dalam program berkelanjutan ini di tahun 2021 adalah perluasan skala Pit-to-Port Coal Flow Data Integration/Performance Dashboard, yang sebelumnya digunakan di TCM, ke *site* BEK (Melak) dan IMM (Bontang).

Pencapaian/dampak tahun 2021
- Meningkatkan pencapaian produksi batubara per tahun dengan deviasi akurasi perencanaan: 2-5%.
- Mengelola *Stripping Ratio* dan OB *Distance* sesuai rencana untuk efisiensi biaya operasi.
- Mengurangi biaya penalti dan *demurrage* terhadap rencana sebesar ~5%.
- Menggunakan analisis data untuk mendukung pengambilan keputusan di semua proses rantai pasokan.

An important milestone in this continuous program in 2021 was the expansion of the Pit-to-Port Coal Flow Data Integration/Performance Dashboard, previously used in TCM, to the BEK (Melak) and IMM (Bontang) sites.

Achievements/impact in 2021
- Increase coal production achievement per annum with planning accuracy deviation: 2-5%.
- Manage Stripping Ratio and OB Distance to plan for operation cost efficiency.
- ~5% reduce penalty and demurrage cost to plan.
- Deployed data analytics for decision support in all value-chain processes.

Meningkatkan Kapabilitas Digital Sumber Daya Manusia

Situasi pandemi COVID-19 yang masih berlanjut tidak menghentikan langkah ITM untuk terus membangun kesiapan sumber daya manusia yang andal dalam digitalisasi. Digital Center of Excellence (DCOE) melalui Pusat Kemampuan Digital (DCC) dan akademi digital online terus mengembangkan pembelajaran secara daring sebagai bentuk penyesuaian dengan situasi pandemi COVID-19. Pada tahun 2021 DCOE telah membekali lebih dari 337 karyawan dengan berbagai program pembelajaran dan pelatihan kapabilitas digital bagi karyawan, serta keterampilan dan pengetahuan untuk tetap menciptakan suasana kerja yang aman dan sehat. DCOE telah merealisasikan kegiatan pembelajaran yang dilaksanakan sebanyak 18 program dengan total 118 jam pembelajaran, dan 337 partisipasi aktif.

Untuk memungkinkan adopsi dan kesiapan digitalisasi di seluruh perusahaan melalui fungsi DCOE, ITM 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 digital.

Enhancing Digital Capability of Human Resources

The ongoing COVID-19 pandemic situation did not stop ITM from continuing to build the readiness of reliable human resources in digitalization. The Digital Center of Excellence (DCOE) through the Digital Competence Center (DCC) and online digital academy continue to develop online learning as a form of adjustment to the COVID-19 pandemic situation. In 2021, DCOE has provided more than 337 employees with various digital capability learning and training programs for employees, as well as skills and knowledge to continue to create a safe and healthy work atmosphere. DCOE has realized 18 programs of learning activities with a total of 118 learning hours, and 337 active participations.

To allow the adoption and readiness of digitalization in the entire company through the DCOE function, ITM encourages the aspirations and adjustments of its transformation governance policies and their implementation. DCOE is also an agent of change and influencer to unite every individual and resource in the digital transformation journey.

Rekapitulasi peta jalan transformasi digital ITM: tahun 2021 difokuskan untuk mendukung strategi ITM dan mencapai BANPU *must-wins*

Recap ITM digital transformation roadmap: year 2021 focus is to support ITM's strategy and achieve BANPU must-wins

SMART BUSINESS	DETAIL	• Melanjutkan upaya *scale up* pada operasi pertambangan (termasuk aktivitas penutupan tambang) • Memulai penerapan kepada fungsi-fungsi: *Finance, Business Development*, HR, HSSEC, *Sales & Logistics* • Mengembangkan *use case* di atas *Big Data Analytics* • Mendukung ESG • Continue scale up deployment in mining operation (incl. mine closure activity) • Roll out to functions: Finance, Buss. Dev., HR, HSEC, Sales & Logistic • Develop use case on the top of Big Data Analytics • Support ESG	OUTCOME	• 13 *use case* dan • USD~17,5 juta per tahun (potensi POC-MVP-MMP) dan berulang • (Menunjukkan dampak keuangan -P&L dan Non P&L) • 13 use cases and • USD ~17.5 Mio pa. (potential POC-MVP-MMP) and recurring • (Show Financial impact – P&L and Non P&L)
SMART TECHNOLOGY	DETAIL	• Melanjutkan pelaksanaan teknologi keamanan (*security technology*) • *IoT/tech* untuk pemeliharaan (otomasi) • Lebih banyak integrasi data dan aplikasi • Memperluas ekosistem untuk *startup/accelerator* • Continue to implement security technology • IoT/tech for maintenance (automation) • Operation Automation process • More data & application integration • Expand ecosystem to startups / accelerators	OUTCOME	• Informasi yang andal • Teknologi Komunikasi dan Keamanan • 2-3 *Smart Solution* diterapkan pada *use case*, operasi dan pemeliharaan IOT • Kemitraan dengan 2-3 *start-up/accelerator* strategis • Reliable Information, Communication Technology and Security • 2-3 Smart Solutions apply in use cases, IoT operation & maintenance • Partnership with 2-3 strategic start-ups / accelerators
SMART PEOPLE	DETAIL	• Melanjutkan DCC *learning scale up + Digital online academy* • Melanjutkan peran *scrum* dalam beberapa *use case* pada fungsi-fungsi lain • Melanjutkan program-program pembelajaran yang dirancang untuk menyesuaikan dengan kebutuhan dan keadaan tim saat ini (misalnya program *Scrum Coaching*, *Advance Analytics* dan *Business Canvas*) • Melanjutkan kerjasama dengan program inovasi untuk mengembangkan metode baru dalam bekerja (*new way of working*) • Continue DCC learning scale up + Digital online academy • Continue scrum roles in some use cases at other functions • Continue learning programs are designed to better suit current needs and teams' situation (i.e. Scrum Coaching Program, Advance Analytics and Business Canvas) • Continue collaboration with innovation program to expand new way of working	OUTCOME	• Melibatkan 3 mitra pembelajaran • 820+ pengguna *use case* • 120+ *Product Owners* dan *Scrum Masters* • +130 Peserta *Design Thinking & Agile Scrum* • 110+ program *Advanced Analytics foundation* • Engaged with 3 learning partners • 820+ use cases users • 120+ Product Owners and Scrum Masters • +130 Design Thinking & Agile Scrum Participants • 110+ Advanced Analytics foundation program

Tantangan terkait transformasi digital:

Dalam memaksimalkan penerapan transformasi digital, terdapat tantangan yang perlu dikelola, di antaranya:

1. Pengembangan energi terbarukan melalui transformasi digital
2. Menciptakan nilai dari transformasi yang dilakukan, sehingga dapat membantu kegiatan bisnis.
3. Pemilihan teknologi yang tepat
4. Mengubah pola pikir dan menyiapkan SDM untuk bisa mengadopsi teknologi baru dan mengembangkan kemampuan jika terjadi pascatambang di masa depan.

Lebih lanjut, ITM menjawab tantangan tersebut salah satunya dengan melakukan inovasi yang kreatif dan memberi nilai tambah dan didukung adopsi teknologi memadai.

Challenges related to digital transformation:

In maximizing the application of digital transformation, there are challenges that need to be managed, including:

1. Development of renewable energy through digital transformation
2. Creating values from the transformation carried out so that it can help business activities.
3. Selection of the right technology
4. Changing mindsets and preparing human resources to be able to adopt new technologies and develop capabilities in the event of post-mining in the future.

Furthermore, ITM answers these challenges, one of which is by doing creative innovations and providing added value and supported by adequate technology adoption.

Tentang Laporan

About the Report

Laporan Keberlanjutan ITM diterbitkan setiap tahun dan disusun sesuai Peraturan Otoritas Jasa Keuangan (POJK) No.51/POJK.03/2017. ITM melaporkan informasi yang tertera dalam Indeks Isi GRI untuk periode 1 Januari-31 Desember 2021 dengan merujuk ke Standar GRI 2021.

Laporan ini merupakan kesinambungan dari Laporan Keberlanjutan sebelumnya yang diterbitkan pada 7 Maret 2021. Ruang lingkup informasi yang disampaikan dalam topik-topik material mencakup entitas anak berdasarkan *operation of control*, yaitu ITM bertanggung jawab penuh atas kinerja masing-masing anak perusahaan. Laporan ini tidak mencakup kinerja lingkungan anak perusahaan yaitu TIS dan NPR karena masih tahap pra konstruksi, GPK karena masih berada pada tahap pra-operasi, serta EBP dan IBP karena merupakan perusahaan baru. Data terkait *safety* tidak mencantumkan kinerja anak usaha TIS, NPR karena masih tahap pra konstruksi, EBP dan IBP yang baru beroperasi, serta IT dan IBO. Tidak ada perubahan signifikan atas Laporan yang mengubah sifat bisnis Perusahaan, serta tidak ada pernyataan kembali terhadap penyajian data dalam laporan ini. [2-3] [2-4]

Laporan keuangan bersumber dari Laporan Laba Rugi Konsolidasi yang telah diaudit. Kinerja ekonomi meliputi seluruh anak perusahaan; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, dan GEM. Informasi keuangan tidak dapat disajikan berdasarkan wilayah, daerah pemasaran, atau kriteria lainnya. Pengungkapan mengenai emisi GRK, energi, limbah, air, dan kesehatan dan keselamatan kerja (K3) telah diverifikasi melalui penjaminan *(assurance)* oleh Lloyd's Register Quality Assurance (LRQA) dari Bangkok, Thailand pada Februari 2022. Pemilihan badan penjaminan independent melibatkan Direksi, dan dilakukan dengan memperhatikan independensi dan tidak ada benturan kepentingan dengan Perusahaan. [2-5]

The ITM Sustainability Report is published annually and prepared in accordance with the Financial Services Authority (POJK) Regulation No.51/POJK.03/2017. ITM reports the information contained in the GRI Content Index for the period January 1 - December 31, 2021 with reference to the GRI Standards 2021.

This report is a continuation of the previous Sustainability Report published on 7 March 2021. The scope of information presented in material topics includes subsidiaries based on operations of control, namely ITM is fully responsible for the performance of each subsidiary. This report does not cover the environmental performance of several subsidiaries, including TIS and NPR, because they are still in the pre-construction stage; GPK is still in the pre-operation stage; as well as EBP and IBP because they are new companies. Data on safety does not include the performance of TIS subsidiaries, NPR because they are still in the pre-construction stage, EBP and IBP that are just starting to operate, as well as IT and IBO. There were no significant changes son the Report that changed the nature of the Company's business, also there is no restatement of the data in this report. [2-3] [2-4]

Financial statements sourced from Audited Consolidated Income Statements. The economic performance figures cover all subsidiaries; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, and GEM. Financial information can not be presented by region, marketing area, or other criteria. Disclosures regarding GHG emissions, energy, waste, water and occupational health and safety (OHS), water, and safety have been verified through assurance by Lloyd's Register Quality Assurance (LRQA) dari Bangkok, Thailand on February 2022. The independent assurance body is selected with the involvement of the Board of Directors, and with due regard to independence and no conflict of interest with the Company. [2-5]

PENENTUAN ISI LAPORAN DAN BATASAN DAMPAK TOPIK MATERIAL

DEFINING THE CONTENTS AND MATERIAL TOPICS BOUNDARY

Prinsip Pelaporan
Reporting Principles



Dalam menentukan isi laporan dan penentuan topik material, ITM melakukan diskusi kelompok terarah dan wawancara yang melibatkan pemangku kepentingan.

In determining the content of the report and determining material topics, ITM held focus group discussions and interviews involving stakeholders.

Alur Penentuan Topik Material
Determining Materiality Topics Workflow



Pelibatan Pemangku Kepentingan Melalui FGD dan Wawancara

ITM melibatkan 82 orang perwakilan kelompok pemangku kepentingan, yang terdiri dari pemerintah, media, investor, pelanggan, karyawan, LSM, masyarakat, akademisi, kontraktor, vendor dan supplier. Pemangku kepentingan dipilih berdasarkan kedekatan (*proximity*) dengan operasi bisnis ITM.

Stakeholder Engagement Through FGDs and Interviews

ITM involved 82 representatives of stakeholder groups, consisting of government, media, investors, customers, employees, NGOs, communities, academics, contractors, vendors and suppliers. Stakeholders are selected based on their proximity to ITM's business operations.

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

Pemangku Kepentingan Stakeholders	Jumlah	Pemangku Kepentingan Stakeholders	Jumlah
Pekerja Employee	24	Investor	6
Pemerintah Government	21	Pelanggan Customer	3
Kontraktor Contractor	7	Vendor dan *Supplier* Vendor and Supplier	2
LSM NGOs	2	Akademisi Academia	2
Media	13	Masyarakat Communities	8

Analisis dan Pemetaan Isu yang Perlu Ditindaklanjuti Ke Dalam Topik GRI [3-1]

Berdasarkan pelaksanaan FGD dan wawancara, ITM menetapkan isu-isu yang perlu ditindaklanjuti dan dipetakan ke dalam topik berdasarkan GRI. Isu yang telah dipetakan tersebut kemudian dipresentasikan kepada Direktur S&RM pada Jumat, 29 Oktober 2021. Dari diskusi, ditetapkan 10 topik material dengan 5 di antaranya kategori tinggi. Perubahan topik material disesuaikan dengan perhatian pemangku kepentingan dan signifikansinya bagi ITM. Keseluruhan topik material telah disetujui Direktur S&RM dan menjadi topik prioritas yang dikelola dampaknya.

Analysis and Mapping of Issues that Need to be Followed Up into GRI Topics [3-1]

Based on the results of FGDs and interviews, ITM determined issues that needed to be followed up and mapped into topics according to GRI. The issues that have been mapped are then submitted to the Director of S&RM on Friday, October 29, 2021. From the discussion, 10 material topics were determined, with 5 of them in the high category. Changes in material topics were adjusted to the concerns of stakeholders and their significance to ITM. All material topics have been approved by the Director of S&RM and become priority topics for impact management.



Perubahan Topik Material [3-2]
Changes in the list

Topik Material 2020 2020 Material Topics	Topik Material 2021 2021 Material Topics
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)
Kinerja Ekonomi Economic Performance	Emisi Emission
	Energi Energy
Masyarakat Lokal Local Community	Masyarakat Lokal Local Community
Keanekaragaman Hayati Biodiversity	Keanekaragaman Hayati Biodiversity
Emisi GRK GHG Emission	Limbah Waste
Dampak Ekonomi Tidak Langsung Indirect Economic Impact	Air dan Efluen Water and Effuent
Limbah Waste	Kinerja Ekonomi Economic Performance
	Pascatambang Post-Mining
	Ketenagakerjaan Employment

Keterangan:
Hijau : Topik material tinggi
Kuning : Topik material sedang
Biru : Topik material rendah

Notes:
Green : High material topic
Yellow : Medium material topic
Blue : Low material topic

Dukungan Terhadap Pembangunan Berkelanjutan (TPB)

ITM telah memetakan sepuluh topik material pada tahun 2021, yang kemudian dihubungkan dengan delapan prioritas SDGs yang paling relevan dengan bisnis Perusahaan. ITM menjaga komitmen dalam mendukung SDGs, yang tercermin melalui integrasi kontribusi terhadap prioritas SDGs yang relevan ke dalam strategi perusahaan. Upaya tersebut dilakukan untuk meningkatkan dampak positif dan mengurangi dampak negatif dari operasional Perusahaan.

Support for Sustainable Development Goals (SDGs)

ITM has mapped ten material topics for 2021 that were linked to the eight priority SDGs and most relevant to the Company's business. ITM maintains its commitment to supporting the SDGs, as reflected through the integration of contributions to the relevant SDG priorities into the company's strategy. These efforts were made to increase the positive impact and reduce the negative impact of the Company's operations.

Topik Material 2021 | Material Topics 2021

SDGs

KESELAMATAN DAN KESEHATAN KERJA (K3)

Occupational Health and Safety (OHS)

Target 2021
1. Tersedianya peralatan kesehatan untuk mencegah dan menangani penyebaran COVID-19
2. Tercapainya nihil kecelakaan kerja fatal (*Zero fatal accident*)

Strategi dan Kegiatan/Progress
1. Menerapkan mekanisme *emergency* berupa penyediaan sarana dan peralatan kesehatan, serta melakukan *health and safety briefing* secara berkala
2. Adanya *Emergency Management Team* (EMT) yang bertanggung jawab terhadap pengelolaan K3
3. Pemberian vaksinasi dosis kedua bagi 92% karyawan
4. Implementasi pilar *safety culture* di internal Perusahaan

Target 2021
1. Availability of health equipment to prevent and handle the transmission of COVID-19
2. The achievement of zero fatal accidents

Strategy and Activities/Progress
1. Implementing emergency mechanisms by providing health facilities and equipment, as well as conducting regular health and safety briefings
2. The formation of an Emergency Management Team (EMT) responsible for the OHS management
3. Provision of the second dose of vaccination for 92% of employees
4. Implementation of the safety culture pillar within the Company



Topik Material 2021 | Material Topics 2021

SDGs

EMISI
Emissions



Target 2021
Tercapaianya 0,092 ton CO2eq/ton FC

Strategi dan Kegiatan/Progress
1. Memiliki *roadmap climate change strategy* 2022-2025
2. Efisiensi energi dengan penggunaan Biofuel 30 dan mengganti penggunaan Freon R22 dengan Freon R410
3. Menanam pohon untuk penyerapan emisi GRK
4. Melakukan *assessment physical climate risk* beserta mitigasinya

Target 2021
Achievement of 0.092 ton CO2eq/ton FC

Strategy and Activities/Progress
1. Have a roadmap for climate change strategy 2022-2025
2. Energy efficiency by using Biofuel 30 and replacing the use of Freon R22 with Freon R410
3. Planting trees to absorb GHG emissions
4. Conducting physical climate risk assessment and its mitigation

Topik Material 2021 | Material Topics 2021

SDGs

ENERGI
Energy



Target 2021
1. Efisiensi biaya dalam proses produksi mencapai 50%
2. Tercapainya intensitas energi: 0,466 GJ/ton FC
3. Peningkatan bauran energi dari Pembangkit Listrik Tenaga Surya (PLTS) sebesar 6%.

Strategi dan Kegiatan/Progress
1. Pemanfaatan energi terbarukan untuk efisiensi energi, di antaranya pemanfaatan *hidropower* untuk pengolahan efluen
2. Optimalisasi pemanfaatan Pembangkit Listirk Tenaga Surya (PLTS)

Target 2021
1. Cost efficiency in the production process at 50%
2. Energy intensity achievement: 0.466 GJ/ton FC
3. Increased energy mix from Solar Power Plants (PLTS) by 6%.

Strategy and Activities/Progress
1. Utilization of renewable energy for energy efficiency, including the use of hydropower for effluent treatment
2. Optimizing the use of Solar Power Plants (PLTS)

Topik Material 2021 | Material Topics 2021

SDGs

MASYARAKAT LOKAL
Local Community



Target 2021
1. Terselenggaranya pendidikan dan pelatihan untuk pegawai dan masyarakat lokal.
2. Hasil Indeks Kepuasan Masyarakat (IKM) 75%
3. Nilai SROI: > 1 (ruang lingkup: 100%)
4. *Zero Conflicts* dengan masyarakat lokal

Strategi dan Kegiatan/Progress
1. Tercapainya IKM 70%
2. Tercapainya SROI >1
3. Menjaga *social license to operate* (SLTO)
4. Mempersiapkan *soft landing closure*

Target 2021
1. Organizing education and training for employees and local communities.
2. Results of Community Satisfaction Index (IKM) 75%
3. SROI value: > 1 (scope: 100%)
4. Zero Conflicts with local communities

Strategy and Activities/Progress
1. Achievement of Community Satisfaction Index 70%
2. Achieving SROI >1
3. Maintain social license to operate (SLTO)
4. Prepare soft landing closure

Topik Material 2021 | Material Topics 2021

MASYARAKAT LOKAL
Local Community

SDGs



5. Peningkatan akses pendidikan dan kualitas tenaga pengajar
6. Kontribusi terhadap peningkatan infrastruktur masyarakat yaitu: penyediaan akses air bersih dan kesehatan masyarakat, serta meningkatkan kapasitas produksi lokal dan inovasi produk

5. Improved access to education and quality of teaching staff
6. Provision of access to clean water and community health are: contribution to the improvement of community infrastructure, also Increased capacity of local production and product innovation



Topik Material 2021 | Material Topics 2021

KEANEKARAGAMAN HAYATI
Biodiversity

SDGs



Target 2021
Penetapan arboretum sebagai kawasan konservasi multifungsi pada area reklamasi

Strategi dan Kegiatan/Progress
1. Pemilihan dan penetapan arboretum pada area reklamasi
2. Inventarisasi flora dan fauna di kawasan konservasi Hutan Galam
3. Penambahan 200 blok transplantasi terumbu karang sejak tahun 2020 dan penanaman 10.000 bibit mangrove
4. Melaksanakan studi ekologi di kawasan konsesi, bekerja sama dengan Kebun Raya Purwodadi, BRIN, Universitas Lambung Mangkurat dan Universitas Mulawarman
5. Adanya perbaikan ekosistem di kawasan operasi Perusahaan, pemulihan ekosistem terumbu karang, dan pemulihan area DAS lebih dari 7.000 ha

Target 2021
Determination of the arboretum as a multifunctional conservation area in the reclamation area

Strategy and Activities/Progress
1. Selection and determination of the arboretum in the reclamation area
2. Inventory of flora and fauna in the Galam Forest conservation area
3. Additional 200 coral reef transplant blocks since 2020 and planted 10,000 mangrove seedlings
4. Carry out ecological studies in the concession area, in collaboration with the Purwodadi Botanical Gardens, BRIN, Lambung Mangkurat University and Mulawarman University
5. Improved ecosystem in the Company's operational areas, restoration of coral reef ecosystems, and restoration of watershed areas of more than 7,000 ha



Topik Material 2021 | Material Topics 2021

SDGs

LIMBAH

Waste

Target 2021
1. Seluruh 100% limbah B3 terkelola sesuai peraturan
2. Intensitas Limbah B3 0,32 Kg/Ton Produksi (termasuk abu terbang dan abu dasar)
3. Intensitas produksi sampah domestik 0,12 (Kg/Ton)

Strategi dan Kegiatan/Progress
1. Intensitas limbah B3 sebesar 0,13 Kg/Ton Produksi (abu terbang dan abu dasar dikecualikan dari limbah B3)
2. Pemanfaatan oli bekas sebagai bahan campuran peledak (ANFO)
3. Pemanfaatan sampah organik sebagai kompos
4. Peningkatan kesadaran lingkungan untuk mengurangi timbulan sampah

Target 2021
1. All 100% of hazardous waste is managed according to regulations
2. Hazardous Waste Intensity 0.32 Kg/Ton Production (including fly ash and bottom ash)
3. The intensity of domestic waste production of 0.12 (kg/ton)

Strategy and Activities/Progress
1. The intensity of hazardous waste is 0.13 Kg/Ton Production (fly ash and bottom ash are excluded from hazardous waste)
2. Utilization of used oil as explosive mixture (ANFO)
3. Utilization of organic waste as compost
4. Increasing environmental awareness to reduce waste generation

Topik Material 2021 | Material Topics 2021

SDGs

AIR DAN EFLUEN

Water and Fluent

Target 2021
1. Seluruh (100%) air limbah memenuhi standar baku mutu
2. Adanya pelayanan sambungan rumah untuk air bersih di desa binaan.

Strategi dan Kegiatan/Progress
1. Mematuhi peraturan lingkungan terkait pengelolaan air limbah dan mengelola air limbah agar memenuhi baku mutu
2. Dukungan air bersih untuk peningkatan kesehatan masyarakat
3. Memanfaatkan kembali (reuse) air untuk kegiatan pendukung
4. Bekerja sama dengan pemerintah, lembaga non-pemerintah dan masyarakat dalam menyediakan akses air bersih melalui penguatan kelembagaan Badan Usaha Milik Desa (Bumdes)

Target 2021
1. All (100%) wastewater meets quality standards
2. Availability house connection service for clean water in the fostered villages.

Strategy and Activities/Progress
1. Complying with environmental regulations on wastewater management and managing wastewater to meet quality standards
2. Support for clean water to improve public health
3. Reuse water for supporting activities
4. Cooperate with the government, non-government institutions, and the community in providing access to clean water through institutional strengthening of Village Owned Enterprises (Bumdes)



Topik Material 2021 | Material Topics 2021

SDGs

KINERJA EKONOMI

Economic Performance

Target 2021
1. Peningkatan ekonomi masyarakat melalui akses jalan yang aman di sekitar lingkar tambang
2. Peningkatan kompetensi digitalisasi pegawai sebesar 15%.
3. Kepatuhan pelaporan keuangan kepada pemerintah

Strategi dan Kegiatan/Progress
1. Bekerja sama dengan masyarakat dan pemangku kepentingan lain dan untuk membangun jalan sepanjang 3,82 km di lingkar tambang
2. Memperkuat triple transformation sebagai pondasi transformasi digital.

Target 2021
1. Improving the community's economy through safe road access around the mine ring
2. Increasing employee digitalization competence by 15%.
3. Compliance with financial reporting to the government

Strategy and Activities/Progress
1. Cooperate with the community and other stakeholders and build a 3.82 km road around the mining ring
2. Strengthening triple transformation as the foundation of digital transformation.

Topik Material 2021 | Material Topics 2021

SDGs

PASCATAMBANG

Post-mining

Target 2021
1. Pengelolaan *void* dan pascatambang sesuai dengan target yang terdapat di dokumen *Feasibility Study* (FS), Amdal, Rencana Reklamasi dan dokumen Rencana Pascatambang.
2. Kegiatan rehabilitasi DAS sesuai dengan Rancangan Teknis yang telah ditetapkan Pemerintah.

Strategi dan Kegiatan/Progress
1. Kegiatan pengelolaan reklamasi, *void*, dan pascatambang disesuaikan dengan dokumen yang telah disetujui oleh Pemerintah, seperti dokumen *Feasibility Study* (FS), Amdal, Rencana Reklamasi dan dokumen Rencana Pascatambang.
2. Kegiatan pengeolaan rehabilitasi DAS disesuaikan dengan Rancangan Teknis yang telah ditetapkan Pemerintah.
3. Telah disetujuinya perubahan rencana pascatambang PT Kitadin – Embalut oleh Kementerian Energi Sumber Daya Mineral (ESDM) pada tanggal 14 Juni 2021.

Target 2021
1. Management of voids and post-mining in accordance with the targets in the Feasibility Study (FS), EIA, Reclamation Plan and Post-Mining Plan documents.
2. Watershed rehabilitation activities are in accordance with the Technical Design that has been determined by the Government.

Strategy and Activities/Progress
1. Reclamation, void, and post-mining management activities are adjusted to documents that have been approved by the Government, such as Feasibility Study (FS) documents, EIA, Reclamation Plans and Post-Mining Plan documents.
2. Watershed rehabilitation management activities are adjusted to the Technical Design that has been determined by the Government.
3. The Ministry of Energy and Mineral Resources has approved changes to the PT Kitadin – Embalut post-mining plan on June 14, 2021.



Topik Material 2021 | Material Topics 2021

KETENAGAKERJAAN

Employment

SDGs



Target 2021
1. Kesetaraan gender pekerja
2. Adanya Individual *Development Plan dan Career Management*
3. Dukungan kepada Serikat Pekerja
4. Benefit dan remunerasi
5. Sertifikasi khusus tenaga kerja yang bersifat strategis dan sejalan dengan prinsip keberlanjutan

Strategi dan Kegiatan/Progress
1. Pelibatan pekerja perempuan di industri tambang sebesar 12% dari total pekerja ITM pada tahun 2021.
2. Peningkatan efektivitas penilaian kompetensi sebagai dasar perancangan *Individual Development Plan*.
3. Adanya serikat pekerja di ITM dan 6 anak usaha, serta pembaruan PKB secara berkala yang melindungi seluruh pekerja.
4. Mematuhi peraturan ketenagakerjaan yang berlaku terkait *benefit* dan remunerasi, salah satunya berupa upah pekerja yang lebih tinggi dari upah minimum masing-masing wilayah kerja.
5. Pelibatan 2.242 pekerja dalam berbagai program pengembangan kompetensi, seperti *Star Power* dan pelatihan teknis terkait digitalisasi, keberlanjutan, komunikasi, dan bisnis.

Target 2021
1. Gender equality of employees
2. The availability of an Individual Development Plan and Career Management
3. Support for Labor unions
4. Benefits and remuneration
5. Special manpower certification that is strategic and in line with sustainability principles

Strategy and Activities/Progress
1. Involvement of female employees in the mining industry was 12% of the total ITM employees in 2021.
2. Increased effectiveness of competency assessment as the basis for designing the Individual Development Plan.
3. The presence of labor union at ITM and its 6 subsidiaries, as well as periodic renewal of the CLA that protects all employees.
4. Compliance with applicable labor regulations related to benefits and remuneration, one of which is in the form of employee wages which are higher than the minimum wage for each work area.
5. Involvement of 2,242 employees in various competency development programs, such as Star Power and technical training related to digitization, sustainability, communication, and business.

Batasan Dampak Topik Material Terhadap Pemangku Kepentingan

Semua topik material yang relevan dikelola dampaknya bagi pemangku kepentingan, baik di dalam maupun di luar Perusahaaan.

Impact Boundaries of Material Topics on Stakeholders

All relevant material topics are managed for their impact on stakeholders, both inside and outside the Company.

Topik Topic	**Isu** Issue	**Pemangku Kepentingan** Stakeholder		**Ruang Lingkup** Boundary
		Internal	**Eksternal** External	
Kesehatan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	1. Dukungan terhadap penanganan COVID-19 2. Injury akibat terganggunya habitat fauna 1. Support for COVID-19 handling 2. Injury due to disturbance of fauna habitat	Pekerja Employees	Akademisi Academics	Anak Usaha dan Unit Bisnis ITM: ITM's Subsidiaries and Business Unit: IMM, TCM, BEK, KTD EMB, JBG, GEM, ITM-STSC
Emisi Emissions	*Zero emission* Zero emission	Pekerja Employees	Media Media	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD EMB, JBG, GEM
Energi Energy	1. Efisiensi penggunaan energi 2. Energi terbarukan 3. Mempersiapkan transisi bisnis dari energi konvensional ke energi baru terbarukan 1. Energy efficiency 2. Renewable energy 3. Preparing for business transition from conventional energy to new renewable energy	Pekerja Employees	Pemerintah Investor LSM Government Investors NGOs	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD EMB, JBG, GEM
Masyarakat Lokal Local Community	1. Pelibatan masyarakat dalam LCA 2. Proses reklamasi lahan 3. Pelibatan Masyarakat Lokal dalam Vendor 4. Investasi Sosial 5. Perencanaan dan evaluasi program CD 6. Penutupan jalan hauling 1. Community involvement in LCA 2. Land reclamation process 3. Community involvement of Local Communities in Vendors 4. Social Investment 5. CD program planning and evaluation 6. Closure of hauling roads	Pekerja Employees	• Pemerintah • Media • Vendor • Investor • Masyarakat • LSM • Akademisi • Government • Media • Vendor • Investors • Community • NGOs • Academics	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD EMB, JBG, GEM, IBP, EBP
Keanekaragaman Hayati Biodiversity	Pelestarian Keanekaragaman Hayati Biodiversity Conservation	Pekerja Employees	• Pemerintah • Investor • Masyarakat • LSM • Akademisi • Government • Investors • Community • NGOs • Academics	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD EMB, JBG, GEM

Topik Topic	**Isu** Issue	**Pemangku Kepentingan** Stakeholder		**Ruang Lingkup** Boundary
		Internal	**Eksternal** External	
Limbah Waste	1. Pengelolaan limbah B3 yang efektif 2. Pencegahan ceceran limbah dalam transportasi 1. Effective hazardous waste management 2. Prevention of waste spill in transportation	Pekerja Employees	• Pemerintah • LSM • Government • NGOs	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD EMB, JBG, GEM
Air dan Limbah Cair Water and Effluent	Memastikan pengelolaan dan penutupan lubang-lubang tambang Ensuring mine pit management and closure	Pekerja Employees	Media	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD EMB, JBG, GEM
Kinerja Ekonomi Economic Performance	1. Tenggat waktu perizinan 2. Jangka waktu purchase order 3. Menjaga kinerja ESG untuk merespon pemangku kepentingan 4. Pencapaian produksi batubara 1. Licensing Deadline 2. Purchase order period 3. Maintain ESG performance to respond to stakeholders 4. Coal production achievement	Pekerja Employees	• Pemerintah • Vendor • Investor • Pelanggan • Government • Vendor • Investors • Customer	ITM dan Anak Usaha: ITM and its Subsidiaries: IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, GEM
Pascatambang Post-mining	1. Pengelolaan void dan pascatambang 2. Rehabilitasi DAS 1. Void and post-mining management 2. Watershed Rehabilitation	Pekerja Employees	• Pemerintah • Akademisi • Government • Academics	Anak Usaha ITM: ITM's Subsidiaries: IMM, TCM, BEK, KTD, JBG
Ketenagakerjaan Employment	1. Kesetaraan gender pekerja 2. Individual Development Plan and Career Management 3. Dukungan kepada Serikat Pekerja 4. Benefit dan remunerasi 1. Employee gender equality 2. Individual Development Plan and Career Management 3. Support for Labor Union 4. Benefits and remuneration	Pekerja Employees	• Investor • Pemerintah • Investors • Government	ITM dan Anak Usaha: ITM and its Subsidiaries: IMM, TCM, BEK, KTD, JBG, TRUST, GEM, NPR, IBP, TIS, EBP, GPK





Pelibatan Pemangku Kepentingan [2-29]

Analisis kebutuhan pemangku kepentingan dilakukan dengan metode FGD dan wawancara pada setiap awal tahun. Proses dan metode yang digunakan merujuk standar AA1000 SES. FGD tahun 2020 dilaksanakan pada 22 Juli – 12 Agustus 2020.

Stakeholder Engagement [2-29]

Stakeholder needs analysis is carried out through the FGD and interviews at the beginning of each year. The process and methods refer to the AA1000 SES standard. The latest FGD was held on July 22 – August 12, 2020.

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Group of Stakeholders	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respon** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Pemegang Saham atau Investor Shareholder or Investor	• Tanggung Jawab • Pengaruh • Ketergantungan • Responsibility • Influence • Dependency	• *Analyst Meeting* • Rapat Umum Pemegang Saham (RUPS) • Paparan Publik • Analyst Meeting • General Meeting of Shareholders • Public Expose	• RUPS diadakan paling sedikit setahun sekali • Paparan Publik 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

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Group of Stakeholders	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respon** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Pelanggan Customer	• Tanggung Jawab • Pengaruh Ketergantungan • Responsibility • Influence • Dependency	Manajemen Keluhan Pelanggan Customer Complaint Management	Minimal setahun sekali At least once a year	• Konsistensi kualitas produk • Pengiriman tepat waktu. • Consistency of product quality • On time delivery
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	• Perlakuan adil dan setara dalam karir dan remunerasi • Tempat kerja yang aman dan Sehat • Fair and equal treatment in career and remuneration • Safe and healthy workplace
Pemerintah Government	• Tanggung Jawab • Pengaruh • Proksimitas • Perwakilan • Responsibility • Influence • Proximity • Representation	• Pengadaan rapat • Kunjungan site • Sosialisasi • peraturan baru • Meeting convention • Site visit • 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 Reguler • Sosialisasi Kebijakan • Regular Meetings • Dissemination of Policy	Minimal setahun sekali At least once a year	• Proses pengadaan yang wajar dan transparan • Pembayaran • 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

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Group of Stakeholders	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respon** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Masyarakat dan Komunitas Society and Community	• Pengaruh, • Proksimitas • Influence • Proximity	• Forum Konsultatif Masyarakat • Program pengembangan dan pemberdayaan masyarakat • Community Consultative Committee • Community development program	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
NGO NGO	• Pengaruh, • Proksimitas • Influence • Proximity	Pertemuan reguler Regular meetings	Minimal setahun sekali At least once a year	Kinerja keberlanjutan dan kepatuhan pada aspek tata kelola, lingkungan dan sosial. Sustainability performance and compliance with environmental, social and governance aspects. lingkungan dan sosial.
Akademisi Academics	Pengaruh Influence	Pertemuan reguler Regular meetings	Minimal setahun sekali At least once a year	Kerja sama pada studi dan pengembangan terkait keberlanjutan. Collaboration on study and development related to sustainability.

Informasi lain terkait Laporan dapat menghubungi: [2-3]
For more information regarding this report please contact:

Monika Ida Krisnamurti
Corporate Secretary

PT Indo Tambangraya Megah Tbk
email: corsecitm@banpuindo.co.id

TATA KELOLA DAN BISNIS YANG BERKELANJUTAN

Governance and Sustainable Business

ITM meyakini tata kelola yang beretika dan berintegritas merupakan landasan yang penting dalam menjalankan bisnis yang berkelanjutan. Oleh sebab itu, integrasi strategi ESG dalam setiap tahapan operasi dan bisnis merupakan faktor kunci keberhasilan pencapaian keberlanjutan Perusahaan.

ITM believes that ethical governance and integrity are important foundations in running a sustainable business. Therefore, the integration of the ESG strategy in every stage of operations and business is a key to the success of the Company's sustainability achievement.



01



Tata Kelola Berkelanjutan [102-18]

Sustainability Governance

Organ tertinggi dalam struktur tata Kelola ITM adalah RUPS dengan kewenangan yang tidak diberikan kepada Direksi atau Dewan Komisaris dalam batas yang ditentukan dalam undang-undang ini dan/atau anggaran dasar. Pada struktur tata kelola Perusahaan, Dewan Komisaris mengawasi kinerja Direksi yang secara bersama-sama bertanggung jawab atas pengelolaan operasional untuk mencapai tujuan Perusahaan. Dewan Komisaris dan Direksi dibantu oleh komite-komite di bawahnya yang menjalankan kegiatan operasional sesuai dengan prinsip-prinsip Good Corporate Governance (GCG) dan perundang-undangan yang berlaku. Pelaksanaan GCG di ITM berpedoman pada standar nasional maupun internasional.

Dalam hal pelaporan keberlanjutan, Direksi bertindak sebagai organ tata kelola tertinggi yang berperan untuk melaksanakan peninjauan kembali dan memberikan persetujuan terhadap penyusunan Laporan Keberlanjutan.

Melalui Direktorat Sustainability & Risk Management (S&RM), ITM mengkaji dan mempertimbangkan kembali relevansi topik material yang disampaikan dalam Laporan Keberlanjutan, serta memastikan kualitas isi laporan melalui sumber data yang relevan dan dapat dipertanggungjawabkan. Manajemen juga mengembangkan kebijakan dalam pemilihan penjaminan eksternal untuk memperkuat integritas dan kredibilitas pelaporan keberlanjutan.

BADAN TATA KELOLA KEBERLANJUTAN

ITM memiliki Direktorat *Sustainability & Risk Management* (S&RM) untuk meminimalisasi dan mengelola risiko keberlanjutan, serta menanggapi isu lingkungan, sosial, dan tata kelola (ESG). Direktorat S&RM menyinergikan strategi antar fungsi dibawah pimpinan seorang Direktur.

Keanggotaan Dewan Komisaris dan Direksi telah memperhatikan latar belakang keahlian, keterwakilan perempuan dan faktor keberagaman lain. Per 31 Desember 2021, Dewan Komisaris 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.

The main organ that has the highest authority in implementing governance at ITM is the General Meeting of Shareholders (GMS). In the corporate governance structure, the Board of Commissioners oversees the performance of the Board of Directors who are jointly responsible for operational management to achieve the Company's goals. The Board of Commissioners and the Board of Directors are assisted by the committees to carry out operational activities in accordance with the principles of Good Corporate Governance (GCG) as well as applicable laws and regulations. ITM's GCG implementation adheres to guidelines that are in accordance with national and international standards.

In sustainability reporting, the highest governance body is the Board of Directors whose role is to review and give approval to the preparation of the Sustainability Report.

Through the Sustainability & Risk Management (S&RM) Directorate, ITM reviews and reconsiders the relevance of material topics presented in the Sustainability Report and ensures the quality of the report content through relevant and accountable data sources. Management also develops policies in selecting external assurance to strengthen the integrity and credibility of sustainability reporting.

SUSTAINABILITY GOVERNANCE BODY

ITM has a Sustainability & Risk Management (S&RM) Directorate to minimize and manage sustainability risks, as well as respond to environmental, social, and governance (ESG) issues. Led by a Director, the S&RM Directorate synergizes strategies between functions.

Membership of the Board of Commissioners and the Board of Directors has taken into account the background of expertise and other diversity factors. As of December 31, 2021, the Board of Commissioners had 7 members, consisting of 6 males or 85.71% and one female or 12.29%. Three of them or 42.86% are Independent Commissioners who represent the interests of minority shareholders and other stakeholders.



Susunan Direksi per 31 Desember 2021 berjumlah 9 orang. Seluruhnya atau 100% adalah laki-laki. Kebijakan Tata Kelola Perusahaan mengatur bahwa Dewan Komisaris dan Direksi terdiri dari orang-orang dengan standar etika dan profesional yang tinggi serta beragam dalam gender, dengan kualifikasi, pengalaman, keahlian, dan kompetensi yang relevan dengan bisnis Perusahaan.

Perusahaan dibantu oleh Komite Keberlanjutan, Tata Kelola, Nominasi dan Kompensasi (SDGNCC) telah melalukan evaluasi menyeluruh atas latar belakang kompetensi, disiplin ilmu, pengalaman calon Direksi sesuai dengan tugas, tanggung jawab dan kewenangan yang akan dijalani.

Sebagai respon atas isu lingkungan, sosial dan tata kelola (ESG), ITM membentuk Direktorat *Sustainability & Risk Management* (S&RM), yang dipimpin oleh seorang Direktur. Direktorat S&RM menyinergikan strategi antar fungsi guna mewujudkan visi dan misi perusahaan berkaitan dengan isu keberlanjutan serta pemenuhan kinerja *triple bottom line*.

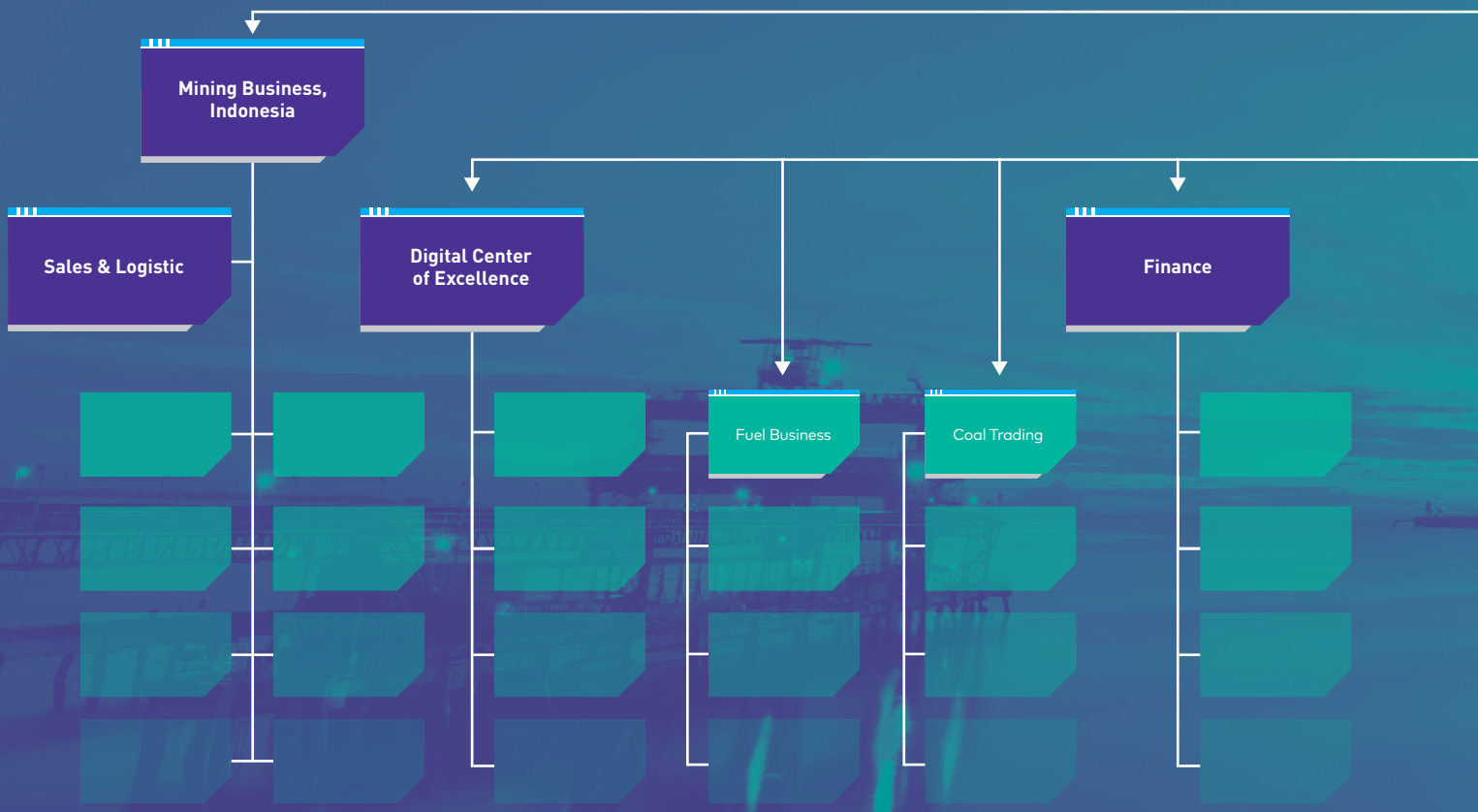
The composition of the Board of Directors as of December 31, 2021 was 9 people, and all or 100% are men. ITM considers the competency background, disciplines, experience in accordance with the duties, responsibilities and authorities to be carried out in succession planning and in the process for the appointment of executive and senior officers.

The Company is assisted by the Sustainability, Governance, Nomination and Compensation Committee (SDGNCC) which has carried out a thorough evaluation of the competency background, disciplines, experience of the Board of Directors' candidates according to duties, responsibilities and authorities to be carried out.

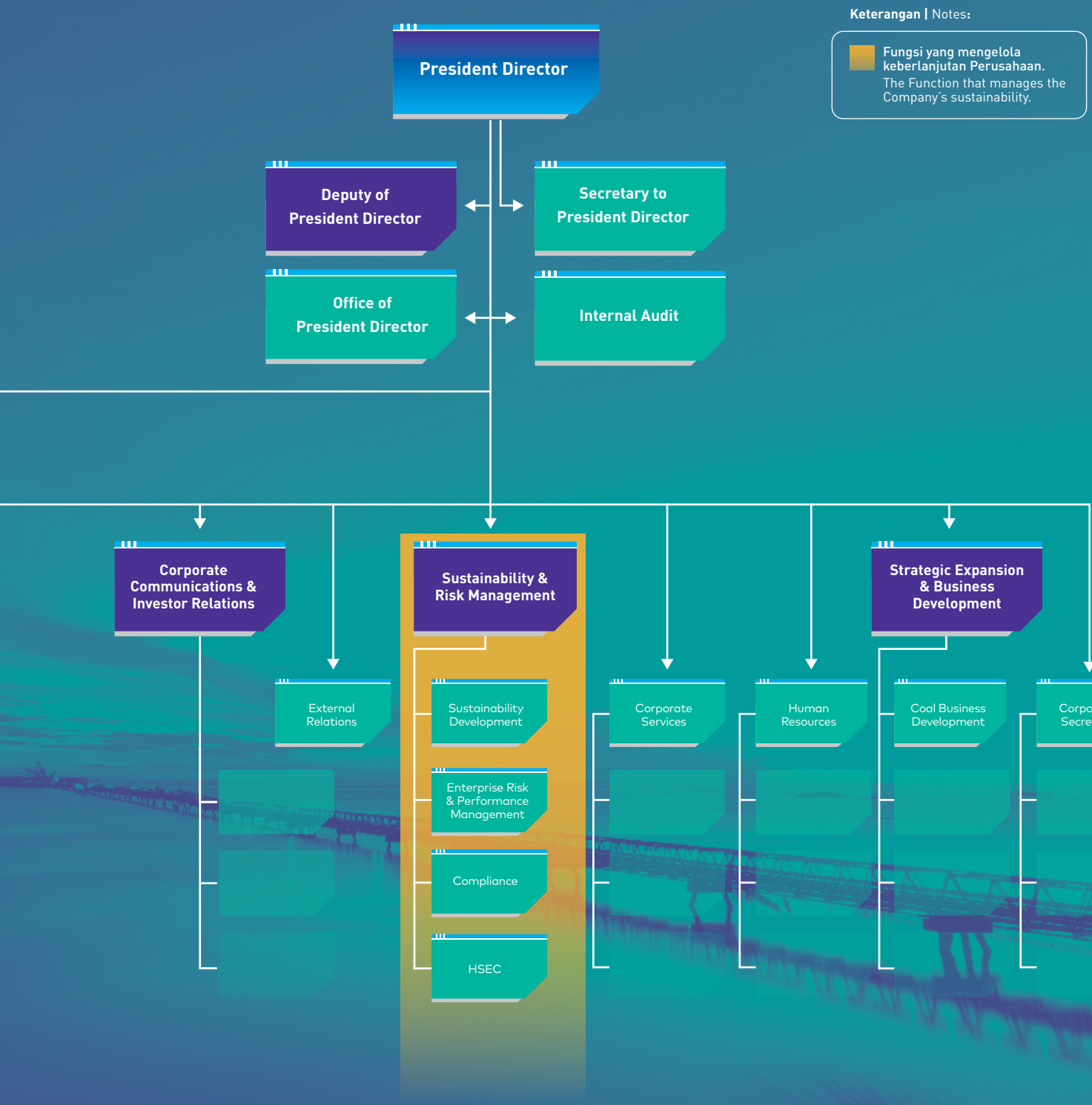
In response to environmental, social and governance (ESG) issues, ITM established the Sustainability & Risk Management (S&RM) Directorate, which is led by a director. The S&RM Directorate synergizes strategies between functions to realize the company's vision and mission related to sustainability issues and the fulfillment of triple bottom line performance.

Struktur Organisasi Keberlanjutan ITM

ITM Sustainability Organization Structure



Struktur Organisasi lengkap dapat dilihat di Laporan Tahunan ITM tahun 2021
The Organization Structure can be seen in the ITM 2021 Annual Report.


Keterangan | Notes:
Fungsi yang mengelola keberlanjutan Perusahaan.
The Function that manages the Company's sustainability.
President Director
Deputy of President Director
Secretary to President Director
Office of President Director
Internal Audit
Corporate Communications & Investor Relations
External Relations
Sustainability & Risk Management
Sustainability Development
Enterprise Risk & Performance Management
Compliance
HSEC
Corporate Services
Human Resources
Strategic Expansion & Business Development
Coal Business Development
Corporate Secretary

Direktorat Sustainability & Risk Management

Sustainability & Risk Management Directorate

Direktorat S&RM memiliki empat fungsi besar. Sesuai pendelegasian kewenangan, masing-masing fungsi bertangggung jawab untuk mengelola dampak terkait keberlanjutan pada aspek ekonomi, lingkungan, dan sosial, salah satunya melalui konsultasi dengan pemangku kepentingan. [2-13]

The S&RM Directorate has four major functions. In accordance with the delegation of authority, each function is responsible for managing impacts related to sustainability on economic, environmental, and social aspects, one of which is through consultation with stakeholders. [2-13]

FUNGSI DALAM DIREKTORAT SUSTAINABILITY & RISK MANAGEMENT

Functions in the Sustainability & Risk Management Directorate

Sustainable Development

Tujuan Utama:
1. Menyelaraskan tujuan strategis keberlanjutan di setiap unit kerja ITM, dalam setiap proses perencanaan, penerapan, hingga evaluasi program, untuk mempertimbangkan aspek ekonomi, lingkungan dan sosial, untuk dapat berkontribusi terhadap TPB.
2. Menumbuhkan dan meningkatkan kesadaran pekerja mengenai keberlanjutan melalui sosialisasi yang terencana.

Ringkasan inisiatif tahun 2021:
1. Komunikasi & kesadaran SD
2. Menetapkan kerangka SD
3. Mulai menetapkan proses SD

Main objectives:
1. Align the strategic sustainability goals in each ITM work unit, in every process of planning, implementing, up to program evaluation, in economic, environmental and social aspects, to be able to contribute to SDGs.
2. To foster and raise employees' awareness about sustainability through planned dissemination.

Summary of Initiatives for 2021:
1. SD communication & awareness
2. Establish SD framework
3. Start to establish the SD process

Health, Safety, Environment, & Community Development

Tujuan Utama:
1. Mengelola tiga aspek tanggung jawab sosial perusahaan sesuai ISO 26000, yaitu Kesehatan dan Keselamatan Kerja, Pelestarian Lingkungan dan Pengembangan Masyarakat (HSEC) agar sesuai sasaran keberlanjutan ITM.
2. Mengelola standarisasi, mengelola dampak, mengevaluasi kinerja di bidang HSEC.

Ringkasan inisiatif tahun 2021
1. Pelaksanaan Quality Assurance Review (QAR) di semua lokasi tambang.
2. Mengembangkan sistem pelaporan insiden secara daring

Main objectives:
1. Manage three aspects of corporate social responsibility in accordance with ISO 26000, namely Occupational Health and Safety, Environmental Preservation and Community Development (HSEC) to meet ITM's sustainability goals.
2. Manage standardization and impact, evaluate performance in the HSEC field.

Summary of Initiatives for 2021
1. Implementation of Quality Assurance Review (QAR) at all mine sites.
2. To develop an online incident reporting system

Risk Management & Performance Management

Tujuan Utama:
Bekerja sama dengan Komite Manajemen Risiko untuk mengidentifikasi dan menyusun seluruh risiko yang signifikan terkait kinerja ekonomi, lingkungan, dan sosial, serta menentukan langkah tepat dalam menanggulangi risiko keberlanjutan.

Ringkasan inisiatif tahun 2021:
1. Melakukan pengkinian susunan Komite Manajemen Risiko.
2. Penilaian risiko untuk
   a. Bisnis Baru / Proyek Batu Bara Baru
   b. *Environment, Social, and Governance* (ESG)

Main objectives:
Cooperate with the Risk Management Committee to identify and register all significant risks related to economic, environmental and social performance, as well as determine appropriate steps to address sustainability risks.

Summary of Initiatives for 2021:
1. Update Risk Management Committee Charter.
2. Risk Assesment for
   a. New Business / New Coal Project
   b. Environment, Social, and Governance (ESG)

Compliance

Tujuan Utama:
1. Mengelola penerapan kepatuhan yang transparan dan dikelola dengan baik.
2. Memastikan terjalinnya hubungan yang harmonis dengan pemangku kepentingan, tidak adanya denda atau sanksi terkait ketidakpatuhan peraturan dan perundangan dalam kinerja ekonomi lingkungan dan hubungan masyarakat.

Ringkasan inisiatif tahun 2021:
Berkolaborasi dalam pengembangan aplikasi untuk memonitor Perijinan dan Lisensi.

Main objectives:
1. Manage the implementation of a transparent and properly managed compliance.
2. Ensure the establishment of harmonious relationships with stakeholders, no fines or sanctions related to non-compliance with laws and regulations in environmental economic performance and public relations.

Summary of Initiatives for 2021:
Join action to develop Permit and License Monitoring Application.



Direktur S&RM beserta anggota Direksi lain dan anggota Dewan Komisaris, diangkat dan ditetapkan oleh Pemegang Saham dalam Rapat Umum Pemegang Saham (RUPS). Kinerja keberlanjutan Perusahaan dibahas dalam rapat Direksi dan Rapat SDGNCC sejalan dengan tugasnya sebagai komite yang bertanggung jawab kepada Dewan Komisaris. Untuk memastikan pengelolaan kinerja keberlanjutan yang baik di setiap site, Direksi melakukan site visit setiap tahun kepada unit-unit bisnis, terutama bagi Direksi yang baru. [2-26]

Selama tahun 2021, ITM menyertakan Direksi pada beberapa kegiatan untuk meningkatkan pemahaman kolektif tentang keberlanjutan, di antaranya:

- Pelatihan *Climate Change*
- Direktur Utama menjadi Pembicara Internasional GRI & IDX Asia Pacific
- Diskusi dengan Direktur Perubahan Iklim KLHK terkait COP26

Prinsip-prinsip pencegahan diterapkan dengan melakukan pengelolaan risiko. Perusahaan memiliki Kebijakan dan Manual Manajemen Risiko ITM yang berlaku untuk semua unit bisnis ITM dan fungsi pendukung. Manual Manajemen Risiko disesuaikan dengan Manual Manajemen Risiko Banpu Grup, serta ISO 31000:2018 Manajemen Risiko, yang memberikan prinsip, kerangka kerja dan proses pengelolaan risiko.

ITM telah memetakan risiko selain risiko ekonomi dan keuangan, termasuk risiko lingkungan, dan sosial. Sesuai jenis usaha ITM, potensi lingkungan dan sosial termasuk tinggi. 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 sistem manajemen risiko di ITM pada tahun 2021 telah berjalan dengan baik.

The Director of S&RM along with other members of the Board of Directors and members of the Board of Commissioners, are appointed and determined by the Shareholders at the General Meeting of Shareholders (GMS). The Company's sustainability performance is discussed in the Board of Directors' meeting every quarter. To ensure good management of sustainability performance at each site, the Board of Directors conducts site visits every year to business units, especially for new Directors. [2-26]

During 2021, ITM included the Board of Directors in several activities to increase collective understanding of sustainability, including:

- Climate Change Training
- President Director became GRI & IDX Asia Pacific International Speaker
- Discussion with the Director of Climate Change of the Ministry of Environment and Forestry regarding COP26

The principles of prevention are applied by conducting risk management. The Company has an ITM Risk Management Policy and Manual that applies to all ITM business units and support functions. The Risk Management Manual is adapted to the Banpu Group Risk Management Manual, as well as ISO 31000:2018 Risk Management, which provides principles, frameworks and processes for risk management.

ITM has mapped risks other than economic and financial risks, including environmental and social risks. According to ITM's type of business, the environmental and social potentials are high. Risk management is the responsibility of all lines in the company, starting from the Board of Commissioners, Directors, Audit and Risk Monitoring Committee (AROC), Internal Audit, External Audit, and Risk Management Committee, as well as operational level employees. The risk management system at ITM in 2021 has been implemented properly.

Perusahaan mampu mengelola dengan baik setiap risiko yang teridentifikasi. Hal ini ditandai oleh:

- Selaras dengan pemulihan kondisi perekonomian global, kinerja produksi dan penjualan batubara tetap terjaga, sehingga mampu 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 sesuai dengan standar regulasi yang berlaku.

The company succeded to properly manage every identified risk. It is indicated by:

- In line with the global economic recovery, the performance of coal production and sales has been maintained, and managed o provide returns for shareholders as well as 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 in accordance with applicable regulatory standards

PENGELOLAAN RISIKO PRIORITAS TERKAIT KEBERLANJUTAN

PRIORITY RISK MANAGEMENT RELATED TO SUSTAINABILITY

Ekonomi Economy	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Perubahan Harga Komoditas Commodity Price Changes Risk	Harga Jual dan Margin Laba Selling Price and Profit Margin	1. Pemantauan harga pasar dan mengkaji rencana dan kontrak penjualan. 2. Melakukan strategi lindung nilai sebagai instrumen finansial.menghadapi tekanan pelemahan harga sesuai dengan resolusi CRMC. 3. Memelihara kualitas produk guna menjaga harga jual kepada pelanggan. 4. Melaksanakan program dan inisiatif penurunan biaya. 5. Meningkatkan pasar penjualan batu bara ke segmen pelanggan baru dan mendiversifikasi portofolio penjualan. 1. Monitoring market prices and reviewing sales plans and contracts. 2. Considering hedging strategy for financial instruments against price exposure weakening in accordance with the CRMC resolution. 3. Maintaining product quality, including coal blending to keep stable selling price to customers. 4. Implementing programs and initiatives to reduce costs and increase margins. 5. Increasing the coal sales market to new customer segments and diversify the sales portfolio.
Risiko Cadangan Batu Bara Coal Reserves Risk	Ketidaktersediaan area tambang untuk rencana produksi tahunan. Lack of available mine areas required to achieve the annual yearly production plan	1. Menyesuaikan pilihan strategi investasi dengan menjajaki peluang selain akuisisi seperti kerjasama operasi dengan konsesi tambang di sekitar wilayah operasi. 2. Menyiapkan dan menganalisis data kegiatan teknis pertambangan dan membuat strategi komunikasi yang komperehensif dengan pemangku kepentingan terkait lahan. [2-16] 3. Menyiapkan rencana kontingensi melalui area alternatif pengganti rencana produksi batubara termasuk mengoptimalkan pasokan batu bara dari pihak ketiga. 4. Mengoptimalkan dan mempercepat proses perizinan dan infrastruktur tambang-tambang baru untuk dapat beroperasi sesuai dengan linimasa. 1. Adjusting the selected investment strategy by exploring opportunities beyond acquisitions, such as joint operations with mining concessions around the existing operational areas. 2. Preparing and analyzing data related to mining technical activities and setting up a comprehensive communication strategy with stakeholders related to land use. [2-16] 3. Preparing contingency plans involving alternative areas to substitute the coal production plan, including optimizing third party coal supplies. 4. Optimizing and accelerating the licensing process and infrastructure for new mines to be able to commence operation according to the timeline

Ekonomi Economy	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
Risiko Pasokan dan Pengiriman Batubara Coal Sourcing and Supply Delivery Risk	Adanya keluhan dari pelanggan terkaitdengan kualitas dan proses pengiriman batu bara. Ketidakmampuan mengamankan perdagangan dan sumber batu bara pihak ketiga. Complaints from customers related to the quality and process of coal delivery. Inability to secure third party coal sourcing and trading.	1. Mengoordinasikan, memantau, dan mengevaluasi rencana produksi serta penjadwalan kapal secara berkala (mingguan) untuk mengantisipasi adanya risiko gangguan dalam rantai pasokan. 2. Meningkatkan kendali mutu terhadap produk batubara untuk menghindari kontaminasi yang berdampak pada keluhan pelanggan. 3. Meningkatkan pencampuran batubara internal dengan pihak ketiga untuk menstabilkan persyaratan kualitas dan ketersediaan secara tepat waktu. 4. Evaluasi prospek produksi batubara di setiap lokasi tambang akibat dari cuaca ekstrem. 5. Memastikan kapal yang digunakan untuk pengiriman memiliki persyaratan sesuai dengan kebutuhan sehingga kualitas dan kuantitas batubara tetap terjaga. 6. Menjalankan kerja sama yang baik dengan pihak ketiga untuk mengamankan sumber batubara pihak ketiga yang lebih kompetitif dan berkelanjutan. 1. Coordinating, monitoring, and evaluating production plan and shipment scheduling periodically (weekly) to anticipate the risk of supply chain disruption. 2. Improving quality control and cleanliness to avoid contamination and complaints. 3. Continuing to blend internal coal and third party coal to control the required quality and to ensure product availability. 4. Evaluating coal production outlook in all mine sites as the impact of extreme weather. 5. Managing vessels for coal shipments to possess the proper quality standards that match with the needs, to ensure certainty in terms of coal quantity and quality. 6. Forging strong relationships with third party suppliers to secure more competitive and sustainable third party coal sourcing.
Risiko Perencanaan dan Teknis Tambang Mine Planning & Technical Issues Risk	Pencapaian target produksi tahunan. Adanya gangguan operasional. Adanya penambahan biaya. Achievement of annual production targets. Operational disruption. Additional costs.	1. Menyiapkan perencanaan tambang terintegrasi dengan evaluasi yang komprehensif atas semua aspek terkait. 2. Meningkatkan kualitas perencanaan melalui percepatan kegiatan pengeboran guna meningkatkan akurasi kuantitas dan kualitas cadangan batu bara. 3. Mengelola dan mengevaluasi desain teknis tambang dan model geologi serta memantau kondisi aktual struktur tambang secara berkala 1. Preparing integrated mine planning with a comprehensive evaluation of all related aspects. 2. Improving the accuracy of planning through the acceleration of drilling activities to improve the accuracy of quantity and quality of coal reserves. 3. Managing and evaluating mine technical design (slope stability, drainage system, etc.) and geological model as well as monitoring the actual mine structure condition on a regular basis.
Risiko Pengembangan Bisnis Business Development Risk	Kegagalan investasi dari pengembangan bisnis dan pencapaian target kinerja keuangan. Failure of investment and achievement of financial performance target.	1. Meningkatkan proses perencanaan strategis dan manajemen kinerja terkait diversifikasi usaha serta membangun komunikasi dengan pihak terkait. [2-16] 2. Memenuhi kebutuhan pengembangan bisnis dengan melakukan pengembangan sumber daya manusia termasuk melakukan rekrutmen profesional baru. 3. Mempertimbangkan kembali pendekatan strategis dalam pengembangan bisnis baru pada bidang lain dalam rantai pasok energi. 4. Meningkatkan kinerja pendapatan dan biaya bisnis jasa kontraktor dan perdagangan bahan bakar melalui penyempurnaan proses bisnis. 1. Improving strategic processes, especially in the process of planning and performance management as well as building communication with relevant parties. [2-16] 2. Developing human resources including recruiting new professionals to meet business needs. 3. Reconsidering the strategic approach in developing new businesses in energy value chain. 4. Increasing revenue and cost performance of contractor business and fuel business through business process improvement.

Sosial Masyarakat Social Community	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Sosial dan Komunitas Social and Community Risks	1. Keluhan dan komplain dari masyarakat terhadap kegiatan operasional pertambangan. 2. Adanya risiko masyarakat belum mandiri pada pascatambang 3. Risiko program pengembangan masyarakat yang belum berkelanjutan 4. Masalah sosial sebagai dampak dari penyebaran virus COVID-19 di komunitas sekitar wilayah operasional tambang. 1. Grievances and complaints from the community regarding mining operations. 2. There is a risk that the community is not yet independent at the time of post-mining 3. Inadequate sustainability of community development (CD) programs including in the post-mining stage. 4. Social problems as a result of the spread of COVID-19 virus in communities around mine operating areas.	1. Merealisasikan program Pengembangan Pemberdayaan Masyarakat (PPM) yang mengacu pada TPB dan peraturan pemerintah. 2. Merumuskan rencana induk PPM berdasarkan pemetaan sosial dan kebijakan CD yang telah dikonsultasikan kepada masyarakat, pemerintah, dan manajemen ITM. 3. Perusahaan menyiapkan strategi dan penerapan program CSR yang berkelanjutan. 4. Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya. 5. Melakukan pendidikan dan membangun kedisiplinan masyarakat agar lebih memahami pola hidup bersih dan sehat untuk mencegah penyebaran COVID-19 1. Realize the Community Empowerment Development (PPM) program which refers to the SDGs and government regulations. 2. Formulate a master plan for PPM based on social mapping and CD policy which have been consulted with the community, government, and ITM management. 3. The company prepares the strategy and implementation of sustainable CSR programs. 4. Improve communication strategies to build good reputation and relations with local communities and other stakeholders. 5. Conduct education and build the community's discipline to better understand clean and healthy lifestyles to prevent thetransmission of COVID-19

Lingkungan Environment	**Peristiwa Risiko** Risk Event	**Pengelolaan Risiko** Risk Management
Risiko Lingkungan Environmental Risk	Ketidakcukupan manajemen lingkungan dalam mengantisipasi dampak peningkatan kegiatan operasional terhadap lingkungan, seperti pencemaran air, kekeringan, dan lain-lain. The inadequacy of environmental management in anticipating the impact of increased operational activities on the environment, such as water pollution, drought, etc.	1. Memastikan Sistem Manajemen Lingkungan telah dijalankan di semua aspek kegiatan operasional perusahaan. 2. 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. 1. Ensure that the Environmental Management System has been implemented in all aspects of the company's operations. 2. 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 Perubahan Iklim dan Dekarbonisasi Climate Change and Decarbonization Risk	1. Cuaca ektrim berpengaruh pada kegiatan operasional dan keselamatan bekerja. 1. Extreme weather affects operating activities and work safety.	1. Perusahaan melakukan efisiensi penggunaan energi. 2. Perusahaan melakukan pemantauan dan penghitungan kadar emisi. 1. The company implements efficient use of energy. 2. The company monitors and calculates emission levels.

Lingkungan Environment	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
	2. Perubahan iklim semakin cepat mengakibatkan tekanan terhadap bisnis energi fosil dari semua pemangku kepentingan. 2. Climate change has been accelerating causing pressure on the fossil energy business from all stakeholders.	3. Perusahaan melakukan upaya serapan karbon dengan kegiatan reklamasi tambang, menjalankan kegiatan konservasi keanekaragaman hayati, dan kegiatan rehabilitasi DAS sesuai dengan Rencana Teknis yang telah ditetapkan Pemerintah. 4. Perusahaan melihat peluang untuk melakukan transisi bisnis dari energi konvensional ke energi terbarukan. 3. The company carries out carbon sequestration efforts through mining reclamation activities, maintaining biodiversity conservation activities, and watershed rehabilitation activities in accordance with the Technical Plan that has been established by the Government. 4. The company sees an opportunity to make a business transition from conventional energy to renewable energy.

K3 dan Ketenagakerjaan OHS and Employment	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
Risiko Kesehatan dan Keselamatan Kerja OHS Risk	Terganggunya kegiatan operasional akibat adanya kasus positif COVID-19 di area operasional baik dari karyawan maupun kontraktor. Disruption of operational activities due to positive COVID-19 cases in operational area, both among employees and contractors.	1. Menetapkan kebijakan dan protokol penanganan COVID-19 dan mengevaluasi pelaksanaannya secara berkala. 2. Standardisasi protokol terkait aktivitas operasional dan mobilitas bagi karyawan dan kontraktor selama masa pembatasan sosial. 3. Memantau ketersediaan Alat Pelindung Diri (APD) dan Peralatan Medis. 4. Monitor kebijakan dan peraturan dari pemerintah baik pusat maupun daerah dan menerapkan *early warning system* untuk aturan yang berdampak signifikan pada aktivitas operasional. 5. Menerapkan Vaksin Gotong Royong untuk seluruh karyawan, keluarga karyawan, dan kontraktor. 1. Establishing policy and protocols related to COVID-19 handling, and evaluating its implementation. 2. Standardizing employee's mobility protocol during transition of local restriction (in/out to operational areas). 3. Monitoring and ensure availability of Personal Protection Equipment (PPE) and Medical Equipment. 4. Monitoring local government policy both internal and central and implement early warning system for regulations that have significant impact for operational activities. 5. Implementing the Vaksin Gotong Royong vaccination program to all employees, their family members, and contractors.
Risiko Kontraktor dan Peralatan Contractor and Equipment Risk	Ketersediaan karyawan dan peralatan kontraktor yang kurang optimal untuk melaksanakan pekerjaan operasional tambang. Less than optimal availability of employees and equipment in the contractors' side to carry out mining operations.	1. Melakukan investasi dan pengadaan peralatan baru maupun perbaikan peralatan lama untuk memenuhi kapasitas produksi. 2. Mempercepat proses rekrutmen karyawan untuk mengisi kebutuhan personel kontraktor. 3. Memastikan ketersediaan fasilitas dan sarana pendukung untuk operasional kontraktor. 1. Investing in and procuring new equipment as well as repairing existing equipment to meet production capacity. 2. Accelerating the recruitment process to fulfill contractor personnel needs. 3. Ensuring availability of primary and supporting facilities for contractors' operational performance.

Tata Kelola Governance	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
Risiko Perizinan Licensing Risk	Urutan Pertambangan tidak sesuai rencana, yang berdampak pada akurasi dari rencana kualitas dan kuantitas produksi. Mining sequence is not according to plan, affecting the accuracy of the planned quality and quantity of production.	1. Melakukan peninjauan dan analisis perubahan aktual penambangan dengan sesuai dokumen perencanaan tambang. 2. Menyusun data studi kelayakan terkait proyek baru yang diinisiasi. 1. Reviewing and analyzing actual mining changes in accordance with mine planning documents. 2. Submitting data on feasibility studies related to new projects that have been initiated (underground mining, river diversion, etc.).

Tata Kelola Governance	Peristiwa Risiko Risk Event	Pengelolaan Risiko Risk Management
		3. Memastikan pemenuhan persyaratan dalam perpanjangan izin dan pembaharuan lisensi ke kementerian dan instansi terkait. 4. Memantau waktu jatuh tempo setiap perizinan dan mempersiapkan proses perpanjangan lebih awal. 3. Ensuring the fulfillment of requirements in the extension of licenses and renewal of licenses to relevant ministries and agencies. 4. Monitoring the expiry date of each permit and license, to prepare for early extension or renewal process.
Risiko Perubahan Regulasi Regulatory Changes Risk	Reputasi Perusahaan, hubungan dengan regulator dan implikasi hukum. Company's reputation, relations with regulators and legal implications.	1. Membangun sistem dan infrastruktur yang efektif dalam mengelola informasi hukum dan peraturan baru. 2. Membangun dan memelihara hubungan baik dengan pemerintah dan asosisasi. 3. Mengeveluasi dan menyiapkan beberapa strategi untuk memenuhi regulasi baru terutama terkait Undang-Undang Pertambangan dan Undang-Undang Cipta Kerja. 4. Memantau situasi politik dan regulasi teknis serta implementasinya, dengan berkoordinasi dengan tingkat regional dan lokal. 5. Menganalisis dan memantau pelaksanaan peraturan baru untuk menghindari keterlambatan proses pengajuan atau perpanjangan izin. 1. Building systems and infrastructure that are effective in managing information on new laws and regulations that affect the business. 2. Building and maintain good relations with the government and associations to analyze and understand the objectives of the changes and prepare follow-up in responding to those changes. 3. Carrying out several strategies to meet new regulations, especially new mining law and omnibus law (job creation). 4. Monitoring the political situation and technical regulations and its implementation, in coordination with regional and local levels of government. 5. Performing analyses and monitoring the implementation of new regulations to prevent delays in new licensing or renewals.

Pengungkapan informasi tentang Pengelolaan Risiko, **lihat** Laporan Tahunan ITM 2021

Disclosure of information on Risk Management, **see** ITM Annual Report 2021

ITM melibatkan pemangku kepentingan dalam implementasi tata kelola yang baik melalui komunikasi dua arah antara Direksi dengan pekerja, serta mekanisme penyampaian keluh kesah, laporan pelanggaran terkait etika, dan pengaduan pemangku kepentingan yang dijalankan melalui mekanisme berikut:

1. Penyampaian langsung yang dilakukan pada pelaksanaan kegiatan pertemuan berkala, seperti town hall meeting, gathering, rapat atau pertemuan RUPS, *Public Expose*, *Analyst Meeting*, dan *Quarterly Communication Day*. Selama tahun 2021 tidak ada hal kritis yang disampaikan kepada Direksi.
2. Penyampaian tidak langsung melalui fasilitas Independent Whistleblower Center (IWBC) yang dapat diakses melalui website www.iwbcitmg.com serta Voice of Stakeholders (VoiS) diakses melalui www.voisitmg.com

ITM involved stakeholders in its good governance implementation through two-way communication mechanism between the Board of Directors and employees, and a mechanism for complaint handling, reports of ethical violations, and complaints from stakeholders.

1. Direct submissions were made at periodic meetings, such as town hall meetings, gatherings, GMS, Public Exposes, Analyst Meetings, and Quarterly Communication Day. During 2021, no critical matters were conveyed to the Board of Directors.

2. Indirect submission through the Independent Whistleblower Center (IWBC) facility which can be accessed through the website www.iwbcitmg.com and Voice of Stakeholders (VoiS) accessed through www.voisitmg.com

Bisnis yang Beretika dan Berintegritas

Ethical Business and Integrity



ITM berkomitmen untuk menjalankan bisnis dengan jujur, beretika, dan berintegritas untuk memastikan persaingan yang adil di seluruh rantai nilai pada operasi Perusahaan. Dalam penerapan GCG, ITM memiliki pedoman bagi seluruh warga ITM berupa Kebijakan Tata Kelola (GCG Policy) dan Aturan Perilaku (Code of Conduct) yang harus dipatuhi oleh semua lapisan karyawan termasuk Direksi dan Dewan Komisaris Perusahaan. Penjelasan lebih lengkap mengenai kerangka GCG yang dapat dilihat secara lengkap pada Laporan Tahunan ITM 2021.

ITM is committed to conducting business with honesty, et,hics and integrity to ensure fair competition across the value chain of the Company's operations. In implementing GCG, ITM has guidelines for all ITM personnel in the form of a GCG Policy and Code of Conduct that must be obeyed by all parties in the Company. A more complete explanation of the GCG framework can be seen in the ITM 2021 Annual Report.

ANTI SUAP DAN ANTI-KORUPSI

Salah satu pokok-pokok pada Aturan Perilaku ialah anti suap dan korupsi. Perusahaan tidak menoleransi segala bentuk korupsi, termasuk penyuapan, pemerasan, penipuan dan pencucian uang. ITM telah memiliki kebijakan dan pedoman mengenai antisuap dan antikorupsi. Kebijakan ini tercantum pada Aturan Perilaku, yang dapat dilihat pada www.itmg.co.id yang berlaku bagi seluruh pemangku kepentingan.

ITM juga secara berkesinambungan meningkatkan pemahaman dan budaya antisuap dan antikorupsi bagi seluruh warga ITM, di antaranya melalui pelatihan maupun sosialisasi.

Selama tahun 2021, Perusahaan telah melakukan sosialisasi terkait dukungan pada praktik-praktik anti-korupsi. Upaya membangun sikap anti-korupsi

ANTI-BRIBERY AND ANTI-CORRUPTION

One of the main points of the Code of Conduct is anti-bribery and corruption. The company would not tolerate any form of corruption, including bribery, extortion, fraud, and money laundering. ITM already has an anti-bribery and anti-corruption policies and guidelines. These policies are listed in the Code of Conduct, which can be viewed at www.itmg.co.id which applies to all stakeholders.

ITM also continuously improves anti-bribery and anti-corruption understanding and culture for all ITM residents, including through training and dissemination.

During 2021, the Company has conducted dissemination related to support for anti-corruption practices. Efforts to foster an anti-corruption attitude included

dilakukan antara lain melalui sosialisasi terkait dukungan pada praktik-praktik anti-korupsi kepada kepada karyawan site maupun mitra usaha ITM antara lain kontraktor, vendor, konsultan, pelanggan dan kreditur pada tanggal 18 Maret 2021. Sosialisasi tersebut dikemas dalam bentuk pemaparan materi, contoh-contoh kasus dan diskusi. interakr interhinteraks interaktif dan pelaksanaan GCG di Perusahaan.

dissemination of support for anti-corruption practices to site employees and ITM business partners such as contractors, vendors, consultants, customers, and creditors on March 18, 2021. The dissemination was held in the form of presentation of material, case examples, interactive discussions, and the GCG implementation in the Company.

Perusahaan menyediakan media pelaporan tindakan pelanggaran bagi pemangku kepentingan, termasuk yang berkaitan dengan tindakan suap dan korupsi sebagai berikut: [205-2]

The Company provides media to report violations for stakeholders, including those related to bribery and corruption as follows: [205-2]

Independent Whistle Blower Center (IWBC)	ITM memiliki kebijakan whistleblowing system (WBS) yang berakar kepada nilai-nilai inti perusahaan dan sesuai prinsip dan praktik-praktik GCG, untuk mendukung pelaporan pelanggaran hukum dan etika kepada otoritas internal. ITM menyediakan Independent Whistle Blower Center (IWBC) yang dapat diakses melalui web www.iwbcitmg.com sebagai platform pelaporan secara anonim, untuk kemudian ditindaklanjuti dengan prosedur yang berlaku. ITM has a whistleblowing system (WBS) policy that is based on the company's core values and in accordance with GCG principles and practices, to report legal and ethical violations to internal authorities. ITM provides an Independent Whistle Blower Center (IWBC) which can be accessed via www.iwbcitmg.com as an anonymous reporting platform, to be followed up with the applicable procedures.	Seluruh pekerja ITM All ITM employees	Data jumlah pelaporan melalui IWBC berikut status tindak lanjutnya tersedia pada Laporan Tahunan ITM halaman 203. Data on the number of reports via the IWBC and their follow-up status are available on the ITM Annual Report page 203.
Voice of Stakeholders (VoiS)	Sarana penyampaian ketidakpuasan atas sebuah tindakan atau ketiadaan suatu tindakan, mengenai standar layanan / kurangnya layanan yang diberikan oleh Perusahaan atau meminta tindakan perbaikan yang bisa dimanfaatkkan oleh seluruh pemangku kepentingan. VoiS dapat diakses melalui www.voisitmg.com. A facility to express grievances regarding an action or lack of action, service standards/ lack of services provided by the Company or requesting corrective actions that can be used by all stakeholders. VoiS can be accessed through HYPERLINK www.voisitmg.com.	Seluruh pemangku kepentingan All stakeholders	Data jumlah pelaporan melalui VoiS berikut status tindak lanjutnya tersedia pada Laporan Tahunan ITM halaman 205. Data on the number of reports via the VoiS and their follow-up status are available on the ITM Annual Report page 205.
Transparency Center (TC)	Sistem pelaporan untuk kegiatan pemberian atau penerimaan hadiah, tanda balas jasa, dan jamuan, maupun situasi benturan kepentingan. TC dipantau oleh Komite Transparansi di setiap unit kerja. Komite Transparansi dipimpin oleh Direktur Utama dan bertanggung jawab kepada Direksi. A reporting system for activities of giving or receiving gifts, gratuities, and entertainment as well as the occurrence of potential conflict of interest. TC is monitored by the Transparency Committee in each work unit. The Transparency Committee is chaired by the President Director and is responsible to the Board of Directors.	Seluruh pekerja ITM All ITM employees	Data jumlah pelaporan melalui Transparency Center berikut status tindak lanjutnya tersedia pada Laporan Tahunan ITM halaman 203. Data on the number of reports via the Transparency Center and their follow-up status are available on the ITM Annual Report page 203.

ITM memastikan tidak adanya praktik suap dan korupsi melalui penerapan seleksi mitra usaha dengan prinsip kehati-hatian, antara lain melalui uji tuntas atas calon mitra usaha dan penandatangan komitmen integritas. [205-3]

ITM ensures that there are no bribery and corruption practices through the implementation of prudent business partner selection, including due diligence on potential business partners and signing of integrity commitments. [205-3]

Selama tahun 2021, ITM tidak terlibat dalam segala bentuk kontribusi politik. ITM juga tidak mendapatkan denda, pinalti, atau penyelesaian lain terkait korupsi, serta tidak ada pekerja yang didisiplinkan atau diberhentikan karena ketidakpatuhan terhadap kebijakan antikorupsi.

During 2021, ITM did not engage in any form of political contribution. ITM also did not receive any fines, penalties, or other settlements related to corruption, and no employees were disciplined or dismissed for non-compliance with anti-corruption policies.

PERSAINGAN USAHA YANG SEHAT

Dalam upaya untuk mengurangi perilaku anti persaingan, Perusahaan berkomitmen untuk memastikan bahwa pekerja mengetahui, dan mematuhi kebijakan mengenai anti persaingan yang tercantum dalam Aturan Perilaku. ITM juga memastikan proses pengadaan berjalan secara transparan dan adil dengan memperbarui dan mengevaluasi mitra yang memenuhi syarat dan telah disetujui sebelumnya secara berkala. ITM juga mewajibkan setiap peserta tender pengadaan untuk menyerahkan deklarasi integritas yang menyatakan bahwa tidak ada perilaku anti persaingan maupun korupsi dalam bisnis mereka. Selama periode pelaporan, tidak ada kasus hukum yang dikonfirmasi mengenai perilaku anti persaingan, anti-trust, dan monopoli yang diajukan terhadap Perusahaan maupun karyawannya.

FAIR BUSINESS COMPETITION

In an effort to reduce anti-competitive behavior, the Company is committed to ensuring that employeesacknowledge and comply with the anti-competitive policies stated in the Code of Conduct. ITM also ensures a transparent and fair procurement process by regularly updating and evaluating qualified and pre-approved partners. ITM also requires each bidder to submit an integrity declaration stating that there is no anti-competitive or corrupt behavior in their business. During the reporting period, no confirmed legal cases regarding anti-competitive, anti-trust and monopoly behavior were filed against the Company or its employees.

ITM memiliki pokok-pokok etika bisnis yang bernilai, terbuka, efisien dan efektif, serta akuntabel, yang diimplementasikan dalam sistem manajemen pengadaan barang dan jasa secara digital (*e-procurement*). Melalui sistem tersebut, pelaksanaan pengadaan dapat lebih efisien, efektif, terbuka, akurat dan tepat waktu.

ITM has business ethics that are valuable, open, efficient and effective, and accountable, which are implemented in a digital goods and service procurement management system (e-procurement). Through this system, procurement implementation can be more efficient, effective, open, accurate and timely.

Pokok-Pokok Etika Bisnis Dalam E-Procurement
Principles of Business Ethics in the 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.

Di sisi lain, ITM menjalankan persaingan usaha yang sehat dengan menetapkan harga jual yang sesuai dengan acuan yang berlaku di Indonesia, maupun secara global. Selama periode pelaporan, ITM tidak pernah dihadapkan pada tuduhan menjual batubara di bawah harga pasar untuk memenangkan kompetisi.

Setiap entitas anak ITM, yang menghasilkan batubara dengan berbagai kualitas dari banyak lokasi tambang, berupaya memenuhi target DMO masing-masing. Sebagian entitas anak ITM telah melampaui target DMO, sementara sisanya belum mencapai target karena spesifikasi batubaranya yang khusus. ITM akan terus mengupayakan perbaikan ke depan dan berkomunikasi lebih aktif dengan Pemerintah. Secara konsolidasi, batubara yang dijual oleh ITM ke pasar domestik, sebanyak 4,7 juta ton adalah 25.8% dari target produksi yang dihitung berdasarkan RKAB, sehingga telah melebihi ambang target DMO sebesar 25%.

On the other hand, ITM carries out fair business competition by setting a selling price according to the applicable national and global references. During the reporting period, ITM was never faced with allegation of selling coal below market price to win the competition.

Every ITM subsidiary, which produces coal of various qualities from many mine sites, strives to meet their respective DMO targets. Some of ITM's subsidiaries have exceeded the DMO target, while the rest have yet to achieve it due to their specific coal specifications. ITM will work hard to continuously improve and communicate more actively with the Government. ITM's consolidated sales reached 4.7 million tons of coal to the domestic market, which is 25.8% of the production target of WP&B, as well as exceeding the DMO target threshold of 25%.

Penjelasan lebih lengkap mengenai:
A more detailed explanation of:

1. Nominasi dan pemilihan badan tata kelola tertinggi [2-10]
   Nomination and election of the highest governance body
2. Ketua badan tata kelola tertinggi [2-11]
   Head of the highest governance body
3. Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Perusahaan [2-12]
   The role of the highest governance body in overseeing the management of the Company's impacts
4. Konflik kepentingan [2-15]
   Conflict of interest
5. Evaluasi kinerja badan tata kelola tertinggi [2-18]
   Evaluate the performance of the highest governance body
6. Kebijakan remunerasi [2-19]
   Remuneration policy
7. Proses penetapan remunerasi [2-20]
   Remuneration determination process
8. Rasio kompensasi total tahunan [2-21]
   Annual total compensation ratio

Dapat dilihat pada Laporan Tahunan ITM 2021 yang saling berkesinambungan dengan Laporan Keberlanjutan ITM 2021.
It can be viewed in the ITM Annual Report 2021 which is mutually sustainable with the ITM Sustainability Report 2021

Kinerja Ekonomi yang Berkelanjutan

Sustainable Economic Performance

HIGHLIGHT 2021

Production Realization
18.2 million tons

Economic Value Generated
1,907 USD million

Sales Realization
20.1 million tons

Distributed Economic Value
1,414 USD million

MANAGEMENT APPROACH [3-3]



DAMPAK TOPIK MATERIAL | MATERIAL TOPIC IMPACT

Pengelolaan kinerja ekonomi menjadi penting sebab menjadi dasar bagi pelaksanaan kegiatan operasional mencakup pertambangan dan penjualan batubara, transformasi menuju bisnis energi terbarukan yang terintegrasi, dan secara umum mendukung keberlanjutan Perusahaan.

Management of economic performance is material because it is the basis for the operational activities including coal mining and sales, transformation to an integrated renewable energy business, and generally supports the Company's sustainability.

KEBIJAKAN DAN KEPATUHAN HUKUM
POLICY AND LEGAL COMPLIANCE

Pengelolaan kinerja ekonomi dilakukan berdasarkan Rencana Kerja Anggaran Belanja (RKAB), dan Peraturan perundangan yang berlaku, di antaranya Peraturan Otoritas Jasa Keuangan No. 51 Tahun 2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik.

The management of economic performance is carried out based on the Work Plan& Budget (RKAB), and applicable laws and regulations, including the Financial Services Authority Regulation No. 51 of 2017 concerning the Implementation of Sustainable Finance for Financial Service Institutions, Issuers and Public Companies.



SUMBER DAYA DAN EVALUASI PENDEKATAN MANAJEMEN
RESOURCES AND EVALUATION OF MANAGEMENT APPROACH

Pengelolaan kinerja ekonomi berada pada fungsi Operations, Finance, Sales & Logistic. Evaluasi kinerja ekonomi melalui mekanisme penilaian atas laporan berkala dan pencapaian target key performance indicators (KPI) Direksi maupun Dewan Komisaris.

The management of economic performance is in the Operations, Finance, Sales & Logistics function. Evaluation of economic performance through an assessment mechanism for periodic reports and the achievement of key performance indicators (KPI) targets for the Board of Directors and the Board of Commissioners.



INFORMASI KEUANGAN

Salah satu keunggulan yang dimiliki oleh ITM dibandingkan dengan kompetitor/pelaku usaha batu bara di Indonesia adalah kualitas nilai kalorifik yang beragam, termasuk nilai kalorifik yang tinggi yang tidak banyak dimiliki oleh kompetitor. Melalui portofolio tersebut, ITM dapat menjangkau pasar-pasar yang memiliki teknologi untuk mengolah batu bara dengan kalori tinggi, misalnya Jepang. Selain akses ke pasar yang lebih luas, secara finansial produk yang dapat dijual di pasar-pasar premium tersebut juga dapat memberikan marjin yang lebih tinggi. Tidak hanya berfokus kepada produk berkalori tinggi, ITM juga memanfaatkan teknologi pencampuran (*blending*) sehingga dapat menyediakan rentang produk batu bara yang memadai dalam memenuhi permintaan dari berbagai pasar.

ITM memiliki pelayanan yang berorientasi pada pelanggan dan mengutamakan kepuasan pelanggan untuk memperoleh dan meningkatkan loyalitas pelanggan. Proses penjaminan mutu dilakukan sesuai dengan standar-standar yang berlaku sehingga dapat memastikan produk batu bara yang dikirim berkualitas tinggi dan sesuai dengan spesifikasi yang telah disepakati. Dengan produk yang berkualitas dan

MATERIAL TOPIC IMPACT

One of the advantages possessed by ITM compared to competitors/coal business actors in Indonesia is the quality of the various calorific values, including high calorific value which not many competitors have. Through this portfolio, ITM can reach markets that have the technology to process high-calorie coal, such as Japan. In addition to access to a wider market. Financially, products that can be sold in these premium markets can also provide higher margins. Not only focusing on high-calorie products, ITM also utilizes blending technology to provide an adequate range of coal products to meet demands from various markets.

ITM has customer-oriented services and prioritizes customer satisfaction to gain and increase customer loyalty. The quality assurance process is carried out in accordance with applicable standards to ensure that the coal products are of high quality and in accordance with the agreed specifications. With quality products and an excellent sales team, ITM always maintains good relationships with customers, including key customers

tim penjualan yang prima, ITM senantiasa menjaga hubungan baik dengan pelanggan, termasuk pelanggan utama yang telah menjalin kerja sama jangka panjang dengan ITM. Pada tahun 2021, ITM melaksanakan survei kepuasan pelanggan untuk mengetahui persepsi mereka terhadap kualitas produk dan layanan yang diberikan Perusahaan. Bekerja sama dengan pihak independen (akademisi), survei dilakukan terhadap delapan pelanggan ITM yang terikat kontrak kerja aktif. Hasil survei menunjukkan bahwa kinerja ITM sudah memuaskan, dengan hasil nilai indeks kepuasan pelanggan (*customer satisfaction index*) sebesar 79,88%.

Sepanjang tahun 2021, ITM mampu memaksimalkan keuntungan dari meningkatnya permintaan terhadap barang dan jasa di bidang energi serta kenaikan harga batu bara, setelah sebelumnya secara konsistem menjalankan strategi berupa efisiensi biaya operasional selama terjadi penurunan harga batubara. Meskipun situasi pandemi masih belum sepenuhnya membaik, serta adanya dampak perubahan iklim berupa curah hujan yang sangat tinggi, ITM dapat mencapai target-target produksi dan penjualan, serta memaksimalkan penggunaan teknologi serta menguatkan posisi keuangan. [3-3]

who have established long-term cooperation with ITM. In 2021, ITM conducted a customer satisfaction survey to understand customers' perception of the products and services quality provided by the Company. In collaboration with an independent party (academician), the survey was conducted on eight ITM customers with active contracts. The survey result shows a satisfactory performance of ITM, as indicated by the customer satisfaction index of 79.88%.

Throughout 2021, ITM was able to maximize profits from the increasing demand for goods and services in the energy sector as well as the increase in coal prices, having consistently implemented a strategy of operating cost efficiency during a decline in coal prices. Even though the pandemic situation has not yet fully improved, as well as the impact of climate change in the form of very high rainfall, ITM managed to achieve its production and sales targets, as well as maximize the use of technology and strengthen its financial position. [3-3]

Target dan Realisasi Produksi dan Penjualan Batubara (Juta Ton) [3-3]

Target and Realization of Coal Production and Sales (Million Tons) [3-3]

Uraian Description	2021		
	Target	Realisasi Realization	Persentase (%) Percentage (%)
Produksi Production	17.7-19.9	18.2	91.4
Penjualan Sales	20.7-22.9	20.1	87.8

Realisasi Penjualan Batubara kepada Pembeli

Realization of Coal Sales to Buyers

Pelanggan Customer	2021		2020		2019	
	Juta Ton Million Tons	%	Juta Ton Million Tons	%	Juta Ton Million Tons	%
Domestik Domestic	4.7	23.5	3.8	17.9	3.3	13.0
Ekspor Export	15.4	76.5	17.4	82.1	22.0	87.0
Jumlah Total	20.1	100.0	21.2	100.0	25.3	100.0

Seluruh pendapatan usaha ITM berasal dari penjualan produk batubara dan pendapatan lain, tanpa ada bantuan finansial dari Pemerintah. Tidak ada penerimaan lain yang diperoleh Perusahaan sebagai keuntungan maupun implikasi finansial lain dari pengelolaan isu perubahan iklim. Selain itu, sepanjang tahun 2021, ITM juga tidak menerima bantuan finansial dari Pemerintah dalam bentuk keringanan pajak serta insentif lain. Sebagian dari pendapatan usaha didistribusikan kepada pemegang saham dan pemangku kepentingan lain. [201-2, 201-4]

All of ITM's operating revenues come from the sale of coal products and other revenues, without any financial assistance from the Government. There is no other revenue received by the Company as a benefit or other financial implications of managing climate change issues. In addition, throughout 2021, ITM also did not receive financial assistance from the Government in the form of tax breaks and other incentives. Part of the operating income is distributed to shareholders and other stakeholders. [201-2, 201-4]

Pada tahun 2021, ITM mampu mencetakkan pendapatan bersih dan laba bersih masing-masing sebesar USD2.076,8 juta dan USD475,4 juta, dengan kata lain pendapatan bersih meningkat 75%, sedangkan laba bersih meningkat 1.157% dibandingkan dengan tahun 2020.

In 2021, ITM is able to record net income and net profit of USD2,076.8 million and USD475.4 million, in other words, net income increased by 75%, while net profit increased by 1,157% compared to 2020.

Data keuangan pada laporan ini telah melalui audit oleh akuntan publik yang independen. Informasi keuangan Perusahaan pada periode pelaporan dapat dilihat secara lengkap pada https://itmg.co.id/en/investor-relations/financial-report.

The financial data in this report has been audited by an independent public accountant. The Company's financial information in the reporting period can be seen in full at https://itmg.co.id/en/investor-relations/financial-report.

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

Nilai Ekonomi yang Dihasilkan **Economic Value Generated**	**2021**	**2020**	**2019**
Pendapatan Bersih Net Revenues	2,076,813	1,185,336	1,715,592
Pendapatan Bunga Bank dan Deposito Income from Bank Interest and Deposits	2,906	2,878	6,214
• Pendapatan/(Pengeluaran) Selisih Kurs Foreign Exchange Income/(Expenses)	(1,498)	(4,042)	4,319
• Pendapatan/(Pengeluaran) Lain-lain Other Income/(Expenses)	(171,501)	(30,194)	(5,151)
Nilai Ekonomi yang Dihasilkan Economic Value Generated	1,906,720	1,153,978	1,720,974
Nilai Ekonomi yang Didistribusikan **Economic Value Distributed**			
Biaya Operasional Operational Costs	802,461	693,587	1,105,525
Gaji Pekerja dan Benefit Lainnya Employees Salaries and Other Benefits			
• Pekerja Operasional Operational Employees	53,251	51,187	46,945

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1] Economic Value Generated and Distributed (Thousand USD)			
• Pekerja Administrasi dan Penjualan Administrative and Sales Staff	18,877	15,785	16,162
Jumlah Gaji Pekerja dan Manfaat Lain Total Employee Salaries and Other Benefits	72,178	66,972	63,107
Nilai Ekonomi yang Didistribusikan **Economic Value Distributed**	**2021**	**2020**	**2019**
Pembayaran Kepada Penyandang Dana Payments to Providers of Capital			
• Dividen Kepada Pemegang Saham Divident to Shareholders	106,740	64,768	203,420
• Bunga Pinjaman kepada Bank Loan Interest to the Bank	892	281	346
Pengeluaran untuk Pemerintah (Pajak, Royalti dan Lainnya) Payment to Government (Taxes, Royalty and Others)	428,695	199,338	257,409
Pengeluaran untuk Masyarakat Community Investments	2,996	1,406	1,748
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	1,413,962	1,026,352	1,631,554
Nilai Ekonomi yang Ditahan Economic Value Retained	492,758	127,626	89,420
Nilai Ekonomi yang Ditahan Sebelum Dividen Economic Value Retained Excluding Dividend	599,498	192,394	292,840

Keterangan:
Sumber Laporan Laba Rugi Konsolidasi yang telah diaudit. Kinerja ekonomi meliputi seluruh anak perusahaan; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, GEM. Informasi keuangan tidak dapat disajikan berdasarkan negara karena ITM hanya beroperasi di Indonesia.

Notes:
Source from Audited Consolidated Income Statements. The economic performance figures cover all subsidiaries; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, GEM. Financial information cannot be presented in region because ITM only operated in Indonesia.

Salah satu bentuk distribusi nilai ekonomi yang diperoleh kepada pemangku kepentingan, dalam hal ini pemerintah, yaitu melalui pembayaran kepada negara. Kontribusi pada penerimaan negara dilakukan melalui pembayaran pajak dan Penerimaan Negara Bukan Pajak (PNBP) setiap tahun, dan menggunakan proses digital dalam pembayarannya. Pada tahun 2021, ITM merealisasikan PNBP sebesar USD283,0 juta. Secara keseluruhan, nilai ekonomi yang didistribusikan kepada Pemerintah dalam bentuk pembayaran pajak dan PNBP pada tahun 2021 mencapai USD428,7 juta atau meningkat 115% dibanding tahun sebelumnya sebesar USD199,3 juta. [201-3]

One form of distribution of economic value obtained to stakeholders, in this case the government, is through payments to the state. Contributions to state revenues are made through the payment of taxes and Non-Tax State Revenue (PNBP) every year, and use a digital process in their payments. In 2021, ITM realized PNBP of USD283.0 million. Overall, the economic value distributed to the Government in the form of tax payments and PNBP in 2021 reached USD428.7 million or increase 115% compared to the previous year of USD199.3 million. [201-3]

MEMBERI NILAI MELALUI PENGELOLAAN LINGKUNGAN

Providing Value through Environmental Management



02


Mengenal Sarang Orangutan (Pongo pygmaeuse morio)
Kelas Umur & Siklus Hidup Orangutan
ibu dan Bayi
Anak (3-6 thn)
Remaja (6-9 thn)
Dewasa (9-45)
Umur Sarang Orangutan
Sarang Type A
Sarang Baru, Dedaunan Berwarna Hijau
Sarang Type B
Bentuk Utuh Campuran daun hijau dan coklat
Sarang Type C
Berwarna Coklat, Sedikit Berlubang
Sarang Type D
Daun banyak hilang, Banyak lubang pada sarang
Sarang Type E
Tinggal ranting, Tidak berbentuk sarang utuh
Fungsi Karateristik Sarang
Setiap individu orangutan, membuat sar
setiap hari sebagai tempat tidurnya.
Sarang menjadi indikator kehadiran or
pada suatu lokasi tertentu.
Posisi sarang biasanya berhubungan de
kelas umur orangutan.
Variasi type sarang dapat menjadi in
apakah orangutan menetap atau berpi
pada suatu tempat tertentu.

Sistem Manajemen Lingkungan

Environmental Management System

ITM berkomitmen untuk melakukan adaptasi dan mitigasi atas dampak perubahan iklim dengan bertransisi menuju pertambangan rendah karbon menuju energi yang lebih hijau dan terbarukan. Transisi ini dilakukan melalui penggunaan teknologi dan inovasi dalam operasional bisnisnya dengan tetap memberikan nilai kepada pemangku kepentingan. [2-25]

Selain perubahan iklim, ITM juga berupaya mengurangi dampak negatif dari lingkungan melalui implementasi Sistem Manajemen Kesehatan dan Kecelakaan Kerja & Lingkungan (SMK3L), serta ISO14001:2015 Sistem Manajemen Lingkungan. Perusahaan juga memastikan kepatuhan pada semua peraturan dan standar lingkungan yang berlaku. Kebijakan pengelolaan lingkungan ITM yang mencakup pengelolaan energi, emisi, limbah, air dan efluen, serta keanekaragaman hayati telah tercantum dalam visi dan misi Perusahaan, Kebijakan lingkungan, Kebijakan Manajemen Energi dan Karbon, Rencana Kerja Anggaran Belanja (RKAB) dan Key Performance Indicator (KPI). [3-3]

Perusahaan menjalankan SMK3L di bawah tanggung jawab Departemen Health, Safety, Environment, and Community Development (HSEC) dan didukung Departemen CSR. Sepanjang tahun 2021, ITM tidak menerima denda maupun pinalti terkait ketidakpatuhan terhadap peraturan dan perundang-undangan terkait pengelolaan lingkungan. Hingga akhir tahun 2021, ITM melakukan kegiatan lingkungan dengan total biaya lingkungan mencapai USD10,4 juta. [3-3]

ITM is committed to adapting and mitigating the impacts of climate change by transitioning to low-carbon mining towards greener and renewable energy. This transition is carried out through the use of technology and innovation in its business operations while still providing value to stakeholders. [2-25]

In addition to climate change, ITM also seeks to reduce negative environmental impacts through the implementation of the Occupational & Environmental Health and Accident Management System (SMK3L), as well as the ISO14001:2015 Environmental Management System. The company also ensures compliance with all applicable environmental regulations and standards. ITM's environmental management policies covering energy, emission, waste, water and effluent management, as well as biodiversity have been stated in the Company's vision and mission, environmental policies, Energy and Carbon Management Policies, Work Plans and Budgets (WP&B) and Key Performance Indicators (KPIs).[3-3]

The company carries out SMK3L under the responsibility of the Department of Health, Safety, Environment, and Community Development (HSEC) and is supported by the CSR Department. During 2021, ITM did not receive any fines or penalties related to non-compliance with laws and bregulations related to environmental management. Until the end of 2021, ITM carried out environmental activities with a total environmental cost of USD10.4 million. [3-3]

Sistem Manajemen Lingkungan dalam SMK3L [3-3]
Environmental Management System in SMK3L

Misi Mission	Target	Strategi Strategy
• 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	• 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. • Intensitas emisi GRK turun sebesar 5% pada 2025. • 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 • GHG emission intensity decrease by 5% in 2025.	• 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.

Efisiensi Energi dan Pengendalian Emisi Gas Rumah Kaca

Energy Efficiency and Greenhouse Gas Emissions Control

HIGHLIGHT 2021

Energy Consumption
9,896,772 GJ

Emission Intensity
0.09
Ton CO_2-eq / Ton Production

Energy Intensity
0.53 GJ/Ton

GHG Emission Reduction
1.93%

Energy Efficiency
2.37%

MANAGEMENT APPROACH [3-3]

DAMPAK TOPIK MATERIAL | MATERIAL TOPIC IMPACT

Penggunaan energi yang secara tidak langsung juga berpengaruh terhadap timbulan emisi GRK dari kegiatan pertambangan dan penunjang.

The use of energy which indirectly also affects the generation of GHG emissions from mining and supporting activities.



PENGELOLAAN DAMPAK | IMPACT MANAGEMENT

Penggunaan biofuel sebagai sumber energi, menambah pasokan listrik dari pembangkit listrik hibrid, program efisiensi energi di tiap site, identifikasi sumber emisi GRK dan perhitungan emisi GRK sebagai dasar perencanaan pengendalian emisi GRK.

The use of biofuels as an energy source, increasing the supply of electricity from hybrid power plants, energy efficiency programs at each site, identification of GHG emission sources and calculation of GHG emissions as a basis for planning GHG emission control

EVALUASI | EVALUATION

Evaluasi efisiensi energi dan pengendalian emisi gas rumah kaca dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi menunjukkan intensitas emisi gas rumah kaca meningkat sebesar 0,09 Ton CO_2-eq/tonFC sebagai pengaruh dari peningkatan gas metana akibat peningkatan produksi di BEK dan EMB.

Evaluation of energy efficiency and greenhouse gas emissions control is carried out through an assessment mechanism for periodic reporting to the authorities. The evaluation result show that the intensity of greenhouse gas emissions increased by 0.09 Ton CO_2-eq/tonFC as the effect of the increase in methane gas due to increased production in BEK and EMB.



EFISIENSI ENERGI

ITM memanfaatkan energi yang bersumber dari bahan bakar minyak, listrik, pembangkit listrik tenaga surya (PLTS) dan batubara pada pembangkit listrik tenaga uap (PLTU). Penggunaan listrik bersumber dari pasokan PLN serta pembangkit listrik hibrid di Bontang, Kalimantan Timur. Pembangkit listrik hibrid memiliki kapasitas 2x7 MW untuk PLTU dan 3 MW untuk pembangkit listrik tenaga surya, dengan jumlah listrik yang dihasilkan pada tahun 2021 mencapai 2.107,10 MWh. Perusahaan juga menerapkan penggunaan biofuel sebagai sumber energi, sesuai program mandatory yang ditetapkan dalam Permen ESDM No.12 tahun 2015. Pada tahun 2021, ITM telah menggunakan Biosolar B30 sebesar 275.311.965 liter pada kegiatan pertambangan untuk kendaraan, pembangkit listrik tenaga diesel (PLTD), dan pengiriman melalui tongkang. Penggunaan biofuel sesuai Circular Carbon Economy (CCE) Platform adalah salah satu komponen penting untuk menurunkan emisi GRK. [302-1]

Sejak tahun 2020, ITM melalui anak perusahaan yaitu JBG memanfaatkan energi kinetik dari air yang digunakan pada settling pond WWM-16 untuk penerangan dan pengelolaan efluen.

Selama 2021, volume pemakaian energi mencapai 9.896.871 GJ atau lebih rendah 2,37% dibanding tahun 2020 sebesar 10.136.808 GJ. ITM belum melakukan penghitungan penggunaan energi di luar organisasi. Penghitungan konsumsi energi dilakukan dengan konversi energi yang digunakan ke dalam satuan Gigajoule (GJ) dengan referensi konversi merujuk pada Energy Statistic Manual (International Energy Agency (IEA), 2015) dan GHG Protocol: Stationary Combustion Guidance. Secara berkala, Perusahaan melakukan audit energi secara internal, dan hasil audit energi diverifikasi oleh pihak independen bersertifikasi. [302-1] [302-2]

ENERGY EFFICIENCY

ITM uses energy sourced from fuel oil, electricity, solar power plants (PLTS), and coal in coal-fired power plants (PLTU). The electricity is supplied by PLN as well as a hybrid power plant in Bontang, East Kalimantan. The hybrid power plant has a capacity of 2x7 MW for coal-fired power plants and 3 MW for solar power plants, with the total electricity generated in 2021 reaching 2,107.10 MWh. The company also used biofuel as an energy source, in accordance with the mandatory program stipulated in the Minister of Energy and Mineral Resources Regulation No. 12 of 2015. In 2021, ITM has used 275,311,965 liters of Biodiesel B30 in mining activities for vehicles, diesel power plants (PLTD), and shipping by barge. The use of biofuels according to the Circular Carbon Economy (CCE) Platform is one of the important components to reduce GHG emissions. [302-1]

Since 2020, ITM through its subsidiary JBG has utilized the kinetic energy of the water used in the WWM-16 settling pond for lighting and effluent management

During 2021, the volume of energy consumption reached 9,896,871 GJ or lower 2.37% compared to 2020 of 10,136,808 GJ. ITM has not calculated energy use outside the organization. Energy consumption is calculated by converting the energy used into Gigajoules (GJ) with the conversion referring to the Energy Statistics Manual of the International Energy Agency (IEA), 2015, and GHG Protocol: Stationary Combustion Guidance. Periodically, the Company conducts energy audits internally, and the results of energy audits are verified by a certified independent party. [302-1] [302-2]

Penggunaan Energi dalam Perusahaan (Scope 1) Berdasarkan Sumber [302-1]
Energy Consumption within the Organization (Scope 1) by Source

Uraian Description	Satuan Unit	2021	2020	2019
Energi Terbarukan Renewable Energy				
Kegiatan Penambangan dan Penunjang Mining and Supporting Activities				
Minyak Kelapa Sawit Palm Oil	GJ	2,765,226	2,843,069	2,203,207
Pembangkit Listrik Tenaga Surya Solar Power Plants	GJ	7,586	7,065	N/A

Penggunaan Energi dalam Perusahaan (Scope 1) Berdasarkan Sumber [302-1]
Energy Consumption within the Organization (Scope 1) by Source

Uraian Description	Satuan Unit	2021	2020	2019
Energi Tidak Terbarukan Non-Renewable Energy				
Kegiatan Penambangan dan Penunjang Mining and Supporting Activities				
Kegiatan Penambangan Mining Activity				
Diesel	GJ	6,454,858	6,633,832	8,812,828
Batubara Coal	GJ	658,964	641,996	927,396
Kegiatan Penunjang Supporting Activity				
Listrik dari PLN Electricity from PLN	GJ	8,273	8,317	6,346
Bensin Gasoline	GJ	1,865	1,811	2,978
Jumlah Penggunaan Energi di dalam Perusahaan Total Energy Consumption within the Organization	GJ	9,896,772	10,136,808	11,019,013
Intensitas Pemakaian Energi [302-3] Energy Intensity				
Jumlah Produksi Total Production	Juta Ton Million Tonnes	18.6	19.3	23.4
Intensitas Pemakaian Energi Intensity of Energy Consumption	GJ/Ton	0.53	0.52	0.51

Keterangan:
- Data penggunaan energi sudah termasuk HO Jakarta dan IBO Balikpapan (Januari-Desember 2021), dan juga PT GasEmas (hanya Januari 2021)
- Jumlah produksi menggunakan nilai Finished Coal

Notes:
- Energy usage data includes HO Jakarta and IBO Balikpapan (January-December 2021), and PT GasEmas (January 2021 only)
- Production quantity using Finished Coal value

Sepanjang tahun 2021, ITM melaksanakan serangkaian inisiatif efisiensi energi untuk kegiatan operasional, di antaranya: [302-4]

- Penggunaan panel surya di IMM untuk mengganti sumber listrik yang menggunakan diesel dan batu bara dengan memastikan operasional yang tidak terganggu, serta melakukan perawatan rutin dan penanganan risiko terbakar karena efek *hot spots*.
- TCM melakukan program efisiensi energi dari pengurangan laju kendaraan LV pada monitoring Pit Tambang dan penggunaan teknologi pantau digital. Teknologi ini terintegrasi dalam sistem Mining Digital Center (MDC) dan mampu memberikan penghematan sebesar Rp97.770.944.

During 2021, ITM implemented a series of energy efficiency initiatives for operational activities, including: [302-4]

- The use of solar panels at IMM to replace the electricity sources that use diesel and coal by ensuring smooth operations, as well as carrying out routine maintenance and handling the risk of burning due to the effect of hot spots.
- TCM conducted energy efficiency programs from

Selain peningkatan efisiensi, penggunaan teknologi pantau digital dapat mengurangi emisi GRK sebesar 58,63 ton CO_2-eq.

Secara umum, penghitungan pengurangan energi pada batubara terjual dan layanan yang tercapai pada tahun 2021 dilakukan berdasarkan perbandingan volume bahan bakar yang dibutuhkan untuk pengangkutan setiap ton batubara dan dikonversi kepada satuan energi (GJ). Pemakaian bahan bakar untuk pengangkutan setiap ton batubara pada tahun 2021 sebesar 0,53 GJ/ton FC, lebih tinggi dibanding tahun 2020 sebesar 0,52 GJ/ton FC. [302-5]

PENGURANGAN EMISI GAS RUMAH KACA (GRK)

ITM memahami bahwa operasi pertambangan menghasilkan emisi GRK yang menjadi salah satu faktor terjadinya perubahan iklim. Secara berkala Perusahaan melakukan pemantauan dan penghitungan kadar emisi. Identifikasi meliputi 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 dan hasil pengukuran gas dikonversikan menjadi Ton CO_2-eq. Perhitungan emisi dilakukan setiap tahun. [305-1]

reducing LV vehicle speed to mining pit monitoring and using digital monitoring technology. This technology is integrated in the Mining Digital Center (MDC) system and is able to save IDR97,770,944. In addition to increasing efficiency, the use of digital monitoring technology can reduce GHG emissions by 58.63 tons CO_2-eq.

In general, the calculation of the energy reduction in coal sold and service achieved in 2021 was based on a comparison of the volume of fuel required to transport each ton of coal and converted to energy unit (GJ). The use of fuel for transportation of each ton of coal in 2021 was 0.53 GJ/ton FC, higher than in 2020 of 0.52 GJ/ton FC. [302-5]

GREENHOUSE GASES EMISSION REDUCTION

ITM understands that mining operations produce GHG emissions which are one of the factors causing climate change. The Company periodically monitors and calculates emission levels. Identification includes sources of Greenhouse Gases (GHG) and calculation of GHG emission volumes which include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydro-fluoro-carbons (HFCs). The calculation method is adjusted to the emission source and the gas measurement results are converted into tons of CO_2-eq. Emissions are calculated every year. [305-1]

Sistem Perhitungan Berdasarkan Sumber Emisi [305-1]
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	Sistem Perhitungan Calculation System
Bahan bakar biosolar, solar, dan bensin untuk kendaraan bergerak. Biodiesel, 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 Emission	Protokol 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

Sistem Perhitungan Berdasarkan Sumber Emisi [305-1]
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	Sistem Perhitungan Calculation System
Bahan Peledak Explosive Material	Sistem perhitungan melalui konversi penggunaan jumlah material ammonium nitrat. The calculation system through the conversion of the use of ammonium nitrate material.
Fugitive emission dari coal expose Fugitive emission from coal expose	Sistem perhitungan dengan mengonversi tingkat emisi gas metana dari batu bara yang dihasilkan. A calculation system by converting the level of methane gas emissions from the coal produced.

Emisi GRK lingkup 1 bersumber dari penggunaan bahan bakar fosil untuk kegiatan pertambangan, pembangkit listrik tenaga uap (PLTU), pembangkit listrik tenaga disel (PLTD), *refrigerant* dan emisi *fugitive* gas metana dari penumpukan batubara. Sementara, emisi GRK lingkup 2 berasal dari penggunaan listrik PLN. Pada tahun 2021 ITM telah menghitung emisi GRK untuk lingkup 3 dari perhitungan emisi batubara yang dipasarkan kepada konsumen. Total volume emisi GRK tahun 2021 sebesar 1.634.175 Ton CO_2-eq, lebih rendah 1,9% dibanding tahun 2020 yang mencapai 1.666.284 Ton CO_2-eq. [305-1, 305-2, 305-3, 305-5]

Scope 1 GHG emissions come from the use of fossil fuels for mining activities, steam power plants (PLTU), diesel power plants (PLTD), refrigerants and fugitive methane gas emissions from coal accumulation. Meanwhile, scope 2 GHG emissions come from the use of PLN electricity. In 2021 ITM has calculated GHG emissions for scope 3 of the calculation of coal emissions marketed to consumers. The total volume of GHG emissions in 2021 is 1,634,175 Ton CO_2-eq, lower 1.9% compared to 2020 which reached 1,666,284 Ton CO_2-eq. [305-1, 305-2, 305-3, 305-5]

Emisi GRK Berdasarkan Sumber [MM2]
GHG Emissions by Sources

Uraian Description	Satuan Unit	2021	2020	2019
Emisi GRK dari Kegiatan Penambangan dan Penunjang **GHG Emission from Mining and Supporting Activities**				
Lingkup 1: Solar Scope 1: Diesel	Ton CO_2-eq	821,192	842,295	907,428
Emisi GRK dari Kegiatan Penambangan **GHG Emission from Mining**				
Lingkup 1: Batubara Scope 1: Coal	Ton CO_2-eq	49,648	49,052	67,709
Lingkup 1: Bahan Peledak Scope 1: Explosives		3,877	4,694	7,022
Lingkup 1: Emisi GRK Fugitif Scope 1: Fugitive GHG Emissions		749,491	759,051	964,228
Emisi GRK dari Kegiatan Penunjang **GHG Emission from Supporting Activities**				
Lingkup 1: Bensin Scope 1: Gasoline	Ton CO_2-eq	966	938	1,542
Lingkup 1: *Refrigerant* Scope 1: Refrigerant		6,201	7,254	4,733

Emisi GRK Berdasarkan Sumber [MM2]
GHG Emissions by Sources

Uraian Description	Satuan Unit	2021	2020	2019
Lingkup 1: *Barging* Scope 1: Barging	Ton CO_2-eq	93,522	n/a	n/a
Jumlah Emisi GRK Lingkup 1 **Total GHG Emission Scope 1**		**1,631,375**	**1,663,284**	**1,952,662**
Lingkup 2: Listrik PLN Scope 2: Purchased Electricity from PLN		2,801	3,000	2,615
Jumlah Emisi GRK (lingkup 1 dan 2) **Total GHG Emission (scope 1 and 2)**	Ton CO_2-eq	**1,634,176**	**1,666,284**	**1,955,277**
Lingkup 3: Batubara terjual* Scope 3: Coal Sold		36,931,656	N/A	N/A

Keterangan:
* Perhitungan emisi GRK untuk lingkup 3 baru dilakukan pada tahun 2021.

Notes:
* Calculation of GHG emissions for scope 3 is carried out in 2021.

Intensitas Emisi (Intensitas Karbon) GRK [305-4]
GHG Emission Intensity (Carbon Intensity)

Uraian Description	Satuan Unit	2021	2020	2019
Jumlah Produksi Total Production	Juta Ton Million Ton	18.6	19.3	23.4
Intensitas Emisi GRK (lingkup 1 & 2) GHG Emission Intensity (Scope 1 & 2)	Ton CO_2-eq / Ton Produksi Ton Production	0.09	0.08	0.08

Keterangan:
- Data emisi sudah termasuk HO Jakarta dan IBO Balikpapan (Januari-Desember 2021), dan juga PT GasEmas (hanya Januari 2021)
- Jumlah produksi menggunakan nilai Finished Coal

Notes:
- Emission data covers HO Jakarta and IBO Balikpapan (January-December 2021), and PT GasEmas (January 2021 only)
- Production quantity using Finished Coal value

Melalui pemantauan dan penghitungan yang dilakukan selama tahun 2021, ITM juga memastikan pengendalian emisi lainnya telah memenuhi ambang batas baku mutu yang ditetapkan Pemerintah. Perhitungan beban emisi yang meliputi NOx, SOx, CO, dan Partikel (PM) diambil dari Sistem Informasi Pelaporan Elektronik Lingkungan Hidup (SIMPEL) masing-masing site. Total beban emisi tahun 2021 mencapai 1.287,72 Ton. [305-7]

Through monitoring and calculations during 2021, ITM made sure that other emissions have met the quality standard threshold set by the Government. The calculation of the emission load which includes NOx, SOx, CO, and Particles (PM) is taken from the Environmental Electronic Reporting Information System (SIMPEL) of each site. The total emission load in 2021 reached 1,287.72 Tons. [305-7]



Jumlah Beban Emisi Konvensional
Total Conventional Emission Loads

Jenis Emisi Emission Type	Satuan Unit	2021
SO_x	Ton Tons	91.46
NO_x		962.51
CO		145.03
Partikel (PM)		88.72

ITM dan entitas anak belum melakukan penghitungan terkait emisi yang mengandung substansi penipis ozon (ODS). Meskipun demikian, Perusahaan telah melaksanakan beberapa upaya untuk mengurangi emisi yang mengandung substansi ODS, serta upaya mengurangi timbulan emisi lainnya melalui penggunaan R410a yang lebih ramah lingkungan untuk menggantikan *chloro fluoro carbon* (CFC) pada peralatan pendingin. [305-6, 305-7]

ITM and its subsidiaries have not yet calculated emissions containing ozone-depleting substances (ODS). However, the Company has implemented several efforts to reduce ODS emissions, as well as efforts to reduce other emissions through the use of R410a which is more environmentally friendly to replace chlorofluorocarbon (CFC) in refrigeration equipment. [305-6, 305-7]

Perlindungan Keanekaragaman Hayati dan Pengelolaan Pascatambang

Biodiversity Protection and Post-Mining Management

HIGHLIGHT 2021

Total Carbon Sequestration
58,362.47
ton CO_2

Accumulation of Planting on Reclaimed Land
32,424 Ha

Handover of Watershed Rehabilitation DAS
14,433 Ha

Mangrove Planting
40,000

MANAGEMENT APPROACH [3-3]

PENGELOLAAN DAMPAK | IMPACT MANAGEMENT

Pelaksanaan program-program edukasi dan konservasi seperti pemantauan keanekaragaman hayati dan penanaman lahan terganggu secara berkesinambungan, yang juga mendukung proses reklamasi pascatambang dan penurunan emisi GRK.

Implementation of education and conservation programs such as monitoring of biodiversity and planting disturbed land continuously, which also supports the post-mining reclamation process and GHG emission reduction.





EVALUASI | EVALUATION

Evaluasi pengelolaan keanekaragaman hayati dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi secara berkelanjutan tetap dikembangkan dari masing-masing site sebagai upaya pelestarian keanekaragaman hayati untuk mendukung kegiatan reklamasi pascatambang dan mendukung penurunan emisi GRK, serta memitigasi dampak perubahan iklim.

Evaluation of biodiversity management is carried out through an assessment of periodic reporting to the authorities. The evaluation results are continuously developed from each site as an effort to conserve biodiversity to support post-mining reclamation activities and support the reduction of GHG emissions, as well as mitigate the impacts of climate change.

PERLINDUNGAN KEANEKARAGAMAN HAYATI

Kegiatan pertambangan yang dijalankan ITM merupakan pertambangan terbuka sehingga berpotensi menimbulkan dampak, di antaranya berupa perubahan rona alam dan ekosistem di atasnya, peningkatan emisi debu dan partikulat, penurunan kualitas air permukaan, serta erosi. Hal ini terjadi karena kegiatan pertambangan dijalankan melalui proses pembukaan lahan dan pengupasan lapisan permukaan tanah, penggalian material tanah dan material tambang, serta pengangkutan material tanah dan material tambang. Oleh sebab itu, ITM berkomitmen untuk mengurangi dampak kerusakan lahan dengan mengembalikan fungsi lahan melalui rencana pengelolaan lahan terganggu dan reklamasi sesuai dengan pedoman Analisis Mengenai Dampak Lingkungan (Amdal). [3-3] [304-2]

BIODIVERSITY PROTECTION

ITM's mining activities are open-pit mining which have the potential to cause impacts, including changes in the natural landscape and the ecosystem above it, increased dust and particulate emissions, decreased surface water quality, and erosion. This happens because mining activities are carried out through the process of land clearing and stripping the soil surface, excavation of soil and mining materials, as well as transportation of soil and mining materials. Therefore, ITM is committed to reducing the impact of land damage by restoring land functions through a disturbed land management plan and reclamation in accordance with Environmental Impact Analysis (Amdal) guidelines. [3-3] [304-2]

Beberapa Upaya Pengelolaan Lahan Terganggu
Disturbed Land Management Efforts

Aktivitas Tambang Mine Activities	Risiko dan Dampak Lingkungan Environmental Risk and Impact	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. 2. Menanam rerumputan (*cover crop*) jenis CP, CM, dan Mucuna untuk mengendalikan hanyutnya tanah pucuk terangkut air larian dan menjaga kesuburan tanah. 3. Menerapkan sempadan sungai selebar 50 meter kanan-kiri sungai yang merupakan Sub-sub DAS sebagai kawasan konservasi. 4. Menerapkan metode penambangan gali timbun ke belakang (*back filling*) atau *in pit dump*. 1. Pile top soil in a safe place from erosion or mining activities. 2. Plant cover crop of CP, CM, and Muccun to control the drift of top soil by runoff and maintain soil fertility. 3. Implement a 50-meter-wide riparian zones which are the Sub-Subwatershed as an effort to conserve soil and water. 4. 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. Melakukan reklamasi dengan memperhatikan aspek keamanan dan kestabilan timbunan dan revegetasi lahan sesuai dengan rencana reklamasi. 2. Melakukan penyiraman jalan pada tapak tambang, jalan angkut, lokasi pengoperasian fasilitas, sarana dan prasarana tambang. 1. Carry out reclamation by considering the security and stability aspects of embankment and land revegetation in accordance with the reclamation plan. 2. Watering the road on the mine site, hauling road, location of operation of facilities, mining facilities and infrastructure.

Beberapa Upaya Pengelolaan Lahan Terganggu
Disturbed Land Management Efforts

Aktivitas Tambang Mine Activities	Risiko dan Dampak Lingkungan Environmental Risk and Impact	Mitigasi Mitigation
		3. Menerapkan kecepatan rendah khususnya untuk kendaraan angkut batubara (maksimum 40 km/jam). 4. Melakukan reklamasi dan revegetasi lahan sesuai dengan rencana. 5. Memelihara dan memantau pertumbuhan tanaman revegetasi. 3. Applying low speed, especially for coal hauling vehicles (maximum 40 km/hour). 4. Carry out land reclamation and revegetation according to the plan. 5. Maintain and monitor the growth of revegetation plants.

ITM telah memiliki berbagai Izin Pinjam Pakai Kawasan Hutan (IPPKH) dari Kementerian Lingkungan Hidup dan Kehutanan (KLHK) pada masing-masing wilayah operasional. Perolehan IPPKH memastikan penggunaan lahan telah sesuai dengan semua ijin yang diperoleh, yang dapat dilihat pada lampiran.

ITM already has various Borrow-to-Use Forest Area Permits (IPPKH) from the Ministry of Environment and Forestry (KLHK) in each of its operational areas. Obtaining IPPKH ensures that land use complies with all permits obtained, which can be seen in the appendix.

Total seluruh konsesi pertambangan adalah 83.391 Ha. Wilayah operasi pertambangan ITM yang dikelola entitas anak umumnya berada di kawasan hutan produksi, hutan tanaman industri, dan area penggunaan lain. Namun, seluas 4.322,11 Ha atau 17,92% dari total 24.121 Ha luas konsesi IMM merupakan kawasan hutan lindung. Jika dibandingkan dengan keseluruhan total luas konsesi pertambangan ITM, luas kawasan hutan lindung hanya sekitar 5,18%. [304-1]

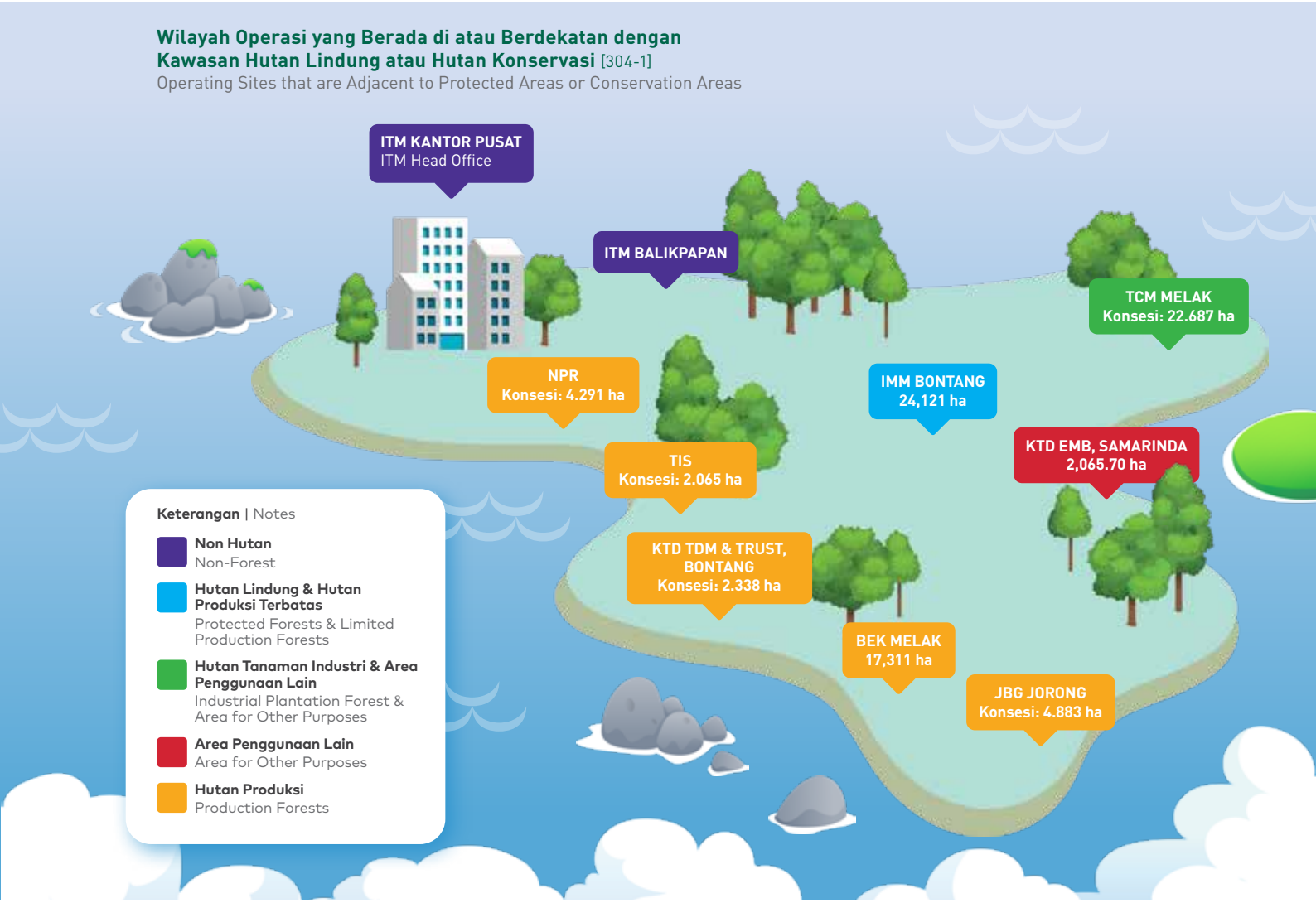
The total area of mining concessions is 83,391 Ha. ITM's mining operating areas managed by subsidiaries are generally located in production forest areas, industrial plantation forests, and other use areas. However, some 4.322,11 Ha area or 17,92% of the total area of 24,121 Ha of IMM's concession area is in protected forest area. When compared to the total area of ITM's mining concessions, the protected forest area is only about 5.18%. [304-1]

Dalam upaya konservasi keanekaragaman hayati, ITM mengalokasikan area konservasi seluas 37,91 Ha di area pertambangan BEK dan 99,44 Ha kawasan hutan galam di area pertambangan JBG. Pada tahun 2021, IMM menetapkan arboretum seluas 65 Ha di area reklamasi. Kegiatan di area arboretum pada periode pelaporan mencakup penetapan tiga zonasi, antara lain zona edukasi dan wisata, zona pemanfaatan dan pengembangan, serta zona penelitian. Selain itu, dilakukan pengayaan mangrove pada kawasan pantai pelabuhan seluas 36 Ha. [304-3]

In conserving biodiversity, ITM has allocated a 37.91-Ha conservation area in the BEK mining area and another 99.44 Ha in the galam forest area in the JBG mining area. In 2021, IMM established an arboretum covering an area of 65 Ha in the reclamation area. Activities in the arboretum area during the reporting period included the determination of three zoning, including education and tourism zones, utilization and development zones, and research zones. In addition, mangrove enrichment was carried out in the port coastal area of 36 hectares. [304-3]

Wilayah Operasi yang Berada di atau Berdekatan dengan Kawasan Hutan Lindung atau Hutan Konservasi [304-1]

Operating Sites that are Adjacent to Protected Areas or Conservation Areas



Upaya Perlindungan Habitat Pada Kawasan Dilindungi dan Area Konservasi [304-3]

Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operations Area	Wilayah Dilindungi dan Luasan Total of Protected Area	Kegiatan Tahun 2021 2021 Activities
IMM Bontang	Hutan lindung. Luas 4.322,11 Ha Protected forest of 4,322.11 Ha	Pemetaan, paduserasi data, dan informasi, pembersihan rencana jalur transek, pembangunan transek, pembuatan sarana dan prasaran penunjang, pembagian zonasi kawasan arboretum, labelling pohon teridentifikasi pada transek Mapping, integration of data and information, cleaning of transect route plans, construction of transects, construction of supporting facilities and infrastructure, zoning of arboretum areas, labeling of identified trees on transects
BEK Melak	Area konservasi pada hutan produksi. Luas 37,91 Ha. Conservation area in production forest. Area 37.91 Ha.	Pengoleksian sumber benih (biji dan cabutan anakan alam) dan pengoleksian tanaman lokal dan anggrek Collection of seed sources (seeds and natural saplings) and collection of local plants and orchids

Upaya Perlindungan Habitat Pada Kawasan Dilindungi dan Area Konservasi [304-3]
Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operations Area	Wilayah Dilindungi dan Luasan Total of Protected Area	Kegiatan Tahun 2021 2021 Activities
JBG Jorong	Area konservasi ekowisata Hutan Galam. Luas 99,44 Ha. Galam Forest ecotourism conservation area. Area 99.44 Ha.	Pengajuan penetapan area konservasi PT JBG ke BKSDA Provinsi Kalimantan Selatan yang saat ini masih dalam proses pemenuhan administratif. BKSDA juga telah melakukan kunjungan lapangan ke PT JBG The submission of PT JBG conservation area determination to the BKSDA of South Kalimantan Province which is currently still in the administrative process. BKSDA has also made a site visit to PT JBG
KTD Embalut	Hutan Pendidikan. Luas 80 Ha Education Forest area 80 Ha	Penanaman (*enrichment planting*) dan pemeliharaan tanaman lokal. Pemantauan status keanekragaman hayati dan pengukuran serapan karbon di sebagian area hutan pendidikan. Enrichment planting and maintenance of local plants. Monitoring the status of biodiversity and measuring carbon sequestration in some areas of education forest.

Tingginya nilai keanekaragaman hayati di Kalimantan, mendorong ITM bekerjasama dengan tim Badan Riset dan Inovasi Nasional (BRIN) di bawah Pusat Riset Konservasi Tumbuhan dan Kebun Raya Organisasi Riset Ilmu Pengetahuan Hayati untuk melakukan studi keanekaragaman hayati di IMM, TCM, BEK dan NPR, serta melihat aktivitas bisnis operasi perusahaan yang berhubungan dengan implementasi pelestarian keanekaragaman hayati. Sehubungan dengan kondisi pandemi yang terjadi disepanjang 2021, pelaksanaan keanekaragaman hayati diprioritaskan pada pengayaan area revegetasi dengan melakukan penanaman 252.613 batang tanaman lokal dan tidak ada kunjungan oleh tim BRIN. Berdasarkan studi keanekaragaman hayati yang dilakukan, IMM dan BEK telah memetakan satwa langka dan tanaman endemik terdaftar Daftar Merah IUCN.

The high value of biodiversity in Kalimantan has driven ITM to collaborate with the National Research and Innovation Agency (BRIN) team under the Center for Plant Conservation Research and Botanical Gardens of the Biological Sciences Research Organization to conduct biodiversity studies at IMM, TCM, BEK, and NPR, as well as observe the company's operating business activities related to the implementation of biodiversity conservation. Due to pandemic conditions throughout 2021, the biodiversity study was prioritized on enriching the revegetation area by planting 252,613 local plant seedlings and there were no visits by the BRIN team. Based on the biodiversity studies conducted, IMM and BEK have mapped endangered animals and endemic plants listed on the IUCN Red List.

Daftar Flora, Fauna Dilindungi di Lahan Reklamasi dan Status Perlindungan Berdasarkan Daftar Merah IUCN [304-4]
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

Daftar Flora, Fauna Dilindungi di Lahan Reklamasi dan Status Perlindungan Berdasarkan Daftar Merah IUCN [304-4]
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
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		

Luas lahan yang dibuka untuk operasi pertambangan pada tahun 2021 yaitu 548,87 hektar, dengan luasan kumulatif lahan untuk operasi pertambangan hingga akhir tahun 2021 mencapai 24.235,36 hektar. Adapun luasan lahan tambang yang direklamasi pada tahun 2021 mencapai 945,33 hektar atau 116,6% dari target 810,72 hektar. Luasan kumulatif lahan reklamasi yang telah dilaksanakan Perusahaan hingga akhir tahun 2021 mencapai 15.083,76 hektar.

Untuk mengelola lahan terganggu, ITM melaksanakan kegiatan revegetasi melalui penanaman 818.618 pohon pada total akumulasi luas lahan. Tanaman yang ditanam terdiri dari spesies tanaman lokal dan tanaman bernilai ekonomis. Sebagai upaya meningkatkan status keanekragaman hayati, tanaman lokal yang ditanam beberapa diantaranya *Mangifera casturi*, *Shorea balangeran*, *Shorea laevis*, *Parashorea aptera*, *Eusideroxylon zwageri* dan *Aquilaria malaccensis*.

The area of land cleared for mining operations in 2021 was 548.87 hectares, with the cumulative area of land for mining operations until the end of 2021 reaching 24,235.36 The area of mining land reclaimed in 2021 was945.33 hectares or 116.6% of the target at 810.72 hectares. The cumulative area of post-mining reclamation land that has been carried out by the Company until the end of 2021 was 15.083,76 hectares.

ITM managed disturbed land through revegetation by planting 818,618 trees on the total accumulated land area. The plants consisted of local plant species and crops with economic value. As an attempt to improve the biodiversity status, some of the local plants planted include *Mangifera casturi*, *Shorea balangeran*, *Shorea laevis*, *Parashorea aptera*, *Eusideroxylon zwageri* and *Aquilaria malaccensis*.

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

Parameter Parameter	Satuan Unit	Akumulasi Accumulation	2021	2020	2019
Lahan Terganggu Disturbed Area	Ha	24,235.36	548.87	894	861
Lahan Reklamasi Reclaimed Area	Ha	15,083.76	945.33	915	876
Lahan Revegetasi Revegetated Area	Ha	14,750.73	812.30	748	826
Jumlah Pohon Number of Trees	Batang Trees	10,799,466	818,618	656,105	1,064,050

Dukungan Serapan Karbon di Area Pascatambang

Pada tahun 2021, ITM melanjutkan pelaksanaan pascatambang TDM yang telah menghentikan operasi penambangan sejak tahun 2016. Seluruh wilayah operasi ITM (100%) telah memiliki rencana pascatambang.. Di sisi lain, ITM juga telah mempersiapkan rencana pascatambang untuk EMB yang akan memasuki pascatambang di tahun 2022. Pada tahun 2021, ITM telah merealisasikan biaya pascatambang sebesar USD352 ribu. [MM10]

Salah satu kegiatan pascatambang yang dilakukan ialah penanaman kembali (revegetasi). Selain bertujuan untuk memulihkan kondisi lingkungan, kegiatan revegetasi juga memberikan dampak positif untuk meningkatkan daya dukung pada serapan karbon guna meminimalkan dampak perubahan iklim. Pada tahun 2021, ITM telah menghitung sekuestrasi karbon pada seluas 177,17 ha lahan reklamasi pascatambang di EMB, yaitu sebesar 58.362,47 ton CO_2.

Luas area reklamasi TDM sebesar 229,4 ha tidak mengalami penambahan sejak tahun 2020. Dari 219,85 ha area reklamasi yang dapat diukur, tercatat estimasi sekuestrasi karbon sebesar 43.058,64 ton CO_2. Pada tahun 2021, TDM tengah mempersiapkan kegiatan evaluasi keberhasilan reklamasi pascatambang, dan hasil evaluasi akan disampaikan pada Laporan Keberlanjutan tahun berikutnya. [MM10]

Tidak hanya melaksanakan penanaman kembali, kegiatan reklamasi juga meliputi kegiatan penimbunan material di area void. Kegiatan tersebut telah mengurangi 30 ha total luasan void atau turun 40% dari luasan void sebelumnya. Lubang bekas tambang yang telah tertutupi kemudian dilanjutkan untuk kegiatan revegetasi.

Carbon Sequestration Support in Post Mining Areas

In 2021, ITM continued the implementation of TDM's post-mining which had stopped mining operations since 2016. All of ITM operational areas (100%) have a post-mining plan. ITM has also prepared a post-mining plan for the EMB which will enter post-mining in 2022. In 2021, ITM has realized total post-mining costs of USD352 thousand. [MM10]

One of the post-mining activities was replanting (revegetation). Besides aiming to restore environmental conditions, revegetation also have a positive impact on increasing the carrying capacity of carbon sequestration in order to minimize the impact of climate change. In 2021, ITM has calculated the carbon sequestration in the area of 177.17 ha of post-mining reclamation land in EMB, amounted to 58,362.47 ton CO_2.

TDM reclamation area of 229.4 ha has not been expanded since 2020. Of the 219.85 ha of measurable reclamation area, an estimated carbon sequestration of 43,058.64 tons CO_2 was recorded. In 2021, TDM prepared to evaluate the success of post-mining reclamation, and the results of the evaluation would be submitted in the following year's Sustainability Report. [MM10]

Aside from replanting, the reclamation activities also included stockpiling materials in void areas. This activity has reduced the total void area by 30 ha or decreased by 40% from the previous void area. The ex-mining pit that has been covered was then continued for revegetation activities



PERLINDUNGAN KEANEKARAGAMAN HAYATI DI LUAR WILAYAH OPERASI TAMBANG

Secara konsisten, ITM terus meningkatkan upaya perlindungan keanekaragaman hayati dan jasa lingkungan di luar wilayah operasi tambang melalui rehabilitasi daerah aliran sungai (DAS) dan pelestarian daerah pesisir.

Rehabilitasi Daerah Aliran Sungai (DAS)

ITM sebagai pemilik IPPKH berkewajiban melakukan rehabilitasi DAS seluas izin konsesi yang dipegangnya, 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. Kewajiban daerah yang ditanami harus berada di luar daerah konsesi, yang ditetapkan pemerintah sebagai daerah aliran yang kritis dan perlu dilakukan rehabilitasi. Area-area yang menjadi kewajiban untuk dilakukan penanaman meliputi empat provinsi, yaitu Kalimantan Timur, Kalimantan Selatan, DI Yogyakarta, dan Jawa Tengah.

PROTECTION OF BIODIVERSITY OUTSIDE MINING OPERATION AREAS

ITM consistently improves its efforts to protect biodiversity and environmental services outside the mining operation area through rehabilitation of watersheds (DAS) and conservation of coastal areas.

Watershed Rehabilitation (DAS)

ITM as the IPPKH holder is obliged to carry out watershed rehabilitation in its concession areas, based on the Decree of the Minister of Forestry No. 2628/Menhut-V/RHL/2012 dated 14 May 2012 and Minister of Environment Decree number SK.8671/MenLHK-PDASHL/KTA/DAS.1/12/218 dated 18 December 2018. The obligation of the area to be planted must be outside the concession area, designated by the government as a critical flow area, and need to be rehabilitated. Areas that are mandatory for planting located in four provinces, East Kalimantan, South Kalimantan, DI Yogyakarta, and Central Java.

No	Lokasi DAS Watershed Location	Anak Perusahaan Subsidiaries
1	Taman Nasional Kutai	IMM, TCM, KTD
2	Hutan Lindung Kota Bontang	IMM
3	Hutan Lindung Kabupaten Tanah Laut	JBG
4	Hutan Lindung Gunung Beratus	BEK
5	Hutan Lindung Buring Ayok	TCM
6	Hutan Konservasi Tahura Sultan Adam	JBG
7	KHDTK Hutan Penelitian dan Pendidikan Bukit Suharto, Universitas Mulawarman	TCM, BEK
8	Kawasan Hutan Produksi, DAS Barito, Teweh Tengah	NPR
9	KPHP Mook Manoor Nulant, KPHP Damai	GPK
19	Kawasan Bukit Menoreh, DAS Progo & DAS Serang	BEK

ITM berkewajiban untuk melaksanakan rehabilitasi pada 48.010,94 hektar area DAS hingga tahun 2026. Program rehabilitasi DAS dilaksanakan selama tiga tahun, meliputi penanaman (P0), pemeliharaan tahun pertama (P1), dan pemeliharaan tahun kedua (P2), untuk kemudian dilakukan penyerahan kepada pemerintah jika sudah memenuhi kriteria keberhasilan penanaman. Pada tahun 2021, ITM telah menyerahkan hasil penanaman seluas 6.893 Ha pada area rehabilitas DAS kepada pemerintah.

ITM has the obligation to rehabilitate 48.010,94 hectares watershed areas until 2026. The watershed rehabilitation program is implemented for three years, including planting (P0), first year maintenance (P1), and second year maintenance (P2), to be then handed over to the government if it meets the criteria for successful planting. In 2021, ITM has handed over the results of planting area of 6.893 Ha in the watershed rehabilitation area. to the government.

Realisasi Kegiatan Rehabilitasi DAS (Ha)
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	48,010.94
Lokasi DAS yang Telah Ditanam Per 31 Desember 2021 Watersheds that have been Planted per December, 31 2021	
Penanaman (P0) Planting (P0)	32,424
Pemeliharaan Tahun Pertama (P1) First year maintenance (P1)	28,274
Pemeliharaan Tahun Kedua (P2) Second year maintenance (P2)	20,343
Lahan DAS yang Telah Diserahterimakan Watershed land that has been handed over Watershed land that has been handed over	14,433

Keterangan:
Jumlah pohon yang ditanam mencapai 14 juta pohon.Estimasi tersebut memperhatikan pola penanaman yang berbeda, baik secara insentif dengan minimal 1.100 pohon/ha maupun pengayaan dengan 625 pohon/ha. Serah terima area penanaman dalam rangka rehabilitasi DAS pada tahun 2021 dilakukan untuk area yang ditanam oleh KTD, TCM, BEK dan JBG.

Notes:
The number of trees planted reached 14 million trees. The estimation considered different planting patterns, either in incentives with a minimum of 1,100 trees/ha and enrichment with 625 trees/ha. The handover of planting areas for watershed rehabilitation in 2021 was held for areas planted by KTD, TCM, BEK, and JBG.



ITM melibatkan 14 kontraktor lokal pada proses rehabilitasi DAS, sebagai dukungan untuk menggerakkan roda ekonomi setempat melalui penyerapan tenaga kerja dan penyediaan bibit tanaman. Untuk mendukung keberhasilan rehabilitasi DAS, Perusahaan berupaya mengendalikan spesies invasif yang berpotensi menjadi predasi bagi tumbuhnya jenis tanaman hutan asli yang ada di DAS. Spesies invasif yang ditemukan adalah tanaman gulma dan pohon akasia. Upaya pengendalian dilakukan menggunakan herbisida, serta penjarangan dan intervensi dengan tanaman asli. [304-2]

Pada tahun 2021, ITM menjadi salah satu perusahaan yang ditunjuk oleh KLHK untuk melaksanakan program rehabilitasi DAS Menoreh- Borobudur, Yogyakarta. Program rehabilitasi DAS Menoreh-Borobudur menggunakan konsep agroforestri berbasis pemberdayaan masyarakat, yang melibatkan sejumlah 21 Kelompok Tani Hutan. Lokasi penanaman meliputi 17 desa di 8 Kecamatan, dengan total luasan 250 hektare.

ITM involved 14 local contractors in the watershed rehabilitation process, as a support to drive the local economy through employment and provision of plant seeds. To support the success of watershed rehabilitation, the Company attempted to control invasive species that have the potential to become predator for the growth of native forest plant species in the watershed. Invasive species found were weeds and acacia trees, which were controlled using herbicides, as well as thinning and intervention with native plants. [304-2]

In 2021, ITM will became one of the companies appointed by the Ministry of Environment and Forestry to carry out the Menoreh-Borobudur watershed rehabilitation program in Yogyakarta. The program used the concept of community empowerment-based agroforestry, involving a number of 21 Forest Farmer Groups. The planting sites cover 17 villages in 8 districts, with a total area of 250 hectares.

Pelestarian Daerah Pesisir

Upaya pelestarian lingkungan yang berkelanjutan juga dilakukan di wilayah pesisir di sekitar wilayah operasional Perusahaan. Pelestarian daerah pesisir dilakukan di Kecamatan Bontang Lestari dan Desa Santan Ilir, Kabupaten Kutai Kartanegara melalui anak perusahaan, yaitu IMM. Kegiatan dilakukan dengan melibatkan masyarakat melalui penanaman mangrove dan transplantasi terumbu karang. Hal ini dilatarbelakangi oleh kondisi pesisir yang memiliki tingkat abrasi tinggi dan kondisi pulau-pulau karang yang tenggelam saat air pasang.

Perusahaan bersama masyarakat menginisiasikan penanaman bibit mangrove dengan jumlah akumulasi sebanyak 130.000 bibit pada luasan 72 hektare. Penanaman bertujuan untuk melindungi abrasi, meningkatkan produksi ikan, dan ekowisata. Transplantasi terumbu karang Coral Branching juga dilakukan sebagai upaya budidaya biota laut untuk mencegah berkurangnya keanekaragaman hayati. Dari program ini, IMM telah menghitung nilai sekuestrasi karbon pada area seluas 34 Ha dengan besaran sekuestrasi karbon tegakan mangrove 1.402,79 ton CO_2 dan sekuestrasi karbon tanah di kedalaman 20 cm sebesar 1.295.441 ton CO_2. Program ini secara tidak langsung juga dapat meningkatkan ekonomi bagi masyarakat sekitar yang mayoritas merupakan nelayan.

Coastal Area Preservation

Sustainable environmental conservation efforts are also carried out in coastal areas around the Company's operational areas. Coastal area conservation in Bontang Lestari District and Santan Ilir Village, Kutai Kartanegara Regency is carried out by subsidiary, IMM. Activities are carried out by involving the community through mangrove planting and coral reef transplantation. This is due to coastal conditions that have a high level of abrasion and the condition of coral islands that sink during high tide.

The company and the community initiated to plant an accumulated 130,000 mangrove seedlings in an area of 72 hectares. The planting aimed to protect the coast from abrasion, increase fish production, and ecotourism. Coral Branching coral reef transplantation is also carried out as an effort to cultivate marine life to prevent biodiversity loss. From this program, IMM has calculated carbon sequestration in the area of 34 Ha with the amount of carbon sequestration from mangrove stands of 1,402.79 tons of CO_2 and soil carbon sequestration at a depth of 20 cm of 1,295,441 tons of CO_2. This program can also indirectly improve the economy for the surrounding community, the majority of whom are fishermen.

Realisasi Kegiatan Pelestarian Daerah Pesisir
Results of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir Coastal Areas Conservation Performance	2021	2020	2019	Akumulasi Accumulation
Penanaman Bibit Mangrove (Jumlah bibit) Mangrove Planting (Number of seedlings)	40,000	3,500	5,000	130,000
Luas Area Penanaman Mangrove (Ha) Mangrove Planting Area (ha)	36	5	5	72
Transplantasi Terumbu Karang (Kubah Beton) Transplantation of reef coral branching on dome-shape concrete	0	200	500	1,100

Keterangan:
Akumulasi realisasi kegiatan pelestarian daerah pesisir dilakukan sejak tahun 2010

Notes:
Accumulated realization of coastal conservation area activities carried out since 2010

Kinerja Pelestarian Daerah Pesisir
Coastal Areas Conservation Performances

Kegiatan	2021	2020	2019
Tingkat Kerapatan Mangrove (Pohon/Ha) Mangrove Density Level trees/ha	2,313	2,281	1,100
Indeks Keanekaragaman Hayati Hutan Mangrove Mangrove Forest Biodiversity Index	2.5	2.7	Belum Diukur Have not been measured
Tingkat Kerapatan Terumbu Karang Density of Coral Reefs	79%	78%	72%

Rencana Penanaman Mangrove
Mangrove Planting Plan

2010-2014	2015-2017	2018-2020	Persiapan Tutup Tambang 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 Community outreach				
Penanaman bibit mangrove 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

Uraian	2021				2020				2019			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Individual Amount per Liter	504	1,260	1,008	945	1,008	N/A	150	375	315	325	350	300
Indeks Keanekaragaman Hayati (H) Diversity Index	1.91	2.13	1.89	1.77	1.96	N/A	1.56	1.99	1.73	1.99	1.87	1.7

Keterangan:
N/A: Tak dapat dilakukan pengukuran karena pandemi COVID-19 sesuai edaran KLHK

Notes:
N/A: The measurement could not be done due to the COVID-19 pandemic according to the circular of the Ministry of Environment and Forestry

Pengelolaan Limbah

Waste Management

HIGHLIGHT 2021

Waste Intensity B3

0.13

Kg/Ton Production

Waste Management by 3Rs

24%

MANAGEMENT APPROACH [3-3]



DAMPAK | IMPACT

Limbah yang dihasilkan dari pertambangan dan kegiatan pendukung sepanjang rantai pasokan, meliputi padatan dan cairan, serta limbah mengandung bahan beracun dan berbahaya (B3) dan limbah non-B3. [306-1]

Waste generated from mining and supporting activities along the supply chain, includes solids and liquids, as well as hazardous and non-hazardous waste. [306-1]



EVALUASI

EVALUATION

Evaluasi pengelolaan limbah dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi menunjukkan adanya penurunan jumlah limbah B3 yang dikelola 3R diakibatkan penurunan volume limbah total.

The evaluation of waste management is carried out through an assessment mechanism of periodic reporting to the authorities. The evaluation results show a decrease in the amount of B3 waste managed by 3R due to a decrease in the total volume of waste.

Sesuai dengan Prosedur No. ITM-MS-HSE-12.5.3-001, Perusahaan mengelola secara transparan seluruh proses pengolahan limbah mulai dari timbulan, penyimpanan, pemindahan hingga pembuangan akhir, dan meminimalkan pembuangan limbah dengan menghemat sumber daya dan pengelolaan sesuai prinsip 3R. Pengelolaan limbah dilakukan sesuai dengan jenis dan karakteristik limbah. Limbah yang dihasilkan dikelola secara legal sendiri dan sebagian lagi diserahkan kepada pihak ketiga. [3-3] [306-2]

In accordance with Procedure No. ITM-MS-HSE-12.5.3-001, the Company transparently manages the entire waste treatment process from generation, storage, transfer to final disposal, and minimizes waste disposal by saving resources and managing according to 3R principles. Waste management is carried out according to the type and characteristics of the waste. The waste generated is legally managed by the companyand part of it is handed over to third parties. [3-3] [306-2]

Volume Limbah Padatan Non-B3 Tahun 2021 [306-3]
Non Hazardous Solid Waste Management in 2021

Jenis Limbah Padat Non-B3 Type of non-Hazardous Solid Waste		Volume (Kg)
Organik Organic	Domestik Domestic	573,335
	Kertas Paper	96,542
	Lainnya Other	7,263
Non-Organik Non- organic	Kaca Glass	739
	Plastik Plastic	88,749
	Ban Bekas Used Tire	1,603,293
	Lainnya Other	99,074
Metal		59,600
Abu Dasar dan Abu Terbang PLTU* Fly Ash and Bottom Ash		5,374,858
Jumlah **Total**		**7,903,453**

Keterangan:
*Limbah Non B3 terdaftar berdasarkan PP No.22 Tahun 2021 lampiran XIV

Notes:
*Non-hazardous waste listed based on Government Regulation No. 22 of 2021, Appendix XIV

Selain mengelola limbah padatan non-B3 melalui prinsip 3R, ITM juga memanfaatkan limbah B3 berupa oli bekas untuk bahan campuran kegiatan peledakan (ANFO), sesuai izin SK Kementerian LH No.07.14.03/2014 & SK KLH No.232/2013. [306-2]

In addition to managing non hazardous solid waste trough the 3R principles, 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. [306-2]

Pengelolaan Limbah Padatan Tahun 2021 [306-2]
Solid Waste Management in 2021

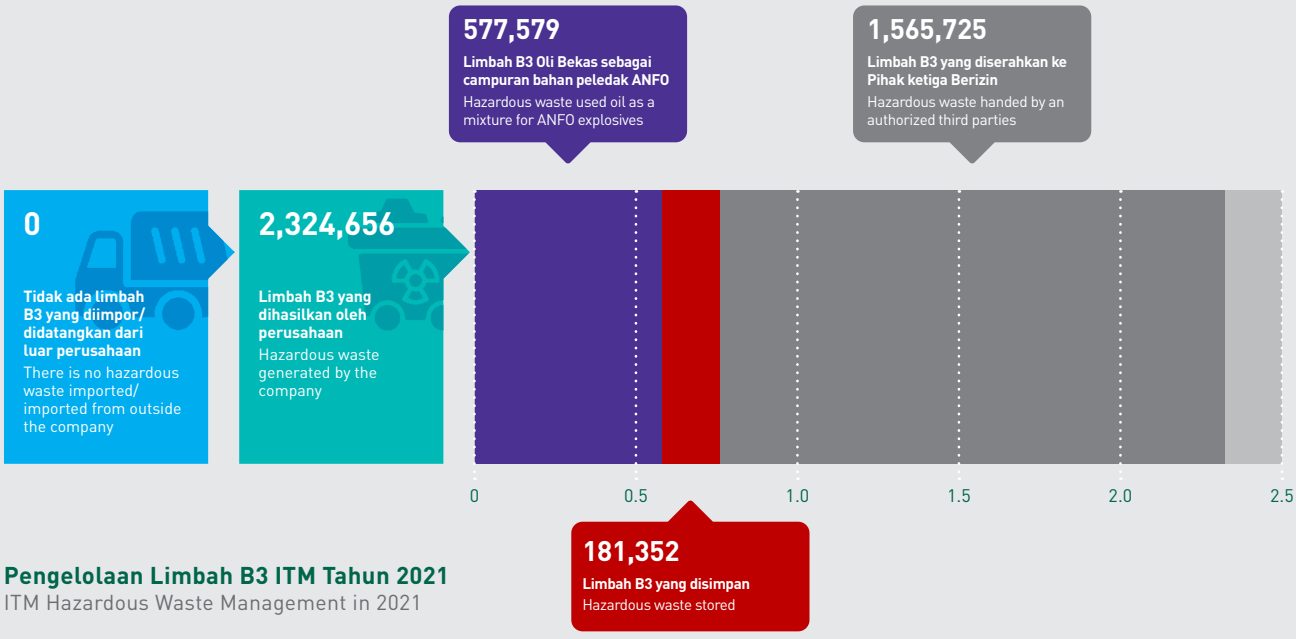
Bentuk Pengelolaan Form of Management		Volume (Kg)
Limbah Organik: Sisa Makanan Organic Waste: Food Leftovers	Diolah menjadi kompos Processed into compos	6,228

Pengelolaan Limbah Padatan Tahun 2021 [306-2]
Solid Waste Management in 2021

Bentuk Pengelolaan Form of Management		Volume (Kg)
Limbah B3: Oli Bekas Hazardous Waste: Used Oil	Dimanfaatkan sebagai campuran bahan peledak ANFO. Used as a mixture of ANFO explosives.	577,579
Limbah B3 Lain Other Hazardous Waste	Didaur ulang oleh pihak ketiga Recycled by third parties	1,558,399
Jumlah Limbah yang Dikelola 3R Total Waste Managed with 3Rs		2,425,630
Jumlah Limbah B3 dan Non B3 Dihasilkan Total Hazardous and Non Hazardous Waste Generated		10,228,102
Persentase Pengelolaan 3R oleh Anak Usaha ITM dan Pihak Ketiga Percentage of 3R Management by ITM Subsidiaries and Third Parties		24%

Pengelolaan limbah padat B3 dilakukan oleh pihak ketiga yang memiliki izin pengelolaan limbah B3. ITM hanya menampung sementara limbah B3 yang dihasilkan dari kegiatan operasi pertambangan dan pendukung lainnya di tempat penampungan sementara (TPS) yang berizin sebelum diserahkan kepada pihak ketiga. ITM tidak mendatangkan limbah dari luar perusahaan maupun impor untuk dikelola. Selain itu, selama tahun 2021, tidak ada peristiwa tumpahan minyak maupun cairan berbahaya dan beracun lain yang signifikan. [306-4, 306-5]

Hazardous solid waste management is carried out by a third party who has a hazardous waste management permit. ITM only temporarily stores hazardous waste generated from mining operations and other supporting activities in licensed temporary shelters (TPS) before being handed over to third parties. ITM does not bring in waste from outside the company or imports to manage. In addition, during 2021, there were no significant oil spills or other hazardous and toxic liquids. [306-4, 306-5]



Pengelolaan Limbah B3 ITM Tahun 2021
ITM Hazardous Waste Management in 2021

Jumlah Limbah B3 Tahun 2021 (Kg) [306-3, 306-4, 306-5]
Total Hazardous Waste in 2021 (kg)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractors			
	Timbulan Waste Generated	Off-site	On-site	
		Dikirim Ke Pihak Ketiga Sent To Third Party	Disimpan di TPS Stored at garbage dump	Dimanfaatkan Used
Used Oil	1,999,728	1,291,233	130,915	577,579
Used Grease	3,970	3,230	740	-
Oil Filter	117,569	87,780	299,789	-
Used Battery (Small)	243	243	-	
Used Battery (Large)	42,447	35,402	7,045	-
Stationary	297	297	-	-
Clinical Waste	3,957	3,955	2	-
Contaminated Matter	104,714	93,449	11,265	-
Laboratory	2,912	2,912	-	-
Other	48,820	47,224	1,596	-
Total	**2,324,656**	**1,565,725**	**181,352**	**577,579**

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 (Kg/Ton Produksi)
Waste Intensity (Kg/Ton Production)

Intensitas Limbah (Kg/Ton Produksi) Waste Intensity (Kg/Ton Production)	2021	2020	2019
Intensitas Limbah B3 Hazardous Waste Intensity	0.13	0.41	0.37
Intensitas Limbah Non-B3 Non Hazardous Waste Intensity	0.43	0.13	0.10

Keterangan:
Terdapat perubahan data intensitas limbah dari tahun sebelumnya dikarenakan perubahan status Fly Ash dan Bottom Ash yang sebelumnya limbah B3 menjadi limbah Non-B3 terdaftar.

Notes:
There is a change in the waste intensity data from the previous year due to the change in the status of Fly Ash and Bottom Ash, previously B3 waste to registered Non-B3 waste.

Tumpahan Minyak
Oil Spill

Uraian Description	2021	2020	2019
Kasus Tumpahan Minyak Oil Spill Cases	0	0	0

Keterangan:
Berdasarkan standar internal (tidak lebih dari 200 liter)

Notes:
Based on internal standards (no more than 200 liters)

Efisiensi Air dan Pengendalian Efluen

Water Efficiency and Effluent Control

HIGHLIGHT

Water Intensity
0.22 m^3/Ton

Water Efficiency
13%

MANAGEMENT APPROACH [3-3]



DAMPAK | IMPACT

Perusahaan menggunakan air dalam proses operasi fasilitas, pembangkit listrik, dan kebutuhan domestik di pertambangan.

The company uses water in the operating process of facilities, power generation, and domestic needs in mining.

PENGELOLAAN DAMPAK | IMPACT MANAGEMENT

Meskipun Kalimantan sebagai wilayah operasi ITM termasuk dalam kawasan low risk water stress area (berdasarkan Aqueduct Risk Atlas), ITM menyadari pentingnya sumber daya air dan secara aktif terlibat dalam mengurangi konsumsi air melalui penggunaan kembali dan daur ulang air. [303-1] [303-3]

Although Kalimantan as ITM's operational area is in the low risk water stress area (based on the Aqueduct Risk Atlas), ITM recognizes the importance of water resources and is actively involved in reducing water consumption through water reuse and recycling. [303-1] [303-3]

EVALUASI | EVALUATION

Evaluasi pengelolaan air dan efluen dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi menunjukkan kualitas olahan efluen yang dilepaskan ke badan air telah memenuhi baku mutu yang ditetapkan Pemerintah.

Evaluation of water and effluent management is carried out through an assessment mechanism, of periodic reporting to the authorities. The evaluation result show the quality of treated effluent released into water bodies has met the quality standards set by the government.



Kebutuhan air untuk kegiatan domestik dan operasional lain dipenuhi dari sumber air tanah dengan debit penarikan 0,01 m^3/ton. Pemanfaatan air untuk penyiraman jalan, kendaraan dan fasilitas tambang, serta penyemprotan di *stockpile* bersumber dari kolam penampungan air hujan. Perusahaan juga memanfaatkan air laut untuk proses pendinginan serta siklus uap air pada pembangkit listrik tenaga uap (PLTU) yang dioperasikan IMM. Intensitas penggunaan air pada tahun 2021 mencapai 0,22 m^3/ton. [303-5]

Water needs for domestic activities and other operations are met from groundwater sources with a withdrawal discharge of 0.01 m^3/ton. The use of water for watering roads, vehicles and mining facilities, as well as spraying on the stockpile is sourced from rainwater collection ponds. The company also utilizes seawater for the cooling process as well as the water vapor cycle at the coal-fired power plant (PLTU) operated by IMM. The intensity of water use in 2021 reached 0.22 m^3/ton. [303-5]

Penggunaan Air Berdasarkan Sumber (m^3)* [303-3] [303-4] [303-5]
Use of Water by Source (m^3)

Uraian Description	2021	2020	2019
Pengambilan Air **Water Withdrawal**			
Air Hujan Rainwater	1,181,735,589	1,364,156,893**	N/A
Air Permukaan Surface water	1,698,989	2,039,172	783,110
Air Tanah Ground water	199,765	184,931	
Air Laut Sea water	1,259,646	1,184,223	1,323,657
Municipal water Municipal water	9,588	3,555	N/A
Pembuangan Air **Water Discharge**			
Air Permukaan Surface water	1,179,825,632	N/A	N/A
Air Laut Sea water	1,036,967	N/A	N/A
Jumlah Penggunaan Air Total Water Consumption	4,040,977	4,650,833	2,106,767

Keterangan:
* Penghitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan pemantauan meteran air terpasang. Di tahun 2021, terdapat penyesuaian pengelompokan penggunaan air berdasarkan sumber.
** Pada SR tahun 2020 angka air hujan tercatat 1,238,952m3. Angka yang sesuai adalah yang tercantum pada laporan ini. Perbedaan disebabkan adanya perbaikan metode penghitungan.

Notes:
* The calculation of water consumption is done through management of settling ponds and buildings monitored from water meter that has been installed. In 2021, there was an adjustment to the classification of water use by source.
** The number of rainwater which was recorded in the 2020 Sustainable Report at 1,238,952m3 has been adjusted as in this report following an improvement in calculation method.

Intensitas Penggunaan Air
Intensitas Penggunaan Air

Uraian Description	Satuan Unit	2021	2020	2019
Jumlah Produksi Total Production	Juta Ton Million Ton	18.6	19.3	23.4
Intensitas Pemakaian Air Water consumption intensity	m^3/Ton	0.22	0.24	0.24

Keterangan:
Jumlah produksi menggunakan nilai Finished Coal

Notes:
Total production uses the Finished Coal (FC) volume

Pada tahun 2021, terjadi fenomena hidrometeorologi basah di area operasi Kalimantan yang dipengaruhi oleh perubahan iklim. Curah hujan yang lebih tinggi berpotensi mengganggu, bahkan menghentikan operasional pertambangan. Mengantisipasi cuaca yang mengganggu jalannya operasi, Perusahaan menerapkan beberapa rencana dan inisiatif, di antaranya membuat fasilitas drainase masuk dan keluar yang lebih optimal, termasuk menambah pompa air untuk memompa air keluar dari lubang tambang (pit) lebih cepat. Di sisi lain, ITM juga memiliki 73 kolam endapan dengan kapasitas 13.983.091 m^3 untuk mengendalikan dan mengolah limpasan air hujan (*run off*) ke saluran drainase. [303-1] [303-2]

In 2021, a wet hydrometeorological phenomenon occured in the Kalimantan operation area which was affected by climate change. Higher rainfall has the potential to disrupt or even stop mining operations. Anticipating weather that disrupts operations, the Company implemented several plans and initiatives, including making more optimal inlet and outlet drainage facilities, including adding water pumps to pump water out of the pit more quickly. On the other hand, ITM also has 73 sediment ponds with a capacity of 13,983,091 m3 to control and treat runoff into drainage channels. [303-1] [303-2]

Badan Air Tujuan Pelepasan Efluen
Effluent Discharge Destination Water Bodies

Anak Perusahaan Subsidiaries	Badan Air Water Bodies	Jumlah Kolam Pengelolaan Air Total Settling Ponds
IMM	Sungai Santan/ Santan River Sungai Kare/ Kare River Sungai Palakan/ Palakan River Laut Tanjung Merangas/ Tanjung Merangas Sea Laut Bontang/ Bontang Sea	14
KTD-EMB	Sungai Mahakam/ Mahakam River Sungai Separi/ Separi River Sungai Embalut/ Embalut River	4
BEK	Sungai Biangan/ Biangan River Sungai Tenaik/ Tenaik River	4
TCM	Sungai Lawa/ Lawa River Sungai Separi/ Separi River Sungai Mahakam/ Mahakam River Sungai Bengkiai (Anak Sungai Lawa)/ Bengkiai River (tributary of Lawa River) Sungai Begai/ Begai River Sungai Jutung/ Jutung River Sungai Tunau/ Tunau River Sungai Biangan/ Biangan River	38
JBG	Sungai Katal-katal/ Katal-katal River Sungai Nahya/ Nahya River Galam Swamp/ Galam Swamp Sungai Asam-asam/ Asam-asam River	11

Pengelolaan Air Kolam Endapan (m^3) [303-4]
Sediment pond water management (m^3)

Uraian Description	Satuan Unit	2021	2020	2019
Pengelolaan air hujan dalam kolam endapan Rainwater management in sediment ponds	m^3	2,412,537	2,914,836	3,497,684

Tidak hanya melalui kolam endapan, pengolahan efluen dari pengelolaan tambang juga dilaksanakan pada instalasi pengelolaan air limbah (IPAL). Total volume olahan efluen yang dilepaskan ke badan air

In addition of sediment ponds, effluent treatment from mine management is also carried out at the wastewater treatment plant (WWTP). The total volume of treated effluent released into water



mencapai 237.489.031 m^3. ITM memastikan hasil olahan efluen tidak mencemari lingkungan dengan melakukan pemantauan di sungai-sungai sekitar WIUP anak perusahaan yang merupakan badan air tujuan pelepasan efluen. [303-1] [303-2] [303-4]

Perusahaan menggunakan teknologi digital untuk memantau kualitas efluen pada kolam endapan dengan beban pencemar tertinggi secara *real-time*. Di sisi lain, pemantauan kolam endapan lainnya dilakukan secara manual oleh laboratorium yang terakreditasi. Kualitas olahan efluen yang dilepaskan ke badan air telah memenuhi baku mutu yang ditetapkan pemerintah. Untuk memastikan pelepasan olahan efluen tidak mempengaruhi habitat di dalam badan sungai, ITM juga melaksanakan pemantauan dan penghitungan nilai keanekaragaman hayati di badan sungai tujuan pelepasan olahan efluen secara berkala. Selama tahun 2021, tidak ada insiden terkait pengelolaan air dan pengolahan efluen. [303-1]

bodies reached 237.489.031 m^3. ITM ensures that the processed effluent does not pollute the environment by monitoring the rivers around the subsidiary's WIUP which is the water body for effluent release. [303-1] [303-2] [303-4]

The company uses digital technology to monitor effluent quality in sediment ponds with the highest pollutant loads in real-time. On the other hand, other sediment pond monitoring is done manually by an accredited laboratory. The quality of treated effluent released into water bodies has met the quality standards set by the government. To ensure that the release of treated effluent does not affect the habitat in the river body, ITM also carries out monitoring and calculating the value of biodiversity in the river body for which the effluent is released on a regular basis. In 2021, there is no incident regarding water management and effluent treatment. [303-1]

Rerata Hasil Pengukuran Kualitas Olahan Efluen Tahun 2021
Quality of Treated Effluent in 2021

Parameter	Satuan Unit	Baku Mutu* Quality Standard*	Site/Anak Perusahaan Site/Subsidiary				
			IMM	TCM	BEK	KTD-EMB	JBG
pH		6.0-9.0	8.63	7.98	8.99	8.7	8.19
TSS	mg/L	</= 300	248	111	203	229	86
Fe		</= 7.0	2.89	3.28	5.5	6.9	3.81
Mn		</= 4.0	2.38	2.06	0.9	0.7	3.306
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 2021
Results of Plankton Measurement to the Destination Water Body for Effluent Discharge in 2021

Anak Perusahaan Entities	Badan Air Water Bodies	Satuan Unit	Hasil Pengukuran Results
IMM	Sungai Santan	Individual/L	1,096.50
	Sungai Kare		1,260.00
	Sungai Palakan		735.00
	Laut Tanjung Merangas		230.92
KTD-EMB	Sungai Separi		1,389.00
	Sungai Mahakam		1,515.33
	Sungai Embalut		1,728.00
TCM	Sungai Mahakam	mg/L	2.92
	Sungai Lawa		2.77
	Sungai Begai		2.70
	Sungai Jutung		2.49
	Sungai Tunau		2.70
	Sungai Biangan		2.83

Keterangan:
- BEK dan JBG belum dilakukan pengukuran
- Hasil pengukuran merujuk kepada rona awal lingkungan di dalam Amdal.

Notes:
- BEK and JBG have not yet been measured
- The measurement results refer to the baseline environment in the Amdal.

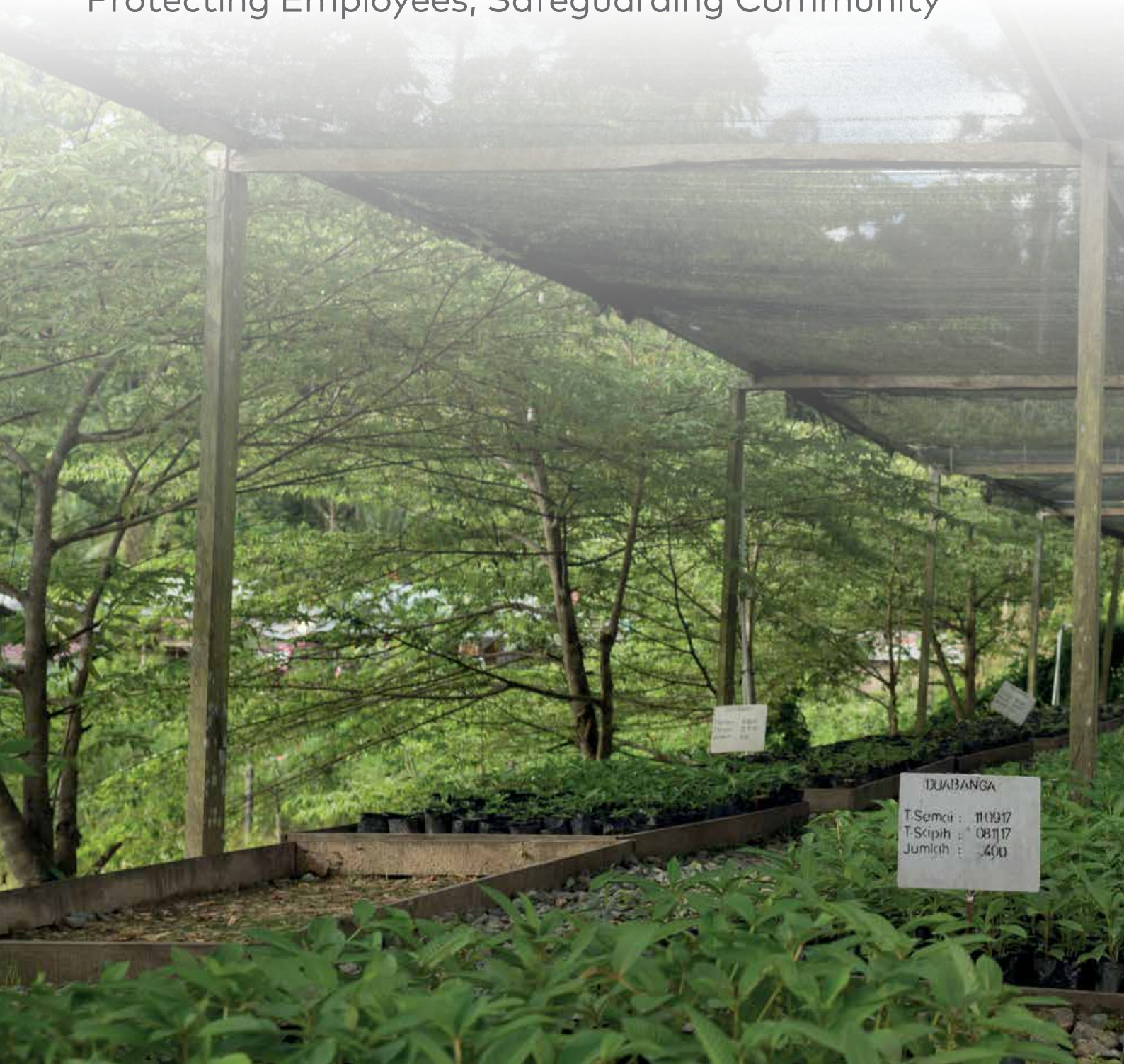


ITM menggunakan kembali air yang kurang tercemar atau air limbah yang telah diolah dari IPAL (*recycled water)* pada pembangkit listrik di IMM berupa *recycle cooling water* sebesar 775.593 m^3, serta pencucian unit LV sebesar 40.686 m^3 di JBG. Untuk meningkatkan efisiensi penggunaan air, ITM menjalankan serangkaian inovasi, di antaranya pemanfaatan *run off* di *crushing plant* TCM sebesar 81.000 m^3 untuk meminimalkan intensitas debu batu bara. Selain itu, ITM telah memiliki IPAL Domestik di site EMB yang telah memperoleh izin dan digunakan sejak tahun 2021.

ITM reuses less polluted water or waste water that has been treated from WWTP (recycled water) at the power plant at IMM in the form of recycle cooling water of 775,593 m3, as well as washing of LV units of 40,686 m3 at JBG. To increase the efficient use of water use, ITM implemented a series of innovations, including the use of run off at the TCM crushing plant of 81,000 m3 to minimize the intensity of coal dust. In addition, ITM already has a Domestic WWTP at the EMB site which has been licensed and used since 2021.

MELINDUNGI PEKERJA, MENJAGA MASYARAKAT

Protecting Employees, Safeguarding Community



03



Keselamatan dan Kesehatan Kerja (K3)

Occupational Health and Safety (OHS)

HIGHLIGHT 2021

Tidak ditemukan adanya kasus penyakit akibat kerja

There were **no** cases of occupational disease

MANAGEMENT APPROACH [3-3]

KOMITMEN | COMMITMENT

Pekerja adalah aset utama yang menjalankan kegiatan perusahaan untuk keberlangsungan bisnis Perusahaan. ITM berkomitmen untuk memastikan kesehatan dan keselamatan fisik, mental, dan sosial bagi pekerja.

Employees are the main assets that carry out company activities for the continuity of the Company's business. ITM is committed to ensuring physical, mental and social health and safety for employees.

KEBIJAKAN | POLICY

Implementasi pengelolaan K3 pada ITM dilakukan berdasarkan Sistem Manajemen Keselamatan Pertambangan Mineral (SMKP Minerba) dan Sistem Manajemen K3 & Lingkungan (SMK3L) yang berlaku bagi seluruh wilayah operasi dan mencakup seluruh (100%) karyawan dan pekerja yang bukan karyawan (perusahaan mitra/kontraktor, pengunjung, dan pemangku kepentingan lain), serta sertifikasi internasional ISO45001:2018. [2-8] [403-1] [403-8]

ITM implements OHS management based on the Mineral Mining Safety Management System (SMKP Minerba) and OHS & Environmental Management System (SMK3L) which apply to all operating areas and cover all (100%) employees and workers who are not employees (partner companies/ contractors, visitors, and other stakeholders), as well as ISO45001:2018 international certification. [2-8] [403-1] [403-8]

PENGELOLAAN DAMPAK | IMPACT MANAGEMENT

Perusahaan menempatkan kesehatan dan keselamatan pekerja sebagai salah satu prioritas untuk dikelola, khususnya saat menghadapi pandemi COVID-19. Perusahaan menerapkan manajemen yang kuat dan prosedur kontrol yang mapan, untuk menyediakan lingkungan kerja yang layak dan aman bagi pekerja dengan mengikuti hierarki kontrol serta peraturan perundangan dan standar yang berlaku.

The company places the employees' health and safety as one of the priorities to be managed, especially when dealing with the COVID-19 pandemic. The company implements strong management and well-established control procedures, to provide a decent and safe work environment for employees by following the control hierarchy as well as applicable laws and standards.



SUMBER DAYA | RESOURCE

Pengelolaan K3 berada di bawah tanggung jawab Departemen HSEC, dipimpin oleh Kepala Bagian HSE. Fungsi lain yang terlibat yaitu Operation dan HR.

OHS management is under the responsibility of the HSEC Department, led by the Head of the HSE Section. Other functions involved are Operations and HR.

EVALUASI | EVALUATION

Evaluasi pengelolaan K3 dilakukan melalui mekanisme audit keselamatan di seluruh WIUP, audit quality assurance review pada aspek HSE oleh Kantor Pusat, dan audit eksternal oleh badan bersertifikasi.

Evaluation of OHS management is carried out through safety audit mechanisms in all WIUPs, audit quality assurance reviews on HSE aspect by the Head Office, and external audits by certified bodies.

MANAJEMEN RISIKO DAN KESELAMATAN DAN KESEHATAN KERJA (K3)

RISK MANAGEMENT AND OCCUPATIONAL HEALTH AND SAFETY (OHS)

Sistem Manajemen K3 dalam SMK3L [3-3] [403-1]
OHS Management in HSEMS

Misi Manajemen K3 OHS Management Mission	Target Manajemen K3 OHS Management Target	Strategi 3 Pilar 3 Pillars
Nihil kecelakaan yang berakibat hilangnya hari kerja. Zero accident resulting in lost time injury.	• Tingkat Kekerapan Kecelakaan Kerja: 0,06 • Jumlah Kekerapan Kecelakaan Kerja Tercatat: 0,28 • Lost Time Injury Frequency Rates (LTIFR): 0.06 • Total Recordable Injury Frequency Rate (TRIFR): 0,28	**Pilar Organisasi & Sistem** Menjaga pelaksanaan SMK3L melalui kebijakan OHS, HSE Management System, Contractor Management System, dan Online Incident Report. **Organization & System Pillar** Ensure the implementation of HSEMS through OHS policy, HSE Management System, Contractor Management System, and Online Incident Report.
Nihil terulangnya kecelakaan. Zero recurring accident.	Tingkat Keparahan Kecelakaan Kerja: 0,19 Injury Severity Rate (ISR): 0.19	**Pilar Manusia & Perilaku** Mengembangkan SDM yang dengan kompetensi, kepedulian, dan kepemimpinan K3 yang dilengkapi dengan sistem pelaporan GoSafe dan Safety Health Environmental Accountability Program. **Man & Behavior Pillar** Develop human resources with competency, awareness, and leadership in OHS, equipped with Hazard/Near-Miss Report and Safety Health Environmental Accountability Program.
Nihil pelanggaran persyaratan dan pemenuhan standar K3 & KO. Zero violation of OHS & safety operation standards & policy.	Program Akuntabilitas Keselamatan Kesehatan dan Lingkungan (SHEAP) 70% Safety Health Environmental Accountability Program (SHEAP) 70%	**Pilar Kompetensi Pekerja** Memastikan kompetensi setiap pekerja telah memadai dan sesuai standar yang ditetapkan perusahaan dan pemerintah. **People Competency Pillar** Ensuring adequate competency for each employee in accordance with standard set by company and government.
Mencegah gangguan kesehatan dan nihil penyakit akibat kerja. Prevent health issue and zero occupational disease.	Pelaporan Bahaya di Tempat Kerja (GoSafe): 40.000 Hazards Report (GoSafe): 40.000	
Memenuhi aspek keselamatan operasional pertambangan baik sarana, prasarana, instalasi dan peralatan. In compliance to safety standards for mining's facilities, infrastructure, installations, and equipments.	CMS-K3L: 80% CMS-HSE: 80%	

Perusahaan memetakan dan mengidentifikasi pekerjaan yang termasuk kategori risiko tinggi. Pemetaan risiko ini menjadi salah satu prosedur pencegahan terhadap kondisi bekerja yang membahayakan keselamatan dan kesehatan. Upaya mitigasi risiko telah disusun dalam sistem manajemen K3 dan diatur dalam PKB. Pemetaan pekerjaan berisiko tinggi telah membantu Perusahaan secara signifikan dalam menentukan prioritas dan mengelola risiko K3 dengan lebih baik. [3-3] [403-2]

The company maps and identifies jobs that fall into the high risk category. This risk mapping is one of the preventive procedures for working conditions that endanger safety and health. Risk mitigation efforts have been compiled in the OHS management system and regulated in the CLA. Mapping of high-risk jobs has helped the Company significantly in prioritizing and better managing OHS risks. [3-3] [403-2]

ITM juga telah membentuk sistem manajemen yang kuat dengan prosedur investigasi dan pelaporan insiden K3. Secara berkala, Perusahaan melakukan evaluasi pengelolaan risiko K3 untuk meminimalkan dampak yang ditimbulkan disertai adanya upaya perbaikan. Apabila terdapat dampak yang signifikan dari peristiwa kecelakaan kerja termasuk fatalitas, maka Perusahaan melakukan investigasi dan pelaporan kepada pihak-pihak berwenang. Selanjutnya, Perusahaan akan mengambil langkah-langkah keselamatan proaktif untuk mencegah terulangnya kecelakaan serupa di masa depan. [3-3] [403-2]

ITM has also established a strong management system with OHS incident reporting and investigation procedures. Periodically, the Company evaluates OHS risk management to minimize the impact, along with improvement efforts. If there is a significant impact from work accidents, including fatalities, the Company investigates and reports to the authorities. Furthermore, the Company will take proactive safety measures to prevent the recurrence of similar accidents in the future. [3-3] [403-2]

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [3-3] [403-2] [403-7]
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 2021** Mitigation and Achievement 2021
Operator kendaraan berat. Heavy equipment operator	Pekerjaan pemindahmuatan dan penyimpanan batubara, yang salah satunya dapat memaparkan debu bagi pekerja dan kontraktor. Coal loading and storage work, one of 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 12%. Mitigation: • Application of HIRADC for coal loading and storage work, including supporting activities. • Determination of procedures for each heavy vehicle activity. • Implementation of health hazard measurements, such as vibration, heat, and ergonomics. Achievement: The rate of accidents involving heavy equipment decreased by 12%.
Peledakan Blasting	Risiko berupa: • Keterpaparan terhadap bahan kimia • Insiden pada saat transportasi bahan peledak • Risiko dari *flying rock* dan *air blast* • Paparan debu dari aktivitas peledakan Risks include: • Exposure to chemicals • Incidents during transport of explosives • Risks from flying rock and air blast • Exposure to dust from blasting activities	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 personel yang memiliki Kartu Pekerja Peledakan (KPP) dan/atau Kartu Izin Meledakkan (KIM) Mitigation: • Compliance with government regulations and requirements including: permits for explosives warehouses; procedures for transportation, transfer, delivery, and execution of blasting; as well as competency improvement and certification for blasting workers. • Blasting activities are carried out by personnel who have a Blasting Worker Card (KPP) and/or a Blasting Permit Card (KIM).

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [3-3] [403-2] [403-7]
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 2021** Mitigation and Achievement 2021
	• *Premature blast* dari kegiatan pembongkaran ammonium nitrat, pencampuran dengan penggunaan ANFO *mixer*, pengangkutan bahan peledak ke tambang, pengisian bahan peledak, perangkaian bahan peledak, dan pelaksanaan peledakan. • Premature blast from the activities of dismantling ammonium nitrate, mixing with the use of an ANFO mixer, transporting explosives to the mine, charging explosives, stringing explosives, and blasting	Pencapaian: • Tidak ada insiden atau kecelakaan yang terjadi sepanjang aktivitas peledakan • Jumlah Kepemilikan KIM 53 orang • Jumlah Kepemilikan KPP Madya 30 orang • Jumlah Kepemilikan KPP Pratama 182 orang Achievement: • No incidents or accidents occurred during the blasting activity • Total KIM holders 53 people • Total KPP Madya holders 30 people • Total KPP Pratama holders 182 people
Pemakaian radioaktif dalam kegiatan *well loging*.	Risiko paparan dan kontaminasi radioaktif selama: • Pengangkutan material radioaktif dari bunker ke lokasi pengeboran • Pemanfaatan dan penggunaan sumber radioaktif untuk *well logging* • Penyimpanan yang berpotensi menimbulkan dampak radiasi Radioactive exposure risk and contamination during: • Transport of radioactive material from bunker to drilling site • Utilization and use of radioactive sources for well logging • Storage with potential radiation impact	Mitigasi: • Kegiatan penanganan, pengangkutan, pemanfaatan, dan penyimpanan hanya dilakukan oleh petugas khusus (Petugas Proteksi Radiasi dan Pekerja Radiasi) dengan memakai alat pelindung diri radiasi (APR) • Pengukuran pemaparan radiasi secara berkala • Melakukan pemeriksaan kesehatan khusus secara berkala sesuai dengan persyaratan. Pencapaian: • TCM tidak ada isu terkait dan tidak ada penghargaan yang terkait radioaktif • BEK tidak ada isu terkait dan tidak ada penghargaan yang terkait radioaktif • IMM tidak ada isu terkait dan tidak ada penghargaan yang terkait radioaktif Mitigation: • Handling, transportation, utilization, and storage activities are only carried out by special officers (Radiation Protection Officers and Radiation Employees) using radiation personal protective equipment (PPE) • Periodic measurement of radiation exposure • Conduct special health checks on a regular basis in accordance with the requirements. Achievement: • TCM has no related issues and no radioactive-related awards • BEK has no related issues and no radioactive-related awards • IMM has no related issues and no radioactive-related awards



MENGUTAMAKAN KESELAMATAN PEKERJA [403-3]

Prioritizing Employee Safety

Sejak tahun 2020, ITM dapat mengendalikan pandemi COVID-19 di site sehingga tidak mengganggu kegiatan operasi pertambangan dan produksi batu bara, ITM dapat memitigasi risiko terganggunya kegiatan operasional akibat pandemi COVID-19 dengan menerapkan langkah strategis HSE, khususnya melalui perlindungan pekerja, berupa penerapan kebijakan isolasi untuk pekerja di lokasi (*site*), mendukung percepatan vaksinasi untuk kesiapan kenormalan baru bagi pekerja, kontraktor, dan masyarakat di sekitar wilayah operasi, promosi tindakan pencegahan dan penerapan protokol pemantauan kesehatan harian (DHM) serta melanjutkan kegiatan CSR kepada komunitas terdampak COVID-19.

Kebijakan isolasi di area operasi tambang diperuntukkan bagi pekerja yang menunjukkan hasil reaktif pada pemeriksaan reaksi rantai polimerase (PCR test). ITM telah menyediakan 182 unit isolasi di seluruh site dengan daya tampung 425 orang. Selain itu, 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

Since 2020, ITM has managed to control the COVID-19 pandemic at the site, thus did not cause disruption to mining operations and coal production. ITM can mitigate the risk of operational disruption due to the COVID-19 pandemic by implementing HSE strategic steps, in particular through employee protection, in the form of implementing an isolation policy for employees at the site, supporting the acceleration of vaccinations to prepare for the new normal for employees, contractors, and communities in the area. around the operational area, promotion of preventive measures and the application of daily health monitoring protocols (DHM) as well as continuing CSR activities to communities affected by COVID-19.

The isolation policy in the mine operation area is intended for employees who show reactive results on the polymerase chain reaction (PCR test). ITM has provided 182 isolation units throughout the site with a capacity of 425 people. In addition, ITM collaborates with hospitals in the operating areas of its subsidiaries as a referral point for further care for individual employees infected with COVID-19 with moderate and severe symptoms.

MENINGKATKAN BUDAYA K3

ITM secara rutin melaksanakan internalisasi budaya K3, untuk meningkatkan kedisiplinan dalam pelaksanaan kegiatan operasi yang aman dan selamat bagi seluruh pekerja. ITM mencantumkan pembahasan K3 dalam Perjanjian Kerja Bersama (PKB), yang melindungi seluruh (100%) pekerja. [2-30] [403-4]

Di sisi lain, ITM telah memiliki Komite K3 di tingkat manajemen. Komite K3 yang dibentuk disebut Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) dan Komite Keselamatan Pertambangan (KKP) yang dipimpin Kepala Teknik Tambang dengan partisipasi keanggotaan pekerja yang mewakili setiap departemen. KKP memastikan komunikasi budaya K3 dan penerapan K3 sesuai dengan peraturan. [3-3] [403-4]

Sepanjang tahun 2021, ITM juga melaksanakan berbagai kegiatan yang bertujuan untuk meningkatkan budaya K3 serta promosi kesehatan bagi pekerja dan kontraktor, yaitu: [403-4] [403-6]

- ITM kampanye dan penyadartahuan terkait isu-isu K3 melalui email, *banner*, *leaflet*, stiker dan cinderamata, serta papan informasi kinerja kecelakaan kerja.
- Melaksanakan program Bulan K3 pada 12 Januari – 12 Februari dengan tema "Peningkatan Budaya K3 dalam menunjang Kinerja Sumber Daya Manusia di masa Adaptasi."
- Pelaksanaan *Health Talk* untuk menyediakan informasi terkait kesehatan dan keselamatan kerja yang diadakan secara rutin sesuai kebutuhan. Selama kondisi pandemi COVID-19, materi yang disampaikan juga mencakup informasi protokol kesehatan.
- Senam pagi yang dilakukan secara virtual maupun *offline* dengan mengikuti protokol kesehatan yang ketat menyesuaikan dengan kondisi pandemi COVID-19.
- Promosi kesehatan berupa *health info* melalui email dan media informasi lainnya.
- Sosialisasi pemberantasan HIV/AIDS melalui email dan media informasi lainnya.
- Kegiatan vaksinasi/vaksin gotong royong (VGR) yang dilakukan kepada seluruh karyawan dan keluarga karyawan telah mencapai lebih dari 90%.

IMPROVING OHS CULTURE

ITM regularly carries out internalization of OHS culture, to improve discipline in carrying out safe and secure operations for all employees. ITM includes the clause on OHS in the Collective Bargaining Agreement, which protects all (100%) employees. [2-30] [403-4]

In addition, ITM already has an OHS Committee at the management level. The OHS Committee formed is called the Occupational Safety & Health Committee (P2K3) and the Mining Safety Committee (KKP) led by the Head of Mine Engineering with the participation of employee representatives from each department. KKP ensures communication of OHS culture and implementation of OHS in accordance with regulations. [3-3] [403-4]

Throughout 2021, ITM carried out various activities aimed at improving the OHS culture and promoting health for employees and contractors, namely: [403-4] [403-6]

- ITM's campaigns and awareness-raising on OHS issues through email, banners, leaflets, stickers and souvenirs, as well as work accident performance information boards.
- Organized the OHS Month program on January 12 – February 12 with the theme "Improvement of OHS Culture in Supporting Human Resource Performance in the Adaptation Period."
- Implementation of Health Talks to provide information related to occupational health and safety which is held regularly as needed. During the COVID-19 pandemic, the material presented also included information on health protocols.
- Morning exercise which was carried out virtually and offline by following strict health protocols in accordance with the conditions of the COVID-19 pandemic.
- Health promotion in the form of health info via email and other information media.
- Dissemination of HIV/AIDS eradication through email and other information media.
- More than 90% of all employees and their families have received more than 90% of the vaccination/ vaccine gotong royong (VGR).

Pelatihan K3 Tahun 2021 Untuk Karyawan dan Pekerja Lainnya [403-5]

OHS Training in 2021 for Employees and Other Workers [403-5]

Pelatihan Training	Tanggal Pelaksanaan Implementation Date	Jumlah Peserta Total Participants
Manajemen Risiko (*HSE Awareness*) Risk Management (HSE Awareness)	27-30 April 2021 27-30 April 2021	107
Open Mine Rescue Basarnas Open Mine Rescue Basarnas	3-10 Juni 2021 3-10 June 2021	11
Pembekalan Uji Kompetensi Pra POP Pre-POP Competency Test Debriefing	14-18 Juni 2021 14-18 June 2021	35
Pengawas Operational Pertama (POP) First Operational Supervisor (POP)	12 Agustus 2021 12 August 2021	85

EVALUASI KONTRAKTOR MELALUI CMS-HSE

ITM juga mendorong kesadaran dan implementasi K3 yang optimal pada kontraktor melalui mekanisme *Contractor Management System – Health Safety and Environment* (CMS-HSE). Evaluasi dan penilaian kontraktor melalui CMS-HSE dilaksanakan secara kolaborasi antarfungsi, yang laporannya diterima secara berkala untuk menyusun evaluasi tahunan bagi kontraktor dan pemasok.

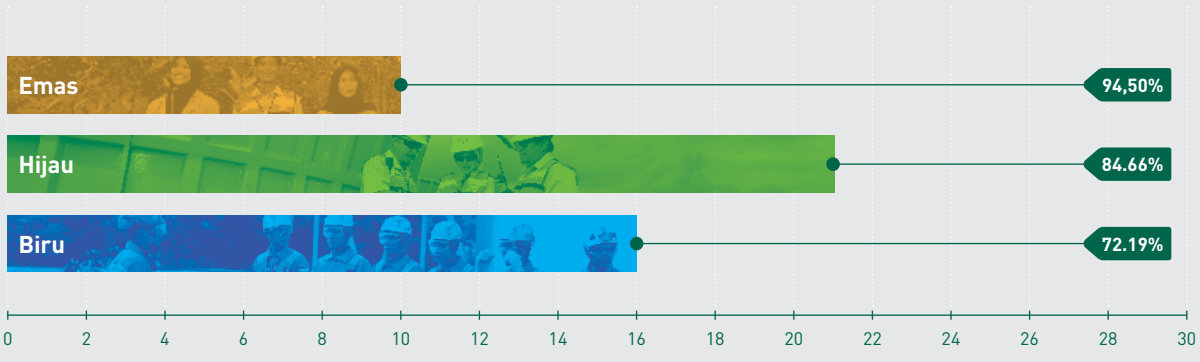
Pada tahun 2021, Perusahaan melakukan penilaian CMS-HSE kepada 51 kontraktor. Sebanyak 10 kontraktor atau 19,60% mendapatkan peringkat emas yang merupakan penilaian tertinggi. Selain itu, terdapat 3 kontraktor di peringkat merah dan 1 kontraktor di peringkat hitam.

CONTRACTOR EVALUATION THROUGH CMS-HSE

ITM raises awareness and optimizes contractors' OHS implementation through the Contractor Management System – Health Safety and Environment (CMS-HSE) mechanism. Evaluation and assessment of contractors through CMS-HSE is carried out in collaboration between functions, whose reports are received periodically for the annual evaluations of contractors and suppliers.

In 2021, the Company conducted a CMS-HSE assessment of 51 contractors. A total of 10 contractors or 19.60% received a gold rating which is the highest rating. In addition, there are 3 contractors in red rating also 1 contractor in black rating.

Hasil Penilaian CMS-HSE
CMS-HSE assessment



ITM memberlakukan sanksi berupa peringatan keras dan evaluasi perpanjangan kontrak bagi kontraktor yang mendapat peringkat merah, serta konsekuensi berupa dikeluarkan dari daftar vendor ITM apabila mendapatkan peringkat hitam.

ITM imposes sanctions in the form of strong warnings and evaluation of contract extensions for contractors who get a red rating, as well as consequences in the form of being removed from the ITM vendor list if they get a black rating.

KINERJA KESELAMATAN DAN KESEHATAN KERJA (K3)

Dengan menyesal kami menyampaikan bahwa terjadi 1 insiden Fatal di 2021 pada anak usaha IMM yang melibatkan karyawan kontraktor. Insiden fatal tersebut terjadi karena adanya miskomunikasi antara pekerja yang melakukan perbaikan *conveyor* dengan operator pengaman, yang menyebabkan pekerja tersebut tidak menyadari alat pengaman telah dimatikan dan harus segera meninggalkan area kerjanya. Tindak lanjut dari inisiden tersebut berupa sosialisasi ulang penerapan prosedur keselamatan operasi, memperbaiki mekanisme kerja dan mengambil langkah perbaikan lain untuk menghindari pengulangan insiden.

OCCUPATIONAL HEALTH AND SAFETY

We regret to inform that there was 1 fatal incident in 2021 in an IMM subsidiary involving contractor employees. The fatality occurred at PT Indominco Mandiri (IMM) due to miscommunication between the partner's employee who repaired the conveyor and the safety operator, which caused the employee unaware of the safety device that had been turned off and required him to leave the work area immediately. Follow-up actions included re-disseminated the implementation of operating safety procedures, improving work mechanisms and taking other corrective steps to avoid recurrence of incidents.

Tingkat dan Jumlah Kecelakaan Kerja Tahun 2021* [403-9]
Rate and Number of Injury in 2021

Tingkat Kecelakaan Kerja Injury Rate	Anak Usaha ITM ITM Subsidiaries'							STSC****	Jumlah Total
	BEK	KTD EMB	IMM	JBG	TCM	KTD TDM	GEM**		
Kegiatan Operasi Anak Perusahaan ITM ITM Subsidiaries' Operating Activities									
Kecelakaan Kerja Occupational Accident	0	1	0	0	0	0	0	0	1
• Cidera Ringan | Minor Injury	0	0	0	0	0	0	0	0	0
• Cidera Berat | Major Injury	0	1	0	0	0	0	0	0	1
• Mati | Fatality	0	0	0	0	0	0	0	0	0
High-consequence (exclude fatality)	0	1	0	0	0	0	0	0	1
Process Safety Event	0	0	0	0	1	0	0	0	1
Number of hours worked	171,483	243,020	1,145.666	298,970	1,071.366	64,404	9,848	18,304	3,023,065
High-consequence rate (exclude fatality)	0.00	4.11	0.00	0.00	0.00	0.00	0.00	0.00	0.33
Lost Time Injury Frequency Rates (LTIFR)	0.00	4.11	0.00	0.00	0.00	0.00	0.00	0.00	0.33
*Injury Severity Rate (ISR)****	0.00	411.49	0.00	0.00	0.00	0.00	0.00	0.00	33.19
Fatality Rate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

* Penggungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1287 K/30/MEM/2018 serta Standar GRI
** Sejak Maret 2021, operasi PT GasEmas berhenti dan telah disampaikan dalam Rapat Umum Pemegang Saham
*** ISR (berdasarkan regulasi) = LTIFR (berdasarkan ISO 45000). Tingkat kecelakaan kerja dihitung berdasarkan 1.000.000 jam kerja.
**** *Short Term Supply Chain*

* The disclosure of Rate and Number of Injury based on the Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 1872 K/30/MEM/2018 and GRI Standards.
** Since March 2021, PT GasEmas has halted operation and has been reported to the General Meeting of Shareholders
*** ISR (based on regulation) = LTIFR (based on ISO 45000). Injury rates have been calculated based on 1,000,000 hours worked.
**** Short Term Supply Chain

Tingkat dan Jumlah Kecelakaan Kerja Tahun 2021* [403-9]

Rate and Number of Injury in 2021

Tingkat Kecelakaan Kerja Injury Rate	Mitra Kerja ITM Business Partners' ITM								Jumlah Total
	BEK	KTD EMB	IMM	JBG	TCM	KTD TDM	GEM**	STSC****	
Kegiatan Operasi Anak Perusahaan ITM ITM Subsidiaries' Operating Activities									
Kecelakaan Kerja Occupational Accident	1	0	1	0	1	0	0	0	3
• Cidera Ringan | Minor Injury	0	0	0	0	0	0	0	0	0
• Cidera Berat | Major Injury	1	0	0	0	1	0	0	0	2
• Mati | Fatality	0	0	1	0	0	0	0	0	1
High-consequence (exclude fatality)	0	0	0	0	0	0	0	0	0
Process Safety Event	0	0	1	0	0	0	0	0	1
Number of hours worked	8,551,349	3,926,608	13,029,361	2,867,242	12,103,916	0	13,608	1,118,900	41,610,984
High-consequence rate (exclude fatality)	0.00	0.00	0,00	0.00	0.00	0.00	0.00	0.00	0.00
Lost Time Injury Frequency Rates (LTIFR)	0.12	0.00	0,08	0.00	0.08	0.00	0.00	0.00	0.07
*Injury Severity Rate (ISR)****	3.63	0.00	460,50	0.00	0.33	0.00	0.00	0.00	145.08
Fatality Rate	0.00	0.00	0,08	0.00	0.00	0.00	0.00	0.00	0.02

* Penggungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1287 K/30/MEM/2018 serta Standar GRI
** Sejak Maret 2021, operasi PT GasEmas berhenti dan telah disampaikan dalam Rapat Umum Pemegang Saham
*** ISR (berdasarkan regulasi) = LTIFR (berdasarkan ISO 45000). Tingkat kecelakaan kerja dihitung berdasarkan 1.000.000 jam kerja.
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*** ISR (based on regulation) = LTIFR (based on ISO 45000). Injury rates have been calculated based on 1,000,000 hours worked.
**** Short Term Supply Chain

Tingkat Kecelakaan Kerja Injury Rate	Anak Usaha dan Mitra Kerja ITM ITM Subsidiaries and Business Partners' ITM								Jumlah Total
	BEK	KTD EMB	IMM	JBG	TCM	KTD TDM	GEM**	STSC****	
Kegiatan Operasi Anak Perusahaan ITM **ITM Subsidiaries' Operating Activities**									
Kecelakaan Kerja Occupational Accident	1	1	0	1	1	0	0	0	4
• Cidera Ringan Minor Injury	0	0	0	0	0	0	0	0	0
• Cidera Berat Major Injury	1	1	0	0	1	0	0	0	3
• Mati | Fatality	0	0	1	0	0	0	0	0	1
High-consequence (exclude fatality)	0	1	0	0	0	0	0	0	1
Process Safety Event	0	0	0	1	1	0	0	0	2
Number of hours worked	8,722,832	4,169,628	14,175,027	3,166,212	13,175,282	64,404	23,456	1,137,204	44,634,049
High-consequence rate (exclude fatality)	0.00	0.24	0,00	0.00	0.00	0.00	0.00	0.00	0.02

Tingkat Kecelakaan Kerja Injury Rate	Anak Usaha dan Mitra Kerja ITM ITM Subsidiaries and Business Partners' ITM								Jumlah Total
	BEK	KTD EMB	IMM	JBG	TCM	KTD TDM	GEM**	STSC****	
Kegiatan Operasi Anak Perusahaan ITM **ITM Subsidiaries' Operating Activities**									
Lost Time Injury Frequency Rates (LTIFR)	0.11	0.24	0,07	0.08	0.00	0.00	0.00	0.00	0.09
*Injury Severity Rate (ISR)****	3.55	23.98	432.28	0.30	0.00	0.00	0.00	0.00	137.45
Fatality Rate	0.00	0.00	0,07	0.00	0.00	0.00	0.00	0.00	0.02

* Penggungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1287 K/30/MEM/2018 serta Standar GRI
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*** ISR (berdasarkan regulasi) = LTIFR (berdasarkan ISO 45000). Tingkat kecelakaan kerja dihitung berdasarkan 1.000.000 jam kerja.
**** *Short Term Supply Chain*

* The disclosure of Rate and Number of Injury based on the Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia No. 1872 K/30/MEM/2018 and GRI Standards.
** Since March 2021, PT GasEmas has halted operation and has been reported to the General Meeting of Shareholders
*** ISR (based on regulation) = LTIFR (based on ISO 45000). Injury rates have been calculated based on 1,000,000 hours worked.
**** Short Term Supply Chain

Statistik Kesehatan Kerja Anak Usaha Tahun 2021 [403-9]

Occupational Health Statistics of ITM Subsidiaries in 2021

Tingkat Kesehatan Kerja[1] Injury Rate[1]	BEK	EMB	IMM	JBG	TCM	TDM	GEM[3]
Rasio Kelayakan Kerja[2] Employability Ratio[2]	N/A	N/A	N/A	0.82	N/A	N/A	N/A
Angka Kesakitan Kasar Crude Morbidity Rate	0.43	N/A	0.44	1.82	1.50	0.00	N/A
Tingkat Kekerapan Kesakitan Morbidity Frequency Rate	133.33	N/A	145.33	641.14	416.39	0.00	N/A
Tingkat Keparahan Penyakit[3] Spell Severity Rate	2	3	2	3	5	0	N/A
Tingkat Keparahan Penyakit Berdasarkan Absensi Absence Severity Rate	233.87	1,203.00	375.87	1,814.16	406.59	0.00	N/A
Penyakit Akibat Kerja Occupational Illness	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Recordable Occupational Ill-health Occupational Ill-health Fatality Rate	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:
[1] Mengacu pada Keputusan Direktur Jenderal MINERBA 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 CMR, MFR, SSR, dan ASR

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

Untuk memastikan kesehatan pekerja, ITM dan kontraktor secara rutin melakukan pemeriksaan kesehatan pekerja, serta menyediakan fasilitas kesehatan di setiap site berupa klinik dan pos kesehatan. Sepanjang tahun 2021, terdapat 17.489 kunjungan klinik *on site*, dengan keluhan dominan Myalgia. Untuk membantu mengurangi dan memitigasi kondisi tersebut, ITM melakukan beberapa upaya di antaranya: [403-3] [403-10]

1. Melakukan analisis dan kajian dari kunjungan klinik dan hasil dari *medical check up*.
2. Berdasarkan tren kesehatan tersebut dilakukan konsultasi secara *online* ataupun *offline* (menerapkan protokol kesehatan ketat).
3. Menyajikan *health info* dan mengadakan *health talk* terkait dengan tren kesehatan yang bertujuan meningkatkan *awareness* karyawan.

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

To ensure the employees' health, ITM and its contractors regularly carry out health checks for employees, and provide health facilities at each site in the form of clinics and health posts. Throughout 2021, there were 17,489 clinic visits on site, with dominant complaints Myalgia. To help reduce and mitigate this condition, ITM made several efforts including: [403-3] [403-10]

1. Conduct analysis and review of clinical visits and results of medical check-ups.
2. Based on these health trends, consultations are carried out online or offline (implementing strict health protocols).
3. Provide health information and conduct health talks related to the health trends aimed at increasing employee awareness.

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.

Unit Kerja Work Unit	**Jumlah Kunjungan Klinik/Pos Kesehatan On Site** Total On Site Clinic/Health Post Visits		
	Anak Perusahaan ITM ITM Subsidiaries	**Perusahaan Mitra Kerja** Business Partners	**Anak Perusahaan ITM dan Perusahaan Mitra Kerja** ITM Subsidiaries and Business Partners'
IMM	400	2,290	2,690
TCM	5,478	3,834	9,312
BEK	1,078	2,801	3,879
KTD EMB	824	0	824
JBG	222	562	784
KTD TDM*	0	0	0
GEM**	0	0	0
Jumlah Total	8,002	9,487	17,489

Keterangan:
* Pemeriksaan kesehatan pekerja KTD-TDM dilakukan di pos kesehatan TRUST site IMM sampai dengan Juni 2021 yang kemudian dialihkan ke klinik IMM.
** GEM sudah tidak beroperasi sejak Maret 2021

Notes:
* Health checks for KTD-TDM employees were carried out at the IMM TRUST site health post until June 2021 which then transferred to the IMM clinic.
** GEM has halted operation since March 2021

Pengelolaan Sumber Daya Manusia

Human Resources Management

HIGHLIGHT

BANPU HEART Score

73

BANPU HEART Implementation Survey

99%



Strategi pengembangan sumber daya manusia di ITM mengacu pada Strategi HR ITM. Strategi HR terdiri dari empat unsur, yaitu ITM HR Vision & Mission, HR Strategic Pyramid, HR Framework, dan Strategic People Development. Pengelolaan dan pengembangan SDM juga mengacu pada kerangka kerja SDM yang sejalan dengan visi dan misi perusahaan. Tanggung jawab pengelolaan dan pengembangan SDM berada di bawah Departemen HR, termasuk mengkoordinasikan pengelolaan pekerja pada anak perusahaan.

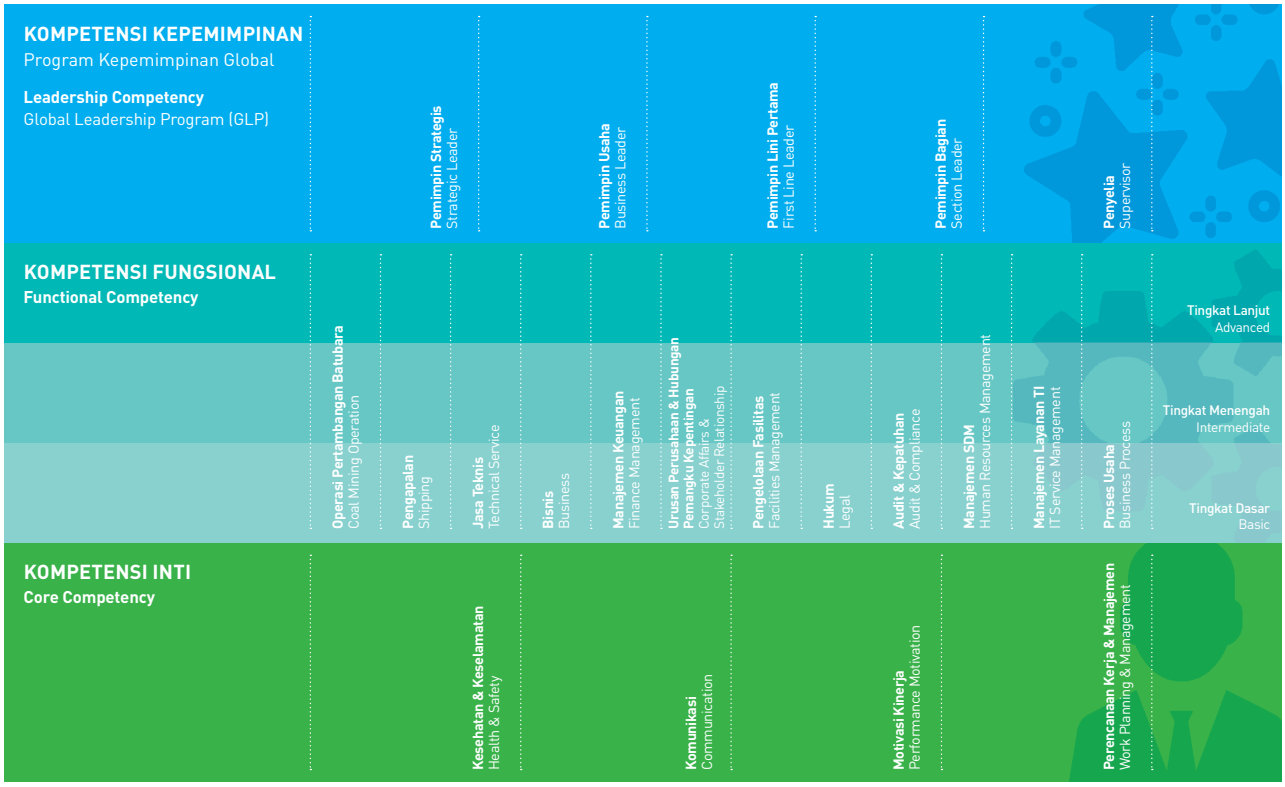
Penerapan Strategi HR ITM juga selaras dengan semangat 'Banpu Heart' dan visi Perusahaan menuju solusi energi masa depan.

Pengelolaan dan pengembangan SDM diwujudkan dalam konsep ITM Virtual University, yang mencakup pengembangan kompetensi inti, kompetensi kepemimpinan dan kompetensi fungsional. Masing-masing kompetensi tersebut terdiri dari tiga tingkat keahlian yakni dasar (*basic*), madya (*intermediate*) serta lanjutan (*advance*). Pada tataran yang lebih tinggi, pengelolaan dan pengembangan SDM meliputi Program Pengembangan Manajemen.

Human resource development strategy at ITM refers to ITM's HR Strategy, consisting of four elements, namely ITM HR Vision & Mission, HR Strategic Pyramid, HR Framework, and Strategic People Development. HR management and development also refers to the HR framework that is in line with the company's vision and mission. HR management and development is the responsibility of the HR Department, including coordinating the employee management at subsidiaries.

The implementation of ITM's HR Strategy is also in line with the spirit of 'Banpu Heart' and the Company's vision towards future energy solutions.

HR management and development is embodied in the ITM Virtual University concept, which includes the development of core competencies, leadership competencies and functional competencies. Each of these competencies consists of three levels of expertise, namely basic, intermediate and advanced. HR management and development also includes the Management Development Program at a higher level.



ITM memiliki aplikasi B-Success (*Human Resources Information System*) yang diluncurkan pada tahun 2019. Aplikasi ini digunakan untuk mengelola data pekerja, termasuk *business process* HR secara keseluruhan. Melalui aplikasi ini, pengelolaan pekerja dimulai dari pemilihan kandidat pekerja hingga terminasi (termasuk di dalamnya pengelolaan data pelatihan, suksesi, dan KPI) terekam dalam satu sistem secara menyeluruh. Pada tahun 2021, ITM telah meluncurkan modul Succession and Development (SnD), dan telah tersosialisasikan oleh Departemen HR pada bulan Februari. Target partisipan yaitu *manager and up* untuk melakukan *assessment* suksesi kepada subordinatnya.

Di sisi lain, ITM secara rutin melakukan internalisasi nilai-nilai 'Banpu Heart', meliputi penerapan perilaku nilai-nilai inti 'Banpu Heart' di tingkat manajemen hingga staf, komunikasi yang berkelanjutan tentang 'Banpu Heart', pelaksanaan 'Banpu Heart' Change Leader, hingga pelatihan yang berhubungan dengan Banpu Heart seperti STAR POWER, Banpu Heart Digital Course, dan persiapan untuk Workshop Banpu Heart XP Part 2. Untuk mengetahui komitmen kuat pekerja pada pekerjaan, tujuan perusahaan, serta

ITM has a B-Success (Human Resources Information System) application which was launched in 2019. This application is used to manage employee data, including the entire HR business process. Through this application, employee management, from the selection of employee candidates to termination (including the management of training data, succession, and KPIs) is recorded in one comprehensive system. In 2021, ITM has launched the Succession and Development (SnD) Module and has been disseminated by the HR Department in February. The target participants are managers and ups to perform succession assessments to their subordinates.

On the other hand, ITM regularly internalizes the 'Banpu Heart' values, including the implementation of the 'Banpu Heart' core values from management to staff levels, continuous communication about 'Banpu Heart', implementation of 'Banpu Heart' Change Leader, to training related to Banpu Heart such as STAR POWER, Banpu Heart Digital Course, and preparations for the Banpu Heart XP Part 2 Workshop. ITM regularly conducts employee engagement surveys and the 'Banpu Heart' survey to find out employees' strong

nilai perusahaan, ITM secara rutin mengadakan survei keterikatan karyawan dan survei 'Banpu Heart' yang dilakukan setiap tahun dan dilakukan secara serentak di semua negara Banpu, termasuk ITM dan anak perusahaannya.

Secara khusus, fungsi HR juga mengadakan survei *Human Resource (HR) Voice of Customer* setiap tahun. Survei tersebut bertujuan untuk mengukur kepuasan pegawai terhadap kinerja fungsi HR dalam mengelola rekrutmen, pelatihan dan pengembangan kompetensi, layanan pegawai, remunerasi, sistem SDM, dan komunikasi. Pada tahun 2021, hasil survei keterikatan pegawai menunjukkan skor 73%.

Survei penerapan **'Banpu Heart'**
'Banpu Heart' implementation survey

99%

KOMITMEN PADA KESETARAAN, KEBERAGAMAN, DAN KEBEBASAN BERSERIKAT

ITM berkomitmen untuk memberikan kesempatan setara kepada setiap individu untuk bekerja sebagai pekerja, dan memberikan kesempatan setara untuk mengembangkan karir di Perusahaan, termasuk memberi kebebasan dalam berserikat. ITM memiliki kebijakan kebebasan berserikat yang berlaku untuk semua pekerja. Meskipun dalam komposisi gender, pekerja ITM didominasi oleh kaum pria karena jenis kegiatan usaha ITM yang membutuhkan banyak tenaga ahli di pertambangan, namun ITM juga mendukung kesetaraan suku, agama, gender, umur, disabilitas, dan nasionality, serta mendorong pelibatan pekerja perempuan dalam berbagai forum untuk menguatkan peran mereka dalam sektor pertambangan. Komitmen ini diwujudkan dengan dipekerjakannya 282 orang pekerja wanita, atau 12% dari total pekerja ITM pada tahun 2021.

ITM memperhatikan kebutuhan Perusahaan dalam melaksanakan rekrutmen, termasuk menggantikan

commitment to work, company goals, and company values, which is conducted annually and conducted simultaneously in all Banpu countries, including ITM and its subsidiaries.

In particular, the HR function also conducts a Human Resource (HR) Voice of Customer survey annually. The survey aims to measure employee satisfaction with the HR function's performance in managing recruitment, training and competency development, employee services, remuneration, HR systems, and communication. In 2021, the survey results show employee engagement score was 73%.

Skor Tertinggi Survei **Kepuasan Pegawai**
Employee Engagement Survey

73%

COMMITMENT TO EQUALITY, DIVERSITY AND FREEDOM OF ASSOCIATION

ITM is committed to providing equal opportunities for every individual to work as an employee and providing equal opportunities to develop a career in the Company, including providing freedom of association to all employees. ITM has its freedom of association policy which applies to all employees. Although in terms of gender composition, ITM workers are dominated by men because of the type of ITM's business activities that require many experts in mining, but ITM also supports equality of ethnicity, religion, gender, age, disability, and nationality, as well as encourages the involvement of women workers in various forums to strengthen their role in the mining sector. This commitment is realized by employing 282 female workers, or 12% of ITM's total employees by 2021.

ITM pays attention to the needs in carrying out recruitment, including replacing employees who leave

pekerja yang meninggalkan ITM maupun anak perusahaan. Pada tahun 2021, terdapat 133 pekerja yang meninggalkan ITM maupun anak perusahaan dengan berbagai latar belakang pertimbangan. Jumlah tersebut mencapai 5,45% dari seluruh pekerja. Sementara itu, 467 orang telah menempati posisi baru sepanjang tahun 2021 atau 197% dari total kebutuhan karyawan, sebanyak 129 karyawan berasal dari sumber internal dan 338 karyawan dari eksternal.

the Company or its subsidiaries. In 2021, there were 133 employees who left ITM and its subsidiaries with various reasons. The number accounted for 5.45% of total employees. Meanwhile, 467 people have occupied new positions during 2021 or 197% of the total employee needs, 129 employees comes from internal and 338 employees comes from external sources.

Laporan ini hanya memuat informasi pekerja ITM yang bekerja di kantor pusat Jakarta, kantor Balikpapan, dan site. Pada tahun 2021, terdapat 2.440 pekerja ITM yang terdiri dari 1.992 pekerja tetap dan 449 pekerja tidak tetap. Terdapat pekerja lain di ITM yaitu pekerja perusahaan mitra/kontraktor/vendor. ITM memastikan tidak ada tenaga kerja anak dan tenaga kerja paksa di setiap proses kegiatan operasional.

This report only contains information on ITM employees who work at the Jakarta head office, Balikpapan office, and the site. In 2021, there were 2,440 ITM employees consisting of 1,992 permanent employees and 449 non-permanent employees. There are other workers from partner companies/contractors/vendors at ITM. ITM ensures that there is no child labor and forced labor in every process of operational activities.

Jumlah Pekerja ITM Berdasarkan Status Kepegawaian dan Gender [2-7]
Total ITM Employees Based on Employement Status and Gender

Status Kepegawaian Employement Status	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Pekerja Tetap Permanent Employees	1,735	257	1,842	274	2,236	290
Pekerja Tidak Tetap Non Permanent Employees	424	24	303	19	356	30
Jumlah **Total**	**2,159**	**281**	**2,145**	**293**	**2,592**	**320**
	2,440		**2,438**		**2,912**	

Selain dukungan terhadap kesetaraan, ITM menghargai setiap karyawan dengan keberagaman, dan mengabaikan segala hal yang dapat menimbulkan perlakuan diskriminatif, termasuk pelibatan pekerja lokal maupun penyandang disabilitas. Pada tahun 2021, ITM sudah dalam proses merekrut pekerja disabilitas, disertai dengan pelaksanaan pelatihan "bekerja dengan disabilitas" oleh pihak ahli sebagai bentuk penyadartahuan dan persiapan. ITM juga mendukung penyerapan tenaga kerja lokal dengan memberdayakan 1.794 pekerja lokal (*point of hire* Kalimantan), atau 73% dari total pekerja ITM.

In addition to supporting equality, ITM respects every employee with diversity, and disregards all matters that can lead to discriminatory treatment, including the involvement of local employees and persons with disabilities. In 2021, ITM is already in the process of recruiting disabled employees, followed by the implementation of "working with the disabilities" training by the experts as a form of awareness and preparation. ITM also supports the absorption of local employees by empowering 1,794 local workers (point of hire Kalimatan), or 73%% of the total ITM employees.

ITM mendorong terbentuknya keseimbangan dan keharmonisan hubungan industrial di Perusahaan melalui pembentukan serikat pekerja di lingkungan ITM maupun anak usaha. Relasi ketenagakerjaan dibangun atas prinsip saling menghargai, dan diwujudkan

ITM encourages the establishment of balance and harmony in industrial relations in the Company through the formation of labor unions within ITM and its subsidiaries. Employment relations are built on mutual respect and are embodied in a Collective Bargaining Agreement which is

dalam Perjanjian Kerja Bersama (PKB) yang disusun manajemen bersama perwakilan pekerja dalam serikat pekerja. PKB melindungi seluruh (100%) pekerja ITM serta pekerja lain yang bekerja di wilayah izin usaha pertambangan (WIUP) untuk kepentingan ITM. [2-30]

prepared by the management together with employees' representatives in the labor unions. Collective Bargaining Agreement protects all (100%) ITM employees as well as other workers working in the mining business permit (WIUP) area for ITM's interest. [2-30]

ITM dan Anak Usaha ITM and Subsidiaries	**Serikat Pekerja** Labor Union	**PP/PKB** CR/CLA	**Masa Berlaku** Validity Period	**Keterangan** Remark
JBG	SP KEP SPSI PT.JBG	CLA	July 20, 2021 - July 19, 2023	
IMM		CLA	July 13, 2021 - July 12, 2023	
KTD	SP KEP SPSI PT.Kitadin	CLA	September 1, 2020 - August 31, 2022	
TCM	Serikat Pekerja Trubaindo Coal Mining (SPEKTRO)	CLA	March 2, 2020 - March 1, 2022	
BEK	Serikat Pekerja Bharinto Ekatama (SPARTA)	CLA	March 2, 2020 - March 1, 2022	
TRUST	SP KEP SPSI PT.TRUST	CLA	October 1, 2019 - September 30, 2021	On progress for renewal
ITM	Serikat Pekerja Serikat Karyawan ITM (Sekawan)	CR	January 1, 2020 - December 31, 2022	
GEM	-	-	-	-

Mekanisme dan penanganan pengaduan ketenagakerjaan, secara umum dapat ditempuh melalui tiga hal:

1. Menyampaikan keluhan kepada atasan langsung, selambat-lambatnya tiga hari setelah keluhan timbul. Apabila keluhan belum dapat diselesaikan, maka pekerja dapat mengajukan keluhan ke atasan seterusnya. Keluhan juga dapat diteruskan kepada Departemen HR paling lambat dua minggu. Apabila pekerja yang bersangkutan masih tidak puas dengan penjelasan yang diberikan Departemen HR, pekerja tersebut dapat meneruskan secara bipartit antara pekerja dan Perusahaan atau pekerja bersama pengurus serikat pekerja dan Perusahaan.
2. Pengaduan keluh kesah terkait Keselamatan dan Kesehatan Kerja (K3), maka penyelesaiannya dapat dilakukan berdasarkan rekomendasi dari Safety Committee.
3. Pengaduan melalui Voice of Stakeholders (VoiS): www. voisitmg.com. Ada sembilan kategori keluhan yang bisa disampaikan pemangku kepentingan termasuk pekerja melalui saluran VoiS, yaitu mengenai tata kelola organisasi, hak asasi manusia, praktik-praktik ketenagakerjaan, lingkungan, praktik-praktik operasi yang adil, isu konsumen,

In general, labor complaints mechanism and handling can be through three ways:

1. Submit a complaint to the immediate superior, no later than three days after the complaint arose. If the complaint cannot be resolved, the employee may submit a complaint to the higher superior. Complaints can also be forwarded to the HR Department no later than two weeks. If the employee concerned is still not satisfied with the explanation given by the HR Department, he/she can proceed to bipartite meeting with the Company or together with the union management and the Company.
2. Complaints related to Occupational Safety and Health (OHS), the resolution can be made based on recommendations from the Safety Committee.
3. Complaints via Voice of Stakeholders (VoiS): www. voisitmg.com. There are nine categories of complaints that can be submitted by stakeholders including employees through the VoiS channel, namely organizational governance, human rights, employment practices, the environment, fair operating practices, consumer issues,

pemberdayaan dan pelibatan komunitas, serta masalah lain. Perusahaan berkewajiban menyelesaikan keluhan yang disampaikan dalam tempo tiga bulan.

empowerment and community involvement, and other issues. The company is obliged to resolve the complaints submitted within three months.

PENINGKATAN KUALITAS LINGKUNGAN KERJA

ITM berkomitmen untuk menyediakan lingkungan kerja yang aman dan layak bagi pekerjanya. Salah satunya dengan mempromosikan lingkup kerja yang lebih sehat dan sesuai dengan standar kerja di lokasi. Meskipun di tahun 2021 kondisi pandemi COVID-19 sudah cukup membaik jika dibandingkan dengan tahun lalu, ITM tetap memperkat protokol kesehatan di seluruh wilayah kerja dan memberlakukan sistem kerja *hybrid*, yaitu penerapan Work from Home (WFH) 75% dan Work from Office (WFO) 25%. [3-3]

Selain itu, ITM memberikan dukungan berupa bantuan vitamin, penyediaan makan siang yang sehat dan bergizi, serta tunjangan transportasi dalam bentuk voucher taksi atau mobil operasional. Dukungan penting lainnya diberikan yaitu pekerja mendapatkan *test swab antigen* secara berkala yang bertujuan untuk senantiasa memberikan rasa aman dalam bekerja, terutama jika ada kegiatan yang melibatkan orang banyak.

Pelatihan karyawan pun tetap dilangsungkan dengan menggunakan teknologi komunikasi daring. Bahkan kegiatan-kegiatan peningkatan semangat kerja dan motivasi karyawan banyak dilakukan seperti interaksi dengan manjemen, olah raga bersama, *career talk*, hingga program *talk show* dan program lain yang semuanya dilaksanakan secara daring yang dilaksanakan dengan berkolaborasi dengan fungsi terkait.

IMPROVING THE QUALITY OF THE WORK ENVIRONMENT

ITM is committed to providing a safe and decent work environment for its employees. One of them is by promoting a healthier work environment that comply with work standards at the site. Although in 2021 the COVID-19 pandemic conditions had improved considerably compared to last year, ITM continued to strengthen health protocols in all work areas and implemented a hybrid work system, which is Work from Home (WFH) 75% and Work from Office (WFO) 25%. [3-3]

In addition, ITM provides vitamin, healthy and nutritious lunches, and transportation allowances in the form of taxi vouchers or operational vehicles. Another important support is the regular antigen swab tests with for employees to give a sense of safety at work, especially when there are activities that involve many people.

Employee training is also carried out using online communication technology. In fact, many activities are carried out to increase the employee morale and motivation, such as interaction with the management, joint sports, career talks, talk show program, and other programs. All the programs are conducted online in collaboration with related functions.

PENGEMBANGAN KOMPETENSI

Pengembangan kompetensi bagi pekerja dilaksanakan baik dari segi teknis maupun non-teknis. Aspek kemampuan teknis dan kepemimpinan dikembangkan berdasarkan penilaian kompetensi (*Competency Assessment*). Melalui penilaian tersebut, akan didapatkan kesenjangan kompetensi (*Competency Gap*) sebagai dasar perancangan Rencana Pengembangan Pribadi (*Individual Development Plan*/ IDP). Di sisi lain, aspek non-teknis dikembangkan sejalan dengan budaya perusahaan yaitu Banpu Heart.

COMPETENCY DEVELOPMENT

Competency development for workers is carried out both from a technical and non-technical perspective. Aspects of technical ability and leadership are developed based on a competency assessment (Competency Assessment). Through this assessment, a competency gap will be obtained as the basis for designing an Individual Development Plan (IDP). On the other hand, non-technical aspects were developed in line with the company's culture, namely Banpu Heart.

ITM memperhatikan tujuan strategis dalam pengembangan SDM, yaitu

ITM pays attention to strategic goals in HR development, namely:

- **Model Operasi Human Resources (HR) yang Efektif**
  Effective Human Resources (HR) Operational Model
- **Budaya Perusahaan yang Berkelanjutan**
  Effective Human Resources (HR) Operational Model
- **Analisis Metrik HR yang Efektif dan Dapat Diandalkan**
  Effective Human Resources (HR) Operational Model
- **Kesiapan Pemimpin Posisi Kunci yang Memenuhi Persyaratan Keterampilan**
  Effective Human Resources (HR) Operational Model

ITM memberikan kesempatan pengembangan kompetensi yang luas kepada pekerja untuk berkembang, termasuk pelatihan pada level BANPU *Corporate* bagi pekerja yang terpilih. ITM mempersiapkan program pelatihan sistematis yang disesuaikan dengan peran dan fungsi pekerja, sehingga pekerja dapat memaksimalkan potensi mereka dan mempersiapkan diri untuk tantangan masa depan. Dalam melakukan evaluasi kinerja, ITM memberikan *clear distinction* antara *high performer* dan *low performer*. [404-2] [404-3]

Program pelatihan bagi pekerja ITM disampaikan melalui berbagai platform dan format pembelajaran. Terutama dalam menghadapi kondisi pandemi COVID-19, Perusahaan melakukan penyesuaian pelaksanaan kegiatan pengembangan kompetensi dengan memaksimalkan platform secara virtual, kecuali untuk kegiatan tertentu yang membutuhkan kehadiran fisik. Kegiatan pengembangan kompetensi juga didukung penggunaan teknologi informasi serta meningkatkan pencapaian ITM dalam dalam membangun sistem pembelajaran mandiri yang sesuai dengan potensi lokal serta kebutuhan pekerja di masing-masing WIUP.

ITM provides extensive competency development opportunities for employees to grow, including training at the Corporate BANPU level for selected employees. ITM prepares systematic training programs that are tailored to the roles and functions of workers, so that workers can maximize their potential and prepare for future challenges. In evaluating performance, ITM provides a clear distinction between high performers and low performers. [404-2] [404-3]

The training program for ITM employees is delivered through various platforms and learning formats. Especially during the COVID-19 pandemic, the Company made adapted the implementation of competency development activities by maximizing the virtual platform, except for certain activities that require physical presence. Competency development activities are also supported by information technology and improve ITM's achievements in developing an independent learning system that is tailored to the local potential and the needs of employees in each WIUP.

Hingga akhir tahun 2021, ITM telah melibatkan 2.242 peserta pada berbagai program pengembangan kompetensi, di antaranya program pengembangan diri seperti Star Power dan beragam pelatihan teknis yang berkaitan dengan digitalisasi seperti ccrum, kemampuan komunikasi dan bisnis. Realisasi dana pengembangan SDM mencapai USD329 ribu, yang mendukung terlaksananya 22.802 jam pelatihan bagi 999 pekerja ITM, dengan rata-rata jam pelatihan per pekerja mencapai 23 jam. Pada tahun 2021, ITM juga memberikan dukungan beasiswa bagi dua pekerja melalui program *further study*.

Until the end of 2021, ITM has involved 2,242 participants in various competency development programs, including self-development programs such as Star Power and various technical training programs related to digitalization such as ccrum, communication and business skills. Realization of HR development funds reached USD329 thousand, which supports the implementation of 22,802 hours of training for 999 ITM workers, with the average hours of training per worker reaching 23 hours. In 2021, ITM will also provide scholarships for two employees through a further study program.

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

Program Programme	**Jumlah Peserta** Total Participants	**Jumlah Hari Pelatihan** Total Day of Training
Seminar	410	1,078
Lokakarya | Workshop	546	914
Pelatihan | Training	996	1,975
Sertifikasi | Certification	290	964
Jumlah | Total	2,242	4,931

Rerata Jam Pelatihan Pekerja Berdasarkan Gender dan Jabatan Tahun 2021 [404-1]
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	999	22,802	2,440	23
Berdasarkan Gender | Based on Gender				
Laki-laki | Male	861	19,936	2,159	23
Perempuan | Female	138	2,866	281	21
Berdasarkan Posisi/Jabatan | Based on Position/Job				
Executives	7	217	4	31
Strategy Leader	29	676	39	23
Senior Operation Leader	95	2,289	93	24
Operational Leader	215	4,935	275	23
First Line Leader	341	8,371	602	25
Foreman Below	312	6,314	1,427	20
No Categori	0	0	0	0

PEMENUHAN MANFAAT KERJA DAN PERSIAPAN PENSIUN PEKERJA

ITM membayarkan imbal jasa pekerjaan kepada pekerja tanpa membedakan antara laki-laki dan perempuan, namun dengan menyesuaikan kriteria meliputi fungsi jabatan, masa kerja, serta capaian kinerja. Pemberian manfaat bagi pekerja tidak dibedakan untuk wilayah operasi yang dinilai lebih signifikan dibanding wilayah lain. Manfaat yang diterima pekerja, baik pekerja tetap maupun tidak tetap adalah sama, meliputi pemeliharaan kesehatan, bantuan transportasi, seragam, perjalanan dinas, pensiun, asuransi jiwa, jaminan sosial, keanggotaan klub olahraga, fasilitas olahraga serta bantuan perumahan, makanan, biaya telepon seluler, tunjangan relokasi, tunjangan tugas di lokasi terpencil, dan tunjangan kendaraan.

Penyusunan dan penetapan remunerasi bagi pekerja ITM mengacu pada Anggaran Perusahaan, serta merujuk pada peraturan perundang-undangan yang berlaku, di antaranya Undang-Undang No.13 Tahun 2003 tentang Ketenagakerjaan. Perusahaan juga memastikan seluruh anak perusahaan mematuhi ketentuan upah minimum yang ditetapkan pemerintah daerah. Besaran remunerasi terendah yang diterima pekerja pada periode pelaporan, secara umum masih lebih tinggi dari upah minimum yang berlaku pada masing-masing wilayah kerja. Remunerasi pekerja terdiri dari beberapa komponen, yaitu gaji pokok, tunjangan jabatan dan tunjangan hari raya, bonus meliputi bonus kinerja, bonus produksi triwulanan, dan penghargaan masa kerja.

Di sisi lain, ITM 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.

Berdasarkan kebijakan HR, ITM mempersiapkan pekerja yang memasuki masa purnabakti di usia 55 tahun melalui berbagai program, yang terdiri dari kegiatan masa persiapan pensiun, pemenuhan jaminan hari tua dan imbalan pensiun lainnya, serta pelatihan terkait prakondisi dan kewirausahaan. Perusahaan menyertakan pekerja dalam program Dana Pensiun Lembaga Keuangan (DPLK) PPUKP. ITM menerapkan pembayaran kepada pekerja yang pensiun sesuai Peraturan Menteri Tenaga Kerja (PMTK). Perusahaan membayarkan pension sebesar dua kali PMTK untuk pekerja yang pensiun normal dan tiga kali PMTK untuk pekerja pada tambang yang ditutup. Hingga akhir tahun 2021, ITM telah menyisihkan imbalan pensiun dan jangka panjang lainnya sebesar USD45,3 juta.

PROVISION FOR EMPLOYEE BENEFIT AND PENSION

ITM pays employee remuneration regardless of gender, but according to the job function, years of service, and performance achievement. There is no difference in provision of employee benefits for operating areas that are considered more significant than others. The benefits received by both permanent and non-permanent employees are the same, comprising health care, transportation assistance, uniforms, business travel, pension plan, life insurance, social security, sports club membership, sports facilities as well as housing assistance, food, mobile phone costs, relocation allowance, remote location assignment allowance and vehicle allowance.

The preparation and determination of remuneration for ITM employees refers to the Company's Budget, and the prevailing laws and regulations, including Law No. 13 of 2003 concerning Manpower. The company also ensures that all subsidiaries comply with the minimum wage regulations set by the local government. The lowest amount of remuneration received by employees in the reporting period was generally higher than the minimum wage applicable in each working area. Employee remuneration consists of several components, namely basic salary, position allowances and holiday allowances, bonuses including performance bonuses, quarterly production bonuses and years of service rewards.

ITM also provides employees with the Work Accident Insurance Program, life insurance, Old Age Security Program, Pension Plan, and Job Loss Insurance from BPJS Ketenagakerjaan.

Through HR policies, ITM prepares employees who enter retirement age of 55 with various programs. They consist of pre-retirement activities, fulfillment of old-age insurance and other pension benefits, as well as training about preconditions and entrepreneurship. The company includes employees in the PPUKP Financial Institution Pension Fund (DPLK) program. ITM complies with the Regulation of the Minister of Manpower (PMTK) in payment to the retirees. The company pays a pension double the amount set by PMTK for normal retirement and triple the amount set in PMTK for employees in closed mines. Until the end of 2021, ITM has earmarked USD45.3 million for pension and other long-term benefits

Pelibatan dan Pemberdayaan Masyarakat

Community Involvement and Empowerment

ITM menyadari, kegiatan pertambangan membawa dampak bagi lingkungan dan masyarakat, baik secara langsung maupun tidak langsung. Dampak berupa perubahan lanskap, timbulnya emisi, debu, pencemaran air dan kebisingan, tidak dapat terhindarkan. Perubahan fungsi lahan tersebut kemudian berdampak pada kehidupan masyarakat yang ada di sekitar wilayah pertambangan. Berdasarkan hasil identifikasi dampak pada Amdal, secara umum, isu yang didapatkan berupa isu sektor ekonomi dan sosial seperti penyerapan tenaga kerja bagi masyarakat lokal, implementasi program pemberdayaan masyarakat untuk meningkatkan kualitas hidup masyarakat, pencegahan pencemaran lingkungan oleh operasional perusahaan serta bantuan donasi aktivitas masyarakat. [3-3]

ITM recognizes the impact of mining activities on the environment and community, both directly and indirectly. The impact of landscape changes, emissions, dust, water pollution and noise are inevitable. The change in land function also affects the lives of the people around the mining area. The results of impact identification in the Environmental Impact Analysis (EIA or Amdal), which followed by conducting social mapping, in general found issues in economic and social sectors such as employment for local communities, implementation of community empowerment programs to improve their quality of life, prevention of environmental pollution by company operations and donations for community activities. [3-3]

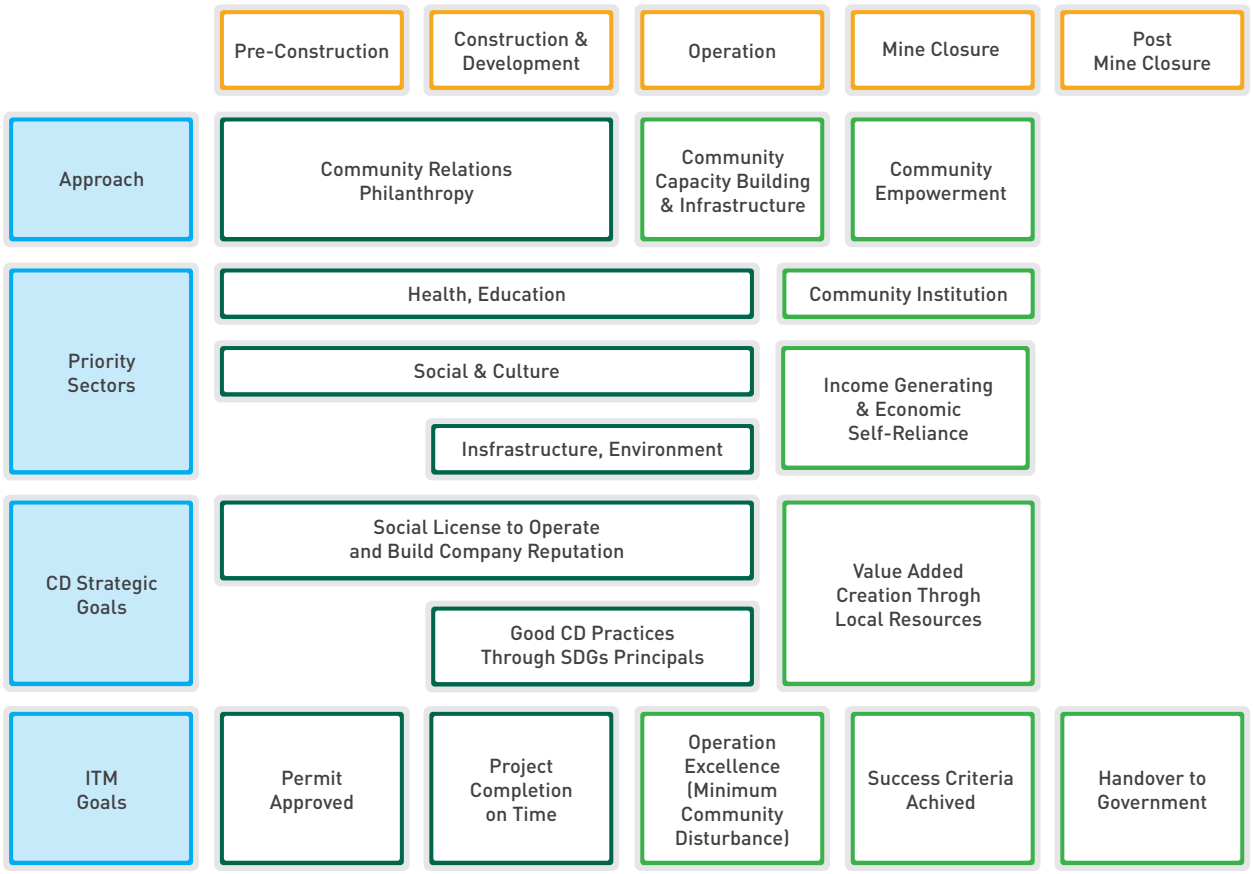
Dinamika, kebutuhan dan harapan masyarakat lokal di sektor pertambangan terus berubah seiring berjalannya waktu. ITM sebagai bagian dari bisnis yang bertanggung jawab, merespon dampak pertambangan bagi masyarakat dengan membina hubungan yang positif, transparan, dan kolaboratif dengan komunitas lokal untuk mempertahankan lisensi sosial untuk kami beroperasi dan memberikan manfaat sosio-ekonomi.

The dynamics, needs and expectations of local communities in the mining sector continue to change over time. As a responsible business entity, ITM responds to the mining impact on the community by building positive, transparent, and collaborative relationships with local communities to maintain the social license for us to operate and provide socio-economic benefits.

ITM menjalankan program Pengembangan dan Pemberdayaan Masyarakat (PPM) secara bertanggung jawab untuk menciptakan nilai bagi masyarakat dan berkontribusi membangun hubungan komunitas yang lebih baik. Melalui keterlibatan aktif, Perusahaan berusaha untuk memahami dan menanggapi kebutuhan masyarakat. Kegagalan untuk mengakui serta mengatasi kekhawatiran dan keluhan masyarakat dapat menimbulkan risiko nyata bagi operasi dan akan berdampak signifikan bagi industri secara keseluruhan. Penciptaan nilai dan dampak positif masyarakat tidak hanya dilaksanakan ITM saat pertambangan berlangsung, namun Perusahaan juga menciptakan program PPM yang dapat mendukung kemandirian masyarakat hingga tutup tambang, dengan memperhatikan prinsip keberlanjutan dan hak asasi manusia. Salah satu kegiatan yang mendukung hask asasi manusia adalah kesempatan berusaha dan mendapatkan pendidikan yang setara bagi setiap individu dalam masyarakat. [3-3]

ITM carries out its Community Development and Empowerment (PPM) program responsibly to create value for the community and contribute to building a better community relations. Through active involvement, the Company seeks to understand and respond to community needs. Failure to acknowledge and address public concerns and complaints can pose a real risk to operations and will have a significant impact on the industry. ITM creates value and positive impact on community not only during mining, but also creates a PPM program that can support community independence until the mine is closed, taking into account the principles of sustainability and human rights. One of the activities that support human rights is the equal opportunity to work and receive education for every individual in our society. [3-3]

Model Rencana Terpadu Pengembangan dan Pemberdayaan Masyarakat ITM
Integrated Planning Model of ITM Community Development

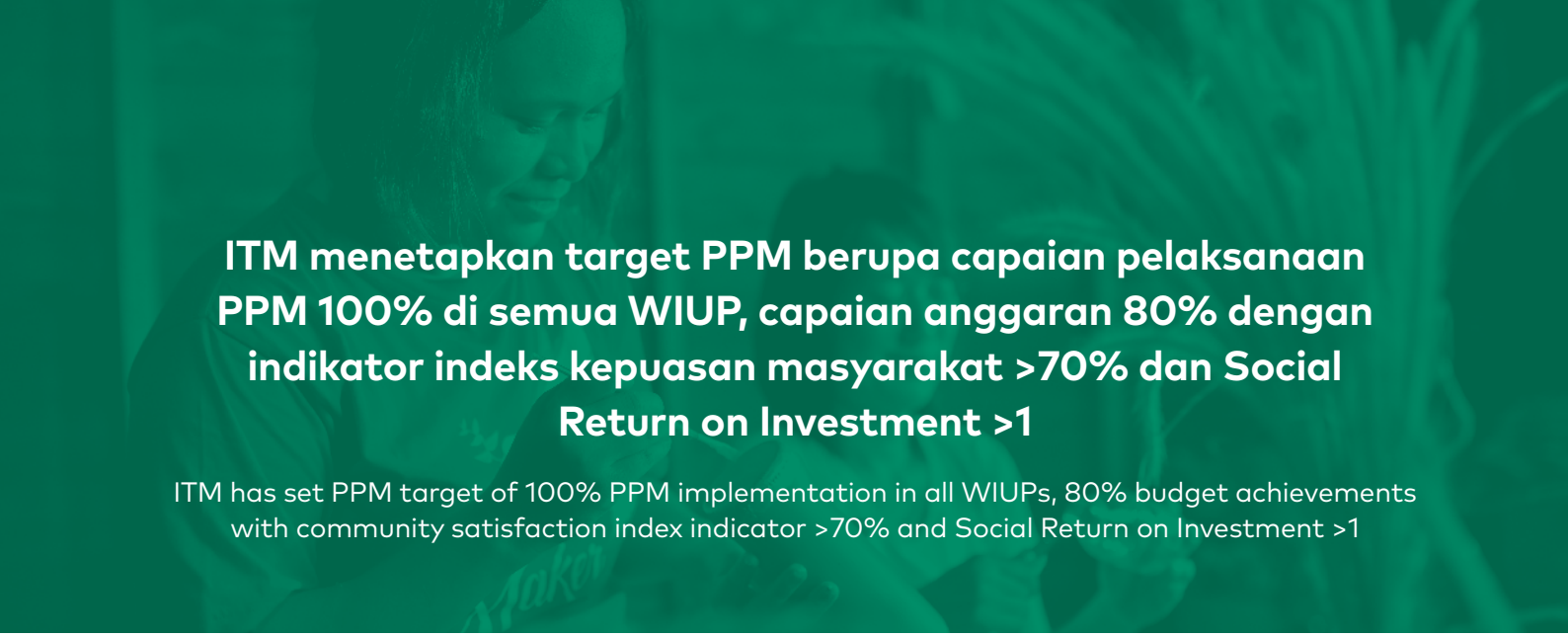


KEBIJAKAN PENGEMBANGAN DAN PEMBERDAYAAN MASYARAKAT [3-3]

Hingga akhir tahun 2021, Departemen CSR melakukan penyelarasan program CSR sesuai peta jalan sehingga terintegrasi untuk semua anak perusahaan dan semua bisnis. Program-program pemberdayaan masyarakat dilaksanakan di bawah tanggung jawab Departemen Community Development. Komitmen ITM dalam pelaksanaan program PPM tercantum dalam kebijakan Pengembangan Masyarakat No: ITM-P-CD-001, untuk memberdayakan masyarakat secara berkelanjutan melalui berbagai kegiatan PPM yang diharapkan dapat meningkatkan taraf hidup dan kesejahteraan masyarakat, khususnya yang berada di wilayah operasional.

COMMUNITY DEVELOPMENT AND EMPOWERMENT POLICY [3-3]

Until the end of 2021, the CSR Department aligned the CSR programs with the roadmap to be integrated for all subsidiaries and all businesses. Community empowerment programs are implemented as part of the Community Development Department's responsibility. ITM's commitment in implementing the PPM program is stated in the Community Development policy No: ITM-P-CD-001, to empower communities in a sustainable manner through various PPM activities which are expected to improve the standard of living and welfare of the community, especially those around operating areas.



ITM menetapkan target PPM berupa capaian pelaksanaan PPM 100% di semua WIUP, capaian anggaran 80% dengan indikator indeks kepuasan masyarakat >70% dan Social Return on Investment >1

ITM has set PPM target of 100% PPM implementation in all WIUPs, 80% budget achievements with community satisfaction index indicator >70% and Social Return on Investment >1

ITM secara berkelanjutan melaksanakan PPM yang menjadi bagian dari pelaksanaan tanggung jawab sosial perusahaan (CSR). Program Pemberdayaan Masyarakat (PPM) dibagi menjadi delapan bidang PPM sesuai format PPM Kepmen ESDM 1824 K/30/MEM/2018. ITM juga merujuk pedoman standar nasional dan internasional, seperti PROPER, ISO26000:2010, dan AA1000 SES dalam menyusun peta jalan kegiatan pengembangan masyarakat. Program PPM kemudian diwujudkan menjadi Empat Pilar Strategis CSR, yang mempertimbangkan keseluruhan bisnis Perusahaan. [3-3]

ITM continuously carries out PPM as part of the implementation of its corporate social responsibility (CSR). The Community Empowerment Program (PPM) is divided into eight areas according to the PPM format stated in the Minister of Energy and Mineral Resources' Decree No. 1824 K/30/MEM/2018. ITM also refers to national and international standard guidelines, such as PROPER, ISO26000:2010, and AA1000 SES in formulating a roadmap for community development activities. The PPM program was later translated into the Four Strategic CSR Pillars, which considered the entire business of the Company. [3-3]

Pilar Pillar	**Inisiatif** Initiative	**Lokasi** Location	**Kegiatan dan Jumlah Penerima Manfaat** Activities and Number of Beneficiaries
Lestari Bersama ITM ITM for Environment	Dukungan Kegiatan Pelestarian dan Perlindungan Lingkungan Support for Environmental Conservation and Protection Activities	Seluruh anak usaha All subsidiaries	25 Program yang memberikan manfaat kepada 5,296 penerima manfaat: 1. Pelestarian biodiversitas mangrove dan terumbu karang oleh IMM 2. Pelestarian biodiversitas anggrek hitam oleh BEK 3. Dukungan kegiatan Taman Nasional Kutai oleh IMM 4. Penanaman pohon dalam rangka hari lingkungan hidup diseluruh anak usaha ITM 5. Penanggungan dan pengelolaan sampah oleh Bank sampah oleh EMB 25 Programs that provide benefits to 5,296 beneficiaries: 1. Conservation of mangrove and coral reef biodiversity by IMM 2. Conservation of black orchid biodiversity by BEK 3. Support for Kutai National Park activities by IMM 4. Planting trees on environmental day in all ITM subsidiaries 5. Waste management and management by Waste bank by EMB
Belajar Bersama ITM ITM for Education	Dukungan Akses, Sarana, dan Prasarana Pendidikan Bagi Masyarakat Support for Access, Educational Facilities and Infrastructure for the Community	Seluruh anak usaha All subsidiaries	15 Program yang memberikan manfaat kepada 2,366 penerima manfaat: 1. Beasiswa pendidikan bagi siswa SD, SMP, SMA dan perguruan tinggi yang diselenggarakan semua anak usaha ITM 2. Pelatihan kompetensi guru untuk peningkatan kualitas belajar mengajar yang diselenggarakan semua anak usaha ITM 3. Pengembangan sekolah adiwiyata untuk peningkatan kesadaran lingkungan oleh IMM, TCM dan BEK 4. Program Karyawan Mengajar yang dilaksanakan oleh IMM (IMM Mengajar) menyasar mulai dari sekolah menengah dan perguruan tinggi dengan materi praktis dari karyawan IMM seperti tata kelola penambangan yang baik, pengelolaan lingkungan, pengembangan dan pemberdayaan masyarakat dan lainnya 15 Programs that provide benefits to 2,366 beneficiaries: 1. Educational scholarships for elementary, junior high, senior high school and university students organized by all ITM subsidiaries 2. Teacher competency training to improve the quality of teaching and learning organized by all ITM subsidiaries 3. Development of adiwiyata schools to raise environmental awareness by IMM, TCM and BEK 4. The Employee Teaching Program implemented by IMM (IMM Mengajar) targets high schools and universities with practical materials from IMM employees such as good mining governance, environmental management, community development and empowerment and others

Pilar Pillar	**Inisiatif** Initiative	**Lokasi** Location	**Kegiatan dan Jumlah Penerima Manfaat** Activities and Number of Beneficiaries
			5. Program Pusat Kegiatan Belajar Masyarakat (PKBM) yang diselenggarakan oleh IMM 6. Peningkatan infrastruktur sekolah dalam bentuk perbaikan gedung sekolah, penataan lingkungan sekolah dan dukungan fasilitas oleh seluruh anak usaha ITM 5. Community Learning Activity Center (PKBM) program organized by IMM 6. Improved school infrastructure in the form of repairing school buildings, structuring the school environment and supporting facilities by all ITM subsidiaries
Berdaya Bersama ITM ITM for Empowerment	Pemberdayan Masyarakat melalui Penguatan Ekonomi dan Peningkatan Akses Pelayanan Kesehatan Community Empowerment through Strengthening the Economy and Increasing Access to Health Services	Seluruh anak usaha All subsidiaries	74 Program yang memberikan manfaat kepada 35,639 penerima manfaat: 1. Pengembangan penyediaan air bersih yang dilaksanakan oleh IMM, TCM, BEK. 2. Dukungan kegiatan posyandu untuk bayi, ibu hamil, balita dan lansia diseluruh anak usaha ITM 3. Pengobatan dan konsultasi kesehatan gratis yang diselenggarakan diseluruh anak usaha ITM 4. Dukungan pencegahan dan penanganan COVID-19 seperti penyediaan alat cuci tangan, masker, vitamin, alat pelindung diri dan lainnya yang diselenggarakan oleh seluruh anak usaha ITM 5. Pembangunan/pengadaaan sarana prasarana kesehatan yang dilaksanakan oleh seluruh anak usaha ITM 74 Programs that provide benefits to 35,639 beneficiaries: 1. Development of clean water supply facility carried out by IMM, TCM, BEK. 2. Support for posyandu activities for infants, pregnant women, toddlers and the elderly at all ITM's subsidiaries 3. Free medical treatment and consultation held at all ITM's subsidiaries 4. Support for the prevention and handling of COVID-19 such as the provision of hand washing equipment, masks, vitamins, personal protective equipment and others organized by all ITM subsidiaries 5. Development/procurement of health infrastructure facilities carried out by all ITM's subsidiaries
Patuh Bersama ITM ITM for Compliance	Pemberdayaan masyarakat sekitar hutan melalui program pemenuhan kewajiban sebagai pemegang IPPKH (penanaman dalam rangka Rehabilitasi DAS). Empowerment of communities around the forest through a program to fulfill obligations as IPPKH holders (planting for Watershed Rehabilitation).	Provinsi Kalimantan Selatan, Kalimantan Timur, DI Yogyakarta dan Jawa Tengah. Provinces of South Kalimantan, East Kalimantan, DI Yogyakarta and Central Java.	14 kontraktor lokal dan 21 kelompok tani hutan terlibat dalam kegiatan penanaman dalam rangka rehabilitasi DAS dan pendukungnya seperti: 1. Penyediaan bibit tanaman 2. Penanaman tanaman 3. Perawatan tanaman 14 local contractors and 21 forest farmer groups have been involved in planting activities for watershed rehabilitation and support such as: 1. Provision of plant seedlings 2. Planting plants 3. Plant care

Jumlah Kegiatan PPM di Seluruh Wilayah Operasi
Number of PPM Activities in All Operational Areas

Bidang Program Area of Program	**2021**	**Persentase** Percentage
Pendidikan Education	25	13%
Kesehatan Health	29	15%

Jumlah Kegiatan PPM di Seluruh Wilayah Operasi
Number of PPM Activities in All Operational Areas

Bidang Program Area of Program	2021	Persentase Percentage
Tingkat Pendapatan Riil atau Pekerjaan Real Income Level or Employment	26	13%
Kemandirian Ekonomi Economic Independence	19	10%
Sosial dan Budaya Social and Culture	54	27%
Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Providing opportunities for local communities to participate in sustainable management of the living environment of the community around the mine	15	8%
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutions in supporting the independence of PPM	10	5%
Pembangunan infrastruktur yang menunjang PPM Infrastructure development that supports PPM	22	11%
Jumlah Total	200	100%

KOMUNIKASI DAN PELIBATAN MASYARAKAT [3-3] [413-1]

ITM mendorong pelibatan masyarakat di sekitar WIUP yang dikelola masing-masing anak perusahaan secara partisipatif dalam perencanaan dan evaluasi kegiatan PPM. Partisipasi masyarakat dilakukan melalui Forum Konsultatif Masyarakat (FKM) yang diselenggarakan paling sedikit sekali setiap tahun. Keterwakilan masyarakat dalam forum ini meliputi berbagai pihak, termasuk tokoh agama, pemuda, kader Pembinaan Kesejahteraan Keluarga (PKK), dan aparat desa.

Tidak hanya kepada masyarakat yang terkena dampak, ITM juga terlibat aktif dalam kegiatan musyawarah perencanaan dan pembangunan (musrenbang) daerah. Musrenbang mempertemukan pemangku kepentingan di kabupaten/provinsi yang menjadi lokasi WIUP. Melalui keterlibatan ini, Perusahaan dapat menyelaraskan program-program CSR ITM dan entitas anak dengan program sosial kemasyarakatan pemerintah daerah

COMMUNICATION AND COMMUNITY ENGAGEMENT [3-3] [413-1]

ITM encourages the participatory engagement of the community around the WIUP managed by each subsidiary in the planning and evaluation of PPM activities. The community's participation is through the Community Consultative Committee (also referred as FKM) which is held at least once every year. Community representation in this forum includes religious leaders, youth, Family Welfare Development (PKK) cadres, and village officials.

Not only for the affected communities, ITM is also actively involved in regional planning and development forum (musrenbang). Stakeholders in the regency/province where the WIUP is located, meet in the forum. This engagement has allowed the Company to align CSR programs of ITM and its subsidiaries with local government social programs

PERENCANAAN DAN EVALUASI PPM [3-3]

ITM menyusun perencanaan program PPM berdasarkan identifikasi dampak dan batasan wilayah sesuai dokumen

PPM PLANNING AND EVALUATION [3-3]

ITM prepares the PPM program plan based on the identification of impacts and area boundaries according

Amdal dan pemetaan sosial (*social mapping*). 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. Berdasarkan pemetaan masalah, isu, dan potensi di masyarakat, ITM menindaklanjuti beberapa isu di masyarakat melalui program pengembangan sosial kemasyarakatan, meliputi penyerapan tenaga kerja bagi masyarakat lokal, implementasi PPM di bidang kesehatan dan pendidikan, pencegahan pencemaran lingkungan oleh operasional Perusahaan, serta bantuan donasi aktivitas masyarakat

Hingga akhir tahun 2021, ITM mempersiapkan kemandirian pascatambang bagi masyarakat dengan merumuskan 33 agenda pengembangan masyarakat terkait pascatambang yang tertuang dalam Dokumen Rencana Induk PPM dan Rencana Penutupan Tambang masing-masing *site*. Untuk mengevaluasi dan memastikan dampak program telah tepat sasaran bagi masyarakat, ITM melakukan pengukuran dampak dari aspek ekonomi, lingkungan, dan sosial bagi maturity 23 program unggulan sesuai dengan Banpu Framework, meliputi runutan *input*, *activity* (proses), *output*, *outcome*, dan *impact*. [413-1]

Di tahun 2021, ITM dan enam site juga melakukan penilaian tingkat kematangan (*maturity level*) terhadap 23 program unggulan. Maturity level merupakan adopsi kuantifikasi kualitas program dengan melihat enam dimensi sesuai rujukan PROPER Emas (Permen LH 03/ 2014), yaitu: Dimensi Perubahan, Inklusivitas, Tata Kelola, Kemitraan Multi-pihak, Rentang Pengaruh, dan Keberlanjutan. Sebanyak 1 program telah menunjukkan level *mature* dengan rentang nilai diatas 10 dan 22 program pada level *develop* dengan 15 program diantaranya berada diatas rata-rata total nilai *maturity* tahun 2021 dimana hal ini menunjukkan kesiapan program unggulan di WIUP. [413-1]

PENGADUAN MASYARAKAT

Untuk mengukur kinerja program PPM, Perusahaan juga melakukan survei kepuasan masyarakat (*community satisfaction index*/CSI). Survei CSI pada tahun 2021 menunjukkan tingkat kepuasan masyarakat mencapai nilai 76% atau dinilai puas oleh penerima manfaat.

to the EIA (Amdal) document and social mapping. The results of the social mapping and social impact assessment are followed by formulating the master plan, based on the PPM blueprint from the provincial government followed by work plan preparation. ITM follows up on several issues in the community identified by the mapping of problems, issues, and potentials in the community, through social development programs, including employment for local communities, implementation of PPM in health and education, prevention of environmental pollution by the Company's operations, as well as donations for community activities.

Until the end of 2021, ITM has formulated 33 community development agendas to prepare for the community's independence post-mining which are contained in the PPM Master Plan Document and Mine Closure Plan for each site. ITM also measures the impact from the economic, environmental and social aspects to evaluate and ensure that the impact of the program is on target for the community, as well as for the maturity of 23 flagship programs in accordance with the Banpu Framework, covering a sequence of inputs, activities (processes), output, outcome, and impact. [413-1]

In 2021, ITM and six sites assessed the maturity level of 23 flagship programs. Maturity level is the adoption of program quality quantification from six dimensions according to the Gold PROPER reference (Minister of Environment Regulation No.03/2014), namely: Dimensions of Change, Inclusiveness, Governance, Multi-stakeholder Partnership, Span of Influence, and Sustainability. One ogram has shown a maturity level above 10 and 22 programs at the develop level with 15 programs of which are above the average total maturity value in 2021 indicating the readiness of flagship programs in WIUP. [413-1]

COMMUNITY GRIEVANCE MECHANISM

The performance of PPM program is measured by the Company through a community satisfaction index (CSI) survey. The CSI survey in 2021 showed the community satisfaction index reached 76% or indicating the beneficiaries were satisfied.

ITM juga menyediakan sistem pengaduan keluhan melalui Voice of Stakeholders (VoiS), yang juga dapat diakses oleh masyarakat. Selama tahun 2021, tidak terdapat keluhan maupun pengaduan yang disampaikan masyarakat terkait dengan isu *community development*.

ITM also provides a complaint handling system through Voice of Stakeholders (VoiS), which can also be accessed by the public. During 2021, there were no complaints or grievances submitted by the community over community development issues.

DUKUNGAN DAN REALISASI ANGGARAN

ITM mengalokasikan biaya PPM tahun 2021 sebesar Rp29,3 miliar bagi pengembangan program-program pemberdayaan di tiap *site*. Realisasi biaya sampai dengan akhir tahun 2021 sebesar Rp42,8 miliar atau mencapai 146% dari alokasi yang dianggarkan.

BUDGET SUPPORT AND REALIZATION

ITM allocated IDR29.3 billion of PPM funds in 2021 for the development of empowerment programs at each site. The realization costs until the end of 2021 was IDR42.8 billion or reached 146% of the budget.

Realisasi Anggaran PPM (IDR Juta)
PPM Budget Realization (IDR million)

Bidang Program Sector of Program	2021		Realisasi 2020 2020 Realization	Realisasi 2019 2019 Realization
	Anggaran Budget	Realisasi Realization		
Pendidikan Education Development	4,926	4,018	3,132	4,846
Kesehatan Health Development	5,185	19,987	1,821	3,528
Tingkat Pendapatan Riil Atau Pekerjaan Economic Development and Employment	4,891	4,000	4,738	3,917
Kemandirian Ekonomi Income Generating and Small Business Development	3,215	1,307	1,914	2,476
Sosial dan Budaya Social and Culture Development	4,799	5,905	4,404	4,271
Pemberitahuan kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Sustainable Environment Management	1,899	703	756	865
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM. Community institutions Development	2,187	1,168	277	437
Pembangunan Infrastruktur yang Menunjang PPM. Infrastructure Development	2,211	5,781	3,439	4,091
Jumlah **Total**	**29,316**	**42,873**	**20,481**	**25,392**

ITM melaksanakan 200 kegiatan PPM di seluruh (100%) WIUP yang beroperasi dengan melibatkan masyarakat lokal. Kegiatan yang dilaksanakan tersebar di 14 kecamatan, meliputi 43 desa pada WIUP. Jumlah ini belum mencakup wilayah kerja anak perusahaan: TIS, GPK, NPR yang masih berada pada tahap pra-operasi.

ITM has carried out 200 PPM activities in all (100%) WIUPs that operate by involving local communities. These activities spread across 14 districts, covering 43 villages in WIUP. This numbers did not include the working area of subsidiaries: TIS, GPK, and NPR which was still in the pre-operation stage.

Lokasi Pengembangan dan Pemberdayaan Masyarakat
Community Development and Empowerment Locations

***Site* (Anak Perusahaan)** Site (Subsidiary)	**Lokasi Kegiatan** Activity Location	**Penerima Manfaat** Beneficiaries	
		Jumlah Desa Total Villages	**Jumlah Kecamatan** Total Districts
Indominco Mandiri	Kalimantan Timur: Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara, dan Kota Bontang East Kalimantan: East Kutai Regency, Kutai Kartanegara Regency, and Bontang City	10	3
Kitadin Tandung Mayang	Kalimantan Timur: Kabupaten Kutai Timur, Kabupaten Kutai Kartanegara East Kalimantan: East Kutai Regency, Kutai Kartanegara Regency	6	2
Kitadin Embalut	Kalimantan Timur: Kabupaten Kutai Kartanegara East Kalimantan: Kutai Kartanegara Regency	4	1
Trubaindo Coal Mining	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: West Kutai Regency	20	4
Jorong Barutama Greston	Kalimantan Selatan: Kabupaten Tanah Laut South Kalimantan: Tanah Laut Regency	6	1
Bharinto Ekatama	Kalimantan Timur & Kalimantan Tengah: Kabupaten Kutai Barat dan Kabupaten Barito Utara East Kalimantan & Central Kalimantan: West Kutai Regency and North Barito Regency	6	3
Tepian Indah Sukses	Kabupaten Kutai Barat West Kutai Regency	PPM belum berjalan di anak usaha karena masih berada dalam tahap pra-operasi. PPM has not yet been running in these subsidiaries because they are still in the pre-operation stage.	
Nusa Persada Resources	Kalimantan Tengah: Kabupaten Barito Utara Central Kalimantan: North Barito Regency		
Graha Panca Karsa	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: West Kutai Regency		

Lokasi Pengembangan dan Pemberdayaan Masyarakat
Community Development and Empowerment Locations



PROGRAM UNGGULAN PELIBATAN DAN PEMBERDAYAAN MASYARAKAT 2021

Flagship Program of Community Involvement and Empowerment 2021

Pengelolaan Sampah Berbasis Masyarakat melalui Bank Sampah

Community Based Waste Management through Waste Bank



ITM melalui anak usaha, yaitu EMB menginisiasi Bank Sampah di Desa Bangunrejo, Kabupaten Kutai Kartanegara, Kalimantan Timur sejak tahun 2015. Bank sampah tersebut telah diadopsi oleh tiga desa, dan mendorong pengelolaan sampah di masyarakat. Kegiatan yang dilakukan berupa pengumpulan, pemilahan, dan penjualan sampah rumah tangga ke bank sampah. Produk yang dikembangkan dari daur ulang sampah di antaranya berupa tas tangan, pouch, eco-brick, dll dan telah dipamerkan dan dijual di berbagai acara pameran.

Dampak dari program ini berupa pendapatan tahunan kelompok sebesar Rp73 juta, serta pendapatan tambahan tahunan lebih dari Rp75,5 juta bagi pelanggan. Saat ini, 4 bank sampah dioperasikan oleh 35 anggota pengurus yang kebanyakan perempuan dan pengenalan 40 tempat penyimpanan sampah di 4 desa yaitu Bangunrejo, Separi, Embalut, dan Kertabuana. Kegiatan ini diikuti oleh 1.423 KK dan total 50 ton sampah rumah tangga dapat dikelola melalui program ini. Bank Sampah bermitra dengan 3 instansi pemerintah, 6 lembaga pendidikan, dan 4 perusahaan.

Di tahun 2021, Bank Sampah Bunda di Desa Bangunrejo telah merilis aplikasi *mobile* yang bernama "Hantaran" yang berfungsi sebagai penghubung antara konsumen bank sampah dan pengelola, yang dilengkapi berbagai fitur pendukung lainnya. Program ini mencapai rasio SROI 1 : 0,95.

ITM, through its subsidiary, EMB, has initiated a Waste Bank in Bangunrejo Village, Kutai Kartanegara Regency, East Kalimantan since 2015. The waste bank has been adopted by three villages and encouraged the community to manage waste. The activities include collecting, sorting, and selling household waste to the waste bank. Products developed from waste recycling include handbags, pouches, eco-bricks, etc. which have been displayed and sold at various exhibitions.

This program has an impact in the form of an annual group income of IDR73 million, as well as additional annual income of more than IDR75.5 million for customers. Currently, 4 waste banks are operated by 35 management members who are mostly women and the introduction of 40 waste storage places in 4 villages namely Bangunrejo, Separi, Embalut, and Kertabuana. This activity was attended by 1,423 families and a total of 50 tons of household waste could be managed through this program. The Waste Bank partners with 3 government agencies, 6 educational institutions, and 4 companies.

In 2021, the Bunda Waste Bank in Bangunrejo Village has released a mobile application called "Hantaran" which connects the waste bank consumers and the management and is equipped with various other supporting features. This program achieved SROI ratio of 1: 0.95.

Aktivitas		1. Peningkatan kapasitas Kelompok Bank Sampah melalui pelatihan, pendampingan ahli, studi banding, dan lainnya. 2. Pengembangan infrastruktur (perluasan dan renovasi gudang serta ruang produksi) 3. Pengumpulan sampah rumah tangga 4. Penjualan sampah dan daur ulang 5. Promosi Kelompok Bank Sampah melalui pameran (lokal dan regional) untuk membangun kerja sama 6. Replikasi di desa binaan lainnya 7. Pengembangan aplikasi seluler untuk mendukung proses pengumpulan sampah	1. Waste Bank Group capacity building through training, expert assistance, comparative study, etc. 2. Infrastructure development (enlargement & renovate the warehouse & production room) 3. Waste collection from the households 4. Waste selling and recycle 5. Promote the Waste Bank to join the Exhibition Events (local & regional level) for networking 6. Replicate to other villages, etc. 7. Mobile apps development to support waste collection process
Ekonomi	Input	1. Total anggaran CD 2015-2020 = Rp78,65 juta 2. Dukungan pengembangan aplikasi "Antaran" sebesar Rp10 juta	1. Total CD Budget (2015 – 2020) = IDR 78.65 mio 2. Support in mobile apps development of "antaran" = IDR 10 mio
	Output	1. Bank Sampah di Desa Bangunrejo. 2. Keterampilan teknis & non teknis bagi komite Bank Sampah untuk menjalankan program. 3. Aktivasi 1 aplikasi seluler untuk mendukung aktivitas Kelompok Bank Sampah dalam pengumpulan sampah dari rumah tangga	1. Waste Bank in Bangunrejo Villages 2. Technical & non-technical skills for the Waste Bank committees to run the program 3. Active mobile apps to support waste bank activities in waste collection from household
	Hasil	1. Setelah direplikasi ke 3 desa lainnya, ada tambahan penghasilan untuk 35 anggota panitia kelompok Bank Sampah dan 1.423 masyarakat sebagai nasabah bank di 4 desa. 2. Pengguna aplikasi Antaran mencapai 200 pengguna, dan menciptakan bisnis baru menggunakan aplikasi seluler (berupa pengantaran makanan atau transportasi online).	1. After replicated to 3 other villages, there's an additional income for 35 committee members of Waste Bank groups dan 1,423 people as the bank customers in 4 villages. 2. More than 200 user of Antaran mobile apps and create new business using mobile apps (food delivery and online transport/ojek).
	Dampak	1. Total pendapatan tambahan (bersih) untuk 4 Kelompok Bank Sampah sebesar Rp79 juta (dari 2015 - sekarang). Pendapatan bagi 1.423 nasabah Bank Sampah sebesar Rp206 juta (dari 2015 - sekarang). 2. Menciptakan lapangan kerja untuk 10 kurir antaran (2 mobil dan 8 motor)	1. Total additional income (net) for 4 Waste Bank Group income as IDR 79 million (from 2015 – present) and 1,423 Waste Bank customers as IDR 206 million (from 2015 – present) 2. Create employment opportunity for 10 couriers of antaran (2 car and 8 motorcycle)
Lingkungan	Input	Sampah rumah tangga sebagai bahan baku.	Household waste as the raw material.
	Output	Mendirikan 1 kelompok pengelolaan sampah masyarakat (Bank Sampah) pada tahun 2015.	Established 1 Community waste management group (Waste bank) in 2015
	Hasil	1. 40 tempat penyimpanan untuk mengumpulkan & menimbang sampah rumah tangga. 2. 50 ton sampah dikumpulkan (dari 2015 - sekarang). 3. Pada tahun 2020, Desa Bangunrejo kembali mengoperasikan unit Biogas dengan memanfaatkan sampah organik masyarakat.	1. 40 storage bins for collecting & weighing household waste. 2. 50 tons of waste collected (from 2015 - present). 3. In 2020, Bangunrejo Village continued to operate the Biogas unit by utilizing community organic waste.

Lingkungan	Dampak	1. Meningkatkan kualitas sanitasi lingkungan melalui pengelolaan sampah di tingkat rumah tangga. 2. Kebersihan komunitas	1. Improve the quality of neighborhood sanitation through household waste management. 2. Community hygiene
Sosial	Input	Empat anggota masyarakat sebagai penggagas kelompok pengelolaan Bank Sampah Bunda.	Four community members as initiators of the Bunda Waste Bank management group.
	Output	Satu kelompok (awalnya oleh 4 anggota) sebagai kelompok pengelola Bank Sampah.	One group (initially has 4 members) as the Waste Bank management group.
	Hasil	1. Bertambahnya anggota komite kelompok dari 4 menjadi 35 (kebanyakan perempuan) & menjadi duta lingkungan. 2. 1.423 rumah tangga menjadi nasabah bank sampah.	1. Increased number of group committee members from 4 to 35 (mostly women) & became environment ambassadors. 2. 1,423 households become waste bank customers.
	Dampak	1. Kesadaran masyarakat dalam pengelolaan sampah. 2. Pusat kelompok pengelolaan sampah (berbasis komunitas) di tingkat Kecamatan. 3. Bank Sampah Bangunrejo mendapatkan penghargaan lokal dan nasional.	1. Community awareness in waste management. 2. Center for waste management groups (community based) at the district level. 3. Bangunrejo Waste Bank received local and national awards.



Di tahun 2021, Bank Sampah Bunda di Desa Bangunrejo telah merilis aplikasi mobile yang bernama "Hantaran" yang berfungsi sebagai penghubung antara konsumen bank sampah dan pengelola

In 2021, the Bunda Waste Bank in Bangunrejo Village has released a mobile application called "Hantaran" which connects the waste bank consumers and the management

Menyediakan Akses Listrik untuk Pusat Kesehatan Masyarakat

Providing Access to Electricity for Community Health Centers



Puskesmas Benangin yang terletak di Kecamatan Teweh Timur, Provinsi Kalimantan Tengah menjadi andalan bagi masyarakat Benangin dalam mendapatkan pelayanan kesehatan. Namun, kegiatan puskesmas seringkali terkendala oleh pasokan listrik yang hanya dilayani pada malam hari, sedangkan pada siang hari Puskesmas ini sangat bergantung pada generator diesel yang terbatas untuk mengoperasikan berbagai peralatan medis.

Pada 1 September 2021, ITM melalui anak usaha, yaitu BEK menyerahkan panel surya rooftop berkapasitas 6.000 WPH untuk mendukung operasional Puskesmas. Melalui bantuan tersebut, Puskesmas mampu beroperasi 24 jam untuk meningkatkan pelayanan kesehatan bagi 2.855 masyarakat. Program ini mampu menghemat pengeluaran jika dibandingkan dengan penggunaan genset diesel sekitar USD4.816 per tahun melalui penghematan 151 liter bahan bakar, serta mengurangi emisi karbon sekitar 148,59 ton setara CO2 per tahun. Selama masa pandemi COVID-19 program ini juga mendukung penyimpanan vaksin yang membutuhkan listrik yang berkelanjutan untuk menjamin kualitas vaksin COVID-19.

The Benangin Community Health Center, located in East Teweh District, Central Kalimantan Province, is a mainstay for the Benangin community in obtaining health services. However, the activities of the puskesmas are often constrained by the supply of electricity which is only served at night, while during the day the puskesmas relies heavily on limited diesel generators to operate various medical equipment.

On September 1, 2021, ITM, through its subsidiary, BEK, delivered roof top solar panels with a capacity of 6,000 WPH to support the operations of the Puskesmas. Through this assistance, the Puskesmas was able to operate 24 hours to improve health services for 2,855 people. This program is able to save costs when compared to the use of diesel generator sets of around USD 4,816 per year through saving 151 liters of fuel, as well as reducing carbon emissions by around 148.59 tons of CO2 equivalent per year. During the COVID-19 pandemic, this program also supports the storage of vaccines that require continuous electricity to ensure the quality of the COVID-19 vaccine.

Aktivitas		1. Sosialisasi pengoperasian atap panel surya 2. Penyediaan solar panel rooftop 6000 WPH untuk menunjang kegiatan medis di Puskesmas	1. Socialization to operate rooftop solar panel 2. Providing roof top solar panel 6000 WPH in order to support medical activities in Puskesmas (community health center)
Ekonomi	Input	Total anggaran CD 2021 = USD 11.908	Total CD Budget (2021) = USD 11,908
	Output	Panel surya atap 6000 WPH untuk Puskesmas	6000 WPH roof top solar panel for Puskesmas
	Hasil	Menghemat sekitar USD 4.816 per tahun dibandingkan dengan menggunakan generator diesel sebagai sumber energi.	Saving around USD 4,816 per year compared than using diesel generator as energy sources.
	Dampak	Penghematan biaya jangka panjang dibandingkan dengan menggunakan generator diesel sebagai sumber energi.	Long term cost saving compares than using diesel generator as energy sources.
Lingkungan	Input	Menggunakan panel surya atap energi terbarukan sebagai generator energi.	Using renewable energy roof top solar panel as energy generator.
	Output	Ramah lingkungan melalui penggunaan sumber energi terbarukan.	Environmentally friendly through using renewable energy sources.
	Hasil	1. Menghemat 55.188 liter konsumsi bahan bakar per tahun dibandingkan dengan menggunakan generator diesel sebagai sumber energi. 2. Reduksi karbon sekitar 148,59 ton setara CO_2 per tahun dibandingkan dengan menggunakan generator diesel sebagai sumber energi.	1. Saving 55,188 litre per year of fuel consumption compared than using diesel generator as energy sources. 2. Carbon reduce around 148.59 tons of CO_2 equivalent per year compared than using diesel generator as energy sources.
	Dampak	1. Meningkatkan kualitas udara dengan menggunakan sumber energi nol emisi. 2. Pengurangan karbon jangka panjang dibandingkan dengan menggunakan generator diesel sebagai sumber energi.	1. Improving the air quality using zero emission energy sources. 2. Long term carbon reducing compare than using diesel generator as energy sources.
Sosial	Input	Tiga anggota masyarakat desa sebagai penerima manfaat di pusat pelayanan kesehatan masyarakat.	Three villages community members as the beneficiaries in community health service center.
	Output	Penguatan pelayanan kesehatan masyarakat melalui pembangki tenaga listrik untuk mendukung kegiatan medis.	Strengthening public health services through electricity generation to support medical activities in the day.
	Hasil	Sebanyak 2.855 orang di Benangin I, II V mendapatkan pelayanan kesehatan yang optimal dari puskesmas.	2,855 people in Benangin I, II V received optimum health services from puskesmas.
	Dampak	Meningkatkan derajat kesehatan masyarakat dalam jangka panjang.	Improving community health status in the long term.

Pemberdayaan Perempuan melalui Kelompok Usaha Kerajinan Sasirangan

Empowering Women through Sasirangan Handicraft Business Group



Sejak 2018 JBG telah memberdayakan kelompok perempuan di Desa Karangrejo dan Jorong yang tidak bekerja dan berasal dari kelompok kurang mampu, untuk mengembangkan kerajinan dari kain Sasirangan, jenis motif kain batik khas Kalimantan Selatan. Sebanyak 3 kelompok perempuan pengrajin Sasirangan terbentuk dengan anggota kelompok yang aktif. Grup Sasirangan ini memproduksi berbagai produk Sasirangan seperti kain batik Sasirangan, baju, topeng, tas, kemeja, dan yang terbaru adalah produk motif 3 dimensi (Sasirangan 3D) dan Ringkel Sasirangan yang dikembangkan oleh kelompok sebagai produk inovasi.

Dalam produksinya, salah satu kelompok (Asri Sasirangan) juga menggunakan bahan organik untuk membuat diversifikasi produk berupa eco-print untuk mengurangi pencemaran lingkungan akibat penggunaan pewarna kimia. Hingga akhir tahun 2021, kinerja produksi kerajinan Karjo di Desa Karang Rejo mencapai 4.090 produk, kelompok Sasirangan Asri di Desa Karangrejo mencapai 1.360 produk, dan untuk kelompok Calap Baimbai Sasirangan di desa Jorong mencapai 313 produk dengan total penjualan mencapai Rp330.440.000.

Di masa COVID-19, kelompok pengrajin wanita binaan JBG berinovasi dengan memproduksi masker. Kelompok juga berkontribusi dengan memproduksi masker kain sasirangan sebanyak 2.347 pcs yang dipasok untuk kebutuhan masker di dalam perusahaan maupun di luar perusahaan. Program ini mendapatkan hasil nilai survei kepuasan 71,79 (Puas) dari masyarakat pada tahun 2021.

Since 2018 JBG has empowered women's groups in Karangrejo and Jorong villages who used to be unemployed and come from underprivileged groups. They develop handicrafts from Sasirangan fabric, a type of batik motif typical of South Kalimantan. A total of 3 women groups of Sasirangan women artisans were formed with active group members. The Sasirangan Groups produce a variety of products such as Sasirangan batik fabric, clothes, masks, bags, shirts, and most recently, 3-dimensional motifs (Sasirangan 3D) and Ringkel Sasirangan which were the group's innovation.

In its production, one of the groups (Asri Sasirangan) also uses organic materials to diversify product in the form of eco-prints to reduce environmental pollution due to the use of chemical dyes. Until the end of 2021, the Karjo handicrafts in Karang Rejo Village managed to produce 4,090 products, the Sasirangan Asri group in Karangrejo Village 1,360 products, and the Calap Baimbai Sasirangan group in Jorong village 313 products with total sales amounted to IDR330,440,000.

During the COVID-19 period, the women artisan group fostered by JBG innovated by producing masks. The group also contributed by producing 2,347 pcs of sasirangan cloth masks which were supplied for the needs of masks inside and outside the company. The results of this program's community satisfaction survey reached the score of 71.79 (Satisfied) from the community in 2021.

Aktivitas		1. Peningkatan kapasitas Kelompok Sasirangan melalui pelatihan, pendampingan ahli. 2. Dukungan modal dasar untuk memulai pengembangan usaha. 3. Mempromosikan produk sasirangan untuk mengikuti event pameran lokal dan nasional. 4. Dukungan dalam pengembangan pemasaran melalui koneksi perusahaan. 5. Pelatihan dan monitoring pembukuan untuk memastikan administrasi yang baik dalam mengelola bisnis. 6. Memfasilitasi Asri Sasirangan untuk mengikuti Pelatihan Ecoprint di Jogjakarta (teknik mewarnai dengan bahan ramah lingkungan). 7. Bekerja sama dengan tim reklamasi JBG untuk mengembangkan tanaman yang digunakan sebagai bahan baku pewarnaan eco-print. 8. Instalasi pengolahan air limbah. 9. Sosialisasi limbah kimia dan non kimia kepada Calap Baimbai Sasirangan Group. 10. Memfasilitasi Pelatihan promosi dan pemasaran online untuk kelompok sasirangan dan kelompok usaha kecil lainnya. 11. Mendorong program Masker Sasirangan untuk meningkatkan pemasaran produk Sasirangan selama masa pandemi COVID-19.	1. Sasirangan Group capacity building through training, expert assistance. 2. Support in basic capital to initiate business development. 3. Promote sasirangan product to join in local and national exhibition events. 4. Support in marketing development through company connection. 5. Book keeping training and monitoring to ensure good administration in managing business. 6. Facilitate Asri Sasirangan to followed Eco-print Training in Jogjakarta (Coloring technique with environmentally friendly material). 7. In collaboration with JBG reclamation team to developing plants which used as raw material for eco-print coloring. 8. Installation wastewater treatment. 9. Socialization about chemical and non-chemical waste to Calap Baimbai Sasirangan Group. 10. Facilitate Training of promotion and marketing online for sasirangan group and other small business group. 11. Encourage Sasirangan Mask program to increasing marketing of Sasirangan product during in COVID-19 pandemic.
Ekonomi	Input	Total anggaran CD Rp144.478.589	Total CD Budget IDR144,478,589
	Output	1. Tiga kelompok perempuan produksi Sasirangan di Desa Karang rejo dan Desa Jorong (Karjo Craft, Asri Sasirangan, dan Calap Baimbai Sasirangan). 2. Delapan keterampilan teknis & non-teknis untuk kelompok perempuan.	1. 3 Sasirangan production women groups in Karang rejo Village and Jorong Village (Karjo Craft, Asri Sasirangan, and Calap Baimbai Sasirangan). 2. 8 Technical & non-technical skills for the women groups.
	Hasil	1. Sebanyak 19 anggota kelompok pemberdayaan perempuan sasirangan menerima penghasilan tambahan. 2. Total pendapatan kotor yang diterima oleh grup: • Kerajinan Karjo: Rp116.740.000 (Desember 2018 - sekarang) • Asri Sasirangan: Rp172.430.000 (September 2019 – sekarang) • Calap Baimbai Sasirangan: Rp41.270.000 (November 2020 – sekarang) 3. Jumlah produksi: • Kerajinan Karjo: 4.090 item • Asri Sasirangan: 1.360 pcs • Calap Baimbai Sasirangan: 313 pcs	1. 19 members of sasirangan women empowerment group received additional income. 2. Total gross income received by the group: • Karjo craft: IDR116,740,000 (December 2018 - present) • Asri Sasirangan: IDR172,430,000 (September 2019 – present) • Calap Baimbai Sasirangan: IDR41,270,000 (November 2020 – present) 3. Total production: • Karjo craft: 4,090 item • Asri Sasirangan: 1,360 pcs • Calap Baimbai Sasirangan: 313 pcs
	Dampak	1. Membuka lowongan kerja baru untuk ibu rumah tangga di lingkungan sekitar. 2. Meningkatkan kesejahteraan ekonomi.	1. Open new job for housewives in the neighborhood. 2. Increase economic welfare.
Lingkungan	Input	1. Menggunakan pewarna organik (bahan ramah lingkungan). 2. Mengembangkan pengelolaan air limbah.	1. Using organic coloring (environmentally friendly material). 2. Developing wastewater management.

Lingkungan	Output	1. Asri Sasirangan mulai memproduksi eco-print sebagai salah satu diversifikasi produk. 2. Asri Sasirangan mulai mengelola air limbah dari produksi Sasirangan.	1. Asri Sasirangan start to produce eco-print as one of diversification product. 2. Asri Sasirangan start to manage wastewater from Sasirangan production.
	Hasil	Asri Sasirangan menghasilkan 70 eco-print.	Asri Sasirangan produce 70 eco-print.
	Dampak	1. Peningkatan kualitas sanitasi lingkungan melalui pengelolaan sampah di tingkat rumah tangga. 2. Meningkatkan kesadaran masyarakat untuk mengelola sampah.	1. Improving the quality of environment sanitation by waste management at household level. 2. Increasing awareness of communities to manage waste.
Sosial	Input	1. Tiga anggota komunitas sebagai pengembangan bisnis Sasirangan. 2. Meningkatkan keterampilan dan pengetahuan bisnis ibu rumah tangga. 3. Berkontribusi dalam aksi pencegahan COVID-19.	1. 3 community members as the Sasirangan business development. 2. Improving skill and business knowledged of housewives. 3. Contribute on COVID-19 prevention action.
	Output	1. Meningkatkan moral melalui pemberdayaan perempuan. 2. Menambah skill dan pengetahuan bisnis ibu rumah tangga. 3. Kerajinan Karjo memproduksi topeng Sasirangan untuk kebutuhan perusahaan dan luar perusahaan dan bahan baku (kain Sasirangan) dipasok dari Asri Sasirangan.	1. Increase morale through women empowerment. 2. Increase skill and business knowledge of housewives. 3. Karjo craft produce Sasirangan mask for the need of the company and outside the company and the raw material (Sasirangan fabric) supplied from Asri Sasirangan.
	Hasil	1. Sebanyak 19 anggota kelompok pemberdayaan perempuan sasirangan. 2. Lima ibu rumah tangga di lingkungan (bukan anggota kelompok) mendukung produksi Sasirangan mereka. 3. Sebanyak 24 keluarga telah meningkatkan pendapatan mereka. 4. Total produksi masker Sasirangan sebesar 2.347 pcs.	1. 19 members of sasirangan women empowerment group. 2. 5 housewives in the neighborhood (not group member) support their Sasirangan production. 3. 24 Family has improved their income. 4. Total production Sasirangan mask is 2,347 pcs.
	Dampak	Peningkatan kualitas sumber daya masyarakat.	Increasing quality of community resources.

Membangun Generasi Emas melalui Beasiswa Pendidikan Tinggi

Building Golden Generation through Higher Education Scholarships



Dalam beberapa tahun terakhir, beasiswa bagi siswa berprestasi menjadi program unggulan BEK. Program ini menyasar masyarakat yang menempuh studi di perguruan tinggi, baik pada jenjang S1 (Sarjana) maupun D3 (Sarjana). Program ini dilatarbelakangi oleh potensi pengembangan sumber daya manusia yang terlihat di masyarakat sekitar BEK melalui tingkat kesadaran yang tinggi dalam pendidikan formal. Hal tersebut juga menjadi salah satu aspirasi masyarakat yang didukung oleh data hasil pemetaan sosial.

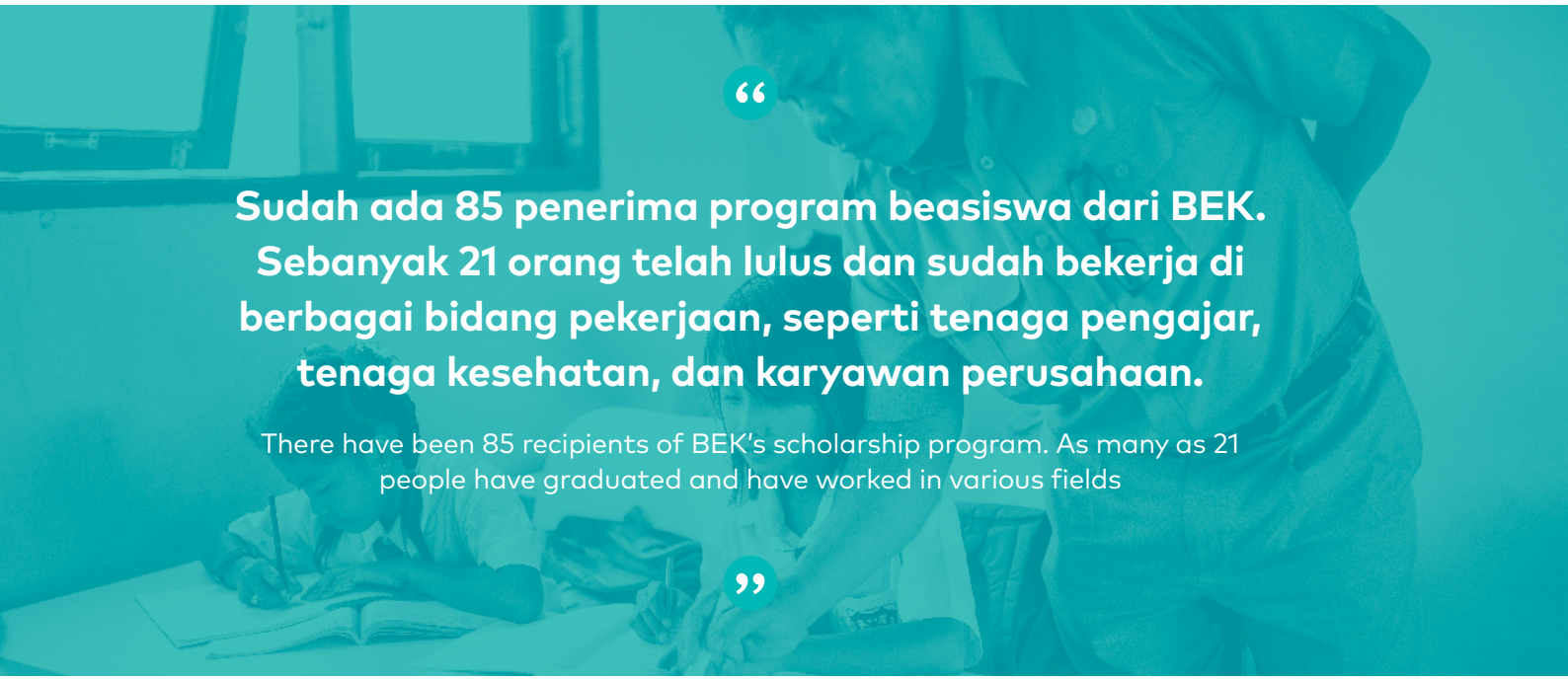
Sejauh ini, sudah ada 85 penerima program beasiswa dari BEK. Sebanyak 21 orang telah lulus dan sudah bekerja di berbagai bidang pekerjaan, seperti tenaga pengajar, tenaga kesehatan, dan karyawan perusahaan. Program beasiswa yang telah dilaksanakan mendapat apresiasi yang cukup baik dari pemerintah maupun masyarakat sekitar, sehingga program ini akan terus dilaksanakan seiring dengan meningkatnya kesadaran masyarakat untuk bersaing dalam dunia pendidikan.

In the last few years, scholarships for outstanding students have become BEK's flagship program. This program targets people who are studying in college or universities, both at the S1 (Bachelor degree) and D3 (Associate's degree). This program is created following the potential for human resource development in the community around BEK who appear to have a high level of awareness in formal education. Data from social mapping also showed that the education sector is also one of their aspirations.

To date, there have been 85 recipients of BEK's scholarship program. As many as 21 people have graduated and have worked in various fields, including as teaching staff, health workers, and company employees. The scholarship program has received appreciation from the government and the surrounding community; therefore this program will continue along with the increasing awareness of the community to compete in the world of education

Aktivitas	Memberikan kesempatan kepada siswa berprestasi untuk mengenyam pendidikan, sehingga mereka lebih fokus dalam belajar.	Provide an opportunity to outstanding students to earn an education , so they have more focus in their studies

Ekonomi	Input	Total anggaran CD USD166.772,74	Total CD Budget USD166,772.74
	Output	Sebanyak 85 orang menerima beasiswa sejak tahun 2012.	85 people have received scholarship since 2012.
	Hasil	1. Sebanyak 21 mahasiswa lulusan sudah bekerja. 2. Sebanyak 64 siswa melanjutkan studinya.	1. 21 graduated students have been worked. 2. 64 students still continue their studies.
	Dampak	1. Buka lowongan kerja baru untuk masyarakat di lingkungan sekitar 2. Meningkatkan kesejahteraan ekonomi	1. Open new job for people in the neighborhood 2. Increase economic welfare
Sosial	Input	Potensi pengembangan SDM melalui hasil pemetaan sosial dan diskusi dengan masyarakat.	Potential for human resource development through the results of social mapping and discussions with the community.
	Output	Enam warga masyarakat desa & 10 siswa dari Ring II sebagai penerima beasiswa program.	Six villages community members & 10 students from Ring II as the beneficiaries for scholarship program.
	Hasil	Sebanyak 21 keluarga mendapatkan kesempatan untuk meningkatkan kualitas hidupnya.	21 families get the opportunity to improve their quality of life.
	Dampak	Peningkatan kualitas sumber daya masyarakat.	Increasing quality of community resources.



Sudah ada 85 penerima program beasiswa dari BEK. Sebanyak 21 orang telah lulus dan sudah bekerja di berbagai bidang pekerjaan, seperti tenaga pengajar, tenaga kesehatan, dan karyawan perusahaan.

There have been 85 recipients of BEK's scholarship program. As many as 21 people have graduated and have worked in various fields

Menyiapkan Tenaga Terampil melalui Pelatihan Keterampilan

Preparing Skilled Personnel through Skills Training



ITM melalui anak usaha, yaitu EMB, memfasilitasi pelatihan bagi 24 pemuda. Pelatihan yang diberikan berupa keterampilan mengelas bagi 12 orang penerima manfaat dan pelatihan mekanik roda dua bagi 12 penerima manfaat. Pelatihan ini bertujuan untuk meningkatkan kapasitas pemuda dengan keterampilan bersertifikat yang mendukung mereka dalam mendapatkan kesempatan kerja. EMB telah mengadakan kerja sama pelatihan dengan penyedia layanan bersertifikat selama 10 hari pelatihan.

Sebanyak 24 peserta telah menyelesaikan pelatihan dan lulus uji kompetensi, dan sebanyak 12 penerima manfaat telah mendapatkan pekerjaan di bidang industri seperti bengkel, sektor pemerintahan dan industri pertambangan. Satu peserta lainnya berhasil membuka bengkel sendiri untuk menghasilkan produk besi di desa binaan. EMB juga memberikan dukungan berupa workshop dan bantuan peralatan las bagi peserta yang telah berhasil membuka workshopnya. Program ini meningkatkan pendapatan bagi alumni dengan pendapatan rata-rata Rp3,2 juta per bulan dan meningkatkan status ekonomi dan daya saing keterampilan mereka.

ITM through its subsidiary, EMB, facilitated training for 24 youths. The training was on welding skills for 12 beneficiaries and two-wheel mechanic training for 12 beneficiaries. This training aims to increase the capacity of youth with certified skills that can help them in getting job opportunities. EMB partnered with certified service providers has held 10-day training.

A total of 24 participants have completed the training and passed the competency test, and 12 beneficiaries have been employed in industrial field such as workshops, the government sector and the mining industry. Another participant managed to open his own workshop to produce iron products in the fostered village. EMB also supported them with workshops and welding equipment assistance for participants who have successfully opened their workshops. This program increased the alumni's income with an average of IDR3.2 million per month and improved their economic status and skills competitiveness.

Aktivitas		1. Melakukan screening peserta diklat dari 4 desa ring 1 yang terdiri dari 12 peserta diklat las dan 12 peserta diklat mekanik roda dua. 2. Menentukan vendor yang akan bekerja sama yaitu SMKN 02 Samarinda untuk pelatihan pengelasan dan SMKIM 04 Samarinda untuk pelatihan mekanik roda dua 3. Durasi pelatihan 10 hari. 4. Peserta diklat mendapatkan sertifikat kompetensi dari vendor penyedia. 5. EMB memberikan bantuan bengkel dan peralatan las bagi peserta yang telah berhasil membuka usaha bengkel dan las sepeda motor roda dua.	1. Conducted screening of training participants from 4 ring 1 villages consisting of 12 welding training and 12 two wheel mechanic training participants. 2. Determine the vendors that will cooperate, namely SMKN 02 Samarinda for welding training and SMKIM 04 Samarinda for two wheel mechanic training. 3. The duration of the training is 10 days. 4. Training participants receive a competency certificate from the provider vendor. 5. EMB provides workshop and welding equipment assistance for participant who have successfully opened two wheel motorcycle repair and welding businesses.
Ekonomi	Input	Total anggaran CD Rp131 juta.	Total CD Budget IDR131 million.
	Output	Sebanyak 24 peserta pelatihan menyelesaikan pelatihan dan lulus uji kompetensi.	24 training participant completed the training and pass the competency test.
	Hasil	1. Sebanyak 12 peserta pelatihan diterima bekerja di industri. 2. Satu peserta pelatihan membuka usaha bengkel. 3. Perolehan pendapatan dengan pendapatan rata-rata peserta pelatihan Rp3,2 juta per bulan.	1. 12 training participants are accepted to work in industry. 2. 1 training participant opens the workshop business. 3. Income generation with average income for training participant IDR3.2 million per month.
	Dampak	1. Meningkatkan status ekonomi peserta pelatihan. 2. Menciptakan lingkaran ekonomi baru di desa melalui kewirausahaan baru. 3. Meningkatkan daya saing dalam mencari pekerjaan dengan keterampilan yang dimiliki.	1. Improve economic status of training participant. 2. Create new economic circle in village through new entrepreneurship. 3. Increase competitiveness in finding work with the skills possessed.
Lingkungan	Output	24 peserta pelatihan mendapatkan pengetahuan tentang keselamatan dan lingkungan.	24 training participant received safety and environmental knowledge.
Sosial	Input	1. Pemerataan keterampilan di desa binaan 2. Mengurangi pengangguran dan menciptakan lapangan kerja	1. Equal distribution of skills in the fostered village. 2. Reduce unemployment and create job opportunities.
	Dampak	1. Meningkatkan kualitas hidup masyarakat dengan peningkatan kecakapan hidup 2. Menciptakan wirausaha baru dari peserta yang sudah membuka workshop sendiri	1. Improve community quality of life with life skill improvement 2. Create new entrepreneurship from participant who has opened own workshop

DUKUNGAN SOSIAL BUDAYA BAGI MASYARAKAT ADAT DAYAK [MM5]

Suku Dayak diidentikkan sebagai masyarakat adat yang memiliki keunikan berupa tradisi dan budaya. Salah satu anak usaha, yaitu TCM beroperasi di Kalimantan Timur dan berinteraksi dengan masyarakat Dayak. Saat ini, ada 3.233 orang Suku Dayak yang tinggal di daerah tersebut. Dengan kesadaran akan pelestarian budaya lokal, ITM bekerja sama dengan tokoh masyarakat Dayak untuk mengidentifikasi cara melestarikan budaya yang berharga ini. Setelah melalui serangkaian konsultasi, ITM memprakarsai proyek penghormatan masyarakat adat yang disebut "Proyek Pelestarian Budaya Dayak" sebagai upaya nyata dari komitmen Perusahaan untuk melestarikan adat dan budaya masyarakat Dayak.

Pada bulan Juni 2021, TCM menyerahkan rumah adat Dayak yaitu Lamin (Lou) Bentian Besar yang telah terselesaikan dengan realisasi lebih dari Rp7 miliar. Rumah berukuran 50 x 25 meter ini menjadi kantor pemuka adat Dayak, pameran adat dan budaya, serta ruang pertemuan. Dengan berdirinya Lamin atau Lou, dapat menjadi tanda bahwa generasi Kutai Barat khususnya Dayak di kawasan Bentian Besar tidak tergerus oleh budaya asing. Mereka bangga menjadi bagian dari penerus warisan budaya nenek moyang mereka.

Lamin Bentian merupakan program pemberdayaan berbasis pariwisata yang menggambarkan karakteristik budaya masyarakat Kutai Barat. Program ini merupakan inovasi sosial TCM dalam mendukung keberlanjutan ekonomi, sosial dan lingkungan masyarakat sekitar, terutama untuk mempersiapkan fase penutupan tambang. TCM juga mendukung sistem suplai listrik dengan tenaga solar panel atap. Melalui energi listrik alternatif tersebut, didapatkan peningkatan efisiensi energi sebesar 3,5 GJ, serta penurunan emisi GRK sebesar 0,25 ton CO_2-eq per tahun. Melalui program ini, TCM berkontribusi dalam mempromosikan dan melindungi warisan budaya dunia di bawah SDGs 11 Kota dan Komunitas Berkelanjutan.

SOCIO-CULTURAL SUPPORT FOR DAYAK INDIGENOUS PEOPLE [MM5]

The Dayak tribe is identified as an indigenous people who have a unique tradition and culture. One of ITM's subsidiaries, TCM, operates in East Kalimantan and interacts with the Dayak community. Currently, there are 3,233 Dayak people living in the area. With an awareness to preserve local culture, ITM collaborated with Dayak community leaders to identify ways to preserve this precious culture. After a series of consultations, ITM initiated a project to respect indigenous peoples called the "Dayak Cultural Conservation Project" as a genuine effort of the Company's commitment to preserving the customs and culture of the Dayak community.

In June 2021, TCM handed over the Dayak traditional house, Lamin (Lou) Bentian Besar, which had been completed with realized cost of more than IDR7 billion. The 50x25 meter house accommodates the offices of Dayak traditional leaders, traditional and cultural exhibitions, and meeting room. With the existence of Lamin or Lou , indicates the West Kutai young generation, especially the Dayak community in Bentian Besar area, remain unaffected by foreign culture. They are proud to inherit the cultural heritage of their ancestors.

Bentian lamin is a tourism-based empowerment program that features the cultural characteristics of the West Kutai community. This program is TCM's social innovation in supporting the economic, social and environmental sustainability of the surrounding community, especially to prepare for the mine closure stage. TCM also supports an electricity supply system powered by rooftop solar panels. This alternative electrical energy has increased in energy efficiency of 3.5 GJ, as well as reduced GHG emissions of 0.25 tons of CO_2-eq per year. Through this program, TCM contributes in promoting and protecting the world's cultural heritage for the achievement of SDGs 11 of Sustainable Cities and Communities.



MELINDUNGI DAN MENJAGA MASYARAKAT DI MASA PANDEMI COVID-19

Protecting and Safeguarding the Community during the COVID-19 Pandemic

Meski dihadapkan pada pandemi COVID-19, ITM tetap melaksanakan program-program pemberdayaan sevara berkelanjutan dengan tidak mengabaikan protokol kesehatan yang ketat. Di sisi lain, ITM juga turut aktif memberikan dukungan dan bantuan bagi upaya penanggulangan Pandemi COVID-19. Selama periode pelaporan, ITM telah merealisasikan sekitar Rp20 miliar melalui dana CD dan CSR ITM Jakarta. Beberapa kegiatan pencegahan dan penanganan pandemi COVID-19 pada tahun 2021 di antaranya:

1. Bantuan alat pelindung diri bagi tenaga kesehatan
2. Kampanye 3M berupa baliho dan spanduk di lingkungan masyarakat
3. Bantuan bahan pokok untuk masyarakat terdampak COVID-19
4. Penyediaan dapur umum bekerjasama dengan TNI
5. Bantuan obat-obatan dan kebutuhan medis melalui CSR dari ITM

Despite being faced with the COVID-19 pandemic, ITM continued to carry out sustainable empowerment programs without neglecting strict health protocols. ITM has also been actively providing support and assistance for efforts to overcome the COVID-19 pandemic. During the reporting period, ITM has realized approximately IDR20 billion through ITM Jakarta's CD and CSR funds. Some of the prevention and handling activities for the COVID-19 pandemic in 2021 include:

1. Personal protective equipment assistance for health workers
2. 3M (wearing mask, washing hands, social distancing) campaign through billboards and banners in the community
3. Asisstance of grocery package for people affected by COVID-19
4. Provision of emergency kitchens in collaboration with the Armed Forces
5. Assistance for medicines and medical supplies through CSR from ITM

Lampiran
Appendix

JUMLAH KECELAKAAN KERJA [403-2]
Number of Occupational Accident

ITM dan Anak Usaha ITM and Subsidiaries'	2021			2020			2019		
	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor
PT Bharinto Ekatama	0	1	0	0	0	0	0	3	0
PT Kitadin Embalut	0	1	0	0	0	0	0	1	0
PT Kitadin Tandung Mayang	0	0	0	0	0	0	0	0	0
PT Indominco Coal Mining	1	0	0	0	2	0	0	2	0
PT Jorong Barutama Greston	0	0	0	0	1	0	0	1	0
PT Trubaindo Coal Mining	0	1	0	0	1	0	0	4	0
PT GasEmas	0	0	0	0	1	0	0	4	0
PT Indo Tambangraya Megah - STSC	0	0	0	0	1	0	0	4	0
Total	1	3	0	0	4	0	0	11	0

Keterangan:
TRUST merupakan kontraktor dari WIUP IMM, WIUP TCM dan WIUP BEK.

Notes:
TRUST is a contractor from WIUP IMM, WIUP TCM and WIUP BEK

INJURY RATE DAN LOST DAY RATE [403-2]
Injury Rate and Lost Day Rate

ITM dan Anak Usaha ITM and Subsidiaries'	2021		2020		2019	
	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate	Injury Rate	Lost day Rate
PT Bharinto Ekatama	0.11	3.55	0.00	0.00	0.31	11.03
PT Kitadin Embalut	0.24	23.98	0.00	0.00	0.28	1.11
PT Kitadin Tandung Mayang	0.00	0.00	0.00	0.00	0.00	0.00
PT Indominco Coal Mining	0.07	423.28	0.11	0.92	0.09	1.63
PT Jorong Barutama Greston	0.00	0.00	0.33	200.67	0.32	62.49
PT Trubaindo Coal Mining	0.08	0.30	0.07	0.20	0.21	3.62
PT GasEmas	0.00	0.00	0.00	0.00	0.00	0.00
PT Indo Tambangraya Megah - STSC	0.00	0.00	N/A	N/A	N/A	N/A
Total	0.09	136.46	0.08	12.73	0.19	7.22

Keterangan:
TRUST merupakan kontraktor dari WIUP IMM, WIUP TCM dan WIUP BEK.

Notes:
TRUST is a contractor from WIUP IMM, WIUP TCM and WIUP BEK

IZIN PINJAM PAKAI KAWASAN HUTAN (IPPKH) YANG DIMILIKI ITM
Lease-to Use Forest Permit (IPPKH) ITM

Wilayah Operasi Operation Area	**Jenis dan Nomor Izin** Permit Number
PT Jorong Barutama Greston	• SK. 406/Menhut-II/2010 Jo. SK. 671/Menlhk/Setjen/PLA.0/9/2019 • SK. 637/Menhut-II/2011 jo. SK 1080/MENLHK/setjen/PLA.0/11/2021
PT Kitadin - Tandung Mayang	• SK. 644/Menhut-II/2009 • jo.SK. 387/Menlhk/Setjen/PLA.0/6/2019 • jo. SK. 116/1/KLHK/2020
PT Indominco Mandiri	• SK. 549/Menhut-II/2013 • SK. 420/Menhut-II/2013 • SK. 538/Menhut-II/2010 jo. SK. 281/ Menlhk/Setjen/PLA.0/5/2021 • SK. 565/Menhut-II/2010 jo.SK. 169/Menlhk/Setjen/PLA.0/4/2021 • SK. 174/Menhut-II/2009 jo. SK.656/Menlhk/Setjen/PLA.0/9/2019
PT Bharinto Ekatama	• SK. 621/Menhut-II/2010 jo.SK. 384/Menlhk/Setjen/PLA.0/6/2021 • SK. 946/Menhut-II/2013 jo. SK 539/2020 jo. SK.216/2021 • SK.704/Menlhk/Setjen/PLA.0/9/2019
PT Trubaindo Coal Mining	• SK. 300/Menhut-II/2013 • SK. 945/Menhut-II/2013
PT Graha Panca Karsa	SK 695/Menhut-II/2014
PT Nusa Persada Resources	SK.100/MENLHK/SETJEN/PLA.0/2/2020

JUMLAH PEKERJA BERDASARKAN KEWARGANEGARAAN DAN GENDER
Number of Employees Based on Citizenship and Gender

Entitas Entity	**2021**				**2020**				**2019**			
	WNI Indonesian Citizen		**WNA** Expatriate		**WNI** Indonesian Citizen		**WNA** Expatriate		**WNI** Indonesian Citizen		**WNA** Expatriate	
	Pria Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female	**Pria** Male	**Wanita** Female
PT Indo Tambangraya Megah	112	32	19	2	95	29	17	3	109	33	18	3
PT Indominco Mandiri	518	72	13	0	558	79	16	0	588	83	17	0
PT Trubaindo Coal Mining	458	77	6	1	541	95	7	1	560	98	7	2
PT Bharinto Ekatama	170	38	3	0	117	26	10	0	123	28	10	0
PT Kitadin	130	23	2	0	131	24	1	0	141	24	2	0
PT Jorong Barutama Greston	119	11	1	0	127	11	1	0	132	12	1	0
PT Tambang Raya Usaha Tama	570	18	9	1	487	20	8	1	844	31	9	1
PT GasEmas*	0	0	0	0	24	3	1	0	25	4	2	0
PT Nusa Persada Resources	6	1	0	0	2	1	0	0	2	1	0	0

Entitas Entity	2021				2020				2019			
	WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate		WNI Indonesian Citizen		WNA Expatriate	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
PT ITM Bhinneka Power	4	0	1	1	0	0	0	0	0	0	0	0
PT Tepian Indah Sukses	1	0	0	0	2	0	0	0	2	0	0	0
PT Energi Batubara Perkasa	1	1	1	0								
PT Graha Panca Karsa	15	3	0	0								
Total	**2,104**	**276**	**55**	**5**	**2,084**	**288**	**61**	**5**	**2,526**	**314**	**66**	**6**
	2,380		**60**		**2,372**		**66**		**2,840**		**72**	
			2,440				**2,438**				**2,912**	

Keterangan:
* GEM per Febuari 2021 : Lokal Pria = 23, Lokal Wanita = 3, Expat Male : 1, Expat Wanita =0

Notes:
* GEM per Febuary 2021 : Male Local = 23, Female Local = 3, Expat Male : 1, Expat Female = 0

JUMLAH PEKERJA BERDASARKAN STATUS KEPEGAWAIAN [2-7]

Number of Employee Based on Employment Status

Entitas Entity	2021		2020		2019	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Indo Tambangraya Megah	130	35	121	23	133	30
PT Indominco Mandiri	589	14	635	18	663	25
PT Trubaindo Coal Mining	525	17	622	22	636	31
PT Bharinto Ekatama	199	12	135	18	130	31
PT Kitadin	147	8	151	5	154	13
PT Jorong Barutama Greston	130	1	138	1	143	2
PT Tambang Raya Usaha Tama	247	351	294	222	646	239
PT GasEmas*	0	0	17	11	19	12
PT Nusa Persada Resources	6	1	1	2	0	3
PT ITM Bhinneka Power	1	5	0	0	0	0
PT Tepian Indah Sukses	1	0	2	0	2	0
PT Energi Batubara Perkasa	2	1				
PT Graha Panca Karsa	15	3				
Total	**1,992**	**448**	**2,116**	**322**	**2,526**	**386**
		2,440		**2,438**		**2,912**

Keterangan:
* GEM per Febuari 2021 : Permanent = 17; Kontrak = 10

Notes:
* GEM as of February 2021 : Permanent = 17; Contract = 10

JUMLAH PEKERJA BERDASARKAN LOKASI *POINT OF HIRE*

Number of Employees based on Point of Hire location

Wilayah Area	2021	2020	2019
Kalimantan Timur East Kalimantan	1,668	1,641	2,054
Kalimantan Selatan South Kalimantan	123	114	112
Kalimantan Tengah* Center Kalimantan	3	N/A	N/A
Luar Kalimantan Outside Kalimantan	646	683	112
Total	**2,440**	**2,438**	**2,278**

Keterangan:
* Tahun 2021 site yang berada di Kalimantan Tengah masih tahap pra operasi

Notes:
* In 2021 the site in Central Kalimantan is still in the pre-operation stage

JUMLAH PEKERJA BERDASARKAN TINGKAT PENDIDIKAN

Number of Employees based on Level of Education

Pendidikan Education	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
SD Elementary School	60	14	63	14	68	14
SMP Junior High School	111	5	121	6	144	6
SMA Senior High School	1,166	51	1110	54	1,439	56
D3 Diploma	167	35	172	39	197	46
S1 Bachelor Degree	608	160	568	156	615	166
S2 Master Degree	46	16	40	15	43	16
S3 Doctorate	0	0	0	0	2	0
Lain-lain Others	1	0	71	9	84	16
Total	**2,159**	**281**	**2,145**	**293**	**2,592**	**320**
		2,440		**2,438**		**2,912**

JUMLAH PEKERJA BERDASARKAN MASA KERJA
Number of Employees Based on Working Period

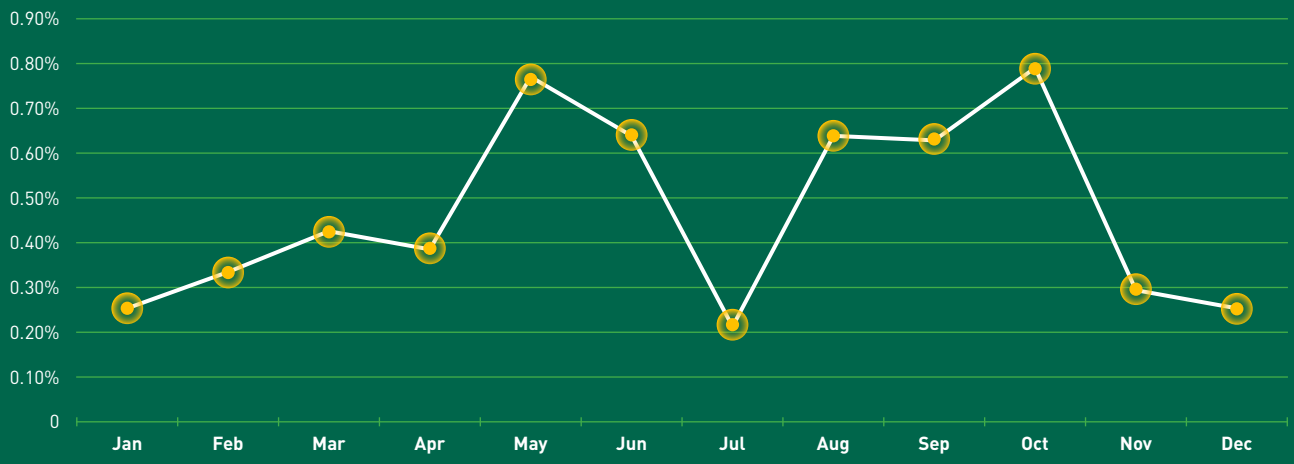
Entitas Entity	0 - 5	6 - 11	12 - 17	18 - 23	24 - 29	30 - Up	Jumlah
PT Indo Tambangraya Megah	40	43	51	21	5	5	165
PT Indominco Mandiri	32	74	142	59	196	100	603
PT Trubaindo Coal Mining	75	62	165	235	2	3	542
PT Bharinto Ekatama	81	50	27	47	4	2	211
PT Kitadin	11	20	83	6	11	24	155
PT Jorong Barutama Greston	6	11	18	78	17	1	131
PT Tambang Raya Usaha Tama	397	67	80	24	20	10	598
PT Nusa Persada Resources	5	1		1			7
PT ITM Bhinneka Power	6						6
PT Tepian Indah Sukses			1				1
PT Energi Batubara Perkasa	3						3
PT Graha Panca Karsa	5	1	7	5			18
Total	**661**	**329**	**574**	**476**	**255**	**145**	**2,440**

JUMLAH PEKERJA BERDASARKAN USIA DAN GENDER
Number of Employees Based on Age and Gender

Kelompok Umur Age Group	2021		2020		2019	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	45	8	42	13	51	15
26 - 35	572	133	603	146	759	161
36 - 45	924	108	920	105	1,103	111
46 - 55	599	29	569	27	655	28
56 and Up	19	5	11	2	24	5
Jumlah	2,159	281	2,145	293	2,592	320
Total		**2,440**		**2,438**		**2,912**

PERPUTARAN PEKERJA SUKA RELA* [401-1]
Employee Turnover Voluntary

Turn Over Rate (MTD):



Alasan Reason	**Jumlah** Total
Pensiun Dini Early Pension	19
Pribadi (Sekolah, Keluarga, Kesehatan) Personal (School, Family, Health)	59
Pekerjaan & Pengembangan Karier Job Itself & Career Development	10
Fasilitas & Tunjangan/Kesejahteraan Facility & Benefit/Welfare	36
Tidak Diketahui Unknown	6
Kompensasi/Remunerasi Compensation/Remuneration	1
Lokasi Kerja Work Location	2
Total	**133**

Tingkat perputaran:
(Rata-rata jumlah karyawan periode bulanan)/Total pengunduran diri suka rela = 2,409/133 = 5.52%
* pengunduran diri sukarela

Turn Over Rate YTD:
(Average monthly number of employees)/Total voluntary resignation = 2,409/133 = 5.52%
* voluntary termination

JAM PELATIHAN BERDASARKAN GENDER
Training Hours based on Gender

Entitas Entity	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	2,085	517	97	25	21	21
PT Indominco Mandiri	7,514	746	283	44	27	17
PT Trubaindo Coal Mining	2,614	532	144	24	18	22
PT Bharinto Ekatama	1,263	302	65	15	19	20
PT Kitadin	2,433	481	93	17	26	28
PT Jorong Barutama Greston	596	18	34	2	18	9
PT Tambang Raya Usaha Tama	3,047	189	130	7	23	27
PT GasEmas	0	0	0	0	0	0
PT Nusa Persada Resources	74	16	3	1	25	16
PT ITM Bhinneka Power	12	24	2	1	6	24
PT Tepian Indah Sukses	85	0	1	0	85	0
Total	**19,723**	**2,825**	**852**	**136**		
		22,548		**988**		

Referensi POJK No. 51/POJK.03/2017 dan Indeks Isi Standar GRI [102-55]

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

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2	Ikhtisar Kinerja Aspek Keberlanjutan Summary of Sustainability Aspect Performance	
	A. Aspek Ekonomi: i. Kuantitas produksi atau jasa yang dijual; ii. Pendapatan atau penjualan; iii. Laba atau rugi bersih; iv. Produk ramah lingkungan; dan v. Pelibatan pihak lokal yang berkaitan dengan proses bisnis Keuangan Berkelanjutan A. Economic aspects: i. Quantity of products or services offered; ii. Revenue or sales; iii. Net profit or loss; iv. Environmental-friendly products; and v. Engagement of local stakeholders concerning the Sustainable Finance business process;	4
	B. Aspek Lingkungan Hidup: i. Pengunaan energi (antara lain listrik dan air); ii. Pengurangan emisi yang dihasilkan (bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup) iii. Pengurangan limbah dan efluen (limbah yang telah memasuki lingkungan) yang dihasilkan (bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup); atau iv. Pelestarian keanekargaman hayati (bagi LJK, Emiten, dan Perusahaan Publik yang proses bisnisnya berkaitan langsung dengan Lingkungan Hidup) B. Environmental Aspects: i. Energy consumption (including electricity and water); ii. Total emission reductions (in case of FSI, Issuer and Publicly Listed Company whose business process directly relates to environment); iii. Reduction of waste and effluents (waste entering the environment) achieved (in case of FSI, Issuer and Publicly Listed Company whose business process directly relates to environment); or iv. Biodiversity conservation (in case of FSI, Issuer and Publicly Listed Company whose business process directly relates to environment);	5
	C. Aspek Sosial: Uraian mengenai dampak positif dan negatif penerapan Keuangan Berkelanjutan bagi masyarakat dan lingkungan (termasuk orang, daerah, dan dana) C. Social Aspects: A description of the positive and negative impacts out of Sustainable Finance application on community and environment	6
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	A. Visi, misi, dan nilai keberlanjutan A. Vision, mission, and values of sustainability	22-23
	B. Nama, alamat, nomor telepon, nomor faksimili, alamat surat elektronik (e-mail), dan situs/web, serta kantor cabang dan/atau kantor perwakilan B. Name, address, telephone number, fax number, e-mail adress, and website/web, as well as branch and/or representative offices	21

No	**Pengungkapan** Disclosure	**Halaman** Page Number
3	Profil Singkat Perusahaan: Brief Company Profile:	
	C. Skala usaha: i. Total aset atau kapitalisasi aset, dan total kewajiban (dalam juta rupiah); ii. Jumlah karyawan yang dibagi menurut jenis kelamin, jabatan, usia, pendidikan, dan status ketenagakerjaan; iii. Persentase kepemilikan saham (publik dan pemerintah); dan iv. Wilayah operasional C. Enterprise scale: i. Total assets or asset capitalization, and total liabilities (in millions of rupiah); ii. The number of employees by gender, position, age, education, and employment status; iii. Shareholding percentage (public and government); and iv. Operational area	24
	D. Penjelasan singkat mengenai produk, layanan, dan kegiatan usaha yang dijalankan; D. Short description on products, services, and business activities;	21, 34
	E. Keanggotan pada asosiasi; E. Membership in association;	26
	F. Perubahan yang bersifat signifikan, antara lain terkait dengan penutupan atau pembukaan cabang, dan struktur kepemilikan F. Significant changes, such as those relating to branch office closure or opening and ownership structure.	41
4	Penjelasan Direksi memuat: Description on Board of Directors:	
	A. Kebijakan untuk merespons tantangan dalam pemenuhan strategi keberlanjutan, paling sedikit meliputi: i. Penjelasan nilai keberlanjutan Perusahaan ii. Penjelasan respons Perusahaan terhadap isu terkait penerapan Keuangan Berkelanjutan; iii. Penjelasan komitmen pimpinan Perusahaan dalam pencapaian penerapan Keuangan Berkelanjutan; iv. Pencapaian kinerja penerapan Keuangan Berkelanjutan; dan v. Tantangan pencapaian kinerja penerapan Keuangan Berkelanjutan. A. Policy to respond to challenges in meeting the sustainability strategy, that must cover at least the following: i. Elaboration the Company's sustainability values ii. Elaboration on the Company's responses towards issues concerning to the implementation of Sustainable Finance; iii. Elaboration on commitment of Company leadership in achieving Sustainable Finance application; iv. Achievement of Sustainable Finance application performance ;and v. Challenges in Sustainable Finance application performance achievement;	14-15
	B. Penerapan Keuangan Berkelanjutan: i. Pencapaian kinerja penerapan Keuangan Berkelanjutan (ekonomi, sosial, dan lingkungan hidup) dibandingkan dengan target; dan ii. Penjelasan prestasi dan tantangan termasuk peristiwa penting selama periode pelaporan (bagi LJK yang diwajibkan membuat Rencana Aksi Keuangan Berkelanjutan). B. Application of Sustainable Finance: i. Achievement of Sustainable Finance application (economic, social, and environmental) against targets; and ii. Elaboration on achievements and challenges including notable events during the reporting period (in case FSI required to make Sustainable Finance Action Plan);	16-19

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4	Penjelasan Direksi memuat: Description on Board of Directors:	
	C. Strategi pencapaian target: i. Pengelolaan risiko atas penerapan Keuangan Berkelanjutan terkait aspek ekonomi, sosial, dan lingkungan hidup; ii. Pemanfaatan peluang dan prospek usaha; dan iii. Penjelasan situasi eksternal ekonomi, sosial, dan lingkungan hidup yang berpotensi mempengaruhi keberlanjutan Perusahaan C. Target achievement strategy: i. Risk management due to the application of Sustainable Finance related to economic, social and environmental aspects; ii. Utilization of business opportunities and prospects; and iii. Description on economic, social and environmental external situations that have the potential to affect the Company's sustainability	14-15
5	Tata kelola keberlanjutan memuat: Sustainability governance includes:	
	A. Uraian tugas Direksi dan Dewan Komisaris, pegawai, pejabat dan/atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan A. Description of tasks performed by Board of Directors and Board of Commissioners, employees, officers and/or work units who are responsible for the implementation of Sustainable Finance	58-59
	B. Pengembangan kompetensi Direksi, anggota Dewan Komisaris, pegawai, pejabat dan/ atau unit kerja yang menjadi penanggung jawab penerapan Keuangan Berkelanjutan. B. Development of Board of Directors' competencies, Board of Commissioners, employees, officers and/or work units responsible for implementing Sustainable Finance.	59
	C. Penjelasan mengenai prosedur Perusahaan dalam mengidentifikasi, mengukur, memantau, dan mengendalikan risiko atas penerapan Keuangan Berkelanjutan terkait aspek ekonomi, sosial, dan lingkungan hidup, termasuk peran Direksi dan Dewan Komisaris dalam mengelola, melakukan telaah berkala, dan meninjau efektivitas proses manajemen risiko Perusahaan. C. Elaboration on procedure that Company applies in identifying, measuring, monitoring and controlling risks for the implementation of Sustainable Finance related to economic, social and environmental aspects, including the role of the Board of Directors and the Board of Commissioners in managing, conducting periodic reviews, and analyzing the effectiveness of the Company's risk management process.	62, 64-68
	D. Penjelasan mengenai pemangku kepentingan yang meliputi: i. Keterlibatan pemangku kepentingan berdasarkan hasil penilaian (assessment) manajemen; ii. Pendekatan yang digunakan Perusahaan dalam melibatkan pemangku kepentingan dalam penerapan Keuangan Berkelanjutan. D. Description on stakeholders that includes: i. Stakeholder involvement based on management assessment results. ii. The approach used by the Company in involving stakeholders in the application of Sustainable Finance.	53-55
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	C. Kinerja sosial: i. Komitmen Perusahaan untuk memberikan layanan atas produk dan/atau jasa yang setara kepada konsumen. ii. Ketenagakerjaan: • Kesetaraan kesempatan bekerja dan ada atau tidaknya tenaga kerja paksa dan tenaga kerja anak; • Persentase remunerasi pegawai tetap di tingkat terendah terhadap upah minimum regional; • Lingkungan bekerja yang layak dan aman; dan • Pelatihan dan pengembangan kemampuan pegawai. iii. Masyarakat: • informasi kegiatan atau wilayah operasional yang menghasilkan dampak positif dan dampak negatif terhadap masyarakat, sekitar termasuk literasi dan inklusi keuangan; • mekanisme pengaduan masyarakat serta jumlah pengaduan masyarakat yang diterima dan ditindaklanjuti; dan • TJSL yang dapat dikaitkan dengan dukungan pada tujuan pembangunan berkelanjutan meliputi jenis dan capaian kegiatan program pemberdayaan masyarakat C. Social performance: i. The Company's commitment to provide services for equal products and / or services to consumers. ii. Employment: • Equality of employment opportunities and the presence or absence of forced labor and child labor; • Percentage of permanent employee remuneration at the lowest level of the regional minimum wage; • Decent and safe work environment; and • Training and development of employee skills. iii. Community: • Information on operational activities or area producing positive and negative impacts on local community including financial literacy and inclusion; • Mechanism of community complaints and number of community complaints received and acted upon; and • CSER relatable to supports to sustainable development objectives including community empowerment programme activity achievements.	31, 123-154
	D. Kinerja Lingkungan Hidup: i. Biaya lingkungan hidup yang dikeluarkan; ii. Uraian mengenai penggunaan material yang ramah lingkungan, misalnya penggunaan jenis material daur ulang; dan D. Environmental Performance: i. Environmental costs that incur; ii. Description on the use of environmentally friendly materials such as material of recyclable type; and	80, 87

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	D. Kinerja Lingkungan Hidup: iii. Uraian mengenai penggunaan energi, paling sedikit memuat: • Jumlah dan intensitas energi yang digunakan; dan • Upaya dan pencapaian efisiensi energi yang dilakukan termasuk penggunaan sumber energi terbarukan; D. Environmental Performance: iii. Description on the use of energy, at least include: • Amount and intensity of energy consumed; and • Efforts and achievement made for energy efficiency including the use of renewable energy sources;	82
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6	Kinerja keberlanjutan: Sustainable performance:	
	F. Tanggung jawab pengembangan produk dan/atau jasa Keuangan Berkelanjutan: i. Inovasi dan pengembangan produk dan/atau jasa Keuangan Berkelanjutan; ii. Jumlah dan persentase produk dan jasa yang sudah dievaluasi keamanannya bagi pelanggan; iii. Dampak positif dan dampak negatif yang ditimbulkan dari produk dan/atau jasa Keuangan Berkelanjutan dan proses distribusi, serta mitigasi yang dilakukan untuk menanggulangi dampak negatif; iv. Jumlah produk yang ditarik kembali dan alasannya; atau v. Survei kepuasan pelanggan terhadap produk dan/atau jasa Keuangan Berkelanjutan. F. Sustainable Finance product and/or service development responsibility at least include: i. Sustainable Finance product and/or service innovation and development ii. Number and percentage of products and services having undergone safety test for customers; iii. Positive and negative impacts caused by Sustainable Financial products and/or services and the distribution process, as well as mitigation undertaken to mitigate negative impacts; iv. Number of products recalled and the reasons; or v. Customer satisfaction survey of Sustainable Financial products and/or services.	31, 75, 80, 89-90, 94 109
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	205-3 Insiden korupsi yang terbukti dan tindakan yang diambil 205-3 Confirmed incidents of corruption and actions taken	70	Pengungkapan pada 05-2 (a), (b), (c), (d) Report discloses on 205-2 (a), (b), (c), (d)

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	302-2 Konsumsi energi di luar organisasi 302-2 Energy consumption outside of the organization	82	Pengungkapan pada 302-2 (a) Report discloses on 302-2 (a)
	302-3 Intensitas energi 302-3 Energy intensity	83	Pengungkapan pada 302-3 (a), (b), (c), (d), (e) Report discloses on 302-3 (a), (b), (c), (d), (e)
	302-4 Pengurangan konsumsi energi 302-4 Reduction of energy consumption	83	Pengungkapan pada 302-4 (a), (b), (c), (d), (e) Report discloses on 302-4 (a), (b), (c), (d), (e)
	302-5 Pengurangan pada energi yang dibutuhkan untuk produk dan jasa 302-5 Reductions in energy requirements of products and services	84	Pengungkapan pada 302-5 (a), (b), (c), (d), (e) Report discloses on 302-5 (a), (b), (c), (d), (e)
Air dan efluen / Water and Effluents			
GRI 3: Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	104	Pengungkapan ini lengkap This disclosure cannot be omitted
GRI 303: Air dan Efluen 2018 **GRI 303: Water and Effluents 2018**	303-1 Interaksi dengan air sebagai sumber daya bersama 303-1 Interactions with water as a shared resource	104-106	Pengungkapan pada 303-1 (a), (b), (c), (d), (e) Report discloses on 303-1 (a), (b), (c), (d), (e)
	303-2 Manajemen dampak yang berkaitan dengan pembuangan air 303-2 Management of water discharge-related impacts	106-107	Pengungkapan pada 303-2 (a) Report discloses on 303-2 (a)
	303-3 Pengambilan air 303-3 Water withdrawal	104-105	Pengungkapan pada 303-3 (a), (d) Report discloses on 303-3 (a), (d)
	303-4 Pembuangan air 303-4 Water discharge	105-107	Pengungkapan pada 303-4 (a),(d), (e) Report discloses on 303-4 (a),(d), (e)
	303-5 Konsumsi air 303-5 Water consumption	105	Pengungkapan pada 303-5 (a), (d) Report discloses on 303-5 (a), (d)
Keanekaragaman hayati / Biodiversity			
GRI 3: Topik Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	88-89	Pengungkapan ini lengkap This disclosure cannot be omitted
GRI 304: Keanekaragaman Hayati 2016 **GRI 304: Biodiversity 2016**	304-1 Lokasi operasi yang dimiliki, disewa, dikelola, atau berdekatan dengan, kawasan lindung dan kawasan dengan nilai keanekaragaman hayati tinggi di luar kawasan lindung 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	90-91	Pengungkapan pada 304-1(a) Report discloses on 304-1 (a)

Referensi GRI Standard GRI STANDARD/ OTHER SOURCE	Pengungkapan Disclosure	Halaman Page numbers	Keterangan Remark
GRI 304: Keanekaragaman Hayati 2016 **GRI 304: Biodiversity 2016**	304-2 Dampak signifikan dari kegiatan, produk, dan jasa pada keanekaragaman hayati 304-2 Significant impacts of activities, products and services on biodiversity	89, 97	Pengungkapan pada 304-2 (a), (b) Report discloses on 304-2 (a), (b)
	304-3 Habitat yang dilindungi atau direstorasi 304-3 Habitats protected or restored	90-91	Pengungkapan pada 304-3 (a), (b), (c), (d) Report discloses on 304-3 (a), (b), (c), (d)
	304-4 Spesies Daftar Merah IUCN dan spesies daftar konservasi nasional dengan habitat dalam wilayah yang terkena efek operasi 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	93-94	Pengungkapan pada 304-4 (a) Report discloses on 304-4 (a)
GRI G4 Suplemen Sektor Pertambangan & Logam 2013 **GRI G4 Mining & Metal Supplement Sector**	MM2 Lokasi yang membutuhkan rencana pengelolaan keanekaragaman hayati MM2 Sites identified as requiring biodiversity management plans	85-86	Pengungkapan ini lengkap This disclosure cannot be omitted
	MM10 Jumlah dan persentase operasi dengan rencana penutupan MM10 Number and percentage of operations with closure plans	94	
Emisi / Emissions			
GRI 3: Topik Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	81	Pengungkapan ini lengkap This disclosure cannot be omitted
GRI 305: Emisi 2016 **GRI 305: Emissions 2016**	305-1 Emisi GRK (Cakupan 1) langsung 305-1 Direct (Scope 1) GHG emissions	84-85	Pengungkapan pada 305-1 (a), (b), (c), (d), (e), (f), (g) Report discloses on 305-1 (a), (b), (c), (d), (e), (f), (g)
	305-2 Emisi energi GRK (Cakupan 2) tidak langsung 305-2 Energy indirect (Scope 2) GHG emissions	85	Pengungkapan pada 305-2 (a), (c), (d), (e), (f), (g) Report discloses on 305-2 (a), (c), (d), (e), (f), (g)
	305-3 Emisi GRK (Cakupan 3) tidak langsung lainnya 305-3 Other indirect (Scope 3) GHG emissions	85	Pengungkapan pada 305-3 (a), (c), (d), (e), (f), (g) Report discloses on 305-3 (a), (c), (d), (e), (f), (g)
	305-4 Intensitas emisi GRK 305-4 GHG emissions intensity	86	Pengungkapan pada 305-4 (a), (b), (c), (d) Report discloses on 305-4 (a), (b), (c), (d)
	305-5 Pengurangan emisi GRK 305-5 Reduction of GHG emissions	85	Pengungkapan pada 305-5 Report discloses on 305-5
	305-6 Emisi zat perusak ozon (ODS) 305-6 Emissions of ozone-depleting substances (ODS)	85	Pengungkapan pada 305-6 (a) Report discloses on 305-6 (a)
	305-7 Nitrogen oksida (NOX), sulfur oksida (SOX), dan emisi udara yang signifikan lainnya 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	86-67	Pengungkapan pada 305-7 (a), (b), (c) Report discloses on 305-7 (a), (b), (c)
Limbah / Waste			
GRI 3: Topik Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	100-101	Pengungkapan ini lengkap This disclosure cannot be omitted

Referensi GRI Standard GRI STANDARD/ OTHER SOURCE	Pengungkapan Disclosure	Halaman Page numbers	Keterangan Remark
GRI 306: Limbah 2020 **GRI 306: Waste 2020**	306-1 Timbulan limbah dan dampak yang signifikan terkait limbah 306-1 Waste generation and significant waste-related impacts	100	Pengungkapan pada 306-1 (a) Report discloses on 306-1 (a)
	306-2 Pengelolaan dampak yang signifikan terkait limbah 306-2 Management of significant waste-related impacts	101-102	Pengungkapan pada 306-2 (a), (b), (c) Report discloses on 306-2 (a), (b), (c)
GRI 306: Limbah 2020 **GRI 306: Waste 2020**	306-3 Timbulan limbah 306-3 Waste generated	103	Pengungkapan pada 306-3 (a), (b) Report discloses on 306-3 (a), (b)
	306-4 Limbah yang dialihkankan dari pembuangan akhir 306-4 Waste diverted from disposal	102-103	Pengungkapan pada 306-4 (a), (b), (d), (e) Report discloses on 306-4 (a), (b), (d), (e)
	306-5 Limbah yang dikirimkan ke pembuangan akhir 306-5 Waste directed to disposal	102-103	Pengungkapan pada 306-5 (a), (b), (d), (e) Report discloses on 306-5 (a), (b), (d), (e)
Keselamatan dan Kesehatan Kerja / Occupational Health and Safety			
GRI 3: Topik Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	112-113	Pengungkapan ini lengkap This disclosure cannot be omitted
GRI 403: Occupational Health and Safety 2018 **GRI 403: Occupational Health and Safety 2018**	403-1 Sistem manajemen keselamatan dan kesehatan kerja 403-1 Occupational health and safety management system	112-113	Pengungkapan pada 403-1 (a), (b) Report discloses on 403-1 (a), (b)
	403-2 Identifikasi bahaya, penilaian risiko, dan investigasi insiden 403-2 Hazard identification, risk assessment, and incident investigation	113-115,155	Pengungkapan pada 403-2 (a), (b), (c), (d) Report discloses on 403-2 (a), (b), (c), (d)
	403-3 Layanan kesehatan kerja 403-3 Occupational health services	122	Pengungkapan pada 403-3 (a) Report discloses on 403-3 (a)
	403-4 Partisipasi, konsultasi, dan komunikasi pekerja tentang keselamatan dan kesehatan kerja 403-4 Worker participation, consultation, and communication on occupational health and safety	117	Pengungkapan pada 403-4 (a), (b) Report discloses on 403-4 (a), (b)
	403-5 Pelatihan bagi pekerja mengenai keselamatan dan kesehatan kerja 403-5 Worker training on occupational health and safety	118	Pengungkapan pada 403-5 (a) Report discloses on 403-5 (a)
	403-6 Peningkatan kualitas kesehatan pekerja 403-6 Promotion of worker health	117	Pengungkapan pada 403-6 (a), (b) Report discloses on 403-6 (a), (b)
	403-7 Pencegahan dan mitigasi dampak dari keselamatan dan kesehatan kerja yang secara langsung terkait hubungan bisnis 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	115	Pengungkapan pada 403-7 (a) Report discloses on 403-7 (a)
	403-8 Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja 403-8 Workers covered by an occupational health and safety management system	112	Pengungkapan pada 403-8 (a), (b), (c) Report discloses on 403-8 (a), (b), (c)

Referensi GRI Standard GRI STANDARD/ OTHER SOURCE	**Pengungkapan** Disclosure	**Halaman** Page numbers	**Keterangan** Remark
GRI 403: Occupational Health and Safety 2018 **GRI 403: Occupational Health and Safety 2018**	403-9 Kecelakaan kerja 403-9 Work-related injuries	119-121	Pengungkapan pada 403-9 (a), (b), (c), (d), (e), (f), (g) Report discloses on 403-9 (a), (b), (c), (d), (e), (f), (g)
	403-10 Penyakit akibat kerja 403-10 Work-related ill health	122	Pengungkapan pada 403-10 (a), (b), (c), (d), (e) Report discloses on 403-10 (a), (b), (c), (d), (e)
Pelatihan dan Pendidikan / Training and Education			
GRI 3: Topik Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	128	Pengungkapan ini lengkap This disclosure cannot be omitted
GRI 404: Pelatihan dan Pendidikan 2016 **GRI 404: Training and Education 2016**	404-1 Rata-rata jam pelatihan per tahun per karyawan 404-1 Average hours of training per year per employee	130	Pengungkapan pada 404-1 (a) Report discloses on 404-1 (a)
	404-2 Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan 404-2 Programs for upgrading employee skills and transition assistance programs	129	Pengungkapan pada 404-1 (a), (b) Report discloses on 404-1 (a), (b)
	404-3 Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karier 404-3 Percentage of employees receiving regular performance and career development reviews	129	Pengungkapan pada 404-3 (a) Report discloses on 404-3 (a)
Masyarakat lokal / Local Communities			
GRI 3: Topik Material 2021 **GRI 3: Material Topics 2021**	3-3 Manajemen topik material 3-3 Management of material topics	136-137	Pengungkapan ini lengkap This disclosure cannot be omitted
GRI 413:Masyarakat Lokal 2016 **GRI 413: Local Communities 2016**	413-1 Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pengembangan 413-1 Operations with local community engagement, impact assessments, and development programs	136-137	Pengungkapan pada 413-1 (a) Report discloses on 413-1 (a)
GRI G4 Suplemen Sektor Pertambangan & Logam 2013 **GRI G4 Mining & Metal Supplement Sector**	MM5 Perjanjian dengan penduduk asli MM5 Agreement with indigenous people	153	Pengungkapan ini lengkap This disclosure cannot be omitted

LRQA Independent Assurance Statement

Relating to PT Indo Tambangraya Megah Tbk's Sustainability Report for the calendar year 2021

This Assurance Statement has been prepared for PT Indo Tambangraya Megah Tbk in accordance with our contract but is intended for the readers of this Report.

Terms of engagement

LRQA was commissioned by Banpu Public Company Limited (Banpu) to provide independent assurance on PT Indo Tambangraya Megah Tbk (ITM)'s Sustainability Report 2021 ("the report") against the assurance criteria below to a moderate level of assurance and materiality of the professional judgement of the verifier" using accountability's AA1000AS v3 for type 2 assurance.

Note: ITM is a subsidiary company of Banpu.

Our assurance engagement covered ITM's operations and activities in Indonesia and specifically the following requirements:

- Confirming that the report is
  - adhering to the AccountAbility Principles (AA1000AP (2018))
  - referring to the GRI Standard and GRI's Mining and Metals sector disclosures (MMSS)
- Evaluating the reliability of data and information for only the selected performance indicators listed below: [1]
  - GRI 302-1 Energy consumption within the organization (2016)(1)
  - GRI 302-3 Energy intensity (2016)(1)
  - GRI 305-1 Direct (Scope 1) GHG emissions (2016) a., b., d., e., f., g.(1)
  - GRI 305-2 Energy indirect (Scope 2) GHG emissions (2016)(1)
  - GRI 305-3 Other indirect (Scope 3) GHG emissions (2016) a., b., c., d., f., g.(1)
  - GRI 305-4 GHG emissions intensity (2016)(1)
  - GRI 403-8 Workers covered by an occupational health and safety management system (2018) (2)
  - GRI 403-9 Work-related injuries (2018) except a.iv., b.iv., c.ii. and f. (3)
  - Lost time injury frequency rate (LTIFR) and injury severity rate (ISR): (Calculated based on 1,000,000 hours) (2)
  - Tier-1 Process safety event rate (Considered from ITM's criteria which includes Process safety event which causes fatality, or change of environmental condition which cannot be recovery, or property damage which cost more than 100,000 USD) (3)

Note:

(1) Reporting scope of performances relevant to energy and GHG emissions data does not include several ITM's subsidiaries i.e., TIS, NPR, GPK, EBP and IBP.

(2) Reporting scope of performances relevant to wastes, and safety does not include several ITM's subsidiaries and offices i.e., TIS, NPR, GPK, EBP, IBP, ITM JKT office and IBO office.

LRQA's responsibility is only to ITM. LRQA disclaims any liability or responsibility to others as explained in the end footnote. ITM's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of ITM.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that ITM has not, in all material respects:

1. https://www.accountability.org/
2. https://www.globalreporting.org
3. GHG quantification is subject to inherent uncertainty.

- Met the requirements above
- Disclosed reliable performance data and information for the selected performance indicators above
- Covered all the issues that are important to the stakeholders and readers of this report.

The opinion expressed is formed on the basis of a moderate level of assurance and at the materiality of the professional judgement of the verifier.

Note: The extent of evidence-gathering for a moderate assurance engagement is less than for a high assurance engagement. Moderate assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a moderate assurance engagement is substantially lower than the assurance that would have been obtained had a high assurance engagement been performed.

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Assessing ITM's approach to stakeholder engagement to confirm that issues raised by stakeholders were captured correctly. We did this through interviews with the head of ITM's SD team, who is responsible for identification of stakeholder groups and processes for stakeholders' engagement.
- Reviewing documents and associated records e.g., ITM's focus group discussion and Material Survey report 2021.
- Reviewing ITM's process for identifying and determining material issues to confirm that the right issues were included in their report. We did this by benchmarking reports written by ITM and its peers to ensure that sector specific issues were included for comparability. We also tested the filters used in determining material issues to evaluate whether ITM makes informed business decisions that may create opportunities that contribute towards sustainable development.
- Auditing ITM's data management systems to confirm that there were no significant errors, omissions, or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification. We also spoke with those key people responsible for compiling the data and drafting the report.
- Verifying data and information remotely, via video conference, for a selection of ITM's sites (i.e. IMM) and verifying aggregated data, via desktop review, for all selected performance indicators at a corporate level.
  Note: LRQA did not verify the data back to its original sources, nor did it assess the accuracy and completeness of the data reported by individual locations.

Observations

Further observations and findings, made during the assurance engagement, are:

- Stakeholder inclusivity:
  We are not aware of any key stakeholder groups that have been excluded from ITM's stakeholder engagement process. ITM has engaged with all of its stakeholders, applying various methods such as:
  - day-to-day engagement by operations across each business unit, and
  - specific focus group discussions, that are arranged by third parties.

  ITM's sustainability strategy, and the content of this report, have been informed by the views and expectation of these stakeholders.
- Materiality:
  We are not aware of any material issues concerning ITM's sustainability performance that have been excluded from the report. It should be noted that ITM has collaborated with Trisakti Sustainability Center, which is a third party think tank associated with the university, to independently facilitate focus group discussions. These discussions explored important issues for stakeholders.
  Materiality surveys were also held to map material issues and identify significant issues; done by considering impact to stakeholders and impact to the organization. The resultant material issues were then prioritised and influenced ITM's sustainable strategy, management approaches and performance disclosures.

1 https://www.accountability.org/
2 https://www.globalreporting.org
3 GHG quantification is subject to inherent uncertainty.

- Responsiveness:
  ITM has established and implemented processes for responding to concerns from various stakeholder groups. We believe that these communication processes are effective in explaining ITM's aim in contributing towards sustainable development. However, the reporting of scope 3 GHG emissions in the current report is limited only to GHG emissions from Coal Sold but there may be other categories of scope 3 GHG emissions that are significant. Future reports should extend the reporting of scope 3 to include other significant categories. This will enhance the responsiveness of ITM's influence/contribution along its supply chain in addressing this global material issue.
- Impact:
  - Though ITM's operational sites are not located in high water stress areas (based on their current water stress assessment tool), the impact of water withdrawal and water consumption on other users / stakeholders should be explained, as water is a shared natural resource. This would better demonstrate how ITM intends to manage the sustainability of all its water related impacts. Currently, ITM has focused mainly on water discharge management.
  - For the material issue 'air emissions', ITM has explained the impact and management approach only for GHG emissions. However, for completeness future reports should disclosure the impact and management approach associated with other significant air emissions i.e., sulphur dioxide, nitrogen oxides, particulates, etc.
- Reliability:
  Data management systems are established and centralised for the collection and calculation of data associated with the selected performance indicators. However, we believe that more vigorous and systematic internal verification by each business unit, and at the corporate level, will improve the reliability of reported data and information.

LRQA's standards, competence and independence

LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

The report verification is the only work undertaken by LRQA for ITM and as such does not compromise our independence or impartiality.

Paveena Hengsritawat
LRQA Lead Verifier

Dated: 26 February 2022

On behalf of Lloyd's Register Quality Assurance Ltd.
LRQA (Thailand) Limited
22nd Floor, Sirinrat Building, 3388/78 Rama IV Road
Klongton, Klongtoey, Bangkok 10110 Thailand

LRQA reference: BGK406051A

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1. https://www.accountability.org/
2 https://www.globalreporting.org
3 GHG quantification is subject to inherent uncertainty.

Lembar Umpan Balik

LAPORAN KEBERLANJUTAN 2021 PT INDO TAMBANGRAYA MEGAH TBK TELAH MEMBERIKAN GAMBARAN KINERJA KEBERLANJUTAN PERUSAHAAN. KAMI MENGHARAPKAN MASUKAN DARI BAPAK/IBU/SAUDARA SEKALIAN ATAS LAPORAN KEBERLANJUTAN MELALUI FORMULIR INI.

DATA PRIBADI

Nama (bila berkenan) : .....
Institusi/Perusahaan : .....
Email : .....

GOLONGAN PEMANGKU KEPENTINGAN

- ☐ Pemerintah
- ☐ Investor
- ☐ Pelanggan
- ☐ Kontraktor
- ☐ Vendor dan Supplier
- ☐ Masyarakat
- ☐ LSM
- ☐ Akademisi
- ☐ Karyawan
- ☐ Lain-lain, mohon sebutkan: .....

1. Laporan ini mudah dimengerti:
   ☐ Tidak Setuju ☐ Netral ☐ Setuju

2. Laporan ini sudah menggambarkan informasi aspek material yang sesuai dengan kegiatan usaha Perusahaan:
   ☐ Tidak Setuju ☐ Netral ☐ Setuju

3. Mohon berikan penilaian topik material yang paling penting menurut anda (nilai 1 = paling tidak penting s/d 10= paling penting)

Keselamatan dan Kesehatan Kerja	( )
Emisi	( )
Energi	( )
Masyarakat Lokal	( )
Keanekaragaman Hayati	( )
Limbah	( )
Air dan Efluen	( )
Kinerja Ekonomi	( )
Pascatambang	( )
Ketenagakerjaan	( )

4. Saran atau informasi lain terkait laporan:
   .....
   .....
   .....
   .....
   .....

Terima kasih atas masukan anda. Mohon lembar umpan balik dapat dikirim melalui surat elektronik kepada kontak yang tertera di laporan ini, atau langsung ke:

CORPORATE SECRETARY

PT INDO TAMBANGRAYA MEGAH TBK
Pondok Indah Office Tower III, Lt. 3
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA,
Jakarta 12310, Indonesia.
www.itmg.co.id
email: corsecitm@banpuindo.co.id

Feedback Form

PT INDO TAMBANGRAYA MEGAH TBK SUSTAINABILITY REPORT 2021 PROVIDES AN OVERVIEW OF OUR SUSTAINABILITY PERFORMANCE. WE LOOK FORWARD TO RECEIVING ANY INPUT FROM YOU REGARDING THIS SUSTAINABILITY REPORT BY SENDING AN EMAIL, OR COMPLETING THIS FORM.

YOUR PROFILE

Name (if you wish) : .....
Institution/Company: .....
Email : .....

STAKEHOLDERS GROUP

- ☐ Government
- ☐ Investor
- ☐ Customer
- ☐ Contractor
- ☐ Vendor and Supplier
- ☐ Community
- ☐ NGOs
- ☐ Academia
- ☐ Employee
- ☐ Others, please state: .....

1. This report is easy to understand:
   ☐ Disagree ☐ Neutral ☐ Agree

2. The report has described positive and negative information of the Company:
   ☐ Disagree ☐ Neutral ☐ Agree

3. Material topic(s) which is(are) the most important to you: (score 1=most important up to 10 = Least important)

Occupational Health and Safety	( )
Emission	( )
Energy	( )
Local Communities	( )
Biodiversity	( )
Waste	( )
Water and Effluent	( )
Economic Performance	( )
Post-Mining	( )
Employment	( )

4. Kindly provide your inputs/suggestions/comments about this report:
   .....
   .....
   .....
   .....
   .....

Thank you for your feedback. Please send this feedback form to the contact listed in this this report or directly to:

CORPORATE SECRETARY

PT INDO TAMBANGRAYA MEGAH TBK

Pondok Indah Office Tower III, Lt. 3
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA,
Jakarta 12310, Indonesia.
www.itmg.co.id
email: corsecitm@banpuindo.co.id





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2021 **Sustainability Report**
Laporan Keberlanjutan

Shaping Our Share Future

Mengukir Masa Depan Bersama

ITM

PT Indo Tambangraya Megah Tbk
Pondok Indah Office Tower III, 3rd Floor
Jl. Sultan Iskandar Muda, Pondok Indah Kav. V-TA
Jakarta 12310, Indonesia

(T) +62-21 2932 8100
(F) +62-21 2932 7999
(E) corsecitm@banpuindo.co.id

www.itmg.co.id