Empowering People By Heart

Memberdayakan Setiap Insan Dengan Hati



Pernyataan dan Batasan Tanggung Jawab

Disclaimer and Limitation of Liability

Pernyataan dan Batasan Tanggung Jawab

Laporan Keberlanjutan PT Indo Tambangraya Megah Tbk (selanjutnya disebut "ITM" atau "Perusahaan") memuat pernyataan operasional, keuangan, proyeksi dan rencana, penerapan strategi dan kebijakan, serta tujuan ITM yang digolongkan sebagai pandangan masa depan. Pernyataan yang tertuang memiliki prospek risiko, ketidakpastian, serta dapat mengakibatkan perkembangan aktual secara material berbeda dari yang dilaporkan. Pernyataan-pernyataan prospektif tersebut dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan prediksi kondisi yang akan datang di lingkungan bisnis. ITM tidak menjamin bahwa dokumen-dokumen yang telah dipastikan keabsahannya akan membawa hasil-hasil tertentu sesuai harapan.

Disclaimer and Limitation of Liability

Sustainability Report of PT Indo Tambangraya Megah Tbk (later referred to as "ITM" or the "Company") contains statements on operations, finance, projections and plans, implementation of strategies and policies, as well as ITM's objectives that may be considered forward-looking. The statements have prospects of risk, uncertainty, and may materially differ from actual developments. These prospective statements are made based on various assumptions regarding current conditions and predictions of future conditions in the business environment. ITM does not guarantee that verified documents will bring the expected results.

Pengungkapan kinerja lingkungan pada Laporan Keberlanjutan ITM tahun 2022 khususnya terkait energi, emisi, limbah, dan Kesehatan dan Keselamatan Kerja (K3) telah mendapatkan penjaminan dari pihak ketiga independen.

Disclosure of environmental performance in 2022 ITM Sustainability Report related to energy, emissions, waste, and Occupational Health and Safety (OHS), have received assurance from an independent third party.



Memberdayakan Setiap Insan dengan Hati

Empowering People by Heart

Di tahun 2022, ITM terus memperkuat fondasi bisnis untuk bertransformasi menuju perusahaan energi berbasis teknologi yang mengedepankan aspek LST. Sejalan dengan nilai Perusahaan "Banpu Heart", ITM memberdayakan setiap insan dengan memberikan peluang dan menciptakan *intellectual capital*. Bersama dengan semangat ini, Perusahaan meyakini bahwa setiap individu sangat berarti, baik karyawan maupun masyarakat di sekitar kami. Mereka semua akan mengiringi perjalanan kami menuju transformasi menjadi perusahaan energi. Semangat Banpu Heart ini menjadi dasar bagi penciptaan nilai bersama untuk masa depan.

In 2022, ITM continues to strengthen its business foundation to transform into a technology-based energy company that prioritizes ESG aspects. In line with the corporate value "Banpu Heart", ITM empowers everyone by providing opportunities and creating intellectual capital. Together with this spirit, the Company believes that every individual matters, both employees and the community around us. They will all accompany us on our journey towards transformation into an energy company. This Banpu Heart spirit forms the basis for the creation of shared values for the future.



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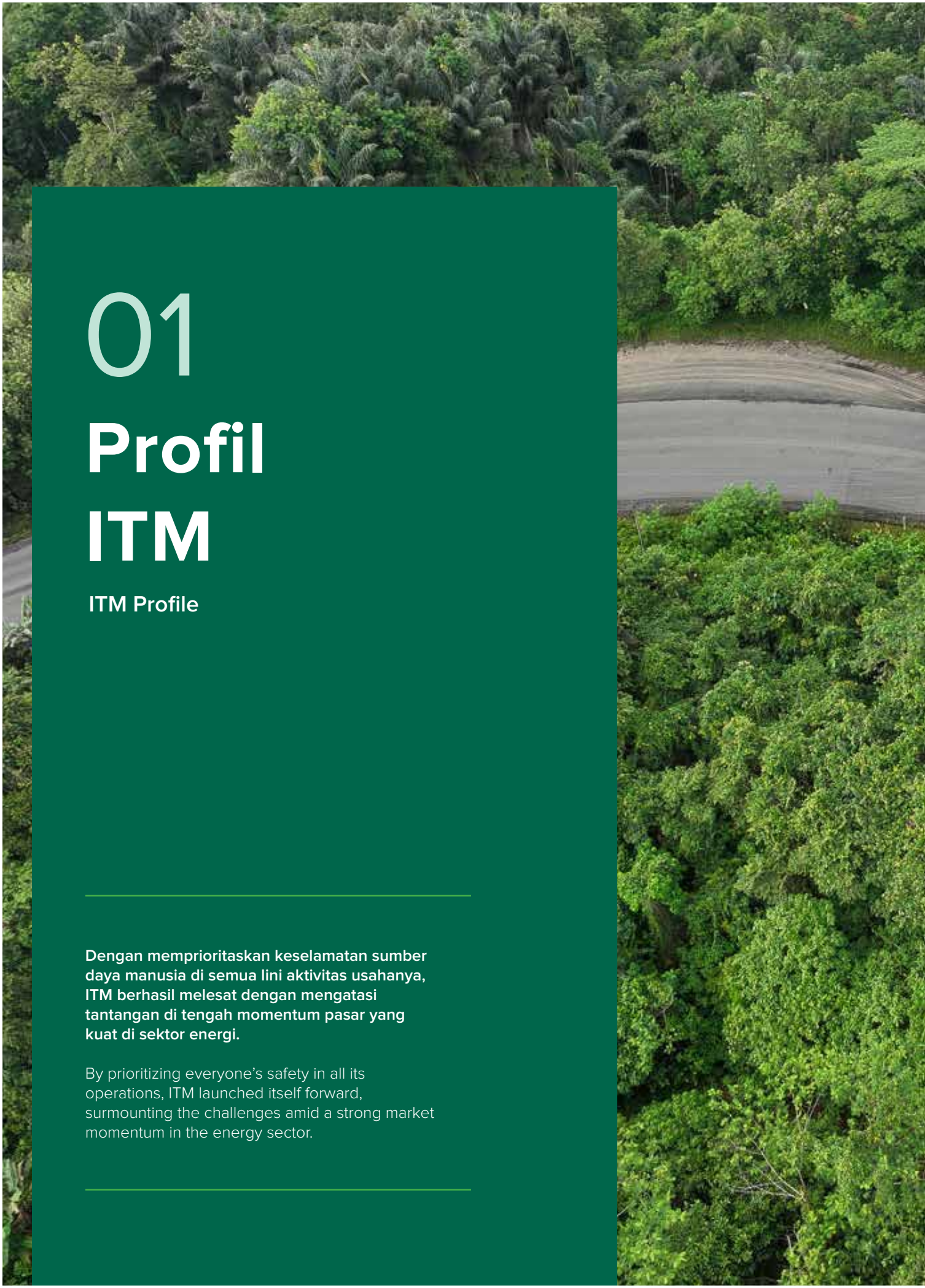


05

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Inspiring People, Transforming Better

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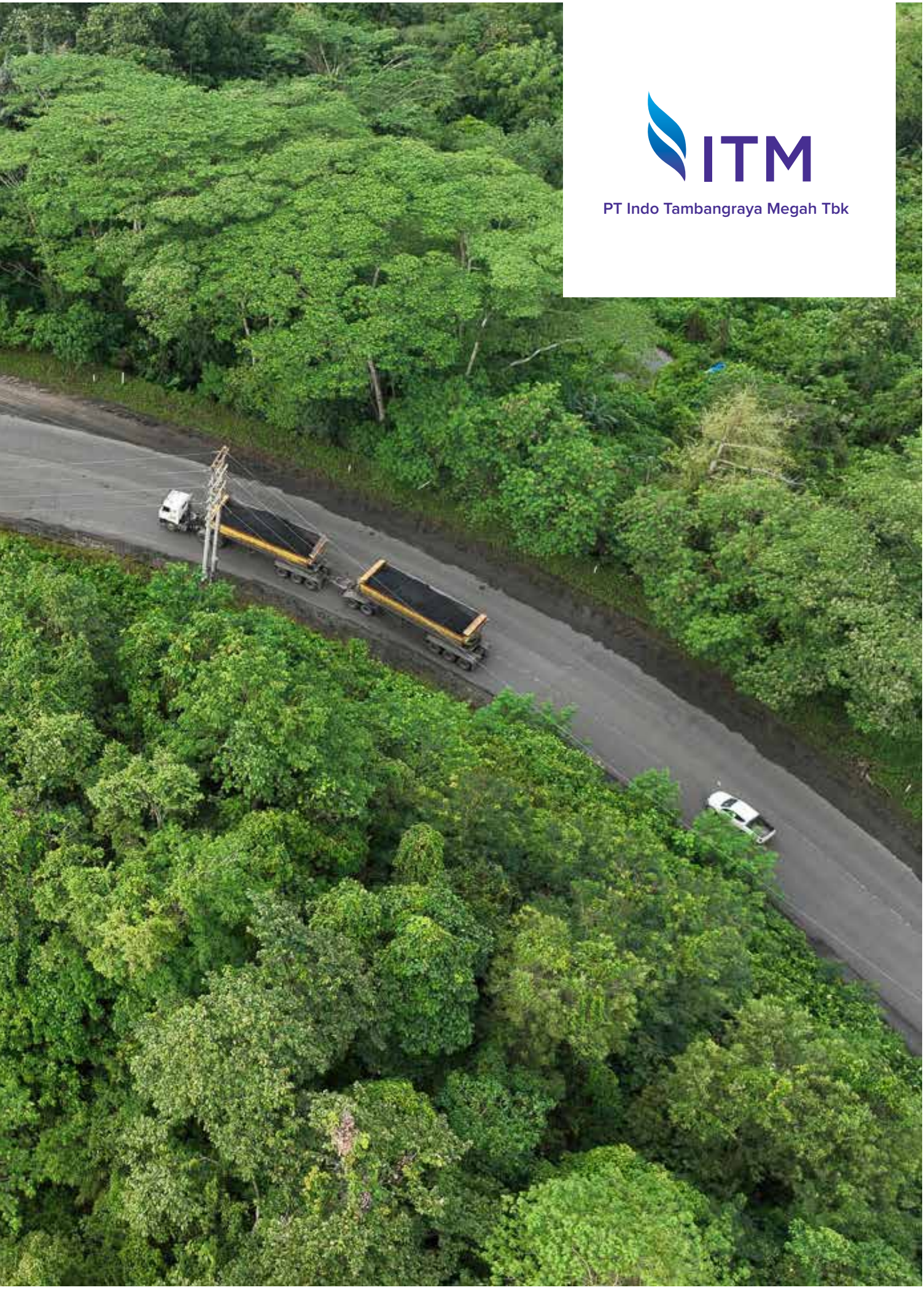


01
Profil ITM

ITM Profile

Dengan memprioritaskan keselamatan sumber daya manusia di semua lini aktivitas usahanya, ITM berhasil melesat dengan mengatasi tantangan di tengah momentum pasar yang kuat di sektor energi.

By prioritizing everyone's safety in all its operations, ITM launched itself forward, surmounting the challenges amid a strong market momentum in the energy sector.



ITM

PT Indo Tambangraya Megah Tbk

Profil ITM
ITM Profile

VISI, MISI, DAN NILAI PERUSAHAAN
Vision, Mission, and Corporate Values

VISI Vision



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

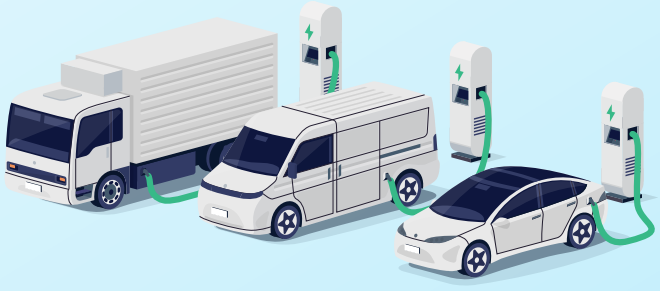
To become an Indonesian energy company at the heart of innovation, technology, inclusion, and sustainability.

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 the 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.



NILAI-NILAI INTI PERUSAHAAN

The Company's Core Values

BanpuHeart

Banpu Heart merupakan serangkaian nilai yang menjadi landasan ITM dalam menjalankan tata kelola, kebijakan, dan transformasi bisnis ke depan. Nilai-nilai yang terkandung dalam Banpu Heart menjadi dasar budaya keberlanjutan Perusahaan.

Banpu Heart is a set of values that underlies ITM's implementation of governance, policies, and business transformation going forward. The Banpu Heart's values are the foundation of the Company's sustainability culture.

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

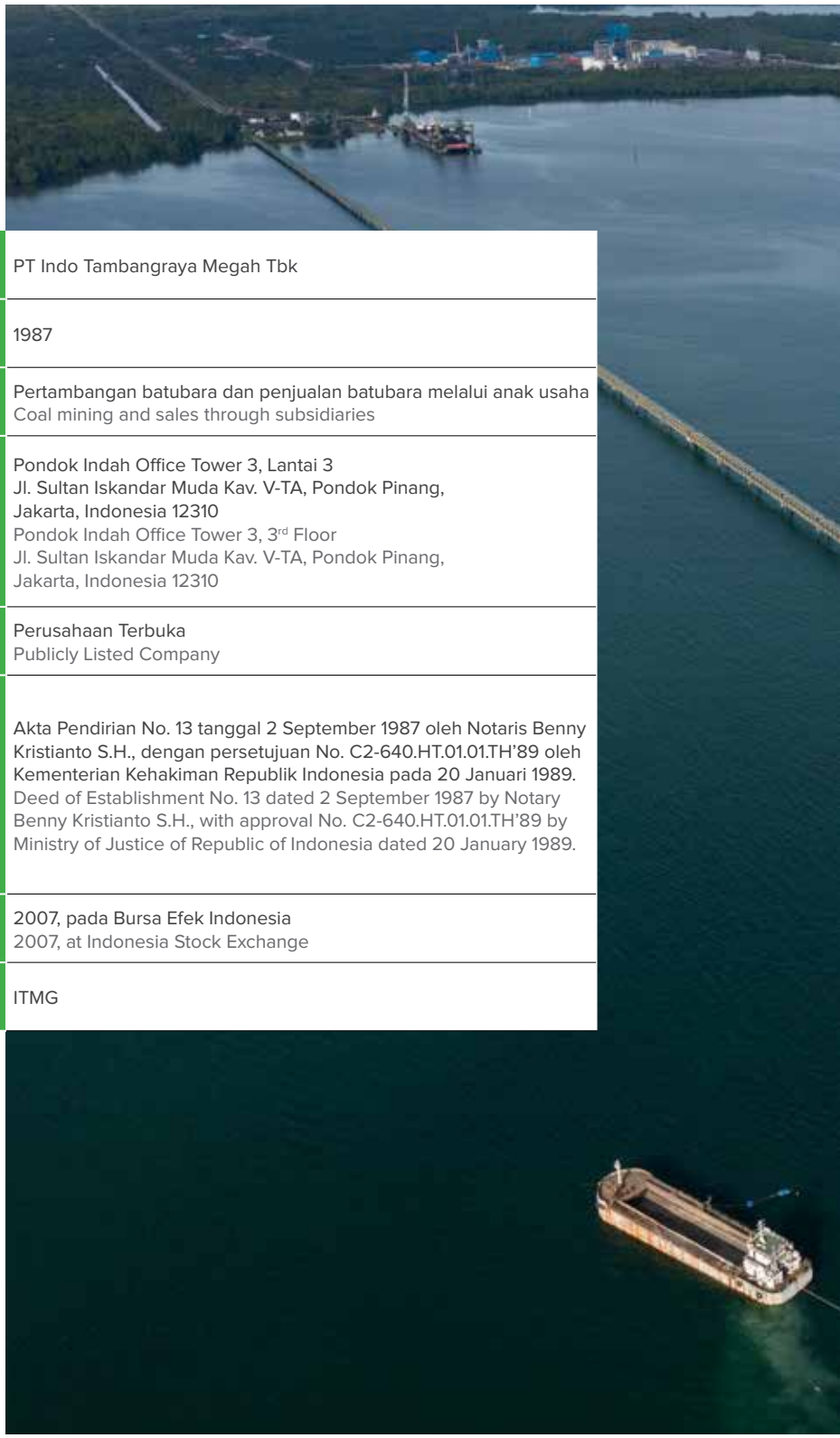
Committed

Sukses (Keberhasilan) adalah Satu-satunya Pilihan

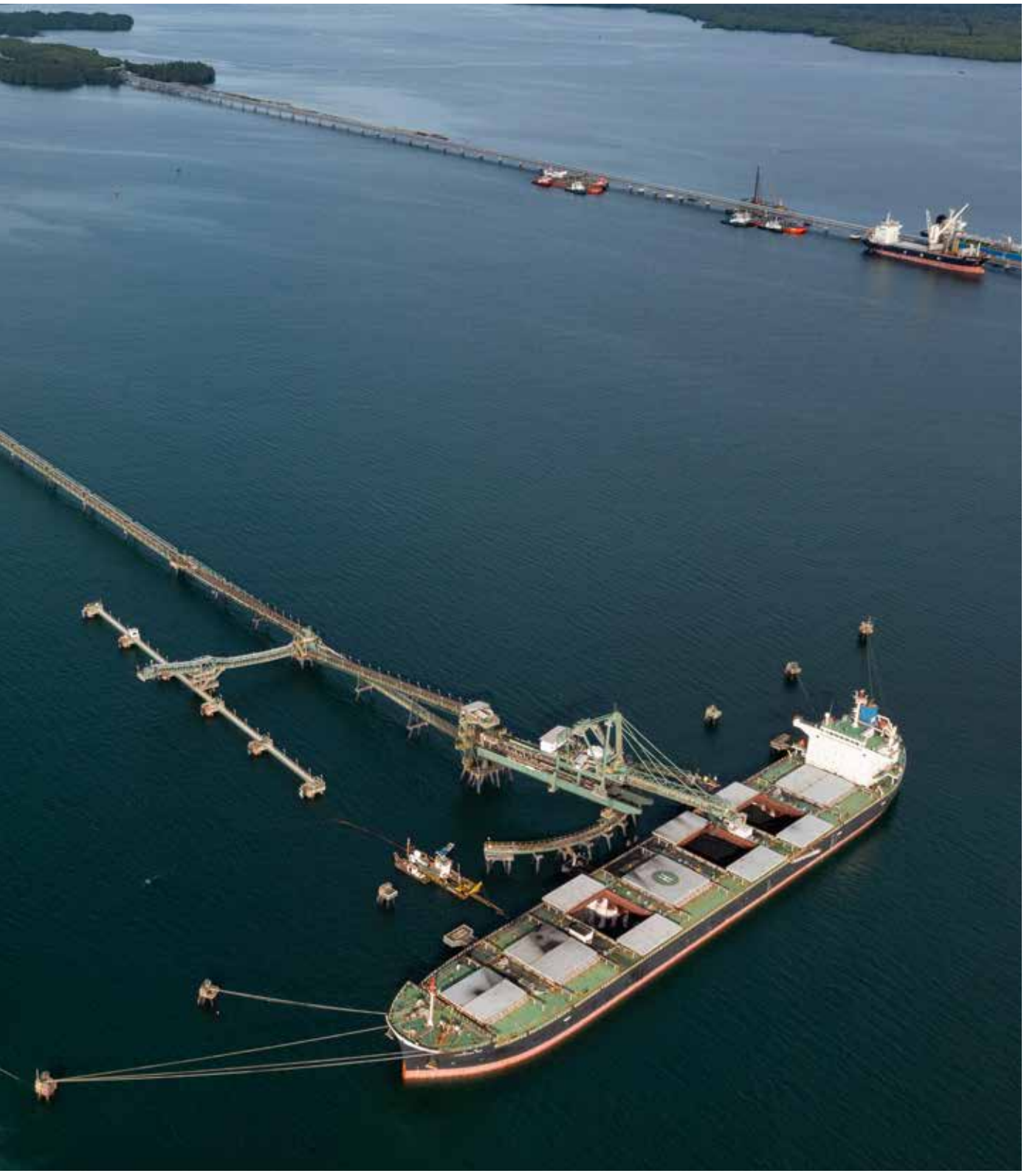
Success is the Only Option

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

Sekilas ITM
ITM at a Glance

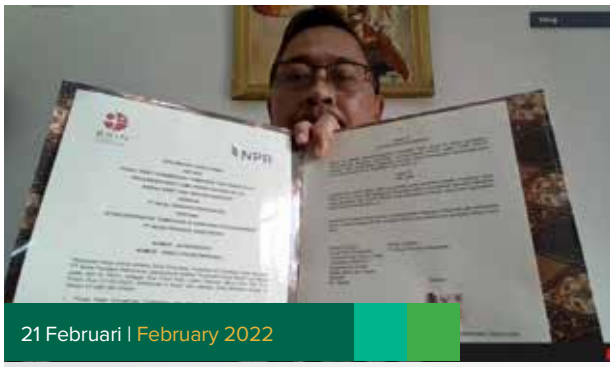


Nama Perusahaan [2-1] Company Name	PT Indo Tambangraya Megah Tbk
Tahun Berdiri Establishment	1987
Bidang Usaha Line of Business	Pertambangan batubara dan penjualan batubara melalui anak usaha Coal mining and sales through subsidiaries
Kantor Pusat [2-1] Head Office	Pondok Indah Office Tower 3, Lantai 3 Jl. Sultan Iskandar Muda Kav. V-TA, Pondok Pinang, Jakarta, Indonesia 12310 Pondok Indah Office Tower 3, 3rd Floor Jl. Sultan Iskandar Muda Kav. V-TA, Pondok Pinang, Jakarta, Indonesia 12310
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. C2-640.HT.01.01.TH'89 by Ministry of Justice of Republic of Indonesia dated 20 January 1989.
Tahun Pencatatan Saham Listing Year	2007, pada Bursa Efek Indonesia 2007, at Indonesia Stock Exchange
Kode Saham Ticker Code	ITMG



Pencapaian Keberlanjutan Kami di Tahun 2022

Our Sustainability Achievements in 2022



21 Februari | February 2022

Penandatanganan Nota Kesepahaman Konservasi Keanekaragaman Hayati antara PT Nusa Persada Resources (NPR) dan Badan Riset dan Inovasi Nasional (BRIN).
Signing of a Memorandum of Understanding for Biodiversity Conservation between PT Nusa Persada Resources (NPR) and the National Research and Innovation Agency (BRIN).



5 April | April 2022

PT Jorong Barutama Greston (JBG) melakukan serah terima lahan rehabilitasi daerah aliran sungai (DAS) seluas 630,26 ha kepada Kementrian Lingkungan Hidup dan Kehutanan sebagai penyelesaian kewajiban pemegang IPPKH.
Handover of 630.26 Ha watershed rehabilitation area (DAS) from PT Jorong Barutama Greston (JBG) to the Ministry of Environment and Forestry (KLHK) as completion of IPPKH holder obligation.



18 Mei | May 2022

Pemerintah resmi tunjuk ITM untuk membangun Persemaian Mentawir di Ibu Kota Negara (IKN).
The Government officially appointed ITM to build Mentawir Nursery in the New National Capital City (IKN).



08 Juni | June 2022

PT Indominco Mandiri (IMM) melakukan serah terima lahan rehabilitasi daerah aliran sungai (DAS) seluas 2.962,84 ha kepada Kementrian Lingkungan Hidup dan Kehutanan sebagai penyelesaian kewajiban pemegang IPPKH.
Handover of 2,962.84 Ha watershed rehabilitation area (DAS) from PT Indominco Mandiri (IMM) to the Ministry of Environment and Forestry (KLHK) as completion of IPPKH holder obligation.



22 Juni | June 2022

Presiden Joko Widodo mengunjungi Persemaian Mentawir yang dibangun ITM.
President Joko Widodo visited the Mentawir Nursery built by ITM.



03 Agustus | August 2022

PT Trubaindo Coal Mining (TCM) melakukan serah terima lahan rehabilitasi daerah aliran sungai (DAS) seluas 2.030 ha kepada Kementrian Lingkungan Hidup dan Kehutanan sebagai penyelesaian kewajiban pemegang IPPKH.
Handover of 2,030 Ha watershed rehabilitation area (DAS) from PT Trubaindo Coal Mining (TCM) to the Ministry of Environment and Forestry (KLHK) as completion of IPPKH holder obligation.



29 Agustus | August 2022

ITM berpartisipasi dalam pameran *Side Event* G-20 sebagai rangkaian pertemuan Environment Deputies Meeting and Climate Change Sustainability Working Group dan Joint Environment and Climate Change Ministerial Meeting di Bali, Indonesia.
ITM participated in the G-20 Side Event exhibition as a series of Environment Deputies Meeting and Climate Change Sustainability Working Group and the Joint Environment and Climate Change Ministerial Meeting in Bali, Indonesia.



05 Oktober | October 2022

Penandatanganan Nota Kepahaman Studi dan Konservasi Keanekaragaman Hayati oleh ITM dan Badan Riset dan Inovasi Nasional (BRIN).
Signing of the MoU on Biodiversity Studies and Conservation by ITM and the National Research and Innovation Agency (BRIN).



07 November | November 2022

ITM memaparkan Komitmen dan Langkah Konkrit Transisi Energi di Pavilion Indonesia pada COP27 di Sharm El-Sheikh, Mesir.
ITM gave a presentation on Commitments and Concrete Steps of the Energy Transition at the Indonesian Pavilion at COP27 in Sharm El-Sheikh, Egypt.

Penghargaan Kinerja Keberlanjutan
Award for Sustainability Performance



PROPER Nasional 2021 Peringkat Hijau
National PROPER 2021 Green Rating

Entitas Penerima Penghargaan | Awardee:
PT Jorong Barutama Greston

Pemberi Penghargaan | Awarded by:
Kementerian Lingkungan Hidup dan Kehutanan Republik Indonesia
Ministry of Environment and Forestry of the Republic of Indonesia



Top CSR Award

Entitas Penerima Penghargaan | Awardee:
PT Indo Tambangraya Megah Tbk

Pemberi Penghargaan | Awarded by:
Majalah Top Business
Top Business Magazine



K3 Awards | OHS Awards
- **Peringkat Platinum - Pencegahan dan Penanggulangan (P2) HIV AIDS**
- **Peringkat Platinum - Pencegahan dan Penanggulangan (P2) COVID-19**
- Platinum Rating - HIV AIDS Prevention and Control (P2)
- Platinum Rating - COVID-19 Prevention and Response (P2)

Entitas Penerima Penghargaan | Awardee:
PT Indominco Mandiri

Pemberi Penghargaan | Awarded by:
Kementerian Ketenagakerjaan Republik Indonesia
Ministry of Manpower of the Republic of Indonesia



CSR Award

Entitas Penerima Penghargaan | Awardee:
PT Indominco Mandiri
PT Jorong Barutama Greston
PT Trubaindo Coal Mining
PT Bharinto Ekatama

Pemberi Penghargaan | Awarded by:
Kementerian Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi
Ministry of Villages, Development of Disadvantaged Regions, and Transmigration



Good Mining Practice Awards 2022

Entitas Penerima Penghargaan | Awardee:
PT Jorong Barutama Greston
PT Indominco Mandiri
PT Trubaindo Coal Mining
PT Bharinto Ekatam
PT Tambang Raya Usaha Tama

Pemberi Penghargaan | Awarded by:
Kementerian ESDM
EMR (Energy and Mineral Resources) Ministry



Apresiasi Pemda Kukar terhadap Program Pemberdayaan Masyarakat

Kutai Kartanegara Regional Government Appreciation for the Community Empowerment Program

Entitas Penerima Penghargaan | Awardee:
PT Indominco Mandiri
PT Kitadin (Embalut)

Pemberi Penghargaan | Awarded by:
Pemerintah Daerah Kutai Kertanegara
Kutai Kertanegara Regional Government



Asia Sustainability Report Rating (ASRRAT) 2022 - Peringkat Emas

Asia Sustainability Report Rating (ASRRAT) 2022 - Gold Rating

Entitas Penerima Penghargaan | Awardee:
PT Indo Tambangraya Megah Tbk

Pemberi Penghargaan | Awarded by:
National Center for Corporate Reporting (NCCR)

Informasi lebih lanjut terkait dengan penghargaan lainnya yang diterima ITM tersedia dan dapat diakses pada Laporan Tahunan PT Indo Tambangraya Megah Tbk.

Further information on other awards received by ITM are available and can be accessed in the Annual Report of PT Indo Tambangraya Megah Tbk.

Menjaga Keberlanjutan Kinerja
Maintaining Sustainability Performance

Ikhtisar Kinerja Keberlanjutan Aspek Ekonomi
Sustainability Performance in Economic Aspect

Tahun Year	Produksi Batubara Coal Production		Cadangan Batubara Coal Reserves		Pendapatan Bersih Net Revenues	
	Juta Ton Million Tons	Δ%	Juta Ton Million Tons	Δ%	Juta USD USD Million	Δ%
2022	16.7	-8.8%	298.1	1.7%	3,636	75.1%
2021	18.2	-1.1%	293.0	-5.8%	2,076	75.2%
2020	18.4	-21.4%	311.2	-5.9%	1,185	-30.9%

Tahun Year	Laba Bersih Net Profit		Pelibatan Pihak Lokal (Mitra Kerja) Local Engagement (Business Partner)	
	Juta USD USD Million	Δ%	Jumlah Total	Δ%
2022	1,199.3	152.3%	225	0%
2021	475.4	1,157.7%	225	-76%
2020	37.8	-70.1%	935	

Tahun Year	Produk Ramah Lingkungan Environmentally-friendly Products	
	Jumlah Total	Δ%
2022	2*	100%
2021	1	0%
2020	1	100%

***1 PLTS di Trubaindo masih dilakukan uji coba pembangkitan**
*1 PLTS in Trubaindo is still being tested for generation

Ikhtisar Kinerja Aspek Pengelolaan Lingkungan
Sustainability Performance in Environmental Aspect

Tahun Year	Intensitas Penggunaan Energi Energy Use Intensity		Intensitas Emisi GRK GHG Emission Intensity		Intensitas Penggunaan Air Water Use Intensity	
	GJ/Ton	Δ%	Ton CO_2eq/Ton	Δ%	GJ/Ton	Δ%
2022	0.59	11.3%	0.09	5.1%	0.18	-18.3%
2021	0.53	2%	0.09	13%	0.22	-8.3%
2020	0.52	2%	0.08	0%	0.24	0%

Keterangan: Sejak tahun 2020, ITM melengkapi perhitungan energi dan emisi secara *operational of control* dengan penggunaan *biofuel* dan pembangkit listrik tenaga surya.
Note: Since 2020, ITM has complemented energy and emission calculations by operational of control with the use of biofuels and solar power plants.

Tahun Year	Pengelolaan Limbah secara 3R 3R Waste Management	Penanaman Pohon di Area Terganggu Tree Planting in Disturbed Areas	
	%	Pohon Trees	Δ%
2022	15	496,652	-32%
2021	24	818,618	25%
2020	58	656,105	-37.3%

Pelestarian Keanekaragaman Hayati melalui Revegetasi Lahan, Rehabilitasi DAS, dan Restorasi Pesisir
Biodiversity Preservation through Land Revegetation, Watershed Rehabilitation, and Coastal Restoration

Tahun Year	Restorasi Pesisir Coastal Restoration		Luas Lahan Revegetasi Revegetation Land Area	
	Terumbu Karang yang Ditanam Planted Coral Reef	Δ%	Ha	Δ%
2022	640	220%	674	-17%
2021	200	-60%	812	9%
2020	500	-32.7%	748	-9.4%

Ikhtisar Kinerja Keberlanjutan Aspek Sosial
Sustainability Performance in Social Aspect

Pengelolaan dan Pengembangan Sumber Daya Manusia
Human Resource Management and Development

Tahun Year	Rasio Tenaga Kerja Lokal (Kalimantan) Local Manpower Ratio (Kalimantan)	Jam Pelatihan Setiap Pekerja Hours of Training per Employee		Jumlah Kecelakaan Kerja ITM dan Kontraktor* Number of ITM and Contractor Work Accidents*	
	%	Jam/Pekerja Hours/Employee	Δ%	Jumlah Total	Δ%
2022	67	14	-39%	3	-25%
2021	73	23	188%	4	0%
2020	72	8	-50%	4	-63.6%

*Kecelakaan = LTI + Fatality
*Accident = LTI + Fatality

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 Villages	Δ%	IDR Miliar IDR Billion	Δ%	Program	Δ%
2022	47	9.3%	21.2	-50%	227	14%
2021	43	0%	42.8*	110%	200	16%
2020	43	0%	20.4	-17.4%	173	-38.4%

*Penyerapan Dana PPM tahun 2021 termasuk kontribusi penanganan COVID-19
*PPM Budget Utilization in 2021 include COVID-19 respons

Ikhtisar Kinerja Keberlanjutan Aspek Tata Kelola
Sustainability Performance in Governance Aspect

Kepatuhan dan Antikorupsi
Compliance and Anti-Corruption

Tahun Year	**Denda Pelanggaran Hukum** Fines for Violation of Laws		**Kasus Dugaan Korupsi** Corruption Allegation Cases	
	IDR	**Δ%**	**Jumlah** Total	**Δ%**
2022	Tidak ada None	0%	Tidak ada None	0%
2021	Tidak ada None	0%	Tidak ada None	0%
2020	Tidak ada None	0%	Tidak ada None	0%

Informasi lebih lanjut terkait dengan kinerja keberlanjutan yang diterima ITM tersedia dan dapat diakses pada website https://www.itmg.co.id/.

Further information on ITM's sustainability performance are available and can be accessed in the website https://www.itmg.co.id/.

Jejak Langkah
Milestone

2022

1. ITM memulai pembangunan fasilitas Persemaian Mentawir di kawasan Ibu Kota Negara (IKN) berkapasitas 15-20 juta bibit tanaman endemik multi kultur per tahun. *Kick-off* aktivitas ini dilaksanakan pada 18 Mei 2022 dipimpin oleh Menteri Lingkungan Hidup dan Kehutanan RI.
2. PT Bharinto Ekatama (BEK) merealisasi pengembangan operasinya di Kalimantan Tengah.
3. PT Nusa Persada Resources (NPR) yang berlokasi di Kalimantan Tengah, melakukan program Konservasi Keanekaragaman Hayati di wilayah pra-tambang bekerja sama dengan Badan Riset dan Inovasi Nasional (BRIN).
4. Penyelesaian tahap akhir program pascatambang PT Kitadin lokasi Tandung Mayang dan telah dievaluasi oleh Pemerintah dengan nilai sangat memuaskan.
5. PT Cahaya Power Indonesia (CPI), anak usaha ITM melalui IBP telah menyelesaikan instalasi panel surya atap pada dua lokasi di Jakarta dengan kapasitas 54 kWP.
6. Mendirikan PT IBP Hydro Power (IHP), anak usaha ITM yang bergerak di bidang pembangkit listrik tenaga air.

1. ITM started the construction of the Mentawir Nursery facility in the New National Capital City (IKN) area with a capacity of 15-20 million multi-culture endemic plant seedlings per year. The program kick-off was held on May 18, 2022, led by the Minister of Environment and Forestry of the Republic of Indonesia.
2. PT Bharinto Ekatama (BEK) realized the development of its operations in the Central Kalimantan region.
3. PT Nusa Persada Resources (NPR), located in Central Kalimantan, has conducted a Biodiversity Conservation program in the pre-mining area in collaboration with the National Research and Innovation Agency (BRIN).
4. Completion of the final stage of PT Kitadin's post-mining program at the Tandung Mayang site and has been evaluated by the Government with a very satisfactory score.
5. PT Cahaya Power Indonesia (CPI), subsidiary of ITM through IBP has finished the solar rooftop installation at two locations in Jakarta with capacity 54 kWP.
6. Establishment of PT IBP Hydro Power (IHP), a subsidiary of ITM engaged in hydroelectric power generation.

2018

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

1. ITM updated the core values of 'Banpu Spirit' into 'Banpu Heart' which was followed by a renewal of Corporate Identity.
2. Initiating investment in digitalization phase 2018-2023.

2019

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

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

2020

1. Pembaruan atas visi dan misi Perusahaan sesuai dengan strategi bisnis terkait keberlanjutan dan solusi energi masa depan.
2. Melak Digital Center (MDC) mulai beroperasi 100%.
3. Beroperasinya 3 MegaWatt (MW) Solar Hybrid Plant di Bontang untuk mendukung pasokan listrik PT Indominco Mandiri.

1. Updating the Company's vision and mission that aligned with business strategies on sustainability and future energy solutions.
2. Melak Digital Center (MDC) started operating 100%.
3. Operation of 3 MegaWatt (MW) Solar Hybrid Plant in Bontang to support PT Indominco Mandiri's electricity supply.

2021

1. 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.
2. Pembangunan *Solar Hybrid Plant* di Melak, dengan kapasitas 2 MW.
3. Inisiasi program "Cermat Hemat" untuk mendukung energi manajemen dan inisiatif dekarbonisasi.

1. IBP has been preparing to enter the rooftop solar business by setting up a venture capital company which is currently underway.
2. Development of Solar Hybrid Plant in Melak, with a capacity of 2 MW.
3. Initiation of the "Cermat Hemat" program to support energy management and decarbonization initiatives.

Strategi Keberlanjutan [2-23] [2-24]
Sustainability Strategy

ITM menerapkan prinsip-prinsip keberlanjutan yang mencakup aspek lingkungan, sosial, tata kelola (LST), dan ekonomi untuk memberikan nilai jangka panjang bagi seluruh pemangku kepentingan dan mendukung tercapainya Tujuan Pembangunan Berkelanjutan (TPB). Inisiatif ini dilakukan sejalan dengan visi, misi, maupun rencana strategis. Dukungan ITM pada TPB direalisasikan melalui empat pilar strategis Tanggung Jawab Sosial Perusahaan (CSR):

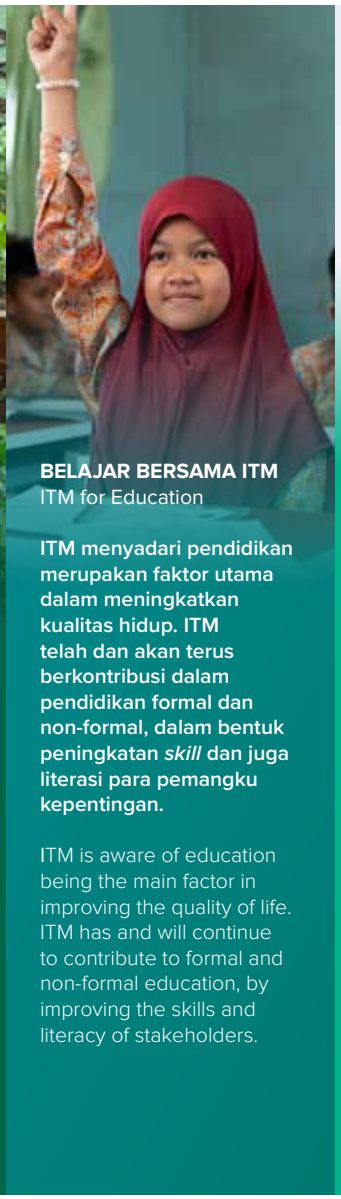
ITM applies the sustainability principles encompassing environmental, social, governance (ESG) and economic aspects to deliver long-term value for all stakeholders and support the achievement of the Sustainable Development Goals (SDGs). We carry out initiatives that align with the vision, mission, and strategic plan. ITM realizes its support for SDGs through 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.

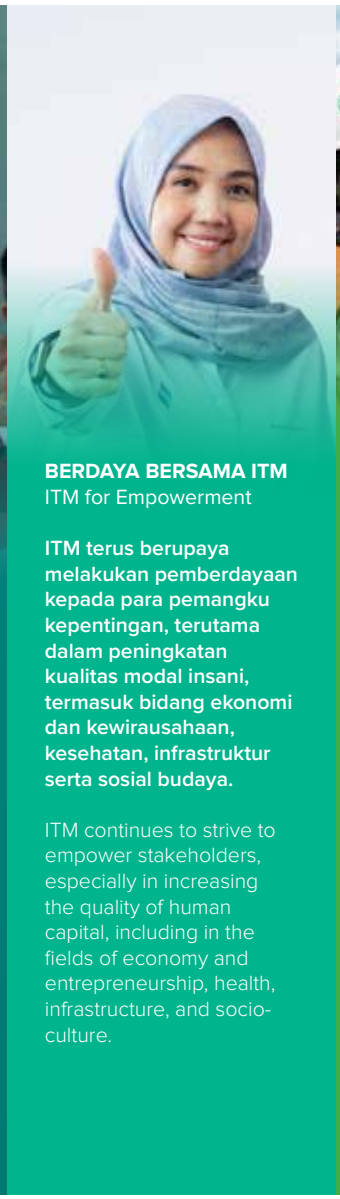
ITM continues to increase its active role in maintaining and improving the quality of the environment. Biodiversity, water, and waste management are the main aspects that will continue to be developed with stakeholders.



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* dan juga literasi para pemangku kepentingan.

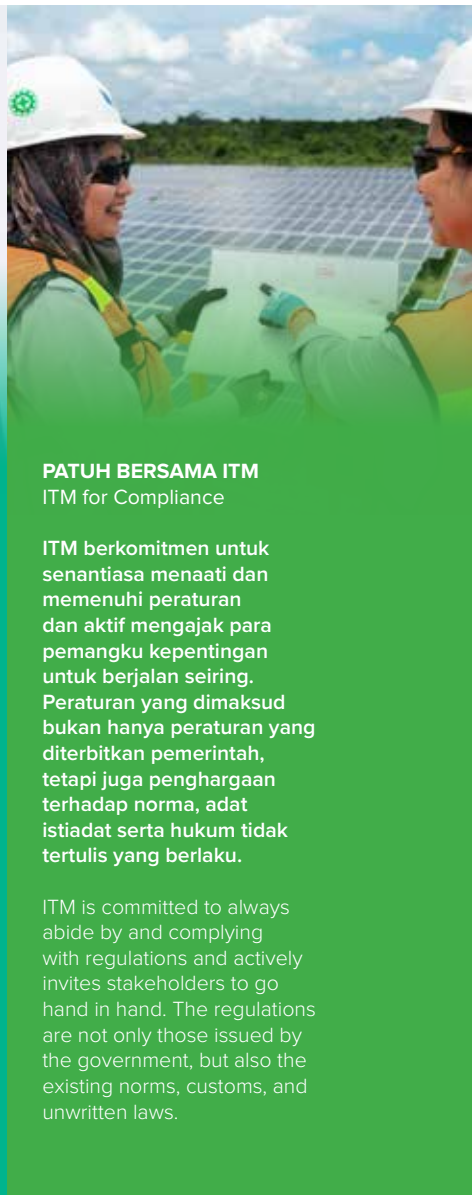
ITM is aware of education being the main factor in improving the quality of life. ITM has and will continue to contribute to formal and non-formal education, by improving the skills and literacy of stakeholders.



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 continues to strive to empower stakeholders, especially in increasing the quality of human capital, including in the fields of economy and entrepreneurship, health, infrastructure, and socio-culture.



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 is committed to always abide by and complying with regulations and actively invites stakeholders to go hand in hand. The regulations are not only those issued by the government, but also the existing norms, customs, and unwritten laws.

ITM Transformation Journey: Embracing Future, Realizing Our Vision



Before 2020

Coal Mining

Supporting infrastructures

Well-established as traditional coal miner, we redefined our purpose to deliver more business value now and in the future.



2021 – 2022

consolidation

Focus on scaling up our balance sheet and enhancing our cash position, capitalizing the commodity price while ensuring the ongoing robust business process and operations throughout the business.



- Optimizing the existing business
- Manpower and capacity building
- Business diversification
- Financial robustness

2023-2025

Continue to excel and grow TRANSFORMATIVELY

Accelerating Greener Smarter transition

2025 and beyond

Mining	Energy services	Renewable and others

Expanding Greener, Smarter business to strengthen the company performance through coal mining as the existing business and expand other businesses, such as mineral resources, energy services, renewable-based energy, and others.



Sambutan Direktur Utama [2-22]

Message from President Director



Mulianto
Direktur Utama
President Director

Para Pemangku Kepentingan yang Terhormat,

Atas nama Direksi, merupakan suatu kebanggaan bagi saya untuk menyampaikan Laporan Keberlanjutan PT Indo Tambangraya Megah Tbk yang memuat informasi penerapan aspek lingkungan, sosial, tata kelola (LST) dan ekonomi. Perusahaan senantiasa bersyukur dapat melewati berbagai tantangan di tengah pandemi COVID-19 yang belum sepenuhnya berakhir.

Tahun 2022 juga menjadi momentum bagi kami untuk memaksimalkan nilai yang dapat dibagikan kepada segenap pemangku kepentingan. Kami juga menangkap peluang guna mewujudkan operasi bisnis yang makin hijau dan kian pintar. Semua ini kami lakukan bersama dengan 'Memberdayakan Setiap Insan dengan Hati'. Kami berharap agar semangat transformasi diiringi dengan keandalan setiap insan Perseroan yang sejalan dengan nilai budaya Banpu Heart.

Memperkuat Strategi untuk Merespons Tantangan

Sepanjang tahun 2022 perjalanan ITM diwarnai dengan berbagai tantangan yang perlu dikelola secara bijaksana. Tantangan ini, salah satunya adalah dampak perubahan iklim, yaitu curah hujan yang tinggi dan tidak menentu. Cuaca iklim yang ekstrem berpotensi mengganggu operasional Perusahaan. Namun demikian, ITM mampu mencapai target produksi dengan menerapkan strategi dan pendekatan optimalisasi kinerja.

Dear Stakeholders,

On behalf of the Board of Directors, it is an honor for me to present the Sustainability Report of PT Indo Tambangraya Megah Tbk, which contains information on the implementation of environmental, social, governance (ESG), and economic aspects. The company is grateful to be able to go through challenges during the COVID-19 pandemic, which has not ended entirely.

The year 2022 has been a momentum for us to maximize the value to share with all stakeholders. We also took the opportunity to realize greener and smarter business operations. We did this along with 'Empowering Everyone from the Heart'. We hope that the spirit of transformation came with the reliability of every person in the Company in line with the cultural values of Banpu Heart.

Strengthening Strategies in Responding to Challenges

Various challenges that marked ITM's journey throughout 2022 needed to be managed wisely. One of these challenges was climate change impact, such as rainfall. The extreme weather had the potential to disrupt the Company's operations. However, ITM successfully met production targets by implementing strategies and a performance optimization approach.

Ketidakpastian perekonomian global akibat tensi geopolitik dari perang Rusia dan Ukraina juga menimbulkan tantangan yang cukup signifikan pada rantai pasokan kami. Di samping itu, ketegangan geopolitik juga berdampak pada kenaikan harga energi, utamanya pada komoditas bahan bakar minyak. Perusahaan mengelola kondisi ini dengan berbagai langkah mitigasi semaksimal mungkin. Dalam hal rantai pasok, kami mengoptimalkan pemilihan alternatif pemasok untuk memenuhi kebutuhan Perusahaan. Sementara itu, kami merespons kenaikan harga minyak dengan menjadikannya peluang untuk meningkatkan efisiensi energi dan manajemen biaya operasional.

Global economic uncertainty due to geopolitical tensions from the Russia - Ukraine war also pose significant challenges to our supply chain. In addition, the geopolitical tensions also had an impact on rising energy prices, especially for fuel oil commodities. The company managed the conditions with optimized mitigation measures. In terms of supply chain, we optimized the selection of alternative suppliers to meet the Company's needs. Meanwhile, we responded to the rising oil prices by improving energy efficiency and operational cost management.

Dari sisi internal, adaptasi baru dari *work from home* (WFH) menjadi kembali bekerja di kantor juga menimbulkan tantangan tersendiri, terutama dalam menjaga semangat dan kekompakan para karyawan. Untuk itu, ITM terus merangkul dan fokus mengembangkan keandalan *human capital* Perusahaan. Di sisi lain, ITM terus mengembangkan kinerja LST sebagai dasar pengambilan keputusan dan menjalankan operasi. Sebagai penambang yang bertanggung jawab, kami berupaya meminimalkan dampak, mengakselerasi transformasi, dan mewujudkan masa depan lestari.

Internally, the new adaptation from working from home (WFH) to returning to work in the office also poses challenges, especially in maintaining the employees' spirit and teamwork. Therefore, ITM continues to engage its human capital and focus on developing its reliability. ITM also continuously improves ESG performance as a basis for making decisions and running operations. As a responsible miner, the company is determined to minimize impact, accelerate transformation, and build a sustainable future.

Pencapaian Kinerja Keberlanjutan

Hingga akhir tahun 2022, ITM mampu menjual batubara sebanyak 18,9 juta ton. Adapun tren kenaikan harga komoditas yang agresif di tahun 2022 juga berimbas pada meningkatnya harga jual batubara. Hal ini berkontribusi pada kinerja keuangan yang kuat bagi Perusahaan dengan mencatatkan peningkatan pendapatan bersih sebesar 75,1% menjadi USD3.636 juta dan laba bersih sebesar 152,3% menjadi USD1.199,3 juta di mana hal ini merupakan pencapaian tertinggi sepanjang Perusahaan beroperasi secara komersial.

Sustainability Performance Achievement

Until the end of 2022, ITM was able to sell 18.9 million tonnes of coal. The aggressive trend of increasing commodity prices in 2022 will also have an impact on increasing coal selling prices. This contributed to the Company's strong financial performance by recording an increase in net income of 75.1% to USD3,636 million and a net profit of 152.3% to USD1,199.3 million which was the highest achievement since the Company operated commercially.

Kinerja ekonomi yang positif menjadi pengingat bagi kami untuk dapat memberikan perhatian lebih, serta meneruskan manfaat kepada seluruh pemangku kepentingan dan kelestarian lingkungan. Pada aspek lingkungan, Perusahaan menggiatkan kontribusi dalam memitigasi dampak perubahan iklim. Di tahun 2022, kami telah mencapai optimalisasi penggunaan panel surya pertama di IMM sebesar 7.363,27 GJ, atau 0,17% dari total kebutuhan energi. Perusahaan juga membangun pembangkit listrik tenaga surya (PLTS) kedua di Melak sebesar 2 MW yang masih dalam tahap uji coba. Kami berharap kontribusi kami dalam membangun bisnis panel surya dapat membantu percepatan Indonesia menuju transisi energi dan ekonomi rendah karbon.

The positive economic performance has become a reminder for us to pay more attention and share the value to all stakeholders and environmental preservation. In the environmental aspect, the company actively contributes to mitigating the impact of climate change. In 2022, we have achieved optimization of 7,363.27 GJ from the first solar panels used at IMM, or 0.17% of the total energy needs. The company has built a second 2 MW solar power plant (PLTS) in Melak which is still being tested for generation. We hope our contribution to the solar panel business can help accelerate Indonesia toward an energy transition and a low-carbon economy.

Di samping itu, untuk memastikan proses rehabilitasi daerah aliran sungai (DAS) berjalan dengan baik, kami telah menyerahkan hasil penanaman seluas 5.623 ha area kepada pemerintah. Dengan demikian, sehingga secara keseluruhan, hingga akhir tahun 2022 kami melaksanakan penanaman seluas 33.882,40 ha. Adapun site kami di Tandung Mayang telah memasuki masa pascatambang dan memperoleh skor evaluasi akhir 95 dari 100. Capaian ini merupakan satu kebanggan bagi ITM karena kinerja tanggung jawab Perusahaan terhadap lingkungan mendapat apresiasi dari pemangku kepentingan, termasuk Pemerintah. Dengan deretan prestasi tersebut, kami dipercaya oleh Pemerintah untuk mengembangkan Persemaian Mentawir di Ibu Kota Negara (IKN), yang berperan sentral dalam menghijaukan IKN di masa depan.

In addition, to ensure the smooth process of rehabilitating watersheds (DAS), we have handed the planting area of 5,623 ha area to the government. Thus, until the end of 2022 we have planted a total area of 33,882.40 ha. Meanwhile, Tandung Mayang has entered the mine closure period and received a final evaluation score of 95 out of 100. This achievement has become a source of pride for ITM because the company's environmental responsibility performance has gained appreciation from stakeholders, including the Government. Moreover, we were appointed by the Government to develop the Mentawir Nursery in the New National Capital City (IKN), which played a central role in the reforestation of IKN in the future.

Secara internal, kami terus menguatkan penerapan nilai-nilai Banpu Heart agar menjadi landasan dalam bekerja efektif dan produktif. Perusahaan juga banyak melakukan penguatan manajemen sumber daya manusia yang bertujuan untuk mewujudkan *performance driven company*. Kami memperhatikan karyawan dengan hati, serta memberikan penghargaan yang adil sesuai dengan prestasi. Adapun dari sisi penerapan kesehatan dan keselamatan kerja (K3), kami berhasil melindungi karyawan dengan capaian *zero fatality* dan *zero occupational disease*.

Internally, we continue to strengthen the application of Banpu Heart's values to become the foundation for effective and productive work. The company also strengthens human resource management aiming at realizing a performance driven company. We pay attention to employees from the heart, and provide fair rewards based on achievements. As for the implementation of occupational health and safety (OHS), we succeeded in protecting employees and achieved zero fatality and zero occupational disease.

Untuk mendukung proses transformasi, kami memperkuat tata kelola melalui penguatan teknologi informasi (IT) dengan menerapkan ISO 27001 Sistem Manajemen Keamanan Informasi. Kami terus meningkatkan kompetensi setiap insan ITM agar mampu mengikuti perubahan melalui transformasi yang sedang kami lakukan.

In support of the transformation process, we strengthen governance through powerful information technology (IT) by implementing ISO 27001 Information Security Management System. We continue to improve the competence of every ITM employee to keep up with the changes through our current transformation.

Masyarakat adalah keluarga dekat kami. Kami tumbuh dan berkembang bersama untuk saling mendukung dan memberdayakan. Kami melakukan banyak kegiatan dengan berbagai program unggulan yang bertujuan meningkatkan kesejahteraan masyarakat sekitar wilayah operasi. Melalui pengembangan kelembagaan Badan Usaha Milik Desa (BUMDes), Perusahaan mengupayakan pelibatan *community enterprises* dan memperluas penerima manfaat sehingga dapat mewujudkan *sustainable post mining livelihood*. Selain itu, melalui Belajar Bersama ITM, kami menjalankan insiatif Sekolah Komputer di Trubaindo yang mendapat apresiasi dari Kementrian Pedesaan Awards dengan perolehan Kategori Silver. Semua kegiatan ini merupakan realisasi dana sebesar Rp21,2 miliar atau mencapai 90% dari anggaran tahun 2022.

The community is our immediate family. We grow together to support and empower each other. We carry out many activities with various flagship programs aimed at improving the welfare of the community around the operational area. Through the institutional development of Village-Owned Enterprises (BUMDes), the company engages community enterprises and expand beneficiaries to create a sustainable post mining livelihood. In addition, through ITM for Education (Belajar Bersama ITM), we carried out the Computer School initiative in Trubaindo which earned appreciation from the Ministry of Village, Development of Disadvantaged Regions, and Transmigration, in the Silver Category. All of these activities were the realization of funds of Rp21.2 billion or 90% of the 2022 budget.

Prospek Usaha dan Keberlanjutan Masa Depan

Situasi global berkembang dengan cepat, diiringi dengan dorongan yang tinggi untuk merealisasikan transisi menuju energi hijau. Melanjutkan Visi dan Misi baru di tahun 2021 untuk menjadi perusahaan energi, dengan langkah pasti, ITM bergerak menjadi sebuah perusahaan yang *greener* dan *smarter*. Prospek usaha ke depan masih terus menjanjikan, namun kami harus berubah mengikuti perkembangan industri untuk mempertahankan resiliensi bisnis. Oleh sebab itu, Perusahaan meningkatkan pengelolaan manajemen biaya, risiko, dan sumber daya manusia sambil terus mengakselerasi langkah menuju bisnis energi ramah lingkungan.

Future Business Prospects and Sustainability

The global situation is developing rapidly and highly driven to realize transition towards green energy. Continuing the new Vision and Mission in 2021 to become an energy company, ITM is steadily moving into a greener and smarter company. The future business prospects are still favorable, nevertheless we must keep abreast of industry developments to maintain business resilience. Therefore, the Company is improving its management of costs, risks and human resources while continuing to accelerate steps towards an environmentally friendly energy business.

Dengan Hati

Setulusnya, kami mengucapkan terima kasih kepada seluruh pemangku kepentingan atas dukungan dan kerja sama yang telah diberikan sepanjang tahun 2022. Dukungan tersebut menjadi semangat bagi ITM untuk dapat terus bertumbuh, dan di saat yang sama terus memberikan manfaat bagi kehidupan. Kami menyadari perlunya langkah strategis dan bijaksana dalam perjalanan Perusahaan. Untuk itu, kami terus menguatkan sinergi, menyiapkan diri dalam bertransformasi, dan memberdayakan setiap insan dengan hati.

From the heart

We would like to sincerely thank all stakeholders for their support and cooperation during 2022. This support has been an encouragement for ITM to continue to grow, and at the same time continue to provide values for our lives. We realize the need for strategic and wise actions in the company's journey. For this reason, we continue to strengthen synergy, brace ourselves for transformation, and empower everyone from the heart.

Jakarta, Maret | March 2023
Atas Nama Direksi | On Behalf of the Board of Directors



Mulianto
Direktur Utama | President Director



02

Tentang ITM dan Laporan Keberlanjutan

About ITM and the Sustainability Report

ITM bertransformasi menuju bagian dari solusi energi hijau di masa depan dengan terus menjalankan praktik keberlanjutan yang berlandaskan aspek LST.

ITM is transforming to be part of the future green energy solution by continuously implementing the sustainability practices based on ESG aspects.



PT Indo Tambangraya Megah Tbk

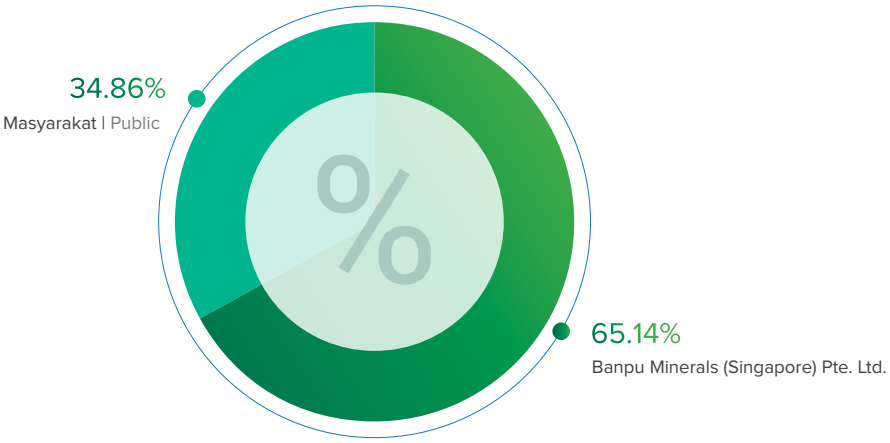
Skala Usaha [2-6]
Business Scale

Uraian Description	Satuan Unit	2022	2021	2020
Jumlah Pekerja Total Employees	Orang People	2,426	2,440	2,438
Jumlah Penjualan Batubara Total Sales of Coal	Juta Ton Million Tons	18.9	20.1	21.2
Jumlah Lingkup Operasi **Total Scope of Operations**				
Konsesi Pertambangan Mining Concession	Area	9	9	9
Fasilitas Pelabuhan Port Facility		4	4	4
Produksi dan Cadangan Batubara **Coal Production and Reserves**				
Cadangan Batubara [1] Coal Reserves[1]	Juta Ton Million Tons	298.1	293.0	311.2
Produksi Batubara [2] Coal Production[2]				
Produksi Tambang Run of Mine		16.6	18.2	18.4
Produksi Siap Dipasarkan Finish Coal		16.7	18.6	19.3
Neraca **Balance Sheet**				
Jumlah Aset Total Assets	Ribu USD Thousand USD	2,640,177	1,666,239	1,158,629
Jumlah Kewajiban Total Liabilities		689,897	464,680	312,339
Jumlah Ekuitas Total Equity		1,950,280	1,201,559	846,290

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

1. Estimated Reserves based on International Coal Reporting Standards (JORC Code).
2. TIS, NPR, and GPK are not operating and producing yet

Persentase Kepemilikan Saham [2-1]
Shareholder Percentage



Tidak ada perubahan kepemilikan saham
There is no change in share ownership

Wilayah Kerja dan Entitas Anak [2-1, 2-2]

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 hektare. Informasi lebih lengkap mengenai entitas anak dapat dilihat di www.itmg.co.id dan Laporan Tahunan ITM 2021.

Working Areas and Subsidiaries [2-1, 2-2]

ITM has a head office in Jakarta and a branch office in Balikpapan, as well as a location for mining operations in Kalimantan, Indonesia. ITM does not have any working areas in other countries. Coal mining and distribution activities are carried out in an integrated manner by subsidiaries. ITM has nine Mining Business Permit Areas (WIUP) covering an area of 85,729 hectares. Complete information about subsidiaries can be found at www.itmg.co.id and ITM's Annual Report 2021.

Lokasi Penambangan ITM
ITM Mining Sites

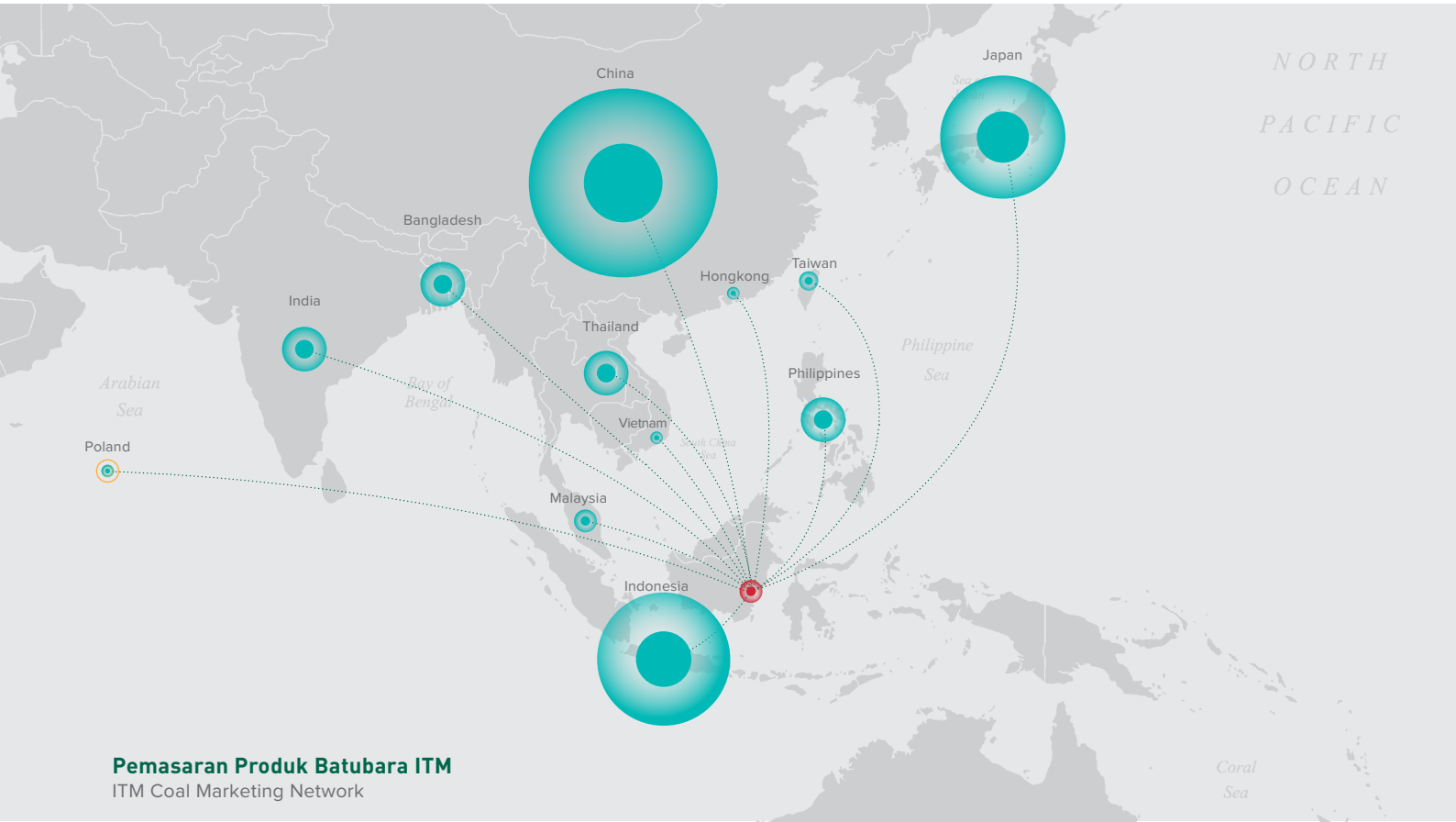


Pangsa Pasar [2-6]

ITM memasarkan batubara di dalam negeri dan melakukan ekspor ke 11 negara lainnya di bawah Tim Pemasaran yang dipimpin oleh Sales & Logistic Head. Sepanjang tahun 2022, total volume penjualan batubara ITM sebesar 18,9 juta ton, mencapai 92% dari volume target penjualan tahun 2022 yaitu 20,5-21,5 juta ton. Dari jumlah tersebut, volume batubara yang diekspor sebesar 14,7 juta ton atau 4,7% dari total volume ekspor batubara nasional. Pendapatan bersih Perusahaan tercatat sebesar USD 3.636 juta, serta laba bersih naik 152% dari tahun sebelumnya menjadi USD 1.199 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 sells its coal to domestic market and export it to 11 other countries under the Marketing Team led by the Sales & Logistics Head. Throughout 2022, ITM's total coal sales volume was 18.9 million tons, reaching 92% of the 2022 sales target volume of 20.5-21.5 million tons. Out of the amount, the coal export volume reached 14.7 million tons or 4.7% of the total national coal export volume. The Company's net income was recorded at USD3,636 million, while net profit increased by 152% from the previous year to USD 1,199 million. ITM's coal specifications are 0.1%-2.0% sulfur with a calorific value of 4,300-6,300 cal/g (arb).



Pemasaran Produk Batubara ITM
ITM Coal Marketing Network

Rantai Pasokan Terpadu [2-6]

ITM didukung oleh beberapa anak perusahaan dalam manajemen rantai pasokan guna memenuhi permintaan dan pengiriman produk yang sesuai dan tepat waktu. 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.

Integrated Supply Chain [2-6]

ITM is supported by several subsidiaries in supply chain management to meet demand and deliver products appropriately and timely. As of 2021, TRUST has started operations in the Melak area after completing its mobilization from the Bontang area, including office relocation. TRUST as ITM's in-house contractor will be part of the integrated supply chain in the Melak cluster operations.

Rantai Pasokan Penghasil Energi Terintegrasi
Integrated Energy Producer Supply Chain

Pertambangan Mining	**Layanan Energi** Energy Services	**Energi Terbarukan dan Lainnya** Renewables & Others
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 Gas Emas PT ITM Batubara Utama	PT ITM Bhinneka Power PT ITM Energi Utama PT IBP Hydro Power

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) beroperasi di dalam WIUP anak perusahaan lainnya.

Note: 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), and PT Graha Panca Karsa are not yet operating and producing. PT Tambang Raya Usaha Tama (TRUST) operates within WIUP of another subsidiary.

ITM menerapkan mekanisme *Contractor Management System* (CMS) untuk mengevaluasi dan melakukan penilaian bagi vendor yang dilaksanakan fungsi Operation. ITM senantiasa memprioritaskan pemasok dan kontraktor. Sebanyak 34% pemasok dan kontraktor berasal dari Kalimantan, dengan nilai kontrak pekerjaan mencapai 29% dari keseluruhan nilai pengadaan barang dan jasa. Hal ini merupakan bentuk dukungan Perusahaan dalam penyerapan pendapatan asli daerah, sejalan dengan dengan Peraturan Kementerian Energi dan Sumber Daya Mineral (ESDM) No.28 Tahun 2009. ITM juga melakukan sinergi program pengembangan masyarakat di sekitar wilayah operasi pertambangan melalui Forum Pengembangan Masyarakat. [204-1]

ITM implements a Contractor Management System (CMS) mechanism to evaluate and conduct assessments for vendors who carry out the Operations function. ITM always prioritizes local suppliers and contractors in supplying. Some 34% of vendors and contractors come from Kalimantan, with work contract value reaching 29% of the total procurement value of goods and services. It is the Company's way to help absorbing locally generated revenues, in line with the Ministry of Energy and Mineral Resources (EMR) Regulation No. 28 of 2009. ITM also synergizes community development programs around mining operations areas through Community Development Forums. [204-1]

Kategori Category	**Jumlah Vendor dan Kontraktor** Number of Vendors and Contractors	**Nilai Pengadaan Barang dan Jasa (USD)** Value of Procurement of Goods and Services (USD)	**Persentase Nilai Pengadaan (%)** Procurement Value Percentage (%)
Kalimantan	225	27,999,975.47	29%
Nasional	425	67,606,143.11	70%
Internasional	19	684,501.81	1%
Jumlah Total	669	96,290,620.39	100%

Untuk menjamin kualitas proses dan hasil produksi, ITM menerapkan semua persyaratan dalam standar sertifikasi. Hingga akhir 2022, ITM memiliki empat (4) anak usaha ITM telah mendapatkan sertifikasi ISO 90001:2015 dan ISO 140001:2015, serta tiga (3) anak usaha untuk ISO 450001:2018. Di samping itu, ITM juga aktif menjadi anggota asosiasi dan mengikuti inisiatif eksternal sebagai bentuk pelibatan dengan pemangku kepentingan.

To guarantee the quality of the production processes and results, ITM applies all the requirements in the certification standards. By the end 2022, four (4) ITM subsidiaries have received certifications for ISO 90001:2015 and ISO 140001:2015, along with three (3) subsidiaries for ISO 450001:2018. ITM is also an active member of associations and participates in external initiatives as a form of engagement with stakeholders.

Sertifikasi
Certification

Sertifikasi Certification	**Anak Perusahaan** Subsidiaries
ISO 9001:2015 Sistem Manajemen Mutu ISO 9001:2015 Quality Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
	PT Jorong Barutama Greston (JBG)
ISO 14001:2015 Sistem Manajemen Lingkungan ISO 14001:2015 Environmental Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)
	PT Jorong Barutama Greston (JBG)
ISO 45001:2018 Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018 Occupational Health and Safety Management System	PT Indominco Mandiri (IMM)
	PT Trubaindo Coal Mining (TCM)
	PT Bharinto Ekatama (BEK)

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

Note:
- TRUST IMM certification was discontinued as the contract period with IMM expired.
- TRUST Melak has not done ISO 9001, ISO 14001, and ISO 45001 certifications.

Keanggotaan Asosiasi dan Inisiatif Eksternal [2-28]
Association Membership and External Initiatives

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


ROSBY100

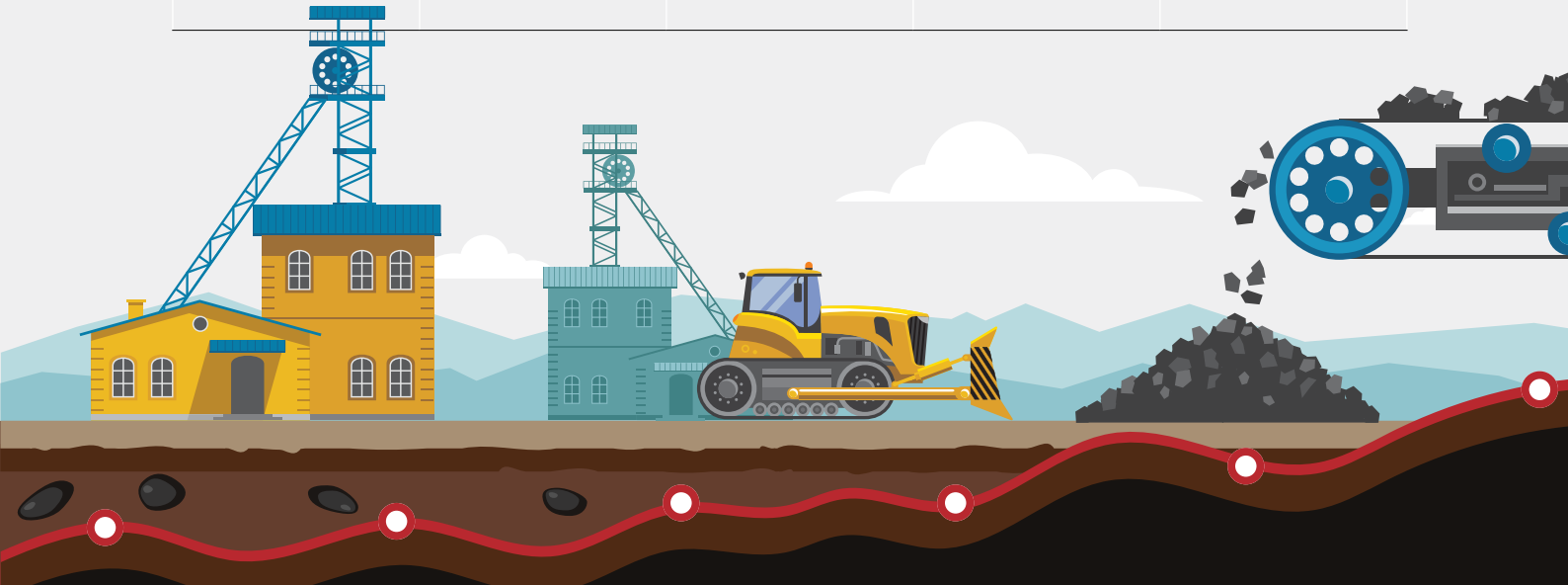
Operasi Tambang yang Unggul
Mine Operational Excellence

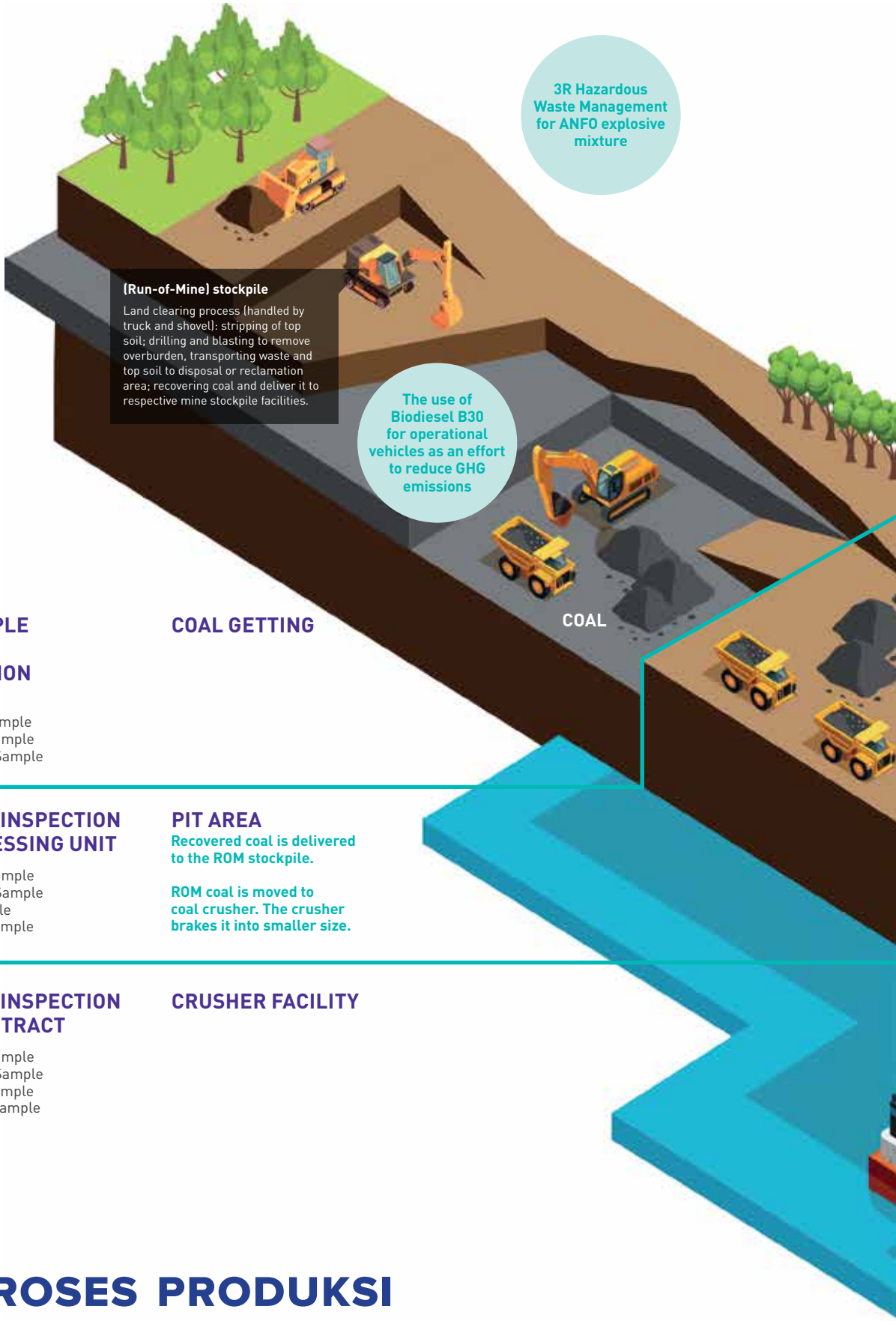
Penerapan Manajemen Mutu
Selama tahun 2022, ITM dapat mempertahankan kontrak dengan pelanggan eksisting dan berhasil menambah dua produk dan/atau pelanggan baru. Selain itu, pemerintah memberikan penugasan kepada ITM untuk memasok ketenagalistrikan kepentingan umum sebesar 720 ribu ton di tahun 2022. Tidak ada produk yang ditarik kembali karena adanya kontrak jangka panjang, serta penerapan standardisasi dalam mengevaluasi keamanan dan mutu setiap produk (100%) yang dimulai dari tingkat operasional hingga produk disampaikan ke pelanggan.

Quality Management Implementation
During 2022, ITM was able to maintain contracts with existing customers and managed to add two new products and/or customers. In addition, the government assigned ITM to supply 720 thousand tonnes of electricity for public use in 2022. None of our products were recalled thanks to the long-term contracts, as well as standardization in evaluating the safety and quality of each product (100%) from the operational level up to the product delivery to customers.

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. 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.	Fleksibel dalam jadwal kirim. ITM melakukan penjadwalan ulang pengiriman sesuai permintaan pelanggan, sebagai akibat pandemi COVID-19 di masing-masing negara tujuan ekspor. Flexible in delivery schedule. ITM has rescheduled shipments at customer requests, due to the COVID-19 pandemic in each export destination country.	Menyediakan layanan purna-jual secara total. ITM memberikan pendampingan kepada pelanggan dan memberikan edukasi kepada pelanggan. Provide total after-sales service. ITM provides assistance and education to customers.	Menerima saran peningkatan mutu dari pelanggan. ITM memiliki fasilitas dan teknologi untuk mendapatkan kualitas batubara guna memenuhi spesifikasi kebutuhan pelanggan. Accept quality improvement suggestions from the customers. ITM owns the facilities and technology to produce high quality coal to meet customer requirements.	Memperhatikan dan menanggapi dengan baik keluhan pelanggan sesuai pedoman layanan. ITM merespons cepat setiap keluhan yang disampaikan pelanggan. 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 PRODUKSI TAMBANG BATUBARA

Flow of Coal Mine Production Process

BIODIVERSITY STUDY

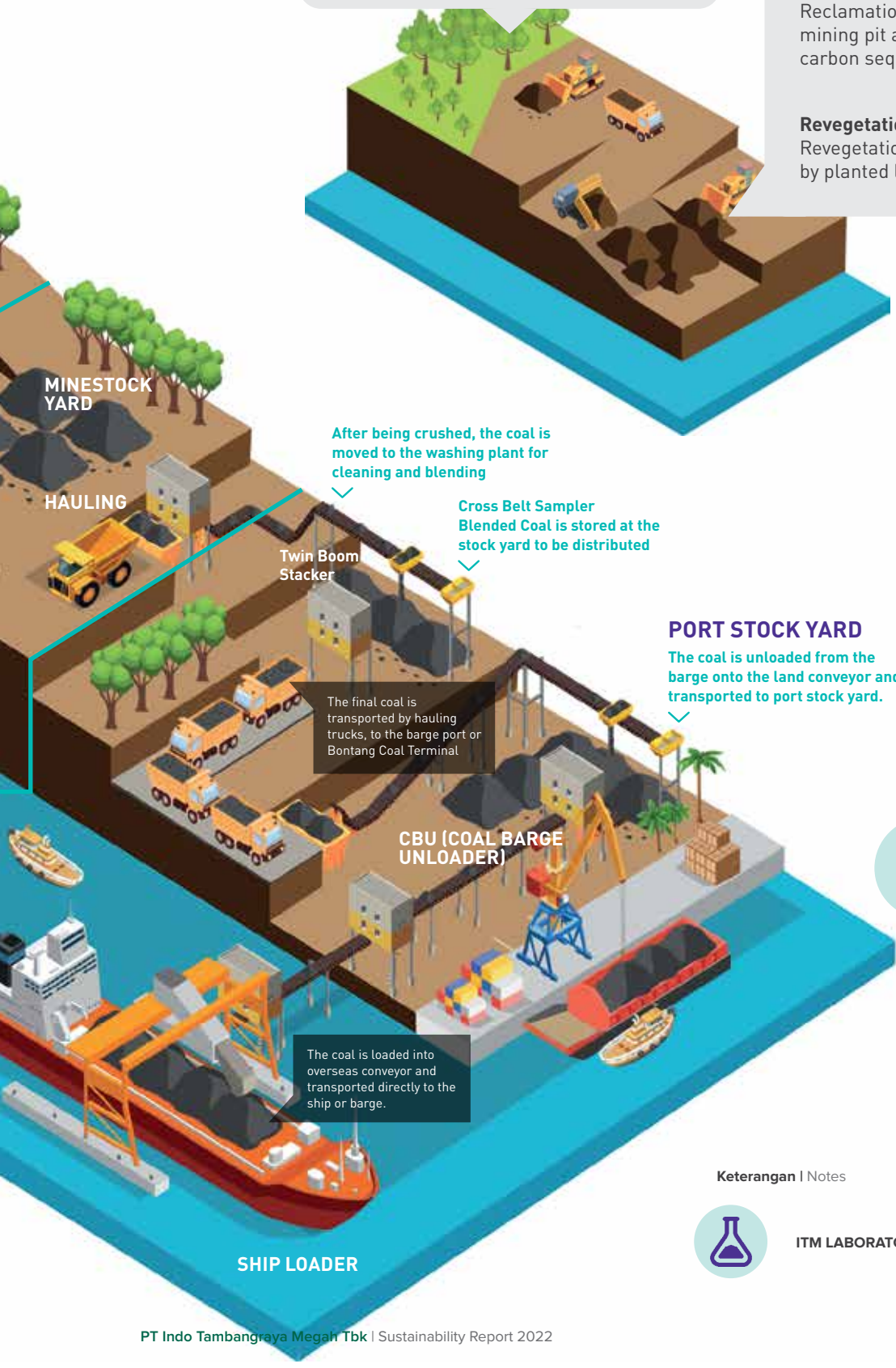
ITM initiates a Biodiversity Project in its certain concession areas, before commencing mining activities. This project aimed to project local biodiversity living in the pre-mined area.

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

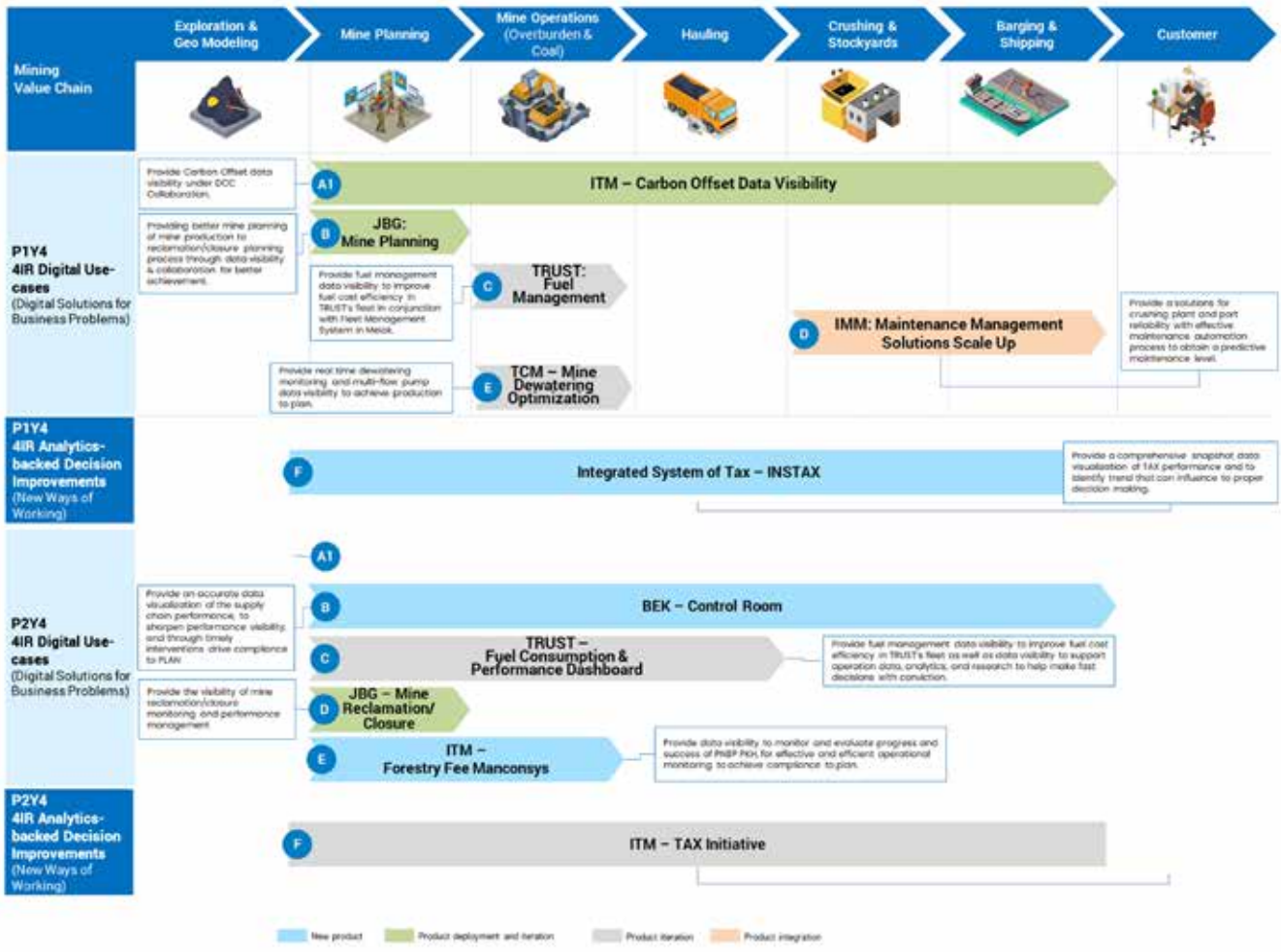
INDEPENDENT LABORATORY

Transformasi Digital dalam Pertambangan

ITM terus melakukan perbaikan dan pengembangan pada penerapan teknologi baru, pengembangan sumber daya manusia, serta penyesuaian organisasi untuk menyesuaikan cara kerja baru yang sejalan dengan rencana digitalisasi jangka panjang 2018-2023. Transformasi digital mendukung penerapan aspek LST dan upaya penerapan teknologi energi untuk mendukung bisnis batubara yang produktif dan efisien, serta mendukung transformasi ITM menjadi perusahaan solusi energi di masa depan.

Digital Transformation in Mining

ITM continues making improvement and development in applying new technology, human resource development, and organizational adaptation to new ways of working in line with the 2018-2023 long-term digitalization plan. Digital transformation supports the implementation of ESG aspects and efforts to apply energy technology for a productive and efficient coal business, as well as supporting ITM's transformation into an energy solution company in the future.



Inisiatif Kami menuju Digitalisasi Pertambangan
Our Initiative towards Mining Digitalization



SISTEM PAJAK TERPADU
INTEGRATED SYSTEM OF TAX

Memberikan visualisasi data kinerja pajak yang komprehensif dan untuk mengidentifikasi tren yang dapat memengaruhi pengambilan keputusan yang tepat.
Provide a comprehensive snapshot data visualization of TAX performance and to identify trend that can influence to proper decision making.



PENINGKATAN SOLUSI DIGITAL PASCA TAMBANG
POST-MINING DIGITAL SOLUTIONS SCALE UP

Menggunakan informasi geospasial sebagai masukan untuk penerapan alat dan solusi yang tepat untuk mengelola proses reklamasi tambang dan mengatasi dampak lingkungan yang ditimbulkannya.
Using geospatial information as input for the application of appropriate tools and solutions to manage the mine reclamation process and overcome the environmental impacts it causes.



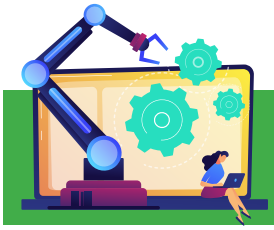
INTEGRASI DATA OPERASI & PERFORMANCE DASHBOARD
OPERATION DATA INTEGRATION & DASHBOARD PERFORMANCE

Integrasi Data Operasi dan Dasbor Kinerja sebagai alat yang efektif untuk mempermudah analisis data dan memberikan insight yang kuat ke dalam proses bisnis.
The Operation Data Integration and Dashboard Performance tool as an effective tool for streamlining data analysis and providing powerful insights into business processes.



VISIBILITAS DATA CARBON OFFSET LST
VISIBILITY OF ESG CARBON OFFSET DATA

Ketersediaan data yang lengkap terkait dekarbonisasi dari proses operasi setiap unit bisnis di ITM dapat membantu menyajikan gambaran yang lengkap dan jelas tentang kinerja ITM di bidang lingkungan, yang kemudian dapat ditindaklanjuti dengan kebutuhan dan potensi bisnis baru.
The availability of complete data related to decarbonization 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 requirement and potential new business.



OTOMASI OPERASI
OPERATION AUTOMATION

ITM memanfaatkan pengalaman keberhasilan menerapkan integrasi Teknologi Informasi dan Teknologi Operasi, yang membawa data real-time dari tambang ke dalam sistem perangkat lunak di mana semua data terintegrasi ke dalam pasar tambang.
ITM leveraged the experience to successfully deploy the integration of Information Technology and Operations Technology, which brought real-time data from the mines into software systems where all data is integrated into mine market.



PLATFORM DATA PENGELOLAAN KEHUTANAN & LINGKUNGAN
FORESTRY & ENVIRONMENT MANAGEMENT DATA PLATFORM

ITM mengembangkan Platform Data Pengelolaan Kehutanan & Lingkungan di TCM dan BEK yang memberikan visibilitas data untuk memantau dan mengevaluasi kemajuan dan keberhasilan PNBP PKH, untuk pemantauan operasional yang efektif dan efisien.
ITM developed the Forestry & Environment Management Data Platform in TCM and BEK that provide data visibility to monitor and evaluate progress and success of PNBP PKH, for effective and efficient operational monitoring.

Meningkatkan Kapabilitas Digital Sumber Daya Manusia

ITM terus membangun kesiapan sumber daya manusia yang andal dalam beradaptasi dengan digitalisasi. Di tahun 2022, Digital Center of Excellence (DCoE) melalui Pusat Kemampuan Digital (DCC) membekali 1.806 karyawan dengan berbagai program pembelajaran dan pelatihan digital. Hingga Desember 2022, realisasi pelatihan berjumlah 36 program dengan total 436 partisipan. Fungsi DCoE memungkinkan adopsi dan kesiapan implementasi digitalisasi di seluruh perusahaan. DCoE juga menjadi agen perubahan dan *influencer* untuk menyatukan setiap individu dan sumber daya dalam perjalanan transformasi digital.

Enhancing Digital Capability of Human Resources

ITM continues to build reliable human resource readiness in adapting to digitalization. In 2022, the Digital Center of Excellence (DCoE) through the Digital Capability Center (DCC) held various digital learning and training programs for 1,806 employees. As of December 2022, a total of 436 participants attended 36 training programs. The DCoE function facilitates enterprise-wide adoption and readiness to implement digitalization. DCoE also acts an agent of change and influencer to bring together individuals and resources on the digital transformation journey.



Sekilas Laporan Keberlanjutan

About the Sustainability Report

Acuan Penyusunan Laporan Keberlanjutan:

- Peraturan Otoritas Jasa Keuangan (POJK) No.51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik;
- Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/POJK.04/2021 bagian Pedoman Teknis Penyusunan Laporan Keberlanjutan bagi Emiten dan Perusahaan Publik;
- Standar Global Reporting Initiative (GRI) 2021, dengan kesesuaian: *reference to* the GRI Standards;
- Standar Global Reporting Initiative (GRI) 12: Sektor Batubara, dengan kesesuaian berdasarkan topik material.

Laporan keberlanjutan memuat seluruh informasi terkait kinerja aspek lingkungan, sosial, dan tata kelola serta ekonomi dalam periode tahunan yakni kurun waktu 1 Januari hingga 31 Desember. Laporan ini merupakan lanjutan dari Laporan Keberlanjutan tahun 2021 yang terbit pada Maret 2022. Tidak ada perubahan signifikan, seperti penutupan atau pembukaan cabang dan struktur kepemilikan, serta tidak ada pernyataan kembali terhadap penyajian data dalam laporan ini. [2-3] [2-4]

Pada aspek ekonomi, data keuangan berasal dari laporan keuangan konsolidasian yang mencakup seluruh entitas Anak Perusahaan. Pengungkapan laporan keuangan telah diverifikasi pihak ketiga yakni Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan (anggota PricewaterhouseCoopers). Adapun informasi terkait Energi, Emisi, Limbah, dan K3 juga telah diverifikasi oleh Lloyd's Register Quality Assurance (LRQA) yang bertempat di Bangkok, Thailand. ITM memastikan bahwa tidak ada benturan kepentingan dalam proses verifikasi dan pemilihan institusi yang melakukan verifikasi. Semua proses dijalankan secara independen. [2-5]

Tanggapan Umpan Balik Laporan Tahun Sebelumnya

Kami mengucapkan terima kasih atas semua masukan dari Laporan Keberlanjutan tahun 2021. Selama tahun 2022, kami telah menerima 99 tanggapan umpan balik dari pemangku kepentingan yang secara garis besar berisikan penyampaian tanggapan dan masukan atas kinerja Lingkungan, Sosial, dan Tata Kelola (LST) ITM. Atas input ini, kami memastikan bahwa semua masukan telah kami proses dan menjadi masukan yang baik untuk strategi dan pelaporan kami ke depannya.

Sustainability Reporting References:

- Financial Services Authority Regulation (POJK) No.51/POJK.03/2017 concerning Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies;
- Financial Services Authority Circular Letter (SEOJK) Number 16/POJK.04/2021 section Technical Guidelines for Preparing Sustainability Reports for Issuers and Public Companies;
- 2021 Global Reporting Initiative (GRI) Standards, with reference to the GRI Standards;
- Standard Global Reporting Initiative (GRI) 12: Coal Sector, in relevance with the determined material topics.

The sustainability report contains all information on the performance of environmental, social, governance, and economic aspects in the yearly period from January 1 to December 31. This report is a continuation of the 2021 Sustainability Report which was published in March 2022. There were no significant changes, such as branch closing or opening and ownership structure, and no restatement of data in this report. [2-3] [2-4]

On the economic aspect, the financial data was collected from the consolidated financial statements covering all subsidiaries. Disclosure of financial statements has been verified by a third party, Public Accounting Firm Tanudiredja, Wibisana, Rintis & Partners (member of PricewaterhouseCoopers). The information on Energy, Emission, Waste, and OHS has also been verified by Lloyd's Register Quality Assurance (LRQA) from Bangkok, Thailand. ITM ensures there is no conflict of interest in the verification process and the selection of the institution performng the verification. All processes have been executed independently. [2-5]

Response to Feedback on Previous Year's Report

We thank you for all the input regarding the 2021 Sustainability Report. During 2022, we have received 99 feedbacks from stakeholders on ITM's Environmental, Social and Governance (ESG) performance. We make sure that we have processed all input that are valuable for our strategy and future reporting.

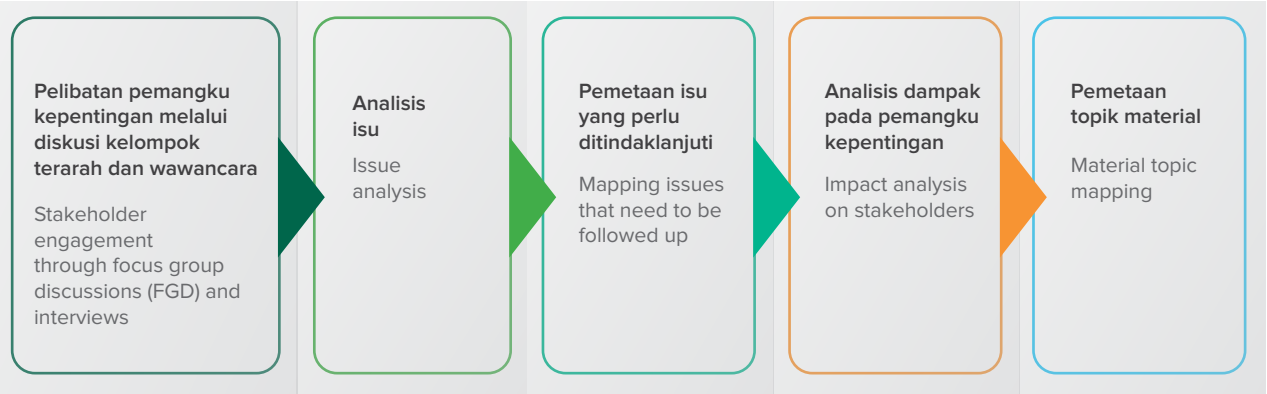
ITM juga memperhatikan umpan balik yang diberikan oleh assuror atas Laporan Keberlanjutan 2021. Untuk itu kami berupaya menyampaikan data dan informasi yang lebih lengkap sesuai dengan kebijakan dan relevansinya dengan strategi usaha kami.

PENENTUAN ISI LAPORAN DAN BATASAN DAMPAK TOPIK MATERIAL

ITM also pays attention to the assuror's feedback on the 2021 Sustainability Report. Therefore, we are determined to provide more comprehensive data and information in accordance with our policy and its relevance to our business strategy.

DEFINING REPORT CONTENT AND BOUNDARIES OF MATERIAL TOPIC IMPACT

Alur Penentuan Topik Material
Determining Materiality Topics Workflow



Pelibatan Pemangku Kepentingan dan Pemetaan Topik Material [3-1]

Proses penentuan topik material untuk Laporan Keberlanjutan tahun 2022 melibatkan 119 orang pemangku kepentingan yang dipilih berdasarkan tingkat signifikansi terhadap operasi bisnis perusahaan. *Materiality Testing* yang dilakukan mencakup kegiatan FGD dan survei yang dilaksanakan baik secara daring dan luring pada bulan Mei, Juni, dan Juli 2022. Pemangku kepentingan tersebut, yaitu investor, pelanggan, karyawan, pemerintah, vendor, kontraktor, media, masyarakat, LSM, dan akademisi.

Kegiatan FGD yang dilakukan menghasilkan isu-isu yang kemudian dipetakan dan ditindaklanjuti dalam topik GRI. Dari hasil tersebut memunculkan 3 topik material baru yaitu Manajemen Rantai Pasok, Hak Asasi Manusia (HAM), dan Etika Bisnis. Demikian terdapat total 13 topik material yang telah disetujui Direktur S&RM dan menjadi topik prioritas yang dikelola dampaknya dan dilaporkan di Laporan Keberlanjutan tahun 2022 ini. [2-14]

Stakeholder Engagement and Material Topic Mapping [3-1]

The process of determining material topics for the 2022 Sustainability Report involved 119 stakeholders selected based on their significance degree to the company's business operations. The Materiality Testing consisted of FGDs and surveys that were conducted both online and offline in May, June, and July 2022. The participating stakeholders included investors, customers, employees, government, vendors, contractors, media, communities, NGOs, and academics.

The FGDs concluded several issues, which were then mapped and followed up in GRI topics. The results have identified 3 new material topics, namely Supply Chain Management, Human Rights (HAM), and Business Ethics. Thus there were a total of 13 material topics that have been approved by the S&RM Director and become priority topics whose impact is managed and reported in this 2022 Sustainability Report. [2-14]

Perubahan Topik Material [3-2]
Material Topic Changes [3-2]

Topik Material 2021 Material Topics 2021	**Topik Material 2022** Material Topics 2022
Keselamatan dan Kesehatan Kerja (K3) Occupational Safety and Health (OHS)	Keselamatan dan Kesehatan Kerja (K3) Occupational Safety and Health (OHS)
Emisi Emissions	Masyarakat Lokal Local Community
Energi Energy	Keanekaragaman Hayati Biodiversity
Masyarakat Lokal Local Community	Pascatambang Post-mining
Keanekaragaman Hayati Biodiversity	Air dan Efluen Water and Effluent
Limbah Waste	Energi Energy
Air dan Efluen Water and Effluent	Emisi Emissions
Kinerja Ekonomi Economic Performance	Kinerja Ekonomi Economic Performance
Pascatambang Post-mining	Ketenagakerjaan Employment
Ketenagakerjaan Employment	Manajemen Rantai Pasok Supply Chain Management
	Limbah Waste
	Hak Asasi Manusia Human rights
	Etika Bisnis Business Ethics
Keterangan: Hijau: prioritas tinggi Kuning: prioritas sedang Biru: prioritas rendah	Note: Green: high priority Yellow: medium priority Blue: low priority

Batasan Dampak Topik Material terhadap Pemangku Kepentingan
Impact Boundaries of Material Topics on Stakeholders

Topik Material Material Topic	**Isu Utama** Key Issue	**Dampak pada Pemangku Kepentingan** Impacts to Stakeholder		**Ruang Lingkup Penyampaian Informasi** [2-2] Scope of Reporting
		Internal	**Eksternal** External	
Keselamatan dan Kesehatan Kerja (K3) Occupational Health and Safety (OHS)	• Dukungan terhadap penanganan COVID-19 • *Injury* akibat terganggunya habitat fauna • Nihil kecelakaan fatal • Support for COVID-19 handling • Injury due to disturbance of fauna habitat • Zero fatal accident	Pekerja Employees	Akademisi Academics	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR

Batasan Dampak Topik Material terhadap Pemangku Kepentingan
Impact Boundaries of Material Topics on Stakeholders

Topik Material Material Topic	**Isu Utama** Key Issue	**Dampak pada Pemangku Kepentingan** Impacts to Stakeholder		**Ruang Lingkup Penyampaian Informasi** [2-2] Scope of Reporting
		Internal	**Eksternal** External	
Masyarakat Lokal Local Community	• Pelibatan masyarakat dalam LCA • Proses reklamasi lahan • Pelibatan Masyarakat Lokal dalam Vendor • Investasi Sosial • Perencanaan dan evaluasi program CD • Penutupan jalan *hauling* • Community involvement in LCA • Land reclamation process • Community involvement of Local Communities in Vendors • Social Investment • CD program planning and evaluation • Closure of hauling roads	Pekerja Employees	Pemerintah Media Vendor Investor Masyarakat LSM Akademisi Government Media Vendor Investors Community NGOs Academics	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, IBP, EBP
Keanekaragaman Hayati Biodiversity	Pelestarian Keanekaragaman Hayati Biodiversity Conservation	Pekerja Employees	Investor Investors	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR
Pascatambang Post-mining	• Pengelolaan *void* dan rencana transisi pascatambang yang sesuai dengan regulasi • Reklamasi dan rehabilitasi DAS • Management of voids and post-mining transition plans in accordance with regulations • Watershed reclamation and rehabilitation	Pekerja Employees	Pemerintah Akademisi Government Academics	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR
Air dan Efluen Water and Effluent	• Efisiensi penggunaan air dan pengelolaan efluen • Pengelolaan air asam tambang • Water use efficiency and effluent management • Management of acid mine drainage	Pekerja Employees	Media Media	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR
Energi Energy	• Efisiensi penggunaan energi • Energi terbarukan • Mempersiapkan transisi bisnis menjadi perusahaan energi • Energy efficiency • Renewable energy • Preparing for business transition to energy company	Pekerja Employees	Pemerintah Investor LSM Government Investors NGOs	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR
Emisi Emissions	Nol emisi Zero emission	Pekerja Employees	Media Media	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR

Batasan Dampak Topik Material terhadap Pemangku Kepentingan
Impact Boundaries of Material Topics on Stakeholders

Topik Material Material Topic	**Isu Utama** Key Issue	**Dampak pada Pemangku Kepentingan** Impacts to Stakeholder		**Ruang Lingkup Penyampaian Informasi** [2-2] Scope of Reporting
		Internal	**Eksternal** External	
Kinerja Ekonomi Economic Performance	• Tenggat waktu perizinan • Jangka waktu *purchase order* • Peningkatan kuantitas produksi batubara baru • Licensing deadline • Purchase order period • Increased quantity of new coal production	Pekerja Employees	Pemerintah Vendor Investor Pelanggan Government Vendor Investors Customer	HO dan Site HO and Site: IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, TIS, IBP, TRUST, PTGE
Ketenagakerjaan Employment	• Kesetaraan gender • *Individual Development Plan and Career Management* • Dukungan kepada Serikat Pekerja • Benefit dan remunerasi • Gender equality • Individual Development Plan and Career Management • Support for Labor Union • Benefits and remuneration	Pekerja Employees	Investor Investors	HO dan Site HO and Site: ITM, IMM, TCM, BEK, KTD, JBG, TRUST, GEM, NPR, IBP, TIS, EBP, GPK
Manajemen Rantai Pasok Supply Chain Management	Pengelolaan sistem manajemen rantai pasok yang sesuai dengan kriteria lingkungan dan sosial Supply chain management system in accordance with environmental and social criteria	Pekerja Employees	Pemasok Suppliers	HO dan Site HO and Site: ITM, IMM, TCM, BEK, KTD, JBG, TRUST, GEM, NPR, IBP, TIS, EBP, GPK
Limbah Waste	Pengelolaan limbah B3 yang efektif Effective hazardous waste management	Pekerja Employees	Pemerintah LSM Government NGOs	Site: IMM, TCM, BEK, KTD EMB, JBG, GEM, GPK, TIS, IBP, EBP, NPR
Hak Asasi Manusia (HAM) Human Rights	Implementasi nilai-nilai HAM pada operasional dan pencegahan pelanggaran HAM Implementation of human rights values in operations and prevention of human rights violations	Pekerja Employees	Investor Pemerintah LSM Masyarakat Investors Government NGO Community	HO dan Site HO and Site: ITM, IMM, TCM, BEK, KTD, JBG, TRUST, GEM, NPR, IBP, TIS, EBP, GPK
Etika Bisnis Business Ethics	• Implementasi *Good Corporate Governance* (GCG) • Antikorupsi • Implementation of Good Corporate Governance (GCG) • Anti Corruption	Pekerja Employees	Investor Pemerintah LSM Investors Government NGO	HO dan Site HO and Site: ITM, IMM, TCM, BEK, KTD, JBG, TRUST, GEM, NPR, IBP, TIS, EBP, GPK



Dukungan terhadap Pembangunan Berkelanjutan

ITM memetakan 13 topik material terpilih dengan dukungannya pada delapan prioritas SDGs sesuai dengan bisnis Perusahaan.

Support for Sustainable Development

ITM mapped out 13 selected material topics with support for eight priorities of SDGs in accordance with the Company's business.

Topik Material | Material Topics

Keselamatan dan Kesehatan Kerja (K3)

Occupational Health and Safety (OHS)

Strategi

- Menerapkan mekanisme *emergency* berupa penyediaan sarana dan peralatan kesehatan, serta melakukan *health and safety briefing* secara berkala
- Adanya Emergency Management Team (EMT) yang bertanggung jawab terhadap pengelolaan K3
- Pemberian vaksinasi dosis kedua bagi 92% karyawan
- Penetapan dan implementasi pilar dan peta jalan *Safety Culture*

Capaian 2022

- *Zero Fatality Incident*
- Penyelesaian *Safety Culture Strategy Pyramid* beserta *Roadmap*
- Pencapaian IFR di angka 0,07 (3 kejadian major)
- Penyediaan Sarana: Penyediaan *Oxygen Generator* kapasitas 45 m^3/h
- Emergency Management Team sudah terbentuk di ITM dan seluruh anak usahanya
- Pencapaian pemberian vaksin kedua 97,6% dan *booster* pertama 91,8 % karyawan

Target Selanjutnya

- *Zero Fatality Incident*
- *Zero* LTI
- *Zero* KAPTK
- Penerapan *Safety Culture Strategy Pyramid* dan *Roadmap* di seluruh anak usaha ITM
- Mengembangkan ITM Safety Value untuk diterapkan di seluruh ITM dan seluruh anak usahanya
- Pencapaian pemberian vaksin *booster* ketiga

Strategy

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

Progress 2022

- Zero Fatality Incidents
- Completion of the Safety Culture Strategy Pyramid along with the Roadmap
- Achievement of IFR at 0.07 (3 major events)
- Provision of Facilities: Provision of Oxygen Generator with a capacity of 45 m^3/h
- An Emergency Management Team has been formed at ITM and all of its subsidiaries
- The achievement of giving the second vaccine was 97.6% and the first booster was 91.8% of employees

Next Target

- Zero Fatality Incidents
- Zero LTI
- Zero KAPTK
- Implementation of the Safety Culture Strategy Pyramid and Roadmap in all ITM subsidiaries
- Develop ITM Safety Value to be implemented throughout ITM and all of its subsidiaries
- Achievement of the third booster vaccine



Topik Material | Material Topics

Masyarakat Lokal
Local Community

Strategi
- Memitigasi potensi terjadinya risiko sosial untuk menjaga *social license to operate* (SLTO)
- Melibatkan pemangku kepentingan (*stakeholder*) terkait khususnya masyarakat lokal dalam perencanaan program pemberdayaan masyarakat
- Menggali informasi terkait potensi wilayah, potret masyarakat, dan tantangan yang ada melalui pemetaan sosial
- Menumbuhkan *community enterprises* baik dalam bentuk kelembagaan BUMDes, Koperasi, Kelompok Tani, Kelompok Wanita, UMKM, dll untuk mendukung tercapainya kemandirian masyarakat khususnya di bidang ekonomi
- Melakukan *monitoring* dan evaluasi program pemberdayaan masyarakat melalui SROI, IKM, dan *Maturity Assessment*
- Melakukan komunikasi kepada pemangku kepentingan (*stakeholder*) melalui pertemuan rutin, melalui media sosial, dan media cetak
- Mempersiapkan *Sustainable Post Mining Livelihood*

Capaian 2022
- Tercapainya Indeks Kepuasan Masyarakat (IKM) 85,03%
- Tercapainya *Social Return on Investment* (SROI) 1:3,64
- Tercapainya skor *Maturity Assessment* 8,55 dari nilai maksimal 12
- Tercapainya skor *Social License to Operate* (SLTO) 3,78 dari nilai maksimal 5
- Publikasi melalui Buletin Bubuhan 4 Edisi setiap tahun dan *Website* serta media sosial PT ITM
- Penghargaan CSR & PDB Award (Gold, Silver, and Bronze Winner) and ISDA Award (Gold Winner)

Target Selanjutnya
- Tercapainya Indeks Kepuasan Masyarakat (IKM) 85,39%
- Tercapainya *Social Return on Investment* (SROI) 1:4,19
- Tercapainya skor *Maturity Assessment* 8,64 dari nilai maksimal 12
- Tercapainya skor *Social License to Operate* (SLTO) 4,00 dari nilai maksimal 5
- Publikasi melalui Buletin Bubuhan 4 Edisi setiap tahun dan *website* serta media sosial PT ITM

Strategy
- Mitigate the potential for social risks to maintain the social license to operate (SLTO)
- Involve relevant stakeholders, especially local communities, in planning community empowerment programs
- Explore information related to regional potential, community portraits, and existing challenges through social mapping
- Growing community enterprises in the form of BUMDes institutions, cooperatives, farmer groups, women's groups, MSMEs, etc. to support the achievement of community self-sufficiency, especially in the economic sector
- Monitor and evaluate community empowerment programs through SROI, IKM, and Maturity Assessment
- Communicating with stakeholders through regular meetings, through social media, and print media
- Preparing Sustainable Post Mining Livelihood

Progress 2022
- Achievement of Community Satisfaction Index (IKM) of 85.03%
- Achievement of Social Return on Investment (SROI) 1:3.64
- Achieved a Maturity Assessment score of 8.55 out of a maximum score of 12
- Achieved a Social License to Operate (SLTO) score of 3.78 out of a maximum score of 5
- Publication through Bubuhan Bulletin 4 Edition each year and PT ITM's website and social media
- CSR Award & PDB Award (Gold, Silver, and Bronze Winner) and ISDA Award (Gold Winner)

Next Target
- Achievement of Community Satisfaction Index (IKM) of 85.39%
- Achievement of Social Return on Investment (SROI) 1:4.19
- Achieved a Maturity Assessment score of 8.64 out of a maximum score of 12
- Achieved a Social License to Operate (SLTO) score of 4.00 out of a maximum score of 5
- Publication through Bubuhan Bulletin 4 Edition every year and PT ITM's website and social media

Topik Material | Material Topics

Keanekaragaman Hayati
Biodiversity

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

Capaian 2022
- Penyelesaian Study Kehati di site NPR
- Tercapainya 40% of *Biodiversity Ind*ex (H')
- Terlaksananya program *Educational Forest* dengan persentase 80%
- 1 Arboretum didirikan di IMM, Kanahuang Arboretum
- Telah dilaksanakan tranplantasi terumbu karang sebanyak 36 meja dengan 576 bibit terumbu karang dan untuk pemulihan area DAS (P0) yaitu 34.988 Ha
- Ditetapkannya Arboretum 30 Gemilang di area reklamasi PT IMM seluas 65 Ha

Target Selanjutnya
- Tercapainya Indeks Keanekaragaman hayati: 1,5
- Memperbarui Strategi dan *Roadmap* Keanekaragaman hayati
- Implemntasi hasil studi Kehati di site NPR
- Penetapan Taman Kehati di site Kitadin Embalut
- Pengayaan spesies di Arboretum Kanahuang & 30 Gemilang dan Hutan Galam

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

Progress 2022
- Completion of the Biodiversity Study at the NPR site
- 40% of Bio-diversity Index (H') Achieved
- Implemented 80% of the Educational Forest Program
- 1 Arboretum established in IMM, Kanahuang Arboretum
- 36 tables of coral reef transplants have been carried out with 576 coral reef seedlings and for the restoration of the watershed area (P0), namely 34,988 Ha
- Establishment of the 30 Gemilang Arboretum in the PT IMM reclamation area of 65 Ha

Next Target
- Biodiversity index achieved: 1.5
- Updating the Biodiversity Strategy and Roadmap
- Implementation of the results of the Biodiversity study at the NPR site
- Establishment of a Biodiversity Park at the Kitadin Embalut site
- Species enrichment at the Kanahuang & 30 Gemilang Arboretum

Topik Material | Material Topics

Pascatambang
Post-mining

Strategi
- 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.
- Kegiatan pengeolaan rehabilitasi DAS disesuaikan dengan Rancangan Teknis yang telah ditetapkan Pemerintah.

Capaian 2022
- Telah dilakukan penilaian evaluasi kriteria keberhasilan pasca tambang Site TDM
- 50% dari Rencana Pasca Tambang site Kitadin Embalut telah terimplementasi
- Rencana teknis manajemen *Void* TCM telah disetujui

Target Selanjutnya
- Penyelesaian seluruh kewajiban pasca tambang site TDM
- Peningkatan penerapan Rencana Pasca Tambang site Kitadin Embalut
- Implementasi rencana teknis manajemen *void* untuk *site* TCM

Strategy
- 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.
- Watershed rehabilitation management activities are adjusted to the Technical Design that has been determined by the Government.

Progress 2022
- Evaluation of post-mining success criteria for the TDM Site has been carried out
- 50% of the Kitadin Embalut site Post-Mining Plan has been implemented
- Void TCM management technical plan has been approved

Next Target
- Settlement of all post-mine obligations at the TDM site
- Improving the implementation of the Kitadin Embalut site Post-Mining Plan
- Implementation of a void management technical plan for the TCM site

Air dan Efluen
Water and Effluent



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

Capaian 2022
- 100% patuh terhadap baku mutu air limbah
- SROI untuk program Air Bersih IMM = 1 : 3,27 & IKM : 82,81
- Tersedia draft dari Strategi Pengelolaan Air
- Water Consumption Intensity = 0,18 m^3/ton FC

Target Selanjutnya
- Penyelesaian draf Strategi Pengelolaan Air
- Peningkatan inisiatif-inisiatif pemanfaatan ulang air
- Menciptakan inisiatif konservasi air untuk masyarakat
- Target *Water Consumption Intensity*: 0,176 m^3/ton FC

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

Progress 2022
- 100% compliance with wastewater quality standards
- SROI for Clean Water program IMM = 1 : 3.27 & IKM : 82.81
- A draft of the Water Management Strategy is available
- Water Consumption Intensity = 0.18 m^3/ton FC

Next Target
- Completion of the draft Water Management Strategy
- Enhancement of water reuse initiatives
- Creating water conservation initiatives for the community
- Target Water Consumption Intensity: 0.176 m^3/ton FC

Energi
Energy



Strategi
- Pemanfaatan energi terbarukan untuk efisiensi energi, di antaranya pemanfaatan *hydropower* untuk pengolahan efluen
- Optimalisasi pemanfaatan Pembangkit Listirk Tenaga Surya (PLTS)

Capaian 2022
- Pemanfaatan *bio-mass* 0,2% sebagai *cofiring power plant* di Bontang IMM
- Optimalisasi penggunaan PLTS di IMM di angka 0,17%
- Penyelesaian pembangunan PLTS di TCM
- Intensitas konsumsi energi: 0,59 GJ/ton FC

Target Selanjutnya
- Peningkatan pada pencampuran *Bio-mass* sebagai *cofiring power plant* di Bontang IMM di angka 2%
- Peningkatan penggunaan sumber energi dari PLTS di IMM di angka 8%
- Penerapan penggunaan PLTS di TCM
- Target Intensitas Konsumsi Energi: 0,493 GJ/ton FC

Strategy
- Utilization of renewable energy for energy efficiency, including the use of hydropower for effluent treatment
- Optimizing the use of Solar Power Plants (PLTS)

Progress 2022
- Utilization of 0.2% bio-mass as a cofiring power plant in Bontang IMM
- Optimizing the use of PLTS at IMM at 0.17%
- Completion of PLTS construction in TCM
- Energy Consumption Intensity: 0.59 GJ/ton FC

Next Target
- Increase in the mixing of Bio-mass as a cofiring power plant in Bontang IMM at 2%
- Increased use of energy sources from PLTS at IMM at 8%
- Application of the use of PLTS in TCM
- Target Energy Consumption Intensity: 0.493 GJ/ton FC

Topik Material | Material Topics

Emisi
Emissions

Strategi
- Memiliki *roadmap climate change strategy* 2022-2025
- Efisiensi energi dengan penggunaan Bio-fuel 30 dan mengganti penggunaan Freon R22 dengan Freon R410
- Menanam pohon untuk penyerapan emisi GRK
- Melakukan *assessment physical climate risk* beserta mitigasinya

Capaian 2022
- Penyelesaian *Updated Climate Change Strategy* 2021-2025
- Implementasi penggunaan Bio-fuel B30
- Penghitungan cadangan karbon di area Reklamasi dan Re-vegetasi Kitadin Embalut & JBG
- Pelaksanaan *Climate Change Capability Development*

Target Selanjutnya
- Penetapan *Target Carbon Neutral* ataupun *Net Zero*
- Penerapan penggunaan Bio-fuel B35
- Peluasan penghitungan cadangan karbon di area Reklamasi & Re-vegetasi
- Peningkatan penerapan inisiatif-inisiatif pengurangan GRK di antaranya peningkatan Jalan *Hauling* TCM-BEK dan fasilitas Hauling
- Target Pengurangan Intensitas Emisi GRK: 0,090 ton CO_2-e/ton FC

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

Progress 2022
- Completion of Updated Climate Change Strategy 2021-2025
- Implementation of the use of Bio-fuel B30
- Calculation of carbon stocks in the Kitadin Embalut & JBG Reclamation & Re-vegetation area
- Implementation of Climate Change Capability Development

Next Target
- Determination of Carbon Neutral or Net Zero Targets
- Application of the use of Bio-fuel B35
- Expansion of Calculation of carbon stock in Reclamation & Re-vegetation areas
- Increasing the implementation of GHG reduction initiatives including upgrading the TCM-BEK Hauling Road and Hauling facilities
- GHG Intensity Reduction Target: 0.090 ton CO_2-e/ton FC

Topik Material | Material Topics

Kinerja Ekonomi
Economic Performance

Strategi
- Mengelola kinerja keuangan dan arus kas (bisnis baru dan yang sudah ada)
- Mengelola perbankan, ketersediaan dana, dan struktur permodalan
- Meningkatkan kemampuan SDM dan penggunaan teknologi

Capaian 2022
- Menghasilkan arus kas dan posisi kas yang kuat dengan nilai EBITDA sebesar 1.783 juta USD serta nilai kas dan setara kas akhir sebesar 1.430 juta USD

Target Selanjutnya
- Meningkatkan porsi pendapatan non-batubara (mineral dan energi terbarukan)
- Mengamankan 100% ketersediaan sumber pendanaan (internal dan eksternal) untuk mendukung pertumbuhan anorganik dan organik

Strategy
- Financial and cash flow performance management (existing and new business)
- Banking management, funs availability and capital structure
- People capability and technology enhancement

Progress 2022
- Generated robust cash flow and cash position with an EBITDA value of 1,783 million USD as well as cash value and ending cash equivalent to 1,430 million USD

Next Target
- Increase non coal revenue portion (mineral and renewable)
- Secure 100% funding source availability (internal and external) to support inorganic and organic growth

Topik Material | Material Topics

Ketenagakerjaan
Employment



Strategi
- Menuju Meritrokasi Organisasi
- Berbasis Adopsi Teknologi
- *Employee Experienve Excellence*

Capaian 2022
- Skor tinggi 99% dalam tingkat partisipasi keterlibatan karyawan
- Meningkatkan skor *employee engagement* dari 94% menjadi 97%
- Kinerja Kalibrasi
- Program dan Inisiatif Pengalaman Karyawan Baru

Target Selanjutnya
- *Leadership Effectiveness*
- *Organization Design and Change Management*
- Meningkatkan pengalaman karyawan
- Pendekatan baru dalam remunerasi
- *Future work model*

Strategy
- Towards Organizational Meritrocation
- Based on Technology Adoption
- Employee Experience Excellence

Progress 2022
- 99% high score in employee engagement participation rate
- Increase employee engagement score from 94% to 97%
- Kalibrasi Performance
- New Employee Experience Program and Initiative

Next Target
- Leadership Effectiveness
- Organization Design and Change Management
- Improve Employee Experience
- New philoshophy in remuneration
- Future work model

Topik Material | Material Topics

Manajemen Rantai Pasok
Supply Chain Management



Strategi
- Melakukan identifikasi pemasok kritis
- Evaluasi kontraktor melalui mekanisme *Contractor Management System – Helth Safety and Environment* (CMS – HSE)
- Memprioritaskan pemasok dan kontraktor lokal dan nasional untuk pengadaan barang dan jasa.
- Memastikan kesempatan yang adil dan perlakuan setara bagi pemasok
- Mengaplikasikan standar terkini untuk percepatan penyediaan barang dan jasa terkait operasional

Capaian 2022
- Evaluasi dilakukan untuk 47 kontraktor. Sebanyak 43 kontraktor mendapatkan skor nilai sesuai untuk kepatuhan CMS HSE
- Sebanyak 99% kontraktor lokal dan nasional dengan jumlah pengadaan sebesar USD95.606.118

Target Selanjutnya
- 100% identifikasi pemasok kritis
- Peningkatan jumlah kontraktor dengan skor nilai sesuai untuk kepatuhan CMS HSE

Strategy
- Identifying critical suppliers
- Evaluation of contractors through the Contractor Management System – Health Safety and Environment (CMS – HSE) mechanism
- Prioritizing local and national suppliers and contractors for the procurement of goods and services.
- Ensuring fair opportunity and equal treatment for suppliers
- Applying the latest standards to accelerate the provision of goods and services related to operations

Progress 2022
- Evaluation was conducted for 47 contractors. A total of 43 contractors received appropriate scores for CMS HSE compliance
- 99% local and national contractors with a total procurement of USD95,606,118

Next Target
- 100% critical supplier identification
- Increase in the number of contractors with appropriate score for CMS HSE compliance

Topik Material | Material Topics

Limbah
Waste



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

Capaian 2022
- Penyusunan draf Strategi Pengelolaan Limbah B3
- Penyusunan draf rancangan teknis pemanfaatan Limbah Oli Bekas di BEK
- Peningkatan pemanfaatan sampah organik sebagai kompos di angka 2%

Target Selanjutnya
- Penyelesaian draf Strategi Pengelolaan Limbah B3 dan Non B3
- Penyelesaian draf Rancangan Teknis Pemanfaatan Limbah Oli Bekas di BEK
- Peningkatan pemanfaatan sampah organik sebagai kompos di angka 10%

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

Progress 2022
- Drafting a B3 Waste Management Strategy
- Preparation of the draft technical design for the utilization of Used Oil Waste at BEK
- Increasing the use of organic waste as compost at 2%

Next Target
- Completion of the B3 and Non-B3 Waste Management Strategy draft
- Completion of the draft Technical Design for Utilization of Used Oil Waste at BEK
- Increasing the use of organic waste as compost at 10%

Topik Material | Material Topics

Hak Asasi Manusia
Human Rights



Strategi
- Penyadartahuan mengenai Bisnis dan HAM untuk karyawan ITM
- Pemetaan program dan inisiatif terkait Bisnis dan HAM
- *Self-assessment* Risiko Bisnis dan HAM

Capaian 2022
- Pelatihan dan sosialisasi (Bisnis dan HAM) dua kali setahun
- Penilaian Risiko fase 1
- Peringkat “sesuai” untuk PRISMA *Self-Assessment.*

Target Selanjutnya
- Sosialisasi risiko bisnis dan HAM 3 kali dalam setahun
- *Self-assessment* fase 2
- Peringkat “sesuai” untuk PRISMA *Self-Assessment*

Strategy
- Awareness regarding Business and Human Rights for ITM employees
- Mapping programs and initiatives related to business and human rights
- Self assessment of Business Risk and Human Rights

Progress 2022
- Training and outreach (Business and Human Rights) twice a year
- Phase 1 Risk Assessment
- ”Fair” rating for PRISMA Self-Assessment

Next Target
- Socialization of business risks and human rights 3 times a year
- Self-assessment phase 2
- “Fair” rating for PRISMA Self-Assessment

Etika Bisnis
Business Ethhics

Strategi
- Meningkatkan mekanisme pengaduan keluhan yang telah dimiliki perusahaan
- Meningkatkan kesadartahuan terkait dengan tata kelola dan etika bisnis bagi karyawan serta pemangku kepentingan
- Memastikan pengelolaan keamanan siber dan informasi sesuai dengan standar terbaik

Capaian 2022
- 100 % pengaduan terselesaikan
- 3 kali sosialisasi mengenai etika bisnis
- Memperoleh predikat “Very Good” atau Level 4 dalam penilaian ACGS (Asean Corporate Governance Scorecard)

Target Selanjutnya
- 100% pengaduan terselesaikan
- Pengkinian klasifikasi keamanan siber dan informasi
- Sertifikasi standar keamanan siber dan informasi
- Penyelesain peta jalan tata kelola perusahaan

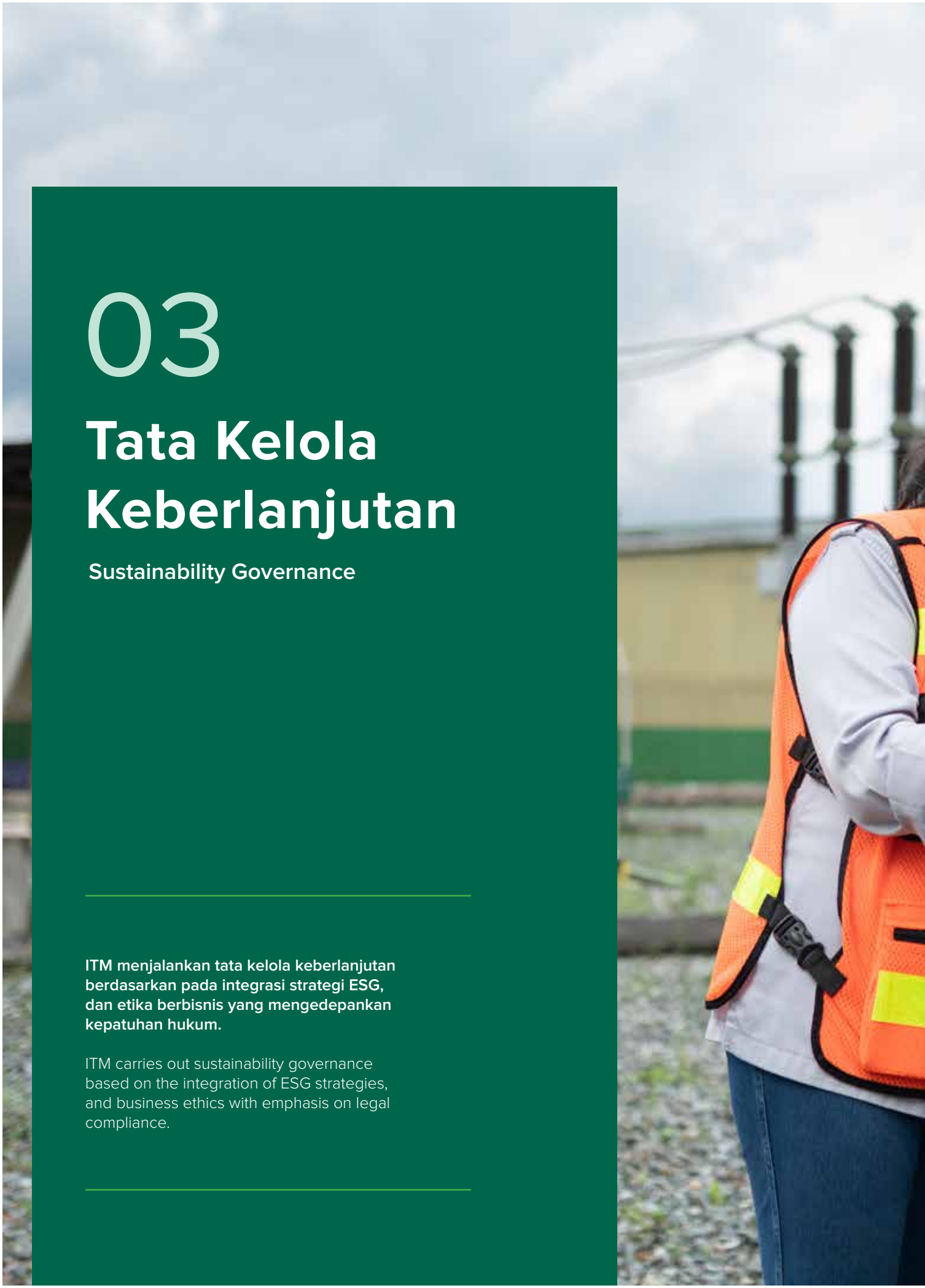
Strategy
- Improving the grievance mechanism that the company has
- Increasing awareness related to governance and business ethics for employees and stakeholders
- Ensuring cyber security and information management is in accordance with the best standards

Progress 2022
- 100% of complaints resolved
- 3 socializations regarding business ethics
- Obtain “Very Good” or Level 4 in ACGS Scoring (Asean Corporate Governance Scorecard)

Next Target
- 100% of complaints resolved
- Updating cyber and information security classifications
- Certification of cyber and information security standards
- Completion of the corporate governance roadmap

Informasi lain terkait Laporan dapat menghubungi: [2-3]
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03

Tata Kelola Keberlanjutan

Sustainability Governance

ITM menjalankan tata kelola keberlanjutan berdasarkan pada integrasi strategi ESG, dan etika berbisnis yang mengedepankan kepatuhan hukum.

ITM carries out sustainability governance based on the integration of ESG strategies, and business ethics with emphasis on legal compliance.



ITM

PT Indo Tambangraya Megah Tbk

Struktur Tata Kelola [2-9]

Governance Structure



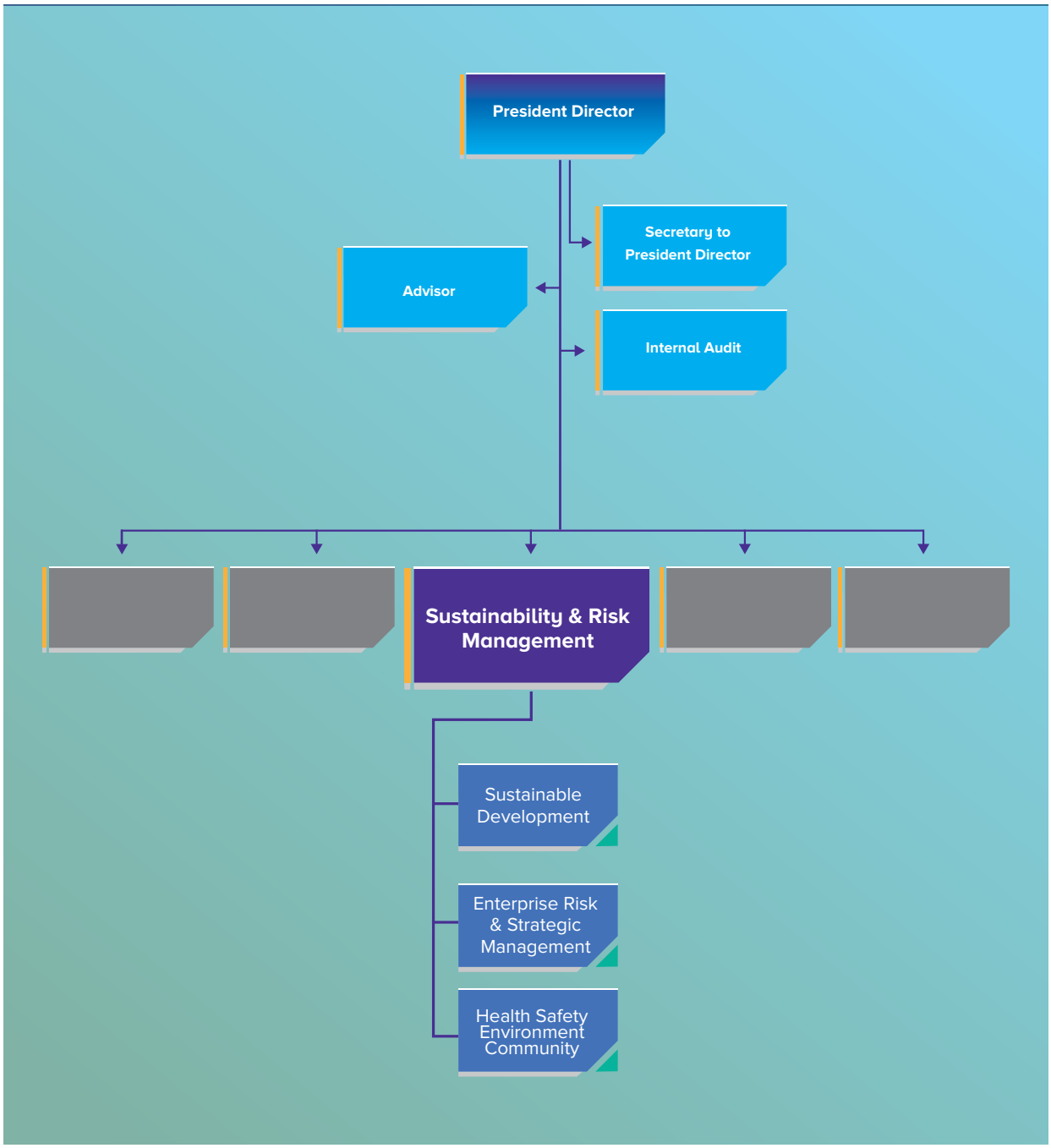
Struktur tata kelola terdiri dari Direksi yang bertanggung jawab atas pelaksanaan kegiatan operasional Perusahaan, Dewan Komisaris yang bertanggung jawab melakukan pengawasan dan memberikan nasihat kepada Direksi dalam mengelola Perusahaan, serta Rapat Umum Pemegang Saham (RUPS) yang merupakan organ perusahaan tertinggi.

Penerapan tata kelola keberlanjutan, yang meliputi aspek lingkungan, sosial, dan tata kelola (LST) merupakan tanggung jawab kolektif Direksi, dengan koordinasi Direktur Utama sebagai pejabat tertinggi. Di samping itu, ITM memiliki Direktorat Sustainability & Risk Management (S&RM) yang menjalankan fungsi pengelolaan dampak keberlanjutan pada aspek LST. Direktorat S&RM melakukan sinergi antar fungsi guna mewujudkan visi dan misi Perusahaan. Hingga akhir 2022, ITM melaksanakan tata kelola yang baik sehingga tidak terdapat sanksi hukum dari pihak berwenang yang diterima oleh Perusahaan. [2-9, 2-13, 2-14, 2-27]

The governance structure consists of the Board of Directors who are responsible for the implementation of the Company's operations, the Board of Commissioners who are responsible for overseeing and providing advice to the Directors in managing the Company, and the General Meeting of Shareholders (GMS), as the highest corporate body.

The sustainability governance encompasses environmental, social and governance (ESG) aspects, is the collective responsibility of the Board of Directors, under the coordination of the President Director as the highest-level officer. ITM also has a Directorate of Sustainability & Risk Management (S&RM) which carries out the function of managing sustainability impacts on ESG aspects. The S&RM Directorate maintains inter-function synergy to realize the Company's vision and mission. By the end of 2022, ITM has implemented good governance which resulted in the absence of legal sanctions from the authorities. [2-9, 2-13, 2-14, 2-27]

Struktur Organisasi Tata Kelola Keberlanjutan
Sustainability Governance Organizational Structure



Fungsi Direktorat Sustainability & Risk Management [2-13]
Sustainability & Risk Management Directorate Function

Sustainable Development	Health, Safety, Environment, & Community	Enterprise Risk and Strategic Management
Tujuan Utama: 1. Menyelaraskan tujuan strategis keberlanjutan di setiap unit kerja, dalam setiap proses perencanaan, penerapan, hingga evaluasi program, untuk mempertimbangkan aspek ekonomi, lingkungan dan sosial, sehingga dapat berkontribusi terhadap TPB. 2. Menumbuhkan dan meningkatkan kesadaran pekerja mengenai keberlanjutan melalui kegiatan sosialisasi. 3. Memastikan terjalinnya hubungan yang harmonis dengan pemangku kepentingan. **Main Objectives:** 1. Align the sustainability strategic goals in each 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 dissemination activities. 3. Ensure a harmonious relationship with stakeholders.	**Tujuan Utama:** 1. Mengelola tiga aspek tanggung jawab sosial perusahaan sesuai ISO 26000, yaitu Kesehatan dan Keselamatan Kerja, Pelestarian Lingkungan dan Pengembangan Masyarakat (HSEC). 2. Mengelola standardisasi dan dampak, mengevaluasi kinerja di bidang HSEC. **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). 2. Manage standardization and impact, evaluate performance in the HSEC field.	**Tujuan Utama:** 1. Mengidentifikasi dan menganalisis risiko signifikan terkait kinerja ekonomi, lingkungan, dan sosial, serta menentukan langkah dalam menanggulangi risiko. 2. Mengelola kepatuhan dari aktivitas bisnis dan operasional. 3. Memastikan visi misi dan strategi perusahaan terimplementasi pada setiap aktivitas serta mengelola pencapaian kinerja. **Main Objectives:** 1. Cooperate with the Risk Management Committee to identify and compile all significant risks on economic, environmental, and social performance, and determine risk mitigation measures. 2. Manage transparent implementation of compliance. 3. No fines or sanctions regarding non-compliance with laws and regulations in ESG performance.
Ringkasan inisiatif tahun 2022: 1. Sistem Manajemen (menyetujui kebijakan keberlanjutan dan bisnis proses). 2. Pengembangan Sumber Daya Manusia (memberikan pengetahuan dan *workshop* terkait pembangunan berkelanjutan dan CSR). **Summary of 2022 initiatives:** 1. Management System (approve sustainability policies and business processes). 2. Human Resources Development (provide knowledge and workshops related to sustainable development and CSR).	**Ringkasan inisiatif tahun 2022** 1. Penyusunan *Health Risk Assessment* (HRA) di setiap *mine site*. 2. Penyusunan Strategi dan Peta Jalan ITM Budaya K3. 3. Pembaharuan Strategi dan Peta Jalan Perubahan Iklim. 4. Pengembangan kerangka dan mekanisme *Creating Shared Value* (CSV). **Summary of 2022 initiatives** 1. Preparation of Health Risk Assessment (HRA) at each mine site. 2. Formulation of ITM OHS Culture Strategy and Roadmap. 3. Renewal of Climate Change Strategy and Roadmap. 4. Development of Creating Shared Value (CSV) framework and mechanism .	**Ringkasan inisiatif tahun 2022:** 1. Melakukan pengukuran mandiri terkait tingkat kematangan manajemen risiko. 2. Meningkatkan dan mengembangkan proses dan mekanisme pemantauan izin dan lisensi terutama untuk pemenuhan kewajiban kehutanan dan HSEC. **Summary of 2022 initiatives:** 1. Conduct independent measurements on risk management maturity level. 2. Improve and develop process and mechanism for permit and license monitoring, especially for fulfilling forestry and HSEC obligations.

Direktur Utama sebagai pejabat tertinggi tata kelola keberlanjutan memiliki KPI yang disetujui oleh Dewan Komisaris terkait aspek LST. KPI terkait ESG mencapai 30% dari total KPI. Beberapa contoh KPI tersebut adalah skor keterlibatan karyawan, pelanggaran terhadap peraturan yang berdampak pada kegiatan operasional, insiden terkait *cybersecurity*, pengurangan intensitas emisi GRK, kematian akibat kerja, dll. Secara paralel, KPI eksekutif senior ditetapkan dengan penyelarasan dengan KPI Direktur Utama. Kinerja Direktur Utama ditinjau setiap tahun oleh Dewan Komisaris sementara Direktur Utama mengevaluasi kinerja eksekutif senior.

Kinerja keberlanjutan dibahas dalam rapat Direksi dan Komite Pembagunan Berkelanjutan, Tata Kelola, Nominasi dan Kompensasi (SDGNCC). SDGNCC bertanggung jawab kepada Dewan Komisaris. Untuk memastikan pengelolaan kinerja keberlanjutan yang baik di setiap *site*, Direksi juga melakukan kunjungan lapangan setiap tahun kepada unit-unit bisnis, terutama bagi Direksi yang baru. [2-26]

Penjelasan lebih lengkap mengenai hal di bawah ini dapat dilihat pada Laporan Tahunan ITM 2022 yang saling melengkapi Laporan Keberlanjutan 2022:

1. Nominasi dan pemilihan badan tata kelola tertinggi [2-10]
2. Ketua badan tata kelola tertinggi [2-11]
3. Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak Perusahaan [2-12]
4. Konflik kepentingan [2-15]
5. Evaluasi kinerja badan tata kelola tertinggi [2-18]
6. Kebijakan remunerasi [2-19]
7. Proses penetapan remunerasi [2-20]
8. Rasio kompensasi total tahunan [2-21]

President Director, as the highest sustainability governance officer, has KPIs on ESG aspects, that have been approved by the Board of Commissioners. ESG-related KPIs account for 30% of the total KPIs. Some of the KPIs are employee engagement, violations of regulations that affect operations, cybersecurity incidents, reduction of GHG emission intensity, workplace fatalities, etc. Senior executives' KPIs are determined in alignment with the President Director's KPIs. Annually, the Board of Commissioners reviews the President Director's performance, while the President Director evaluates the performance of senior executives.

Sustainability performance is discussed in the meetings between the Board of Directors and the Committee on Sustainable Development, Governance, Nomination and Compensation (SDGNCC), which is under the Board of Commissioners. The Board of Directors, especially new directors, also conducts site visits to business units every year to ensureproper management of sustainable performance at each site. [2-26]

More detailed description of the topics below can be viewed in the ITM Annual Report 2022 which is complementary to this Sustainability Report 2022:

1. Nomination and election of the highest governance body [2-10]
2. Chair of highest governance body [2-11]
3. The role of the highest governance body in overseeing the Company's impact management [2-12]
4. Conflict of interest [2-15]
5. Performance evaluation of the highest governance body [2-18]
6. Remuneration policy [2-19]
7. Process of determining remuneration [2-20]
8. Annual total compensation ratio [2-21]



Environmental	Social	Governance
GHG Emissions Intensity	Occupational Health & Safety Index	Cybersecurity & Privacy Maturity Score = 2.5
Air Emissions Intensity as Planned	Community Development Program Effectiveness	Spending on Local Suppliers > 50%
Energy Consumption Intensity	Community Satisfaction Index	% Permit Availability & Obligation
Water Consumption Intensity	Employee Engagement Index	Significant Corporate Gorvernance Complaints Resolved
Hazardous Waste Disposal Intensity	Customer Satisfaction Index	Manage Stakeholder Relationship
Biodiversity Assessment (Index Kehati)	Company Reputation	





Performance	Strategy
Net Profit After Tax	Company ESG Rating
EBITDA	%Progress New Business Milestone
Net Income Margin	Improvement Business Value
Debt Equity Ratio	Digital Project Implementation
Sales Volume	

Pengelolaan Risiko Keberlanjutan

Sustainability Risk Management



Perusahaan memiliki Kebijakan dan Manual Manajemen Risiko yang berlaku untuk semua unit bisnis ITM dan fungsi pendukung. Manual Manajemen Risiko disesuaikan dengan Manual Manajemen Risiko Banpu Group, serta ISO 31000:2018 Manajemen Risiko, yang memberikan prinsip, kerangka kerja dan proses pengelolaan risiko. 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. Pemetaan risiko termasuk mengelola dampak negatif dari perubahan iklim, yaitu Risiko Transasi dan Risiko Fisik dari Perubahan Iklim. [201-2]

The company has a Risk Management Policy and Manual that applies to all ITM business units and support functions. The Risk Management Manual is aligned with the Banpu Group Risk Management Manual, as well as ISO 31000:2018 on Risk Management, which contains risk management principles, framework, and processes. All lines in the Company are responsible for risk management implementation, from the Board of Commissioners, Board of Directors, Audit and Risk Oversight Committee (AROC), Internal Audit, External Audit and Risk Management Committee, to operational level employees. Risk mapping includes managing the negative impacts of climate change. [201-2]

Risiko Transisi dari Perubahan Iklim

Deskripsi:
Peningkatan ekspektasi dari pemangku kepentingan terhadap perusahaan terkait pengurangan emisi karbon yang dihasilkan dari aktivitas operasional.

Climate Change Transition Risks

Description:
Increased stakeholders' expectations for the company regarding the reduction of carbon emissions generated from operating activities.

Mitigasi Risiko:
1. Melakukan efisiensi penggunaan energi.
2. Melakukan pemantauan dan penghitungan kadar emisi.
3. 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. Melihat peluang untuk melakukan transisi bisnis dari energi konvensional ke energi terbarukan.

Risiko Fisik dari Perubahan Iklim

Deskripsi:
Perubahan pola dan durasi musim kemarau menyebabkan kekurangan air dan kebakaran hutan maupun banjir dari curah hujan yang tinggi.

Mitigasi Risiko:
1. Melakukan pemantauan pasokan air serta kondisi waduk secara berkala saat musim kemarau.
2. Mempersiapkan *reservoir* dan persediaan air lainnya.
3. Meningkatkan metode perhitungan dan perkiraaan kondisi cuaca yang ekstrem.
4. Meninjau praktik sistem drainase serta mengevaluasi dan memantau kinerja pengelolaan air di kondisi curah hujan yang tinggi.

Risiko Lingkungan dari Kegiatan Operasional

Deskripsi:
Ketidakcukupan sistem manajemen dalam mengantisipasi dampak peningkatan kegiatan operasional terhadap lingkungan, seperti pencemaran air, kekeringan, polusi udara, dan lain-lain.

Mitigasi Risiko:
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.

Risk Mitigation:
1. Use energy efficiently.
2. Monitor and calculate level of emissions.
3. Carry out carbon sequestration efforts through mine reclamation, biodiversity conservation, and watershed rehabilitation activities, in accordance with the Technical Plan that has been determined by the Government.
4. Use the opportunity to make a business transition from conventional energy to renewable energy.

Physical Risks from Climate Change

Description:
Changes in the pattern and duration of the dry season causing water shortages and forest fires as well as flooding from heavy rainfall.

Risk Mitigation:
1. Regularly monitor water supply and reservoir conditions during the dry season.
2. Prepare reservoirs and other water supplies.
3. Improve the methods of calculating and forecasting in extreme weather conditions.
4. Review drainage system practices, evaluate and monitor water management performance during heavy rainfall conditions.

Environmental Risk from Operating Activities

Description:
Inadequate management system in anticipating the environmental impact from increased operating activities, such as water pollution, drought, air pollution, and others.

Risk Mitigation:
1. Ensure the Environmental Management System has been implemented in all aspects of the company's operating activities.
2. Coordinate and collaborate with all parties related to geohydrology studies, to ensure that the mining process does not unfavourably affect groundwater sources and surface water conditions.

Risiko Sosial dan Komunitas

Deskripsi:
Keluhan dan protes dari masyarakat terhadap kegiatan operasional pertambangan yang menghambat jalannya aktivitas operasional, serta adanya program pengembangan masyarakat yang belum terukur.

Mitigasi Risiko:
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. Meningkatkan strategi komunikasi dalam membangun reputasi dan hubungan yang baik dengan komunitas masyarakat lokal dan pemangku kepentingan lainnya.

Risiko Perubahan Regulasi

Deskripsi:
Perubahan regulasi atau adanya regulasi baru yang berdampak pada aktivitas operasional dan bisnis perusahaan.

Mitigasi Risiko:
1. Membangun sistem dan infrastruktur yang efektif dalam mengelola informasi hukum dan peraturan baru.
2. Membangun dan memelihara hubungan baik dengan pemerintah dan asosiasi.
3. Mengevaluasi dan menyiapkan beberapa strategi untuk memenuhi regulasi baru terutama terkait Undang-Undang Pertambangan dan Undang-Undang Cipta Kerja serta turunannya terutama terkait dengan Perpajakan, Kewajiban Pasar Domestik (DMO), Nilai Ekonomi Karbon, dan lain-lain.

Social and Community Risk

Description:
Complaints and protests from the community regarding mine operations which hamper operating activities, as well as unmeasured community development programs.

Risk Mitigation:
1. Realize the Community Empowerment Development (PPM) program which refers to SDGs and government regulations.
2. Formulate a PPM master plan based on social mapping and CD policies that have been consulted with the community, government, and ITM management.
3. Improve communication strategies in building reputation and good relations with local communities and other stakeholders.

Regulatory Change Risk

Description:
Changes in regulations or the issuance of new regulations that affect the company's operating and business activities.

Risk Mitigation:
1. Build an effective system and infrastructure in managing new legal and regulatory information.
2. Build and maintain good relations with the government and associations.
3. Evaluate and prepare several strategies to comply with new regulations, especially those concerning the Mining Law and Job Creation Law, as well as the bylaws especially concerning Taxation, Domestic Market Obligations (DMO), Carbon Economic Value, etc.

Informasi pengelolaan risiko selengkapnya disampaikan dalam *website* dan laporan tahunan yang terpisah dari laporan ini, namun saling melengkapi.

Complete risk management information is presented on the website and annual report, which is separate from this report, but complementary.

Implementasi tata kelola yang baik diperkuat dengan terus dijalankannya mekanisme komunikasi dua arah antara Direksi dengan pekerja. Untuk mendukung komunikasi ini, ITM memiliki mekanisme penyampaian keluh kesah, laporan pelanggaran terkait etika, dan pengaduan pemangku kepentingan.

1. Penyampaian langsung dilakukan pada pelaksanaan kegiatan pertemuan berkala, seperti *town hall meeting, gathering*, rapat atau pertemuan RUPS, Public Expose, *Analyst Meeting, Corporate Governance Day,* dan *Quarterly Communication Day*. Selama tahun 2022, tidak ada hal kritis yang disampaikan kepada Direksi.
2. Penyampaian tidak langsung melalui fasilitas Independent Whistle Blowing Center (IWBC) yang dapat diakses melalui *website* www.iwbcitmg.com serta Voice of Stakeholders (VoiS) diakses melalui www.voisitmg.com.

The good governance implementation is supported by the continuously implement two-way communications between the Board of Directors and employees. ITM has a mechanism for submitting complaints, reports of violations of ethics, and stakeholder complaints, to support the communications.

1. Direct delivery during periodic meetings, such as town hall meetings, gatherings, GMS, public exposes, analyst meetings, Corporate Governance Day, and Quarterly Communication Day. During 2022, nothing critical was reported to the Board of Directors.

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

Keamanan Digital
Digital Security



ITM secara konsisten melakukan optimalisasi bisnis melalui pemanfaatan dan pengembangan teknologi. Untuk itu, kami menyadari pentingnya pengelolaan terkait teknologi informasi (IT). Perusahaan telah menerapkan ISO 27001 Sistem Manajemen Keamanan Informasi, untuk mengelola dan mengendalikan risiko keamanan informasi dan melindungi serta menjaga kerahasiaan *(confidentiality),* integritas *(integrity)* dan ketersediaan *(availability)* informasi. Selain itu, ITM juga memiliki rencana lanjutan untuk menerapkan ISO 20000 Sistem Manajemen Layanan – IT.

ITM consistently optimizes its business through technology application and development. We recognize the importance of information technology (IT) management. The company has implemented ISO 27001 Information Security Management System, to manage and control information risks security, as well as protect and maintain the confidentiality, integrity, and availability of information. ITM also has further plans to implement ISO 20000 Service Management System – IT.

Keamanan Sistem IT

Perusahaan menghadapi beberapa tantangan terkait keamanan sistem IT dan data digital, yaitu di antaranya memastikan keamanan dari platform Data Center dan meningkatkan kompetensi dalam mengembangkan sistem informasi. Di tahun 2022, tidak terdapat kebocoran data dan komplain, baik pelanggan maupun pihak eksternal lainnya. [418-1]

Hingga akhir tahun 2022, kami telah mengadakan beberapa kegiatan terkait keamanan digital:

- Melakukan *hardening* untuk semua sistem yang ada di ITM Data Center.
- Menerapkan *Multi Factor Authentication* ke semua akun user untuk memberikan pengamanan yang berlapis.
- Melakukan *Vulnerability Assessment Penetration Testing* (VAPT) terhadap aplikasi atau sistem layanan umum.
- Menerapkan ISO 27001 Sistem Manajemen Kemananan Informasi terhadap Layanan Data Center baik di OnPrem maupun di Cloud.

IT System Security

The Company has been facing challenges concerning the security of IT systems and digital data, such as ensuring the security of the Data Center platform and increasing competency in developing information systems. In 2022, there was no data leaks and complaints from both customers and other external parties. [418-1]

Until the end of 2022, we have held several activities related to digital security:

- Perform hardening for all systems in the ITM Data Center to minimize and prevent access from unknown sources.
- Apply Multi Factor Authentication for all user accounts to provide multiple layers of security.
- Perform Vulnerability Assessment Penetration Testing (VAPT) on applications or public service systems.
- Implement ISO 27001 Information Security Management System for Data Center Services using OnPrem and Cloud.

Etika Bisnis
Business Ethics

Topik Material:
Etika Bisnis [3-3][CSS-12.20.1]

Kebijakan:
- Kebijakan Tata Kelola (GCG Policy)
- Aturan Perilaku (Code of Conduct)

Dampak dan Pengelolaan:
Tata kelola yang baik merupakan kunci untuk meningkatkan kinerja dan keunggulan ITM. Untuk itu, kami terus berkomitmen untuk menjalankan bisnis dengan jujur, beretika, dan berintegritas untuk memastikan persaingan yang adil di seluruh rantai nilai pada operasi Perusahaan. Perusahaan tidak memberikan toleransi pada semua praktik kecurangan, termasuk suap dan korupsi, yang berdampak pada integritas dan kredibilitas.

Sumber Daya dan Evaluasi:
Pengelolaan terkait etika bisnis, termasuk dalam hal menegakkan antikorupsi di seluruh rantai nilai berada di bawah tanggung jawab Departemen Corporate Secretary. Evaluasi berkala dilakukan setiap tahun atas implementasi sistem pengaduan dan pelaporan pelanggaran/*whistleblowing system* sebagai piranti pendukung antikorupsi, dan dilaporkan kepada Komite Pembangunan Berkelanjutan, GCG, Nominasi dan Remunerasi (SDGNCC). Adapun hasil evaluasi tahun 2022 berupa peninjauan kembali piranti pendukung antikorupsi untuk penyempurnaan dan performa yang lebih baik.

Material Topic:
Business Ethics [3-3][CSS-12.20.1]

Policy:
- Good Corporate Governance Policy (GCG)
- Code of Conduct

Impact and Management:
Good governance is the key to improving ITM's performance and advantages. Therefore, we are committed to conducting business with honesty, ethics, and integrity to ensure fair competition across the value chain of the Company's operations. The company does not tolerate all fraudulent practices, including bribery and corruption, which have an impact on integrity and credibility.

Resources and Evaluation:
The Corporate Secretary Department is responsible for the management of business ethics, including the enforcement of anti-corruption practices in the entire value chain. Annually, the department conducts regular evaluation on the whistleblowing system as anti-corruption supporting tools. The evaluation results are reported to the Committee for Sustainable Development, GCG, Nomination and Remuneration (SDGNCC) in the form of review of anti-corruption supporting tools for improvement and better performance.

Antisuap dan Antikorupsi

Perusahaan memiliki aturan perilaku yang berisi kebijakan dan pedoman mengenai antisuap dan antikorupsi yang dapat di akses di www.itmg.co.id. Aturan ini bersifat mengikat tanpa terkecuali untuk seluruh insan Perusahaan. ITM tidak memberikan toleransi pada segala bentuk *fraud* di internal perusahaan maupun eksternal yang terlibat dalam rantai nilai kami.

Setiap karyawan dengan tegas diwajibkan untuk menghindari segala bentuk kecurangan dan tindakan yang mengacu pada tindakan korupsi maupun suap. Atas hal tersebut, Perusahaan rutin melakukan sosialisasi guna mengingatkan seluruh insan Perusahaan. Pada tahun 2022, kegiatan sosialisasi antisuap dan antikorupsi dilaksanakan pada 13 Desember 2022 dan diikuti oleh lebih dari 50% pekerja, termasuk Direksi dan Komisaris. Sosialisasi juga ditujukan untuk mitra Bisnis Perusahaan. [205-2] [CSS-12.20.3]

Kami belum melakukan tindakan khusus untuk memetakan jenis tindakan yang dinilai rawan terhadap perilaku korupsi. Namun, sepanjang 2022 Perusahaan mencatat tidak adanya praktik suap dan korupsi, baik yang dilakukan pekerja maupun mitra usaha. Kami melaksanakan seleksi mitra usaha dengan prinsip kehati-hatian, antara lain melalui uji tuntas atas calon mitra usaha dan penandatangan komitmen integritas. [205-1, 205-3] [CSS-12.20.2, CSS-12.20.4]

Selama tahun 2022, ITM juga tidak terlibat dalam segala bentuk kontribusi politik. Perusahaan juga tidak mendapatkan denda, pinalti, atau penyelesaian lain terkait korupsi, serta tidak ada pekerja yang didisiplinkan atau diberhentikan karena ketidakpatuhan terhadap kebijakan antikorupsi. [415-1] [CSS-12.22.2]

Sistem Pelaporan Pelanggaran

Perusahaan menyediakan sarana pelaporan tindakan pelanggaran, termasuk yang berkaitan dengan tindakan suap dan korupsi. Seluruh laporan yang diterima melalui sarana pelaporan tersebut akan ditindaklanjuti manajemen sesuai mekanisme pelaporan yang tercantum pada *website* www.itmg.co.id. [2-16]

Anti-Bribery and Anti-Corruption

The company has a code of conduct containing anti-bribery and anti-corruption policies and guidelines, which can be accessed at www.itmg.co.id. This rule is binding without exception for all Company personnel. ITM does not tolerate any form of fraud committed by the company's internal and external parties involved in our value chain.

Every employee is strictly obliged to avoid all forms of fraud and acts of corruption or bribery. Therefore, the Company regularly conducts dissemination to remind all members of the Company. In 2022, the Company held anti-bribery and anti-corruption dissemination on December 13, which was attended by more than 50% of employees, including Directors and Commissioners. The dissemination was also held for the Company's business partners. [205-2][CSS-12.20.3]

We have not specifically mapped out the types of actions that are considered as corrupt behavior. However, throughout 2022 the Company recorded no bribery and corruption practices, both by employees and business partners. We select our business partners with the discretionary principle, including through due diligence on prospective business partners and signing integrity commitments. [205-1, 205-3] [CSS-12.20.2, CSS-12.20.4]

During 2022, ITM was not involved in any form of political contribution. The company did not receive fines, penalties or other settlements related to corruption, and no employees were disciplined or terminated for non-compliance with anti-corruption policies. [415-1] [CSS-12.22.2]

Whistleblowing System

The company provides a means of reporting violations, including those related to bribery and corruption. All feedback received through reporting channels will be followed up by management according to the reporting mechanism found on the website www.itmg.co.id. [2-16]

Sistem Pelaporan Repoting System	**Penjelasan** Description	**Penerapan** Application
Independent Whistle Blowing 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 Blowing Center (IWBC) melalui web portal https://iwbcitmg.com/app/portal yang tersedia 24 jam dan dalam bahasa nasional (Indonesia) dan bahasa internasional (Inggris). ITM has a whistleblowing system (WBS) policy based on the company's core values and in accordance with GCG principles and practices, to support legal and ethical violation reporting to internal authorities. ITM provides an Independent Whistle Blowing Center (IWBC) which can be accessed through the web portal https://iwbcitmg.com/app/portal which is available 24 hours in local language (Indonesia) and international language (English).	Seluruh pekerja ITM dan pemangku kepentingan serta masyarakat All employees of ITM, stakeholders, and the community
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 dimanfaatkan oleh seluruh pemangku kepentingan. VoIS dapat diakses melalui www.voisitmg.com yang tersedia 24 jam dan dalam bahasa nasional (Indonesia) dan bahasa internasional (Inggris). 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 at www.voisitmg.com which is available 24 hours in local language (Indonesia) and international language (English).	Seluruh pemangku kepentingan All stakeholders
Transparency Center (TC)	Sistem pelaporan untuk kegiatan pemberian atau penerimaan hadiah, tanda balas jasa, dan jamuan, maupun situasi benturan kepentingan. Transparency Center (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. Transparency Center (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 employees of ITM

Informasi lebih lengkap terkait dengan *Whistleblowing System* dapat di akses pada Laporan Tahunan 2022 ITM pada Bab Sistem Pelaporan Pelanggaran.

Further information regarding the Whistleblowing System can be accessed in ITM's 2022 Annual Report on Whistleblowing System chapter.

Persaingan Usaha yang Sehat

ITM menjalankan persaingan usaha yang sehat dengan menetapkan harga jual yang sesuai dengan acuan yang berlaku di Indonesia dan global. Melalui Aturan Perilaku, setiap pekerja dipastikan mengetahui dan mematuhi kebijakan mengenai antipersaingan. Setiap peserta tender pengadaan juga diwajibkan untuk menyerahkan deklarasi integritas yang menyatakan bahwa tidak ada perilaku anti persaingan maupun korupsi dalam bisnis mereka. ITM memiliki pokok-pokok etika bisnis yang diimplementasikan dalam sistem manajemen pengadaan barang dan jasa secara digital (*e-procurement*), yaitu bernilai, terbuka, efisien, dan efektif, serta akuntabel.

Selama periode pelaporan, ITM tidak menghadapi tuduhan menjual batubara di bawah harga pasar untuk memenangkan kompetisi. Tidak ada kasus hukum yang dikonfirmasi mengenai perilaku antipersaingan, *anti-trust*, dan monopoli yang diajukan terhadap Perusahaan maupun karyawannya. [206-1]

Manajemen Keberlangsungan Usaha

ITM memastikan adanya mekanisme untuk mengantisipasi dan mengatasi gangguan akibat keadaan darurat atau krisis dalam operasi bisnis ITM dan seluruh entitas anaknya, sekaligus memitigasi berbagai dampak potensialnya. Oleh karena itu, Manajemen Keberlangsungan Usaha bertugas merumuskan dan menjalankan strategi untuk menjamin keberlangsungan bisnis dan memastikan setiap proses bisnis dapat dipertahankan meskipun dalam keadaan darurat.

Untuk tetap beroperasi selama pandemi, ITM mengaktifkan organisasi Incident Management Team (IMT) di level ITM dan Emergency Management Team (EMT) di level entitas anak. Selain itu, ITM menerapkan *Business Continuity Plan* (BCP) untuk melindungi pekerja, mengamankan operasi, dan mendukung ketahanan masyarakat di semua wilayah operasionalnya.

Fair Business Competition

ITM runs fair business competition by setting selling prices according to the Indonesian and global references. Through the Code of Conduct, every employee is warranted to acknowledge and comply with the anti-competitive practice policy. Each participant in the procurement tender is required to submit an integrity pact stating that there is no anti-trust or corrupt behavior in their business. ITM implements its business principles in the digital procurement of goods and services management system (e-procurement), namely worthy, inclusive, efficient, effective, and accountable.

During the reporting period, ITM did not face any accusations of selling coal below market price to win the competition. No confirmed legal cases over anti-competitive practices, anti-trust and monopolistic behavior have been filed against the Company or its employees. [206-1]

Business Continuity Management

ITM ensures to put in place a mechanism to anticipate and overcome disruptions due to emergencies or crises in the business operations of ITM and all its subsidiaries, as well as mitigating the various potential impacts. Therefore, Business Continuity Management's duties are formulating and implementing strategies to maintain business continuity and every business process during an emergency.

To continue operating during the pandemic, ITM has activated the Incident Management Team (IMT) organization at the ITM level and the Emergency Management Team (EMT) at the subsidiary level. ITM also implements a Business Continuity Plan (BCP) to protect employees, secure operations, and support community resilience in all its operational areas.

Kepatuhan Sosioekonomi

Praktik tata kelola ITM erat hubungannya dengan kepatuhan, salah satunya terkait kepatuhan tanggung jawab sosial. Kami berkomitmen mengelola budaya kepatuhan yang berkontribusi pada praktik bisnis yang sehat dan bertanggung jawab guna mencapai tujuan dan misi strategis Perusahaan. Hal ini dilakukan dengan membentuk fungsi dan menginternalisasi aspek kepatuhan terhadap setiap individu. ITM juga terus meningkatkan efektivitas pengelolaan kepatuhan melalui analisis peraturan yang lebih responsif dan komprehensif. Selain itu, kami mengembangkan sistem pengawasan perizinan dan kewajiban terkait bisnis perusahaan.

Komitmen ITM untuk melaksanakan tanggung jawab sosial perusahaan merupakan upaya untuk dapat memberikan dampak positif bagi seluruh pemangku kepentingan, terutama masyarakat. Salah satunya melalui peningkatan kualitas masyarakat sekitar daerah operasional melalui berbagai inisiatif sosial ekonomi. Inisiatif-inisiatif dilaksanakan dengan memperhatikan *gap* dan kebutuhan sosial ekonomi masyarakat, dilandaskan pada pemetaan sosial yang dilaksanakan sebelum perusahaan beroperasi.

Socioeconomic Compliance

ITM's governance practices are closely related to compliance, including social responsibility compliance. We are committed to managing a compliance culture that contributes to sound and responsible business practices to achieve the Company's strategic goals and missions. Therefore, we have established a function for that purpose and internalized compliance aspects for everyone. ITM also continues to improve the effectiveness of compliance management through a more responsive and comprehensive analysis of regulations. In addition, we have developed a licensing and liability monitoring system related to the Company's business.

ITM's commitment to implementing corporate social responsibility is our effort to deliver a positive impact on all stakeholders, especially the community. One of them is improving the quality of the community around the operational area through various socio-economic initiatives. We carry out the initiatives by observing the community's socio-economic gaps and needs, as identified by the results of social mapping before the company started operating.

Pelibatan Pemangku Kepentingan [2-29]

Stakeholder Engagement [2-29]

ITM melakukan pendekatan dan menggali isu-isu signifikan dari pemangku kepentingan utama yang berhubungan dengan bisnis perusahaan, merujuk pada standar AA1000 SES. Keterlibatan berbagai pemangku kepentingan membantu ITM menentukan arah keberlanjutan dan menjalankan bisnis dengan penuh tanggung jawab.

ITM refers to the AA1000 SES standard for its approaches and exploration on significant issues from key stakeholders related to the company's business. Various stakeholder engagements help ITM determine the direction of sustainability and run a responsible business.

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Group of Stakeholders	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respons** 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 minimal setahun sekali • *Public Expose* diadakan setahun sekali • *Analyst Meeting* diadakan 4 kali dalam setahun • General Meeting of Shareholders is convened at least once a year • Public Expose convened once a year • Analyst Meeting is convened 4 times a year	Keamanan dan tingkat pengembalian investasi Security and return on investment
Pelanggan Customer	• Tanggung Jawab • Pengaruh • 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	• Rapat-rapat • Kunjungan site • Sosialisasi peraturan baru • Meeting • Site visits • Dissemination of new regulation	Minimal dua kali setahun At least twice a year	• Hubungan yang konstruktif dengan regulator • Kepatuhan pada peraturan dan perundangan • A constructive relationship with the regulator • Compliance with laws and regulations

Pelibatan Pemangku Kepentingan
Stakeholder Engagement

Kelompok Pemangku Kepentingan Group of Stakeholders	**Basis Identifikasi** Identification Basis	**Metode Pendekatan dan Respons** Method of Approach and Response	**Frekuensi Keterlibatan** Engagement Frequency	**Topik Utama** Main Topics
Mitra Usaha (vendor, pemasok, agen) Business Partners (vendors, suppliers, agents)	• Pengaruh Proksimitas • Ketergantungan • Influence Proximity • Dependence	• Pertemuan Reguler • Sosialisasi Kebijakan • Corporate Governance Day • Regular Meetings • Dissemination of Policy • Corporate Governance Day	Minimal setahun sekali At least once a year	• Proses pengadaan yang wajar dan transparan • Pembayaran tepat waktu • Reasonable and transparent procurement process • Timely payment
Media Media	Pengaruh Influence	• Siaran pers • Pertemuan Media • Jumpa pers • Press release • Media Gatherings • Press conference	Minimal setahun sekali At least once a year	• Akurasi pelaporan • Penyampaian informasi tepat waktu • Accuracy of reporting • Timely delivery of information
Masyarakat dan Komunitas Society and Community	Pengaruh, Proksimitas Influence Proximity	• Forum Konsultatif Masyarakat • Program pengembangan dan pemberdayaan masyarakat • 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
LSM NGO	Pengaruh, Proksimitas Influence Proximity	Pertemuan reguler Regular meeting	Minimal setahun sekali At least once a year	Kinerja keberlanjutan dan kepatuhan pada aspek tata kelola, lingkungan dan sosial. Sustainability performance and compliance with governance, environmental and social aspects
Akademisi Academics	Pengaruh Influence	Pertemuan regular Regular meeting	Minimal setahun sekali At least once a year	Kerja sama pada studi dan pengembangan terkait keberlanjutan Collaboration on study and development related to sustainability



04

Menciptakan Dampak Lingkungan untuk Masa Depan yang Lebih Hijau

Delivering Environmental Impact for A Greener Tomorrow

Kinerja Perusahaan yang baik di tahun 2022 merupakan golden moment bagi praktik ESG ITM. Sepanjang tahun, Perusahaan terus memaksimalkan kontribusi pada lingkungan melalui inovasi ramah lingkungan yang dapat mengurangi emisi karbon.

The company's good performance in 2022 has been a golden moment for ITM's ESG practices. Throughout the year, the Company continued to maximize its contribution to the environment through environmentally friendly innovations that can reduce carbon emissions.



ITM

PT Indo Tambangraya Megah Tbk

Sistem Manajemen Lingkungan
Environmental Management System

ITM menerapkan Sistem Manajemen Kesehatan dan Kecelakaan Kerja & Lingkungan (SMK3L), serta ISO 14001:2015 Sistem Manajemen Lingkungan yang mengacu pada regulasi yang berlaku untuk memastikan pengelolaan lingkungan yang unggul. Perusahaan menjalankan SMK3L di bawah pengelolaan Departemen Health, Safety, Environment, and Community Engagement and Development (HSEC) dan didukung Departemen Sustainable Development (SD) yang bertanggungjawab kepada manajemen. Tugas dan pengelola Departemen HSEC dan SD adalah memastikan tidak ada kecelakaan kerja yang terjadi, menjaga lingkungan kerja dengan nyaman, aman, dan terkendali, serta memastikan target kinerja lingkungan, sosial, dan tata kelola (LST) dapat dicapai serta melakukan evaluasi untuk memastikan perbaikan berkelanjutan. Perusahaan terus melakukan perbaikan berkelanjutan salah satu di antaranya adalah menggunakan teknologi dan inovasi ramah lingkungan dan terkini dalam lini bisnis yang dijalankan sebagai bentuk komitmen dukungan pada upaya adaptasi dan mitigasi dampak perubahan iklim. [2-25]

ITM implements an Occupational Health and Accident & Environment Management System (SMK3L), as well as ISO 14001:2015 Environmental Management System that refers to the applicable regulations. The Department of Health, Safety, Environment, and Community Engagement and Development (HSEC) managed the SMK3L and is supported by the Department of Sustainable Development (SD) which is responsible for the management. The duties and responsibilities of the HSEC and SD Departments are to ensure that no work accidents occur, maintain a comfortable, safe and controlled work environment, and ensure that environmental, social and governance (ESG) performance targets can be achieved as a sources for continuous improvement. The company continues to make continuous improvements, one of which is using the latest environmentally friendly technologies and innovations in its lines of business to support efforts in adapting and mitigating the impacts of climate change. [2-25]

Sepanjang tahun 2022, ITM tidak menerima denda maupun sanksi hukum lain atas ketidakpatuhan terhadap peraturan dan perundang-undangan terkait pengelolaan lingkungan. Perusahaan tidak menerima pengaduan lingkungan yang signifikan. Hingga akhir tahun 2022, total biaya lingkungan yang dikeluarkan mencapai USD38,4 juta yang mencakup biaya pengelolaan lubang bekas tambang (*void*).

Throughout 2022, ITM did not receive any fines or other legal sanctions for non-compliance with laws and regulations on environmental management. There were no significant environmental complaints received by the company. Until the end of 2022, ITM has carried out environmental activities with a total cost of USD38.4 million which included the cost of managing voids.

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.	• 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. • Intensitas konsumsi air sebesar 0,176 m^3/ton FC.	• 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. • Pemantauan pelaksanaan pengelolaan melalui audit internal seperti *Quality Assurance Review* (QAR), Data *Assurance* serta *eksternal* seperti *survaillance audit.*

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

Misi Mission	**Target**	**Strategi** Strategy
• Prevent, minimize and manage impacts on the environment. • Strive for the preservation of natural resources through sustainable management.	• 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. • Water consumption intensity of 0.176 m^3/ton FC.	• 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. • Monitoring the implementation of management through internal audits such as Quality Assurance Review (QAR), Data Assurance, and externally such as surveillance audits.

Komitmen pengelolaan lingkungan ITM yang mencakup pengelolaan energi, emisi, limbah, air dan efluen, serta keanekaragaman hayati tercantum dalam visi dan misi Perusahaan, Kebijakan lingkungan, Kebijakan Manajemen Energi dan Karbon, Rencana Kerja Anggaran Belanja (RKAB) dan *Key Performance Indicator* (KPI).

ITM's commitment to environmental management encompassing management of energy, emissions, waste, water and effluent, as well as biodiversity is stated in the Company's vision and mission, Environmental Policy, Energy and Carbon Management Policy, Work Plan & Budget (RKAB) and Key Performance Indicator (KPI).

Pengelolaan Energi dan Reduksi Emisi Gas Rumah Kaca

Energy Management and Greenhouse Gas Emission Reduction

HIGHLIGHT 2022 | 2022 HIGHLIGHTS

Penggunaan Energi
Energy Consumption
9,869,372 GJ

Intensitas Energi
Energy Intensity
0.59 GJ/Ton

Efisiensi Energi
Energy Efficiency
0.28%

Intensitas Emisi
Emission Intensity
0.09 Ton CO_2eq/Ton

Pengurangan Emisi GRK
GHG Emission Reduction by
5.7%

dibandingkan tahun 2021 dan turun sebesar **21,2%** dibandingkan baseline tahun 2019.

compared to 2021 and decreased by **21.2%** compared to the 2019 baseline.

PENDEKATAN MANAJEMEN [3-3] [CSS-12.1.1] | MANAGEMENT APPROACH [3-3] [CSS-12.1.1]

TOPIK MATERIAL: ENERGI DAN EMISI

Kebijakan:

- Penggunaan energi yang efisien, pengurangan konsumsi energi melalui inisiatif konservasi, dan pemanfaatan energi baru terbarukan
- Penurunan beban emisi, emisi gas rumah kaca, dan peningkatan serapan karbon dalam mendukung aksi pencegahan perubahan iklim

MATERIAL TOPIC: ENERGY AND EMISSIONS

Policy:

- Efficient use of energy, reducing energy consumption through conservation initiatives, and using new and renewable energy
- Reducing the emission load, greenhouse gas emissions, and increasing carbon sequestration in supporting actions to prevent climate change

DAMPAK DAN PENGELOLAAN | IMPACT AND MANAGEMENT

Energi yang digunakan untuk mendukung kegiatan operasional dan produksi dapat berpengaruh pada emisi yang dihasilkan. Untuk itu, Perusahaan melaksanakan program efisiensi energi, meningkatkan penggunaan listrik dari sumber energi terbarukan (PLTS dan energi kinetik), melakukan penghitungan dan reduksi emisi GRK, memanfaatkan biomassa pada proses di PLTU, dan mulai mengembangkan Solusi Berbasis Alam (Natural Based Solutions, NBS).

The energy used for operating and production activities can affect the generated emissions. Therefore, the Company is implementing an energy efficiency program, increasing the use of electricity from renewable energy sources (PLTS and kinetic energy), calculating and reducing GHG emissions, using biomass in process at the steam power plant (PLTU), and began developing Natural Based Solutions (NBS).

SUMBER DAYA DAN EVALUASI | RESOURCES AND EVALUATION

Evaluasi efisiensi energi dan pengendalian emisi gas rumah kaca dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi menunjukkan penggunaan energi turun 0,28% dan pengurangan emisi sebesar 4,2%. Pengelolaan energi dan emisi merupakan tanggung jawab Departemen Mine Operation dengan dukungan Departemen HSEC.

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 energy use has decreased by 0.28% and reduced emissions by 4.2%. Energy and emission management is the responsibility of the Mine Operations Department with the support of the HSEC Department.

PENGGUNAAN ENERGI DAN EFISIENSI ENERGI

Sumber energi yang digunakan ITM di tahun 2022 terdiri dari bahan bakar fosil yang termasuk energi tak terbarukan, pasokan listrik dari PT PLN (Persero), pembangkit listrik tenaga surya (PLTS) dan biofuel yang merupakan energi terbarukan. Penggunaan biofuel sebagai sumber energi sejalan dengan Permen ESDM No. 12 Tahun 2015, dengan jumlah penggunaan Biosolar B30 sebesar 265.309.681 liter di tahun 2022. Biosolar B30 dimanfaatkan untuk operasional tambang, termasuk penggunaan kendaraan, pembangkit listrik tenaga diesel (PLTD), dan pengiriman melalui tongkang. [302-1] [CSS-12.1.2]

Perusahaan menggunakan energi listrik dari pembangkit listrik tenaga surya dengan kapasitas 3 MW di Bontang, Kalimantan Timur. Pembangkit ini menghasilkan listrik mencapai 2.045 MWh di tahun 2022. Selain itu, melalui anak usaha PT JBG, Perusahaan meningkatkan kapasitas pemanfaatan energi kinetik untuk penerangan dan pengelolaan efluen di kolam pengendap dari sebelumnya pada satu kolam menjadi enam kolam pengendap.

Total penggunaan energi di tahun 2022 mencapai 9.869.372 GJ, turun 0,28% dari tahun 2021 sebesar 9.896.871 GJ. Nilai energi diperoleh dengan melakukan konversi ke dalam satuan Gigajoule (GJ) dengan metode konversi yang merujuk pada Energy Statistic Manual (International Energy Agency (IEA), 2015) dan GHG Protocol: Stationary Combustion Guidance. Di tahun 2022, ITM telah menghitung jumlah energi di luar organisasi berupa penggunaan batubara terjual di pembangkit listrik tenaga uap (PLTU) sejumlah 394.552.163. Untuk konsumsi energi perusahaan, ITM menerapkan audit energi secara internal dengan hasil yang akan diverifikasi oleh pihak independen bersertifikasi. [302-1, 302-2] [CSS-12.1.2, CSS-12.1.3]

ENERGY USE AND ENERGY EFFICIENCY

ITM's energy sources in 2022 consisted of non-renewable energy from fossil fuels, electricity supply from PT PLN (Persero), solar power plants (PLTS) and biofuels which are renewable energy. The use of biofuels as an energy source aligns with the EMR Ministerial Regulation No. 12 of 2015, with the total use of Biodiesel B30 of 265,309,681 liters in 2022. Biosolar B30 is used for mining operations, including the use of vehicles, diesel power plants (PLTD), and shipping via barges. [302-1] [CSS-12.1.2]

The company uses electricity from a 3 MW solar power plant in Bontang, East Kalimantan. This plant generated up to 2,045 MWh of electricity in 2022. In addition, through its subsidiary PT JBG, the Company has increased the capacity of kinetic energy for lighting and effluent management in settling ponds from one pond to six settling ponds.

Total energy use in 2022 reached 9,869,372 GJ, down 0.28% from 9,896,871 GJ in 2021. The energy value was resulted from converting it into Gigajoule (GJ) units with a method that refers to the Energy Statistics Manual (International Energy Agency (IEA), 2015) and the GHG Protocol: Stationary Combustion Guidance. In 2022, ITM has calculated total energy outside the organization of used sold coal for steam power plant (PLTU) with total 394,552,163 GJ. Meanwhile, for the company's energy consumption, ITM conducted an internal energy audit, and the results were verified by a certified independent party. [302-1, 302-2] [CSS-12.1.2, CSS-12.1.3]

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

Uraian Description	Satuan Unit	2022	2021	2020
Energi Terbarukan Renewable Energy				
Kegiatan Penambangan dan Penunjang Mining and Supporting Activities				
Minyak Kelapa Sawit Palm Oil	GJ	2,533,433	2,765,225	2,843,069
Pembangkit Listrik Tenaga Surya Solar Power Plants	GJ	7,391	7,585	7,065
Pembangkit Listrik Tenaga Kinetik Kinetic Power Plant	GJ	393	478	439

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

Uraian Description	Satuan Unit	2022	2021	2020
Jumlah Energi Terbarukan Total Renewable energy	GJ	2,541,217	2,773,289	2,851,292
Energi Tidak Terbarukan Non-renewable Energy				
Kegiatan Penambangan dan Penunjang Mining and Supporting Activities				
Diesel	GJ	6,753,786	6,420,287	6,633,832
Batubara Coal	GJ	563,183	658,964	641,996
Kegiatan Penunjang Supporting Activities				
Listrik dari PLN Electricity from PLN	GJ	8,642	8,272	8,317
Bensin Gasoline		2,544	1,865	1,811
Jumlah Energi Tidak Terbarukan Total Non-renewable Energy	GJ	7,328,155	7,124,060	7,285,955
Intensitas Penggunaan Energi [302-3] [CSS-12.1.4] Energy Use Intensity				
Jumlah Penggunaan Energi Total Energy Use	GJ	9,869,372	9,847,341	10,136,808
Jumlah Produksi** Total Production**	Juta Ton	16.7	18.6	19.3
Intensitas Penggunaan Energi Energy Use Intensity	GJ/Ton	0.59	0.53	0.52

Keterangan:
*Data penggunaan energi mencakup IMM, TCM, BEK, JBG, KTD, TRUST, NPR, GPK, ITM Head Office Jakarta, ITM Balikpapan Office, dan ITM Samarinda Office (per 31 Desember 2022)
**Jumlah produksi menggunakan nilai Finished Coal
Note:
*Energy use data includes IMM, TCM, BEK, JBG, KTD, TRUST, NPR, GPK, ITM Head Office Jakarta, ITM Balikpapan Office, and ITM Samarinda Office (as of December 31, 2022)
**Total production uses the value of Finished Coal

Efisiensi Energi

Perusahaan melakukan inisiatif untuk meningkatkan efisiensi energi dan mendukung reduksi emisi GRK, di antaranya: [302-4, 305-5]

- Di tahun 2022, optimalisasi penggunaan panel surya di IMM sebesar 7,363.27 GJ, atau 0,17% dari total kebutuhan energi, dan mengurangi penggunaan bahan bakar fosil setara 221.119 liter biodiesel.
- Pengembangan panel surya kedua di Melak, yang diperkirakan dapat mengurangi penggunaan bahan bakar fosil setara.
- *Co-firing* biomassa di IMM, dengan memanfaatkan kayu dari hutan produksi.

Energy Efficiency

The company carries out initiatives to improve energy efficiency and support GHG emission reduction, including: [302-4, 305-5]

- In 2022, optimization from the use of solar panels at IMM reached 7,363.27 GJ, or 0.17% of the total energy needs, and reducing the use of fossil fuels equivalent to 221,119 liters of biodiesel.
- Development of a second solar panel in Melak, which is expected to reduce the equivalent use of fossil fuels.
- Co-firing of biomass at IMM, using wood from production forests.

- Pengurangan konsumsi BBM dari penggunaan kendaraan ringan dalam proses pemantauan Pit Tambang dan penggunaan teknologi pantau digital di TCM. Teknologi ini terintegrasi dalam sistem Mining Digital Center (MDC) dan mampu memberikan penghematan sebesar 375,05 GJ. Selain peningkatan efisiensi, penggunaan teknologi pantau digital dapat mengurangi emisi GRK mencapai 130,41 ton CO_2eq.
- Optimalisasi *dewatering pump*.

Secara umum, intensitas energi di tahun 2022 adalah sebesar 0,59 GJ/ton FC, naik 11,3% dibanding tahun 2021. Kenaikan ini dipengaruhi oleh penggunaan energi untuk penanganan material pada proses reklamasi lahan pascatambang. [302-5]

- Reducing the consumption of fuels using light vehicles (LV) in Pit Mine monitoring and the use of digital monitoring technology in TCM. This technology is integrated into the Mining Digital Center (MDC) system and is capable of saving 375.05 GJ. Aside from increasing efficiency, the use of digital monitoring technology can reduce GHG emissions by up to 130.41 ton CO_2eq.
- Optimization of the dewatering pump.

In general, energy intensity in 2022 was 0.59 GJ/ton FC, increased 11.3% compared to 2021. This increase was influenced by the use of energy for material handling in the post-mining land reclamation process. [302-5]

PENGURANGAN EMISI GAS RUMAH KACA (GRK)

ITM menghitung emisi GRK dengan pendekatan kontrol operasional dan metode yang disesuaikan dengan sumber emisi. Penghitungan yang dilakukan meliputi sumber emisi dari karbon dioksida (CO_2), metana (CH_4), *nitrous oxide* (N_2O), dan *hidro-fluoro-carbon* (HFCs), dinyatakan dalam satuan ton CO_2eq. [305-1]

REDUCTION OF GREENHOUSE GAS (GHG) EMISSIONS

ITM calculates GHG emissions using an operational control approach and methods that are adjusted to emission sources. The calculation includes emission sources from carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydro-fluoro-carbon (HFCs), expressed in tons of CO_2eq. [305-1]

Sistem Perhitungan Berdasarkan Sumber Emisi [305-1] [CSS-12.1.5]
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)
Pembangkit Listrik Tenaga Diesel Diesel Power Plant	Sistem pemantauan emisi pembangkit Monitoring system for generators emissions
Refrigerator dan Peralatan *Air Conditioner* Refrigerator and Air Conditioner	Konversi bobot penggunaan bahan pendingin menggunakan referensi IPCC AR5 The conversion of the weight of the use of refrigerants uses the IPCC AR5 reference

Sistem Perhitungan Berdasarkan Sumber Emisi [305-1] [CSS-12.1.5]
Calculation System Based on Emission Sources

Sumber Emisi Emission Sources	**Sistem Perhitungan** Calculation System
Pembangkit Listrik PLN National Power Plant	Sistem perhitungan berdasarkan emisi grid yang ditetapkan oleh Kementerian Energi dan Sumber Daya Mineral (ESDM) No. 163.K/HK.02/MEM.S/2021 Calculation system based on grid emissions established by the Ministry of Energy and Mineral Resources (EMR) No. 163.K/HK.02/MEM.S/2021
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
Emisi fugitif dari batubara terungkap Fugitive emission from coal expose	Sistem perhitungan dengan mengonversi tingkat emisi gas metana dari batubara yang dihasilkan A calculation system by converting the level of methane gas emissions from the coal produced
Emisi CO_2 biogenik Biogenic CO_2 emissions	Mengacu pada ISO 14064 Referring to ISO 14064

Total emisi GRK tahun 2022 sebesar 1.540.370 ton CO_2eq, turun 5,7% dibanding tahun 2021 yang mencapai 1.634.176 ton CO_2eq. Penurunan ini dipengaruhi oleh berkurangnya konsumsi bahan bakar minyak dan emisi fugitif dari batubara terungkap sebagai dampak dari proses pascatambang. [305-5] [CSS-12.2.3]

Total GHG emissions in 2022 was 1,540,370 tons CO_2eq, decreased by 5.7% compared to 1,634,176 tons of CO_2eq in 2021. This decrease was influenced by reduced consumption of fuel oil and fugitive emissions from coal expose as a result of post-mining process. [305-5] [CSS-12.2.3]

Di tahun 2022, ITM telah melakukan pemisahan untuk perhitungan emisi yang berasal ITM dan mitra kerja. Tabel akumulasi perhitungan emisi disajikan dalam tabel terpisah untuk tahun 2020-2022.

In 2022, ITM has carried out separate calculations for emissions from ITM and business partners. The accumulated emission calculation table is presented in a separate table for the year 2020-2022.

Pengurangan Emisi GRK Absolut per Tahun [305-5] [CSS-12.2.3]
Reduction of Absolute GHG Emissions per Year



Keterangan:
- Jenis gas yang termasuk pada perhitungan pengurangan emisi GRK: CO2, CH4, N2O, HFC, dan PFC
- Cakupan emisi GRK di mana pengurangan terjadi: Cakupan 1 dan 2
- Perhitungan pengurangan emisi GRK absolut merupakan perbandingan dari tahun sebelumnya (YoY)

Note:
- Type of gas included in the GHG emission reduction calculation: CO2, CH4, N2O, HFC, and PFC
- Scope of GHG emissions where reductions occur: Scope 1 and 2
- Calculation on reduction of absolute GHG emissions is comparison from the previous year (YoY)

Emisi GRK dari ITM Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM by Source

Uraian Description	**Satuan** Unit	**2022***
Emisi GRK Cakupan 1 GHG Emissions Scope 1		
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) GHG Emissions from Mining and Support Activities (Scope 1)		
Solar Diesel fuel	Ton CO_2eq	85,272
Emisi GRK dari Kegiatan Pertambangan (Cakupan 1) GHG Emissions from Mining Activities (Scope 1)		
Batubara Coal	Ton CO_2eq	41,543
Bahan Peledak Explosives		4,665
Emisi GRK Fugitif Fugitive GHG Emissions		687,131
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) GHG Emissions from Supporting Activities (Scope 1)		
Bensin Gasoline	Ton CO_2eq	938
Refrigerant		6.6
Emisi Biogenik** Biogenic emissions**		24,494
Jumlah Emisi GRK Cakupan 1 (Ton CO_2eq) Total GHG Emissions Scope 1 (Ton CO_2eq)		819,556
Emisi GRK Cakupan 2 GHG Emissions Scope 2		
Listrik PLN Electricity from PLN	Ton CO_2eq	2,869
Jumlah Emisi GRK Cakupan 2 (Ton CO_2eq) Total GHG Emissions Scope 2 (Ton CO_2eq)		2,869
Emisi GRK Cakupan 3 GHG Emissions Scope 3		
Batubara terjual*** Sold Coal***	Ton CO_2eq	29,122,581
Perjalanan Bisnis**** Business Trip****		123.77
Jumlah Emisi GRK Cakupan 1, 2 & 3 (Ton CO_2eq) Total GHG Emissions Scope 1, 2 & 3 (Ton CO_2eq)		29,945,129

Keterangan:
Dengan pendekatan operasional, data emisi mencakup PT Indominco Mandiri, PT Trubaindo Coal Mining, PT Bharinto Ekatama, PT Kitadin, PT Jorong Barutama Greston, PT Tambang Raya Usaha Tama, ITM HO, ITM Balikpapan Office dan ITM Samarinda Office.
• Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
• Nilai *Global Warming Potential* (GWP) yang digunakan mengacu pada IPCC AR5
* Data 2020-2021 belum dilakukan pemisahan antara emisi ITM dan mitra kerja. Emisi 2020-2021 berupa emisi total yang tersedia pada tabel kumulatif emisi ITM dan mitra kerja
** Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2022 adalah 30%.
***Volume batubara yang berasal dari tambang sendiri yang dijual
**** Emisi dari perjalanan bisnis tahun 2022 baru didasari oleh penerbangan yang dilakukan oleh karyawan di ITM HO

Notes:
With an operational approach, emission data covered PT Indominco Mandiri, PT Trubaindo Coal Mining, PT Bharinto Ekatama, PT Kitadin, PT Jorong Barutama Greston, PT Tambang Raya Usaha Tama, ITM HO, ITM Balikpapan Office and ITM Samarinda Office.
• The types of greenhouse gases in the calculation of greenhouse gas emissions are CO_2, CH_4, N_2O, and HFC
• The Global Warming Potential (GWP) value used refers to IPCC AR5
*Emissions from 2020-2021 are consolidated data from ITM and business partners as we have not split emission data.
**Biogenic emission is from Fatty Acid Methyl Ester (FAME) which is part of renewable energy. Biogenic emission is excluded from the total of GHG emission calculation but reported in the table to show the potential of GHG emission using hydrocarbon. The average of the used FAME concentration in 2022 is 30%.
***The volume of coal that has been sold to buyers
**** Emissions from new business trips in 2022 were based on number of flights by employees at ITM HO

Emisi GRK dari Mitra Kerja Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from Business Partners by Source

Uraian Description	**Satuan** Unit	**2022***
Emisi GRK Cakupan 1 GHG Emissions Scope 1		
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) GHG Emissions from Mining and Supporting Activities (Scope 1)		
Solar Diesel fuel	Ton CO_2eq	711,357
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) GHG Emissions from Supporting Activities (Scope 1)		
Bensin Gasoline	Ton CO_2eq	379
Refrigerant		6,169
Emisi Biogenik** Biogenic emissions**		222,398
Jumlah Emisi GRK Cakupan 1 (Ton CO_2eq) Total GHG Emissions Scope 1 (Ton CO_2eq)		717,906
Emisi GRK Cakupan 2 GHG Emissions Scope 2		
Listrik PLN Electricity from PLN	Ton CO_2eq	40
Jumlah Emisi GRK Cakupan 2 (Ton CO_2eq) Total GHG Emissions Scope 2 (Ton CO_2eq)		40
Jumlah Emisi GRK Cakupan 1 & 2 (Ton CO_2eq) Total GHG Emissions Scope 1 & 2 (Ton CO_2eq)		717,946

Keterangan:
- Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
- Nilai *Global Warming Potential* (GWP) yang digunakan mengacu pada IPCC AR5

* Data 2020-2021 belum dilakukan pemisahan antara emisi ITM dan mitra kerja. Emisi 2020-2021 berupa emisi total yang tersedia pada tabel kumulatif emisi ITM dan mitra kerja
** Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2022 adalah 30%.

Notes:
- The types of greenhouse gases in the calculation of greenhouse gas emissions are CO_2, CH_4, N_2O, and HFC
- The Global Warming Potential (GWP) value used refers to IPCC AR5

*Emissions from 2020-2021 are consolidated data from ITM and business partners as we have not split emission data.
**Biogenic emission is from Fatty Acid Methyl Ester (FAME) which is part of renewable energy. Biogenic emission is excluded from the total of GHG emission calculation but reported in the table to show the potential of GHG emission using hydrocarbon. The average of the used FAME concentration in 2022 is 30%.

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM and Business Partners by Source

Uraian Description	**Satuan** Unit	**2022***	**2021**	**2020**
Emisi GRK Cakupan 1 GHG Emissions Scope 1				
Emisi GRK dari Kegiatan Pertambangan dan Penunjang (Cakupan 1) GHG Emissions from Mining and Support Activities (Scope 1)				
Solar	Ton CO_2eq	796,629	821,192	842,295
Emisi GRK dari Kegiatan Pertambangan (Cakupan 1) GHG Emissions from Mining Activities (Scope 1)				
Batubara Coal	Ton CO_2eq	41,543	49,648	49,052
Bahan Peledak Explosives		4,665	3,877	4,694
Emisi GRK Fugitif Fugitive GHG Emissions		687,131	749,491	759,051

Emisi GRK dari ITM dan Mitra Kerja Berdasarkan Sumber [305-1, 305-2, 305-3] [CSS-12.1.5, CSS-12.1.6, CSS-12.1.7]
GHG Emissions from ITM and Business Partners by Source

Uraian Description	Satuan Unit	2022*	2021	2020
Emisi GRK dari Kegiatan Penunjang (Cakupan 1) GHG Emissions from Supporting Activities (Scope 1)				
Bensin Gasoline	Ton CO_2eq	1,317	966	938
Refrigerant		6,176	6,201	7,254
Emisi Biogenik** Biogenic emissions**		246,892	351,813	360,983
Jumlah Emisi GRK Cakupan 1 (Ton CO_2eq) Total GHG Emissions Scope 1 (Ton CO_2eq)		1,537,461	1,631,375	1,663,284
Emisi GRK Cakupan 2 GHG Emissions Scope 2				
Listrik PLN Electricity from PLN	Ton CO_2eq	2,909	2,801	3,000
Jumlah Emisi GRK Cakupan 2 (Ton CO_2eq) Total GHG Emissions Scope 2 (on CO_2eq)		2,909	2,801	3,000
Emisi GRK Cakupan 3 GHG Emissions Scope 3				
Batubara terjual*** Sold Coal***	Ton CO_2eq	29,122,581	36,931,656	-
Perjalanan Bisnis **** Business Trip****		123.77	-	-
Jumlah Emisi GRK Cakupan 1,2 & 3 (Ton CO_2eq) Total GHG Emissions Scope 1, 2 & 3 (on CO_2eq)		30,663,075	38,565,832	1,666,284

Intensitas Emisi GRK [305-4] [CSS-12.1.8]
GHG Emission Intensity

Uraian Description	Satuan Unit	2022	2021	2020
Jumlah Produksi Total Production	Juta Ton Million Ton	16.7	18.6	19.3
Intensitas Emisi GRK Cakupan 1 & 2 GHG Emission Intensity Scope 1 & 2	Ton CO_2eq / Ton Produksi Ton CO_2eq / Production Ton	0.09	0.09	0.08

Keterangan:
- Jumlah produksi menggunakan nilai Finished Coal
- Jenis gas rumah kaca yang dihitung dalam perhitungan emisi gas rumah kaca adalah CO_2, CH_4, N_2O, dan HFC
- Nilai *Global Warming Potential* (GWP) yang digunakan mengacu pada IPCC AR5

* Data 2020-2021 belum dilakukan pemisahan antara emisi ITM dan mitra kerja. Emisi 2020-2021 berupa emisi total yang tersedia pada tabel kumulatif emisi ITM dan mitra kerja
** Emisi biogenik berupa asam lemak metil ester (Fatty Acid Methyl Ester, FAME) yang berasal dari sumber terbarukan. Emisi biogenik dikecualikan dari total emisi GRK namun dicantumkan dalam tabel untuk menunjukkan potensi emisi GRK jika menggunakan hidrokarbon. Konsentrasi FAME rata-rata yang digunakan di 2022 adalah 30%.
***Volume batubara yang berasal dari tambang sendiri yang dijual
**** Emisi dari perjalanan bisnis tahun 2022 baru didasari oleh penerbangan yang dilakukan oleh karyawan di ITM HO

Notes:
- Total production uses the value of Finished Coal
- The types of greenhouse gases in the calculation of greenhouse gas emissions are CO_2, CH_4, N_2O, and HFC
- The Global Warming Potential (GWP) value used refers to IPCC AR5

*Emissions from 2020-2021 are consolidated data from ITM and business partners as we have not split emission data.
**Biogenic emission is from Fatty Acid Methyl Ester (FAME) which is part of renewable energy. Biogenic emission is excluded from the total of GHG emission calculation but reported in the table to show the potential of GHG emission using hydrocarbon. The average of the used FAME concentration in 2022 is 30%.
***The volume of coal that has been sold to buyers
**** Emissions from new business trips in 2022 were based on number of flights by employees at ITM HO

Di tahun 2022, ITM mengadakan pelatihan Solusi Berbasis Alam (NBS) yang melibatkan seluruh karyawan di *site* untuk meningkatkan kesadaran dan kompetensi terkait perubahan iklim.
Salah satu implementasi internal terkait NBS adalah pengembangan proyek penghitungan cadangan karbon pada area reklamasi secara digital *(carbon stock)* yang telah diimplementasikan di PT Kitadin site Embalut dan PT Jorong Barutama Greston. Proyek yang diberi nama GREENCODE ini diharapkan dapat mengarah pada *carbon offset* dan mendukung peluang menuju bisnis ramah lingkungan.

In 2022, ITM held a Natural Based Solution (NBS) training involving all employees at the site to increase their awareness and competence related to climate change.
One of the NBS internal implementations was the development of a digital carbon stock calculation project (carbon stock) which has been implemented at PT Kitadin site Embalut and PT Jorong Barutama Greston. The project, which is called GREENCODE, is expected to lead to carbon offsets and support opportunities towards environmentally friendly business.

Pengendalian dan Reduksi Emisi ODS Lainnya

Perusahaan menggunakan refrigeran R410a yang lebih ramah lingkungan dan tidak mengandung substansi perusak ozon (ODS) sebagai bagian komitmen perusahaan dalam pencegahan perubahan iklim dan kerusakan ozon. ITM dan entitas anak belum menghitung volume emisi ODS yang dilepaskan. [305-6, 305-7]

Pengendalian emisi lainnya yang meliputi NOx, SOx, CO, dan partikulat dilakukan melalui penghitungan dan pemantauan kualitas udara ambien guna memenuhi ambang batas baku mutu yang ditetapkan pemerintah. Beban emisi tahun 2022 mencapai 1.093 ton. Beban emisi berhasil diturunkan sebesar 10% dibanding 2021. [305-7]

Control and Reduction of Other ODS Emissions

The company uses more environmentally friendly refrigerant R410a, which does not contain ozone-depleting substances (ODS) as part of the company's commitment to preventing climate change and ozone damage. ITM and its subsidiaries have not calculated the volume of ODS emissions released. [305-6, 305-7]

Other emissions such as NOx, SOx, CO, and particulates are controlled by calculating and monitoring ambient air quality to meet the quality standard thresholds set by the government. The results of calculating the emission load in 2022 reached 1,093 tons, which was a decrease by 10% compared to 2021. [305-7]

Jumlah Beban Emisi Konvensional
Total Conventional Emission Loads

Jenis Emisi Emission Type	Satuan Unit	2022	2021	2020
NOx	Ton	452.53	962.51	960.66
SOx		187.33	91.46	13.10
CO		382.83	145.03	430.72
Materi Partikulat (PM) Particulate Matter (PM)		70.63	88.72	15.83

Keanekaragaman Hayati dan Rehabilitasi Pascatambang

Biodiversity and Postmining Rehabilitation

HIGHLIGHT 2022 | 2022 HIGHLIGHTS

Jumlah Cadangan Karbon*
Total Carbon Stock*

59,850.17 Ton CO_2

*PT Kitadin, site Tandung Mayang & Embalut

Serah Terima Rehabilitasi DAS seluas
Total watershed rehabilitation hand over area of

5,623.10 Ha

Akumulasi Penanaman pada Lahan Reklamasi seluas
Accumulation of Planting on Reclamation Land covering an area of

15,043.23 Ha

640 Unit

Transplantasi Terumbu Karang (Kubah Beton) di PT Indominco Mandiri
Transplantation of reef coral branching on dome-shape concrete at PT Indominco Mandiri

PENDEKATAN MANAJEMEN [3-3] [CSS-12.1.1] | MANAGEMENT APPROACH [3-3] [CSS-12.1.1]

TOPIK MATERIAL: KEANEKARAGAMAN HAYATI DAN PASCATAMBANG

Kebijakan:
- ITM-P-HSE-9.2-002 Kebijakan Lingkungan
- Manual K3L tentang Pedoman Pengelolaan K3L

MATERIAL TOPIC: BIODIVERSITY AND POSTMINING

Policy:
- ITM-P-HSE-9.2-002 Environmental Policy
- HSE Manual on HSE Management Guidelines

DAMPAK DAN PENGELOLAAN | IMPACT AND MANAGEMENT

ITM meminimalkan dampak gangguan pada kelestarian daerah sekitar wilayah tambang dengan melakukan konservasi keanekaragaman hayati dan pelaksanaan program-program edukasi. Kami telah melaksanakan langkah hierarki mitigasi untuk pengelolaan keanekaragaman hayati, utamanya kegiatan rehabilitasi sebagai bentuk komitmen kami untuk meminimalkan risiko lingkungan.

Perusahaan juga menyadari perlunya pengelolaan pascatambang yang bertanggung jawab, termasuk bagaimana kami mempertimbangkan dampak pada lingkungan, serta karyawan dan masyarakat sekitar lokasi.

ITM minimizes the negative impact around the mine area by conserving biodiversity and implementing educational programs. We have implemented a hierarchy of mitigation measures for biodiversity management, especially rehabilitation activities as a form of our commitment to minimize environmental risks.

The company also realizes the need for responsible post-mining management, including how we consider the impact on the environment, as well as employees and the community around the site.

SUMBER DAYA DAN EVALUASI | RESOURCES AND EVALUATION

Departemen Mine Rehabilitation memastikan pelaksanaan, pemantauan, dan pelaporan. Evaluasi pengelolaan keanekaragaman hayati dilakukan melalui mekanisme penilaian dan pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi tahun 2022 menunjukkan pencapaian indeks keanekaragaman hayati pada rentang 1,03 – 2,04. ITM berkomitmen untuk memastikan pengelolaan kawasan reklamasi dengan pendekatan keanekaragaman hayati sesuai persyaratan dokumen lingkungan.

The Mine Rehabilitation Department ensures implementation, monitoring and reporting. Evaluation of biodiversity management is carried out through evaluation and reporting mechanism periodically to the authorities. Evaluation result in 2022 show the achievement of a biodiversity index in the range of 1.03 – 2.04. ITM is committed to ensuring the management of the reclamation area with a biodiversity approach according to the requirements of environmental documents.

PERLINDUNGAN KEANEKARAGAMAN HAYATI

Perusahaan selalu berupaya untuk meminimalkan dampak dari kegiatan bisnis dengan mengembalikan fungsi lahan melalui rencana pengelolaan lahan terganggu dan reklamasi sesuai dengan pedoman Analisis Mengenai Dampak Lingkungan (Amdal).

BIODIVERSITY PROTECTION

The company continuously puts in some efforts to minimize the impact of business activities by restoring land functions through disturbed land management and reclamation plan in accordance with the Environmental Impact Analysis (EIA) guidelines.

Beberapa Upaya Pengelolaan Lahan Terganggu [304-2] [CSS-12.5.3]
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.	• Menimbun tanah pucuk pada tempat yang aman dari erosi maupun kegiatan penambangan. • Menanam rerumputan (*cover crop*) untuk mengendalikan hanyutnya tanah pucuk terangkut air larian dan menjaga kesuburan tanah. • Menerapkan sempadan sungai yang merupakan sub-sub DAS sebagai kawasan konservasi. • Menerapkan metode penambangan gali timbun ke belakang (*back filling*) atau *in pit dump*. • Pile topsoil in a safe place from erosion or mining activities. • Plant cover crops to control the drift of topsoil by runoff and maintain soil fertility. • Implement riparian zones which are the sub-sub watershed as conservation area • 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.	• Melakukan reklamasi dengan memperhatikan aspek keamanan dan kestabilan timbunan serta revegetasi lahan sesuai dengan rencana reklamasi. • Melakukan penyiraman jalan pada tapak tambang, jalan angkut, lokasi pengoperasian fasilitas, sarana dan prasarana tambang. • Menerapkan kecepatan rendah khususnya untuk kendaraan angkut batubara (maksimum 40 km/jam). • Melakukan reklamasi dan revegetasi lahan sesuai dengan rencana. • Carry out reclamation by considering the security and stability aspects of embankment and land revegetation in accordance with the reclamation plan. • Watering the road on the mine site, hauling road, operating location of facilities, mining facilities and infrastructure. • Applying low speed especially for coal hauling vehicles (maximum 40 km/hour). • Carry out land reclamation and revegetation according to plan.

Wilayah operasi pertambangan ITM yang dikelola entitas anak umumnya berada di kawasan hutan produksi, hutan tanaman industri, dan area penggunaan lain. 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 izin yang diperoleh, yang dapat dilihat pada Lampiran. [304-1] [CSS-12.5.2]

ITM's mining operation areas managed by subsidiaries are generally in production forest areas, industrial plantation forests, and other use areas. ITM already has various Borrow-to-Use Forest Area Permits (IPPKH) from the Ministry of Environment and Forestry (KLHK) in each operational area. The acquisition of IPPKH ensures that land use is in accordance with all permits, which can be found in the Appendix. [304-1] [CSS-12.5.2]

Serah terima rehabilitasi DAS seluas
Total watershed rehabilitation hand over area of

20,056 Ha

Luas konsesi IMM yang berupa hutan lindung 4.322,11 Ha atau 17,92% dari total 24.121 Ha
IMM concession area in the form of protected forest 4,322.11 Ha or 17.92% of the total 24,121 Ha

Persentase kawasan hutan lindung dibandingkan dengan keseluruhan total luas konsesi pertambangan 5,18%
Percentage of protected forest areas to the total area of mining concessions 5.18%

Area konservasi di BEK
Conservation area in BEK

37.91 Ha

Area konservasi di JBG (kawasan hutan galam)
Conservation area in JBG (galam forest area)

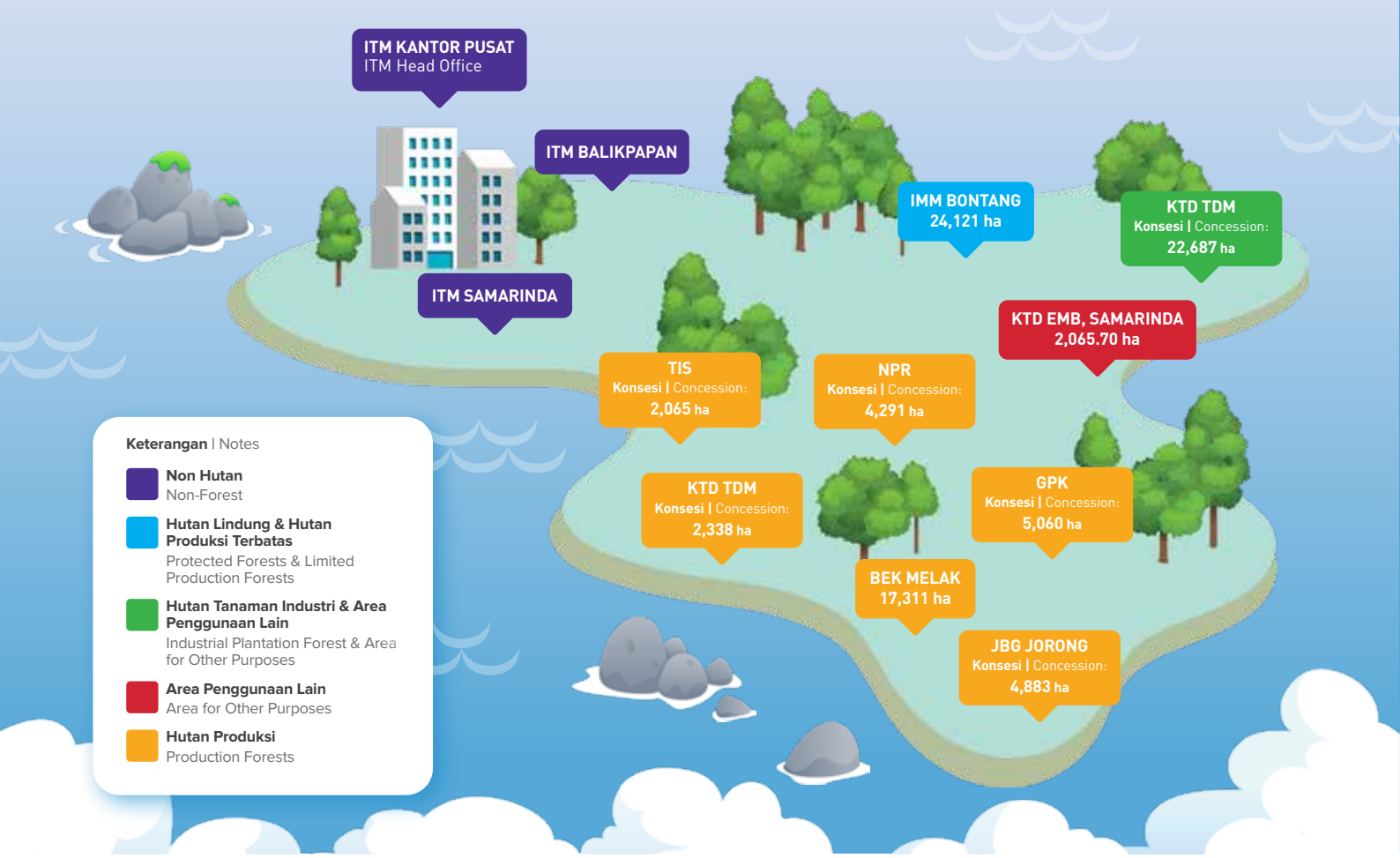
99.44 Ha

Pada tahun 2022, IMM menetapkan dua kawasan arboretum yang diberi nama Arboretum 30 Gemilang yang terletak di kawasan hutan original konsesi IMM dan Arboretum Kanahuang yang terletak di kawasan reklamasi IMM. Total luasan arboretum yang telah dikelola sampai dengan tahun 2022 yaitu seluas 70 Ha. Kegiatan di arboretum pada periode pelaporan mencakup pemeliharaan jalur trekking, *monitoring* keanekaragaman hayati, program adopsi pohon, dan pelabelan pohon. [304-3] [CSS-12.5.4]

In 2022, IMM designated two arboretum areas, namely Arboretum 30 Gemilang, in the original forest area of IMM concession, and Kanahuang Arboretum, in IMM reclamation area. Until 2022, a total of 70 Ha of arboretum area has been managed. Activities at the arboretum during the reporting period included maintenance of trekking routes, biodiversity monitoring, tree adoption programs and tree labeling. [304-3] [CSS-12.5.4]



Wilayah Operasi yang Berada atau Berdekatan dengan Kawasan Dilindungi dan Area Konservasi [304-1] [CSS-12.5.2]
Operating Sites Located in or Adjacent to Protected Areas and Conservation Areas



Upaya Perlindungan Habitat pada Kawasan Dilindungi dan Area Konservasi [304-3] [CSS-12.5.4]
Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operating Area	Wilayah Dilindungi dan Luasan Total Protected Land Area	Kegiatan Tahun 2022 2022 Activities
IMM Bontang	Hutan lindung. Luas 4.322,11 Ha Protected forest. Area 4,322.11 Ha	Revegetasi (Penanaman Baru) seluas 250,17 Ha Revegetation (New Planting) of 250.17 Ha
BEK Melak	Area konservasi pada hutan produksi. Luas 24,44 Ha. Conservation area in production forest. Area 24.44 Ha	Pengambilan plasma nutfah dan bibit cabutan Collecting germplasm and uprooted seeds

Upaya Perlindungan Habitat pada Kawasan Dilindungi dan Area Konservasi [304-3] [CSS-12.5.4]
Habitat Protection Efforts in Protected Areas and Conservation Areas

Wilayah Operasi Operating Area	**Wilayah Dilindungi dan Luasan** Total Protected Land Area	**Kegiatan Tahun 2022** 2022 Activities
JBG Jorong	Area konservasi ekowisata Hutan Galam. Luas 99,46 Ha Ecotourism conservation area Galam Forest. Area 99.46 Ha	1. Maintain ternak lebah madu kelulut di Hutan Galam Konservasi sebanyak 20 kotak dengan produksi madu sebanyak 14,6 liter 2. Perbaikan pintu masuk Galam Track di Hutan Galam Konservasi 1. Maintain 20 boxes of kelulut honeybees in the Galam Conservation Forest with a production of 14.6 liters of honey 2. Repair of Galam Track entrance in the Galam Conservation Forest
KTD Embalut	Hutan Pendidikan. Luas 80 Ha Education Forest. Area 80 Ha	1. Melakukan pengkayaan tanaman lokal di hutan pendidikan homogen sejumlah 6.327 pohon 2. Melakukan penyulaman di hutan pendidikan sejumlah 15.209 pohon 3. Melakukan penanaman tanaman buah lokal sejumlah 1.312 pohon 4. Melakukan perawatan seluas 72,5 Ha 5. Melakukan monitoring vegetasi di hutan Pendidikan 1. Conduct enrichment for 6,327 local plants in the education homogeneous forest 2. Plant replacement in the education forest with a total of 15,209 trees 3. Planting 1,312 local fruit trees 4. Care for plants on an area of 72.5 Ha 5. Monitor vegetation in the education forest

Pada tahun 2022, ITM melaksanakan nota kesepahaman dengan Badan Riset dan Inovasi Nasional (BRIN) untuk mendukung kemajuan inovasi di perusahaan. Salah satu kegiatan kerja sama yang telah dilaksanakan di tahun berjalan yaitu studi kajian dasar keanekaragaman hayati di area pra-tambang konsesi PT NPR. Adapun hasil studi yang menjadi perhatian khusus pada periode pelaporan yaitu bahwa area hutan konsesi PT Nusa Persada Resources merupakan area hutan dengan nilai konservasi tinggi (*High Conservation Value Forest*) karena indeks keanekaragaman yang tinggi.

In 2022, ITM signed a memorandum of understanding with the National Research and Innovation Agency (BRIN) to support the innovation development in the company. One of the collaborative activities during the reporting period was a basic assessment study on biodiversity in the pre-mining area of PT NPR's concession. The study results identified that the forest area in PT Nusa Persada Resources' concession is a high conservation value forest due to its high diversity index.

Hasil dari studi keanekaragaman hayati di site NPR akan menjadi acuan dalam penyusunan rencana dan pelaksanaan kegiatan reklamasi lahan bekas tambang. Apabila terdapat potensi dampak yang tinggi, ITM secara bertahap akan melakukan upaya pengelolaan pada lokasi tertentu guna mencapai *Net Positive Impact* (NPI) setelah pascatambang.

The results of the biodiversity study at the NPR site will become a reference in planning and implementing reclamation activities for ex-mining land. If there is a high potential impact, ITM will gradually make management efforts at certain locations to achieve a Net Positive Impact (NPI) after mine closure.

Di tahun 2022 juga telah dilakukan persiapan kegiatan keanekaragaman hayati di site BEK dan TCM yang juga bekerja sama dengan BRIN untuk dilaksanakan di awal tahun 2023. Kegiatan yang akan dilakukan di site BEK merupakan aktivitas lanjutan dari studi kajian dasar dan etnobotani yang pernah dilakukan pada tahun-tahun sebelumnya. Di mana studi ini akan berfokus pada studi diversitas tumbuhan lokal Kalimantan berpotensi sebagai strategi pelestarian dan pemberdayaan masyarakat secara berkelanjutan di Kawasan Konsesi BEK. Sedangkan kegiatan di site TCM akan berfokus pada eksplorasi diversitas tumbuhan lokal di hutan alami serta studi ekologi hutan alami dan kawasan reklamasi TCM.

In 2022, also in collaboration with BRIN, we prepared biodiversity activities at BEK and TCM sites to be carried out in early 2023. The activities at BEK site were follow-up activities from basic analysis and ethnobotany studies that had been carried out in the previous years. These studies will focus on the diversity of local plants in Kalimantan as a potential for sustainable conservation and community empowerment strategies in BEK Concession Area. Meanwhile, activities at TCM site focused on exploring the diversity of local plants in natural forests as well as studying the ecology of natural forests and TCM reclamation areas.

Pelaksanaan Kegiatan Reklamasi Pascatambang

Kami melakukan reklamasi untuk mengembalikan daya dukung ekosistem di lahan bekas tambang. Luas reklamasi pada tahun 2022 mencapai 774,62 hektare, atau 24,9% melampaui dari target 619,99 hektare. Secara kumulatif, luas lahan reklamasi hingga 31 Desember 2022 sebesar 15.499,13 hektare. Sementara itu, 680,09 hektare lahan yang dibuka untuk operasi pertambangan. Dengan demikian, hingga akhir tahun 2022 terdapat 24.941,10 hektare luasan kumulatif lahan pertambangan. [304-3]

Implementation of Post-mining Reclamation Activities

We carry out post-mining reclamation to restore the carrying capacity of the ecosystem on ex-mining land. The reclaimed area in 2022 reached 774.62 hectares, or 24.9% of the target at 619.99 hectares. The accumulated area of reclamation land up to December 31, 2022 was 15,499.13 hectares. Meanwhile, a total of 680.09 hectares of land were cleared for mining operations. Thus, by the end of 2022 there were 24,941.10 hectares of cumulative mining area. [304-3]

Perusahaan melakukan kegiatan revegetasi dengan menanam 496.652 pohon di tahun 2022 sebagai upaya dari pengelolaan lahan terganggu. Tanaman yang ditanam terdiri dari spesies tanaman lokal dan tanaman bernilai ekonomis.

The company carried out revegetation activities by planting 496,652 trees in 2022, consisting of local plant species and plants with economic value. The revegetation activities were conducted as an effort to manage disturbed land.

Realisasi Kegiatan Reklamasi di Lokasi Tambang [304-3] [CSS-12.5.4]
Realization of Reclamation and Revegetation at Mine Sites

Parameter	Satuan Unit	Akumulasi Accumulation	2022	2021	2020
Lahan Terganggu Disturbed Land	Ha	24,941.10	680.09	548.87	894
Lahan Reklamasi Reclaimed Land		15,499.13	774.62	945.33	915
Lahan Revegetasi Revegetated Land		15,043.23	674.36	812.30	748
Jumlah Pohon Number of Trees	Batang Trees	1,315,270	496,652	818,618	656,105

Selain revegetasi, kami juga melakukan penimbunan material di area *void* yang berhasil mengurangi 180,9 ha total luasan *void* atau turun 5% dari luasan *void*. Lubang bekas tambang yang telah tertutupi kemudian dilanjutkan untuk kegiatan revegetasi.

Seluruh wilayah operasi ITM (100%) telah memiliki rencana pascatambang. Di tahun 2022, ITM telah menyelesaikan reklamasi pascatambang TDM. Sementara itu, pelaksanaan pascatambang di EMB telah dimulai di awal tahun 2022 dan ditargetkan akan selesai pada 2026. Hingga akhir periode pelaporan, Perusahaan telah merealisasikan biaya pascatambang sebesar Rp23,5 miliar. [CSS-12.3.4, CSS-12.3.5]

Cadangan Karbon di Area Pascatambang

Di tahun 2022, kami telah menghitung cadangan karbon pada lahan reklamasi PT EMB sebesar 71,425.78 ton CO_2 atau setara 262,132.59 ton CO_2eq. Beberapa capaian dari reklamasi pascatambang TDM yang sudah terselesaikan di tahun ini, yaitu didapatkannya nilai evaluasi keberhasilan reklamasi sebesar 95 poin dan tercatat estimasi cadangan karbon sebesar 16,307.95 ton CO_2 atau setara 59,850.17 ton CO_2.

In addition to revegetation, we also stockpiled material in the void area which managed to reduce 180.9 ha of total void area or a decrease of 5% of the void area. The ex-mining pits that have been covered were then continued for revegetation activities.

All ITM operational areas (100%) have post-mining plans. In 2022, ITM has completed TDM post-mining reclamation. Meanwhile, post-mining implementation at EMB has started in early 2022 with completion target in 2026. Until the end of the reporting period, the Company has realized post-mining costs of IDR23.5 billion. [CSS-12.3.4, CSS-12.3.5]

Carbon Stock in the Post-mining Area

In 2022, we have calculated the carbon stock in PT EMB's reclaimed land of 71,425.78 tons CO_2 or the equivalent of 262,132.59 tons CO_2eq. Achievements in TDM's post-mining reclamation that have been completed this year, earned a reclamation success evaluation score of 95 points and an estimated carbon stock of 16,307.95 tons of CO_2 or the equivalent of 59,850.17 tons of CO_2.

PERLINDUNGAN KEANEKARAGAMAN HAYATI DI LUAR LOKASI TAMBANG

Rehabilitasi Daerah Aliran Sungai (DAS)

Sebagai pemegang Izin Pinjam Pakai Kawasan Hutan (IPPKH), ITM berkewajiban untuk melaksanakan rehabilitasi DAS seluas izin konsesi berdasarkan Keputusan Menhut No. 2628/Menhut-V/RHL/2012 tanggal 14 Mei 2012 dan Keputusan MenLHK No. SK.8671/MenLHK-PDASHL/KTA/DAS.1/12/218 tanggal 18 Des 2018. Kegiatan rehabilitasi DAS dilakukan di luar kawasan tambang sesuai dengan lokasi yang ditetapkan pemerintah. ITM memiliki kewajiban untuk melakukan penanaman di empat provinsi: Kalimantan Timur, Kalimantan Selatan, DI Yogyakarta, dan Jawa Tengah.

ITM berkewajiban untuk melaksanakan rehabilitasi pada 48.010,94 Hektare 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 2022, ITM telah menyerahkan hasil penanaman seluas 5.623 Ha area rehabilitasi DAS kepada pemerintah.

PROTECTION OF BIODIVERSITY OUTSIDE THE MINE SITE

Watershed Rehabilitation

As the holder of a Borrow-to-Use Forest Area (IPPKH) permit, ITM is required to carry out watershed rehabilitation for the area of the concession permit based on the Minister of Forestry Decree No. 2628/Menhut-V/RHL/2012 dated 14 May 2012 and the Minister of Environment and Forestry Decree No. SK.8671/MenLHK-PDASHL/KTA/DAS.1/12/218 dated 18 December 2018. Watershed rehabilitation activities are carried out outside the mining area according to the location designated by the government. ITM has an obligation to plant in four provinces: East Kalimantan, South Kalimantan, Special Region of Yogyakarta, and Central Java.

ITM is obliged to carry out rehabilitation on 48,010.94 Hectares of watershed area until 2026. The watershed rehabilitation program is carried out for three years, covering planting (P0), first year maintenance (P1), and second year maintenance (P2), then handover to the government if the planting success criteria are met. In 2022, ITM has handed over the results of planting an area of 5,623 Ha of the watershed rehabilitation area to the government.

Realisasi Kegiatan Rehabilitasi DAS (Ha)
Realization of Watershed Rehabilitation Activities (Ha)

Kinerja Rehabilitasi DAS Watershed Rehabilitation Performance	**Akumulasi s.d. 2022** Accumulation until 2022
Kewajiban Penanaman DAS hingga 2026 Watershed Planting Obligation until 2026	48,010.94
Lokasi DAS yang Telah Ditanam per 31 Desember 2022 Watersheds that have been Planted per December 31, 2022	
Penanaman (P0) Planting (P0)	33,882.40
Pemeliharaan Tahun Pertama (P1) First Year Maintenance (P1)	32,037.74
Pemeliharaan Tahun Kedua (P2) Second Year Maintenance (P2)	28,366.48
Lahan DAS yang Telah Diserahterimakan Watershed Land That Has Been Handed Over	20,056.32

Dalam melaksanakan penanaman ITM memprioritaskan tanaman lokal dan *Multi Purpose Tree Species* (MPTS) Sesuai konsultasi dengan pemangku kepentingan. Dalam kegiatan rehabilitasi DAS, ITM turut serta menggerakkan perekonomian daerah lokal melalui pelibatan 14 kontraktor lokal. [304-2]

ITM prioritizes local species of plant and Multi Purpose Tree Species (MPTS) based on consultation with stakeholders. In watershed rehabilitation activities, ITM participates in driving the local economy through the involvement of 14 local contractors. [304-2]

Pelestarian Daerah Pesisir

Melalui anak usaha IMM, Perusahaan melakukan upaya pelestarian daerah pesisir di Kecamatan Bontang Lestari, Kota Bontang dan Kecamatan Marang Kayu, Kabupaten Kutai Kartanegara. Daerah ini memiliki tingkat abrasi tinggi dan kondisi pulau-pulau karang tenggelam saat air pasang sehingga ITM melakukan penanaman mangrove dan transplantasi terumbu karang. Kegiatan yang juga melibatkan masyarakat sekitar ini bertujuan untuk meningkatkan ekowisata dan jumlah fauna, serta mencegah berkurangnya keanekaragaman hayati melalui budidaya biota laut.

Pada tahun 2022, IMM telah melakukan koordinasi dengan pemangku kepentingan setempat (BPDAS & KPHP Santan) terkait pengelolaan hutan mangrove. Selain itu, Perusahaan juga turut serta dalam meningkatkan kapasitas internal untuk memastikan pengelolaan mangrove telah sesuai dengan regulasi yang ada dan mencapai tingkat keberhasilan penanaman yang tinggi.

Coastal Area Preservation

Through its IMM subsidiary, the Company is making efforts to preserve coastal areas in Bontang Lestari District, Bontang City and Santan Marang Kayu District, Kutai Kartanegara Regency. This area has a high abrasion rate, and the coral islands sink during high tide, therefore ITM has planted mangroves and transplanted coral reefs. The activities with the involvement of local communities, aim to increase ecotourism and fauna, as well as prevent a reduction in biodiversity through the cultivation of marine biota.

In 2022, IMM has coordinated with local stakeholders (BPDAS & KPHP Santan) regarding mangrove forest management. In addition, the Company also participated in building internal capacity to ensure mangrove management comply with existing regulations and achieves a higher success rate planting.

Pada tahun 2022, ITM ditunjuk sebagai mitra pemerintah dalam membangun area persemaian yang disebut Persemaian Mentawir, seluas 120 ha dengan sarana utama persemaian seluas 32,5 ha, di Ibu Kota Negara (IKN). Dalam pelaksanaannya, ITM bekerja sama dengan Kementerian Lingkungan Hidup dan Kehutanan (KLHK) dan Kementerian Pekerjaan Umum dan Perumahan Rakyat (PUPR). Persemaian ini berperan sentral dalam mewujudkan pembangunan ibu kota negara yang hijau karena disiapkan sebagai penyedia bibit untuk rehabilitasi lahan dan pemulihan lingkungan di kawasan IKN.

In 2022, ITM was appointed as the government's partner in building a 120 ha nursery area called the Mentawir Nursery, with the main facility of a nursery on an area of 32.5 ha, in the New National Capital City (IKN). In its implementation, ITM has been working closely with the Ministry of Environment and Forestry (KLHK) and the Ministry of Public Works and Public Housing (PUPR). This nursery plays a central role in realizing the development of a green national capital because it is designed as a provider of seeds for land rehabilitation and environmental restoration in the IKN area.



Realisasi Kegiatan Pelestarian Daerah Pesisir
Results of the Coastal Conservation Area

Kinerja Pelestarian Daerah Pesisir Results of the Coastal Conservation Area	**2022**	**2021**	**2020**	**Akumulasi** Akumulasi
Penanaman Bibit Mangrove (Jumlah bibit) Mangrove Planting (Number of seedlings)	0	40,000	3,500	130,000
Luas Area Penanaman Mangrove (Ha) Mangrove Planting Area (ha)	0	36	5	72
Transplantasi Terumbu Karang (Unit Kubah Beton) Transplantation of reef coral branching on dome-shape concrete	640	200	500	1,740
Tingkat Kerapatan Terumbu Karang Transplantation of reef coral branching on dome-shape concrete	75%	79%	78%	

Keterangan: Akumulasi realisasi kegiatan sejak tahun 2010
Notes: Accumulated realization of coastal conservation area activities carried out since 2010

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

Uraian Description	**2022**				**2021**				**2020**			
	Q1	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**	**Q1**	**Q2**	**Q3**	**Q4**
Individual Amount per Liter	441	819	819	5	504	1,260	1,008	945	1,008	N/A	150	375
Indeks Keanekaragaman Hayati (H') Diversity Index	1.55	1.7	1.78	1.3	1.91	2.13	1.89	1.77	1.96	N/A	1.56	1.99

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 2022 | 2022 HIGHLIGHTS

Pengelolaan Limbah secara 3R
3R Waste Management
15.5 %

Intensitas limbah B3
Hazardous waste intensity
0.14 Kg/Ton Produksi
Kg/Ton Production

PENDEKATAN MANAJEMEN [3-3] [CSS-12.1.1] | MANAGEMENT APPROACH [3-3] [CSS-12.6.1]

TOPIK MATERIAL: LIMBAH | MATERIAL TOPIC: WASTE

Kebijakan:
- Prosedur No. ITM-MS-HSE-12.5.3-001

Policy:
- Procedure No. ITM-MS-HSE-12.5.3-001

DAMPAK DAN PENGELOLAAN | IMPACT AND MANAGEMENT



Limbah dari kegiatan operasional pertambangan maupun aktivitas pendukung dapat mencemari lingkungan apabila tidak dikelola dengan baik. ITM berkomitmen untuk mengelola dan mengolah limbah untuk meminimalkan dampak negatif yang timbul.

Waste from mining operations and supporting activities can pollute the environment if not managed properly. ITM is committed to managing and treating waste to minimize the negative impacts that arise.

SUMBER DAYA DAN EVALUASI | RESOURCES AND EVALUATION

Evaluasi pengelolaan limbah dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak-pihak berwenang. Hasil evaluasi tahun 2022 menunjukkan peningkatan persentase pengelolaan limbah non-B3 secara 3R sebesar 9% dibanding tahun 2021. Pengelolaan limbah merupakan tanggung jawab dari Departemen General Services (GS) dan HSEC.

Waste management is evaluated through a mechanism of periodic reporting assessment to the authorities. The evaluation results in 2022 show an increase in the percentage of 3R non-hazardous waste management by 9% compared to 2021. Waste management is the responsibility of the HSEC Department.

ITM mengelola limbah sesuai jenis dan bentuknya dengan prinsip 3R (*reduce, reuse, recycle*). Pengelolaan dilakukan mulai dari penyimpanan, pemindahan hingga pembuangan akhir, dan meminimalkan pembuangan dengan menghemat sumber daya. Dari kegiatan operasional, dihasilkan limbah berbahaya beracun (B3), baik yang berbentuk padat dan cair, serta limbah padat non-B3. Kami mengelola timbulan limbah non-B3 secara mandiri dan untuk beberapa jenis limbah, perusahaan bekerja sama dengan pihak ketiga yang berwenang. [306-1, 306-2][CSS-12.6.2, CSS-12.6.3]

ITM manages waste according to its type and form with the 3R principle (reduce, reuse, recycle). The management process is carried out from storage, transfer to final disposal, and minimizes disposal by saving resources. The operational activities generate hazardous waste in solid and liquid forms, as well as non-hazardous solid waste. We manage non-hazardous waste generation independently, and cooperate with licensed third parties to manage several other types of waste. [306-1, 306-2][CSS-12.6.2, CSS-12.6.3]

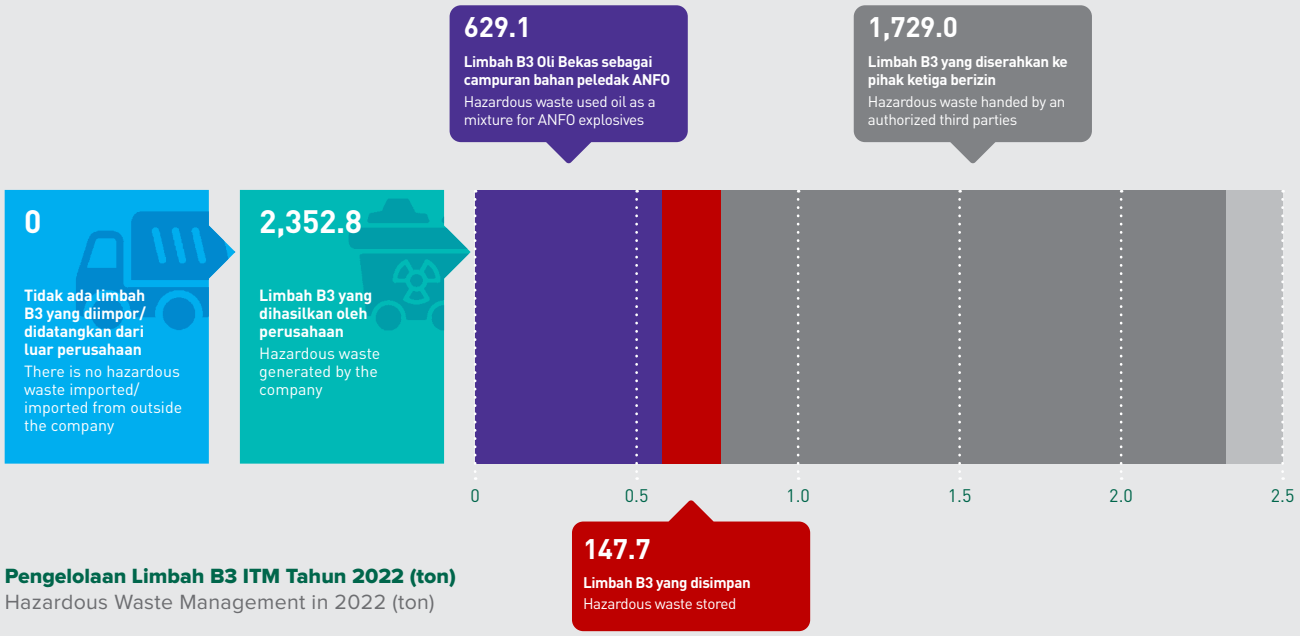
Jumlah Timbulan Limbah Padat Non-B3 (ton)* [306-3] [CSS-12.6.4]
Total Generated of Non-Hazardous Solid Waste (ton)*

Jenis Limbah Padat Non-B3 Type of Non-Hazardous Solid Waste		2022	2021	2020
Organik Organic	Domestik Domestic	868.0	573.3	1,321.0
	Kertas Paper	125.5	96.5	226.1
	Lainnya Others	8.5	7.3	12.3
Non-Organik Non-Organic	Kaca Glass	1.5	0.8	0.8
	Plastik Plastic	192.8	88.8	151.4
	Ban Bekas Used Tire	985.8	1,603.3	558.2
	Lainnya Others	86.4	99.1	54.7
Metal		17.6	59.6	147.4
Abu Dasar dan Abu Terbang PLTU** Fly Ash and Bottom Ash**		3,065.3	5,374.9	5,403.2
Jumlah Total		5,352.3	7,903.4	7,875.3

Keterangan:
*Perubahan satuan unit dari Kilogram menjadi Ton sesuai standar GRI 306
**Limbah Non-B3 terdaftar berdasarkan PP No.22 Tahun 2021 Lampiran XIV
Notes:
*Change of units from Kilograms to Tons according to GRI 306 standards
**Non-hazardous waste listed based on Government Regulation No. 22 of 2021, Appendix XIV

Adapun untuk limbah B3, Perusahaan menampung sementara timbulan yang dihasilkan di Tempat Penyimpanan Sementara (TPS). Dari TPS, limbah B3 diserahkan pada pihak ketiga berizin untuk dikelola. ITM tidak mendatangkan limbah dari luar perusahaan maupun impor untuk dikelola, juga tidak ada kegiatan pembakaran (insinerasi). Informasi lengkap mengenai volume dan pengelolaan limbah B3 disampaikan pada Lampiran dalam laporan ini. [306-4, 306-5] [CSS-12.6.5, CSS-12.6.6]

Meanwhile, for hazardous waste, the Company temporarily stores the generated waste in temporary waste storage (TPS). From the TPS, the hazardous waste is handed over to a licensed third party to be managed. ITM does not bring in waste from outside the company or import it to be managed, nor is there any incineration. Complete information regarding the volume and management of hazardous waste is presented in the Appendix of this report. [306-4, 306-5] [CSS-12.6.5, CSS-12.6.6]



Pengelolaan Limbah B3 ITM Tahun 2022 (ton)
Hazardous Waste Management in 2022 (ton)

Jumlah Produksi Limbah B3 Tahun 2022 (ton) [306-3, 306-4, 306-5] [CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste Generated in 2022 (ton)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	ITM & Kontraktor ITM & Contractors		
	2022	2021	2020
Oli bekas Used Oil	2,044.3	1,999.7	2,041.2
Gemuk bekas Used Grease	10.8	4.0	1.6
Filter oli Oil Filter	97.6	117.6	158.0
Baterai bekas (kecil) Used Battery (Small)	0.7	0.2	1.7
Baterai bekas (besar) Used Battery (Large)	34.3	42.4	61.7
Perlengkapan tulis Stationary	0.0	0.3	0.1
Limbah medis Clinical Waste	0.4	4.0	0.6
Bahan terkontaminasi Contaminated Matter	127.9	104.7	132.8
Laboratory	2.0	2.9	0.3
Lainnya Others	34.8	48.8	89.9
Jumlah Total	2,352.8	2,324.7	2,487.7

Keterangan:
• Jumlah termasuk sisa limbah tahun sebelumnya yang dikirim ke pihak ketiga
• Perubahan satuan unit dari Kilogram menjadi Ton sesuai standar GRI 306

Notes:
• The amount includes previous year's residual waste sent to third party
• Change of units from Kilograms to Tons according to GRI 306 standards

Selain mengelola secara 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.

In addition to 3R management, ITM also utilizes hazardous waste of used oil as be mixing materials for blasting activities (ANFO), in accordance with the permit based on Ministry of Environment Decree No.07.14.03/2014 & Ministry of Environment Decree No.232/2013.

Pengelolaan Limbah 3R (ton) [306-2][CSS-12.6.3]
3R Waste Management (ton)

Bentuk Pengelolaan Type of Management		2022	2021	2020
On-site				
Limbah Organik: Sisa Makanan Organic Waste: Food Leftovers	Diolah menjadi kompos Processed into compost	-*	6.2	6.8
Limbah B3: Oli Bekas Hazardous Waste: Used Oil	Dimanfaatkan sebagai campuran bahan peledak ANFO Used as a mixture of ANFO explosives.	629.1	577.6	503.0
Limbah Non-B3 Non-Hazardous Waste	Pengelolaan dengan 3R 3R management	421.4	283.4	400.2
Off-site				
Limbah B3 Lain Other Hazardous Waste	Didaur ulang oleh pihak ketiga Recycled by third parties	1,530.4	1,369.2	5,537.8
Jumlah Limbah yang Dikelola 3R Total Waste Managed with 3Rs		2,581.0	2,230.2	6,047.8
Jumlah Limbah B3 dan Non B3 Dihasilkan Total Hazardous and Non Hazardous Waste Generated		7,705.2	10,228.1	10,363.0
Persentase Pengelolaan 3R oleh Anak Usaha ITM dan Pihak Ketiga Percentage of 3R Management by ITM Subsidiaries and Third Parties		33%	22%	58%

Keterangan:
Perubahan satuan unit dari Kilogram menjadi Ton sesuai standar GRI 306
*Perubahan pendekatan laporan 2022 dengan menempatkan kompos sebagai bagian dari limbah yang dikelola 3R, sesuai dengan definisi Pemulihan dalam GRI 306
Information:
Change of units from Kilograms to Tons according to GRI 306 standards
*Changes to the 2022 report approach by placing compost as part of the 3R managed waste, according to the definition of Recovery in GRI 306

Intensitas Limbah (kg/ton Produksi)
Waste Intensity (kg/ton Production)

Uraian Description	2022	2021	2020
Intensitas Limbah B3 Hazardous Waste Intensity	0.14	0.41	0.37
Intensitas Limbah Non-B3 Non-Hazardous Waste Intensity	0.32	0.13	0.10

Keterangan: Terdapat perubahan data intensitas limbah dari tahun sebelumnya karena perubahan status Fly Ash dan Bottom Ash yang sebelumnya limbah B3 menjadi limbah Non-B3 terdaftar.
Note: There is a change in waste intensity data from the previous year due to a change in the status of Fly Ash and Bottom Ash from previously hazardous waste to registered Non-hazardous waste.

ITM juga memperhatikan pengelolaan bantuan penutup untuk menutup lubang tambang sehingga seluruh material batu dapat dimanfaatkan secara maksimal. Perusahaan sudah melakukan pemisahan bantuan penutup yang dimanfaatkan kembali (*in pit dump*) dan yang ditimbun di luar (*out pit dump*). [306-3, 306-4, 306-5] [CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]

ITM also pays attention to overburden management to cover mine pits to optimize the use of all rock materials. The company has separated the overburden for reuse (in pit dump) and to be stockpiled outside (out pit dump). [306-3, 306-4, 306-5] [CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]

Pencegahan Tumpahan

ITM berupaya meminimalkan potensi adanya tumpahan cairan B3 maupun minyak yang dapat mencemari lingkungan. Perusahaan terus melakukan langkah-langkah pencegahan terjadinya tumpahan yang dapat merusak lingkungan.

Spill Prevention

ITM continuously attempts to minimize the potential hazardous liquid and oil spills which can pollute the environment. The company continues to take steps to prevent spills that could damage the environment.

Tumpahan Minyak [GRI 2016: 306-3][CSS-12.3.2]
Oil Spill

Uraian Description	**2022**	**2021**	**2020**
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)

Pengelolaan Air dan Efluen
Water and Effluent Management

HIGHLIGHT 2022 | 2022 HIGHLIGHTS

Efisiensi penggunaan air
Water use efficiency
25.8%

Intensitas penggunaan air
Intensity of water use
0.18 M^3/TON

PENDEKATAN MANAJEMEN [3-3] [CSS-12.7.1] | MANAGEMENT APPROACH [3-3] [CSS-12.7.1]

TOPIK MATERIAL: AIR DAN EFLUEN | MATERIAL TOPIC: WATER AND EFFLUENT

Kebijakan:
- Kepatuhan terhadap baku mutu kualitas air limbah
- Konservasi air melalui pencegahan atas kehilangan air dan daur ulang air

Policy:
- Compliance with quality standards for waste water quality
- Water conservation through prevention of water loss and water recycling

DAMPAK DAN PENGELOLAAN | IMPACT AND MANAGEMENT

Perusahaan memanfaatkan air dalam proses bisnis yang dijalankan sehingga penting bagi kami untuk mengelola secara cermat dan memastikan air yang dikembalikan ke badan air berkualitas baik.

The company uses water in their business processes, which makes it important for us to manage it carefully and ensure the water has good quality before it discharged to water bodies.

SUMBER DAYA DAN EVALUASI | RESOURCES AND EVALUATION

Evaluasi pengelolaan air dan efluen dilakukan melalui mekanisme penilaian pelaporan secara berkala kepada pihak berwenang. Pengelolaan air dan efluen merupakan tanggung jawab Departemen HSE.

Water and effluent management are evaluated through a mechanism of periodic reporting assessment to the authorities. Water and effluent management are the responsibility of the HSE Department.

PENGGUNAAN AIR

Perusahaan menggunakan air untuk keperluan domestik dan operasional yang berasal dari sumber air tanah, dari 10 liter/ton FC pada 2021 menjadi 4,1 liter/ton FC. Selain itu, Perusahaan juga memanfaatkan sumber air laut dan air hujan yang ditampung dalam kolam penampungan. Air laut digunakan untuk proses pendinginan serta siklus uap air pada pembangkit listrik tenaga uap (PLTU) yang dioperasikan IMM. Adapun air hujan dimanfaatkan untuk fasilitas tambang dan kendaraan, penyiraman jalan, dan penyemprotan di *stockpile*. Kami senantiasa memantau pengambilan dan penggunaan air untuk mencegah adanya volume pengambilan berlebihan dan memastikan air buangan tidak mencemari lingkungan. [303-1, 303-2] [CSS-12.7.2, CSS-12.7.3]

Hingga akhir tahun 2022, pemakaian air mencapai 2.996.505 m^3, berkurang sebesar 25,8% dibanding tahun 2021. Intensitas penggunaan air mencapai 0,16 m^3/ton FC. Wilayah operasi perusahaan di Kalimantan tidak tergolong dalam kawasan stres air berdasarkan *Aqueduct Risk Atlas* tahun 2021. Tidak ada pengambilan air dari wilayah yang merupakan area stres air. [303-3, 303-5] [CSS-12.7.4, CSS-12.7.6]

WATER USE

The company uses water for domestic and operational purposes from groundwater sources, from 10 liters/ton FC in 2021 to 4.1 liters/ton FC. In addition, the Company also uses seawater and rainwater which are collected in collection ponds. Seawater is used for the cooling process and water vapor cycle in the coal-fired power plant (PLTU) operated by IMM. Meanwhile, rainwater is used for mining facilities and vehicles, watering roads, and spraying stockpiles. We constantly monitor the withdrawal and use of water to prevent excessive volumes of withdrawal and ensure that the wastewater does not pollute the environment. [303-1, 303-2] [CSS-12.7.2, CSS-12.7.3]

Until the end of 2022, water withdrawal and use reached 2,996,505 m^3, decreased 25.8% compared to 2021. The intensity of water use reached 0.16 m^3/ton. The company's operating area in Kalimantan is included in the low risk water stress area based on the Aqueduct Risk Atlas. There was no water withdrawal from water stress areas. [303-3, 303-5] [CSS-12.7.4, CSS-12.7.6]

Penggunaan Air Berdasarkan Sumber (m^3) [303-3, 303-4, 303-5] [CSS-12.7.4, CSS-12.7.5, CSS-12.7.6]
Water Use by Source (m^3)

Uraian Description	2022*	2021	2020
Pengambilan Air Water Withdrawal			
Air Hujan Rainwater	166,749,852	1,181,735,589	1,364,156,893
Air Permukaan Surface water	1,939,595	1,698,989	2,039,172
Air Tanah Ground water	77,433	199,765	184,931
Air Laut Sea water	1,191,355	1,259,646	1,184,223
Municipal water	2,196	9,588	3,555
Jumlah Pengambilan Air Total Water Withdrawal	**169,960,430**	**1,184,903,577**	**1,367,568,774**

Penggunaan Air Berdasarkan Sumber (m³) [303-3, 303-4, 303-5] [CSS-12.7.4, CSS-12.7.5, CSS-12.7.6]
Water Use by Source (m³)

Uraian Description	2022*	2021	2020
Pembuangan Air Water Discharge			
Air Permukaan Surface water	214,248,106	1,179,825,632	N/A
Air Laut Sea water	2,406,966	1,036,967	N/A
Jumlah Pembuangan Air Water Discharge Air	**271,457,488**	**1,180,862,599**	**N/A**
Jumlah Penggunaan Air Total Water Consumption	**2,996,505**	**4,040,977**	**4,650,833**

Keterangan:
- Penghitungan pemakaian air dilakukan melalui manajemen pengelolaan kolam endapan dan pemantauan meteran air terpasang.
- Perhitungan terkait perubahan dalam penyimpanan air masih dalam tahap awal sehingga belum dilaporkan
- Terdapat penyesuaian perhitungan pada perhitungan penggunaan air di tahun 2022. Hal ini dikarenakan pembuangan air tidak hanya berasal dari pengambilan air, namun juga berasal dari daerah tangkapan air dalam proses pertambangan.

Note:
- Calculation of water usage is carried out through the management of sediment ponds and monitoring of installed water meters.
- Calculation of change in water storage is still in early stage, hence this figure cannot be presented at this moment.
- There is adjustment in the calculation of water use in 2022. This is because the discharge of water does not only originate from water withdrawal, but also originates from the catchment area in the mining process.

Intensitas Penggunaan Air
Water Use Intensity

Uraian Description	Satuan Unit	2022	2021	2020
Jumlah Produksi Total Production	Juta Ton Million Ton	16.7	18.6	19.3
Intensitas Penggunaan Air Water Use Intensity	m3/Ton	0.18	0.22	0.24

Pengelolaan Efluen

Sebelum dialirkan kembali ke badan air atau digunakan kembali, air limbah diolah di Instalasi Pengelolaan Air Limbah (IPAL) dan kolam endapan. Perusahaan memantau kualitas air di sungai-sungai sekitar Wilayah Izin Usaha Pertambangan Batuan (WIUP) anak perusahaan yang merupakan badan air tujuan pelepasan efluen. Semua olahan efluen dibuang sesuai dengan standar, peraturan, dan tidak melebihi angka baku mutu yang ditetapkan. Perusahaan menggunakan teknologi digital untuk memantau kualitas efluen pada kolam endapan dengan beban pencemar tertinggi secara *real-time*. Adapun pemantauan kolam endapan lainnya dilakukan secara manual oleh laboratorium yang terakreditasi. Total volume olahan efluen yang dilepaskan ke badan air mencapai 271.457.488 m³. [303-1, 303-2, 303-4] [CSS-12.7.2, CSS-12.7.3, CSS-12.7.5]

Effluent Management

Before being discharged into water bodies or reused, wastewater is treated at the Wastewater Management Plant (WWTP) and sediment ponds. The company monitors the water quality in the rivers around the Quarry Business Permit Area (WIUP) of its subsidiary, as the destination water body for effluent discharge. All effluent is discharged of in accordance with standards, regulations, and there is no noncompliance with the quality standards. The company uses digital technology to monitor effluent quality in sediment ponds with the highest pollutant load in real-time. The monitoring of other sediment ponds is carried out manually by an accredited laboratory. The total volume of treated effluent discharged into water bodies reached 271,457,488 m³. [303-1, 303-2, 303-4] [CSS-12.7.2, CSS-12.7.3, CSS-12.7.5]

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, Sungai Kare, Sungai Palakan, Laut Tanjung Merangas, Laut Bontang Santan River, Kare River, Palakan River, Tanjung Merangas Sea, Bontang Sea	16
KTD-EMB	Sungai Mahakam, Sungai Separi, Sungai Embalut Mahakam River, Separi River, Embalut River	1
BEK	Sungai Biangan, Sungai Tenaik Biangan River, Tenaik River	6
TCM	Sungai Lawa, Sungai Separi, Sungai Mahakam, Sungai Bengkirai (Anak Sungai Lawa), Sungai Begai, Sungai Jutung, Sungai Tunau, Sungai Biangan Lawa River, Separi River, Mahakam River, Bengkirai River (Tributary of Lawa River), Begai River, Jutung River, Tunau River, Biangan River	38
JBG	Sungai Katal-katal, Sungai Nahya, Galam Swamp, Sungai Asam-asam Katal-katal River, Nahya River, Galam Swamp, Asam-asam River	11

Rerata Hasil Pengukuran Kualitas Olahan Efluen Tahun 2022
Average Results of Effluent Treatment Quality Measurement 2022

Parameter	**Satuan** Unit	**Baku Mutu*** Quality Standard*	**Site/Anak Perusahaan** Site/Subsidiary				
			IMM	**TCM**	**BEK**	**KTD-EMB**	**JBG**
pH	mg/L	6.0-9.0	8.7	7.98	8.9	8.5	8.62
TSS		</= 300	245	114	206	66	78
Fe		</= 7.0	6.09	3.28	4.0	2.7	6.8
Mn		</= 4.0	3.9	3.14	0.7	0.1	3.95
Cd**		</=0.05	N/A	N/A	N/A	N/A	0.01

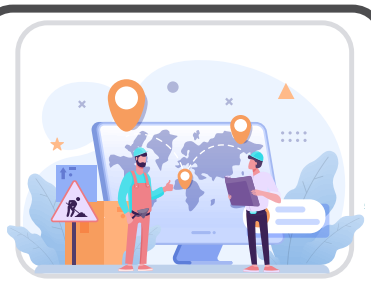
Keterangan:
*Berdasarkan Peraturan Daerah Kalimantan Timur No.02/2011 dan Peraturan Gubernur Kalimantan Selatan No. 36/2000
**N/A: Parameter Cd tidak dipersyaratkan pada Peraturan Daerah Kalimantan Timur No.02/2011
Note:
* Based on East Kalimantan Regional Regulation No.02/2011 and Governor of South 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

Fenomena curah hujan dapat mempengaruhi kegiatan operasional tambang. Menanggapi risiko curah hujan tinggi, Perusahaan membuat fasilitas drainase masuk dan keluar yang lebih optimal, termasuk menambah pompa air untuk mengeluarkan air keluar dari lubang tambang (pit) lebih cepat. Perusahaan juga memiliki 72 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] [CSS-12.7.2, CSS-12.7.3]

The phenomenon of high precipitation can affect mining operations. The company responds to this risk by making more optimized inlet and outlet drainage facilities, including adding water pumps to remove water from the pit more quickly. The company also has 72 settling ponds with a capacity of 13,983,091 m^3 to control and treat rainwater runoff into the drainage. [303-1, 303-2] [CSS-12.7.2, CSS-12.7.3]

Untuk mengatasi dan mencegah dampak negatif dari air asam tambang, ITM menerapkan strategi pengelolaan Air Asam Tambang (AAT) yang terdiri dari tiga tahap: [CSS-12.7.2]

To overcome and prevent the negative impacts of acid mine drainage, ITM implements an Acid Mine Drainage (AMD) management strategy which consists of three stages: [CSS-12.7.2]



Identifikasi Acid Rock Drainage (ARD)
Identification of Acid Rock Drainage (ARD)

1. Identifikasi ARD
   a. Penilaian geologi
   b. Penilaian geokimia
2. Karakterisasi ARD
3. Klasifikasi ARD
4. Modelling ARD
   a. Estimasi volume
   b. Aktualisasi model
   c. Rekomendasi waste handling

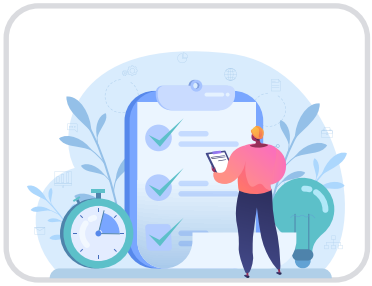
1. ARD Identification
   a. Geological assessment
   b. Geochemical assessment
2. ARD characterization
3. ARD Classification
4. ARD Modeling
   a. Volume estimation
   b. Model updating
   c. Waste handling recommendation



AMD Preventive Management

1. Pengembangan metode *waste handling*
   a. Penanganan selektif
   b. PAF waste covering (kapsulasi, *water covering*)
2. Waste scheduling mine development
   a. Metode *backfilling waste*
3. *Drainage management system*

1. Development of waste handling methods
   a. Selective handling
   b. PAF waste covering (capsulation, water covering)
2. Waste scheduling mine development
   a. backfilling waste method
3. Drainage management system



AMD Corrective Management

1. Discharge water treatment
2. In situ water treatment
3. Revegetasi
4. Reparasi gully
5. Acid leaching management

1. Discharge water treatment
2. In situ water treatment
3. Revegetation
4. Gully repair
5. Acid leaching management

Secara berkala, Perusahaan melakukan pemantauan dan penghitungan nilai keanekaragaman hayati di badan sungai tujuan pelepasan olahan efluen untuk memastikan pelepasan olahan efluen tidak mempengaruhi habitat di air. Selama tahun 2022, tidak ada insiden terkait pengelolaan air dan efluen yang berdampak terhadap ekosistem sungai. Hasil pengukuran plankton pada badan air juga menunjukkan tidak adanya kerusakan keanekaragaman hayati pada ekosistem sungai. [303-1] [CSS-12.7.2]

Periodically, the company monitors and calculates the value of biodiversity in river bodies where treated effluent is discharged to ensure it does not affect habitats in the water. During 2022, there were no incidents related to water and effluent management that affected the river ecosystem. The results of plankton measurements in water bodies also showed no damage to biodiversity in the river ecosystems. [303-1] [CSS-12.7.2]

DAUR ULANG DAN PENGGUNAAN AIR KEMBALI

Perusahaan melakukan upaya efisiensi penggunaan air melalui proses daur ulang sehingga air dapat digunakan kembali. Air limbah yang telah diolah dari IPAL menghasilkan *recycle cooling water* yang kemudian dimanfaatkan pada pembangkit listrik di IMM. Air olahan tersebut juga digunakan untuk pencucian unit LV sebesar 766 m^3 di JBG.

Selain itu, ITM juga melakukan pemanfaatan air kembali, di antaranya penggunaan *run off* di *crushing plant* TCM sebesar 81.000 m^3 untuk meminimalkan intensitas debu batubara. Di samping itu, ITM telah memiliki IPAL Domestik di site EMB yang telah memperoleh izin dan digunakan sejak tahun 2021.

WATER RECYCLING AND REUSING

The company carries out water efficiency efforts through a recycling process to reuse the water. Wastewater that has been treated from WWTP produces recycled cooling water which is then used in the power plant at IMM. The 766 m^3 of treated water was also used for washing the LVs at JBG.

In addition, ITM is also re-using water, including the use of run off at the TCM crushing plant of 81,000 m^3 to minimize the intensity of coal dust. In addition, ITM already has a Domestic WWTP at the EMB site which has obtained a permit and has been in use since 2021.



05

Menginspirasi Setiap Insan, Bertransformasi Lebih Baik

Inspiring People, Transforming Better

Kami memastikan perjalanan transformasi ITM melibatkan pekerja dan masyarakat sekitar. Dengan semangat *faster, greener,* dan *smarter*, kami memiliki tujuan untuk menjadi lebih baik dan terus memberikan inspirasi pada mereka untuk turut serta dalam setiap perubahan.

We ensure that ITM's transformation journey involves employees and the surrounding community. With the spirit of faster, greener and smarter, we aim to continuously be better and inspire them to participate in every change.


GGAR SEN
Bangunrejo"
Bangris L3 Blok A
BANGUN REJO
SANGGAR SENI
Bangun Rejo

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

HIGHLIGHT 2022 | 2022 HIGHLIGHTS

0 Kematian
Fatality

Lost Time Injury Frequency Rate (LTIFR)
0.07 Karyawan & Mitra Kerja
Employee & Business Partner

PENDEKATAN MANAJEMEN [3-3] [CSS-12.14.1] | MANAGEMENT APPROACH [3-3] [CSS-12.14.1]

TOPIK MATERIAL: KESELAMATAN DAN KESEHATAN KERJA (K3)

Kebijakan:
- Sistem Manajemen Keselamatan Pertambangan Mineral (SMKP Minerba)
- Sistem Manajemen K3 & Lingkungan (SMK3L)
- Pengembangan budaya K3

MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY (OHS)

Policy:
- Mineral Mining Safety Management System (SMKP Mineral, Energy, and Coal)
- OHS & Environmental Management System (SMK3L)
- Development of OHS culture

DAMPAK DAN PENGELOLAAN | IMPACT AND MANAGEMENT

ITM memprioritaskan pengelolaan aspek K3 untuk mencapai kinerja unggul melalui prosedur kontrol yang terintegrasi dan penyediaan lingkungan kerja yang layak, sehat, dan aman. Kami menerapkan ISO 45001:2018 Sistem Manajemen K3, dan memastikan kesehatan dan keselamatan fisik, mental, dan sosial pekerja, yang merupakan aset bagi masa depan perusahaan.

ITM prioritizes the management of OHS aspects to achieve performance excellence through integrated control procedures and the provision of a decent, healthy, and safe work environment. We implement ISO 45001:2018 OHS Management System, and ensure the physical and mental health, social and safety of employees as assets for the future of the company.

SUMBER DAYA DAN EVALUASI | RESOURCES AND 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 minimal 1 tahun sekali. Hasil evaluasi kinerja tahun 2022 menunjukkan bahwa pengelolaan K3 telah dilakukan dengan baik. Pengelolaan K3 berada di bawah tanggung jawab Departemen HSEC, dipimpin oleh Kepala Bagian HSE, didukung oleh Fungsi Operation dan HR.

OHS management is evaluated through a safety audit mechanism at the entire WIUP, an audit of quality assurance reviews on HSE aspects by the Head Office, and an external audit by a certified body at least once a year. The results of the 2022 performance evaluation showed that OHS management has been carried out properly. OHS management is the responsibility of HSEC Department, led by the Head of HSE, supported by the Operations and HR functions.

SISTEM MANAJEMEN K3

Penerapan sistem manajemen K3 mencakup seluruh (100%) karyawan dan pekerja lain bukan karyawan (perusahaan mitra/kontraktor, mitra/kontraktor, pengunjung, dan pemangku kepentingan lain). Di samping itu, Perusahaan mencantumkan pembahasan K3 dalam Perjanjian Kerja Bersama (PKB), yang melindungi seluruh (100%) pekerja. [2-30] [403-8] [CSS-12.14.9]

OHS MANAGEMENT SYSTEM

The OHS management system implementation covers all (100%) employees and other non-employee workers (partner/contractor companies, partners/contractors, visitors, and other stakeholders). In addition, the Company includes OHS clauses in the Collective Labor Agreement (CLA), which protects all (100%) employees. [2-30] [403-8] [CSS-12.14.9]

Sistem Manajemen K3 dalam SMK3L [403-1] [CSS-12.14.2]
OHS Management in HSEMS

Misi Manajemen K3 OHS Management Mission	**Target Manajemen K3** OHS Management Target	**Strategi 3 Pilar** 3 Pillars Strategy
Nihil kecelakaan yang berakibat hilangnya hari kerja Zero accident resulting in lost time injury	Tingkat Kekerapan Kecelakaan Kerja: 0,0 Injury Frequency Rate (IFR): 0.0 Jumlah Kekerapan Kecelakaan Kerja Tercatat: 0,12 Total Recordable Injury Frequency Rate (TRIFR): 0.12	Pilar Organisasi & Sistem Menjaga pelaksanaan SMK3L melalui kebijakan OHS, HSE Management System, Contractor Management System, dan Online Incident Report. Organizational & System Pillar Maintain the implementation of SMK3L through OHS policies, HSE Management System, Contractor Management System, and Online Incident Report.
Nihil terulangnya kecelakaan Zero recurring accident	Tingkat Keparahan Kecelakaan Kerja: 0,0 Injury Severity Rate (ISR): 0.0	Pilar Manusia & Perilaku Mengembangkan SDM yang dengan kompetensi, kepedulian, dan kepemimpinan K3 yang dilengkapi dengan sistem pelaporan GoSafe dan Safety Health Environmental Accountability Program. People & Behavior Pillar Developing human resources with OHS competence, concern and leadership equipped with the GoSafe reporting system and the 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. Employee Competence Pillar Ensuring that the competence of each employee is adequate and meet the standards set by the Company and the Government.
Mencegah gangguan kesehatan dan nihil penyakit akibat kerja Prevent health issue and zero occupational disease	Pelaporan Bahaya di Tempat Kerja (GoSafe): 56.620 laporan dan tindak lanjut 70 Hazards Report (GoSafe): 56,620 reports with 70% followed up	
Memenuhi aspek keselamatan operasional pertambangan baik sarana, prasarana, instalasi dan peralatan Comply with safety standards for mining operations, covering facilities, infrastructure, installations, and equipment	CMS-K3L: 80% CMS-HSE: 80%	

IDENTIFIKASI DAN PENGELOLAAN RISIKO K3

ITM memetakan dan mengidentifikasi pekerjaan berisiko tinggi untuk mencegah potensi bahaya keselamatan dan kesehatan pekerja. Pemetaan yang dilakukan juga membantu Perusahaan dalam menyusun prioritas sehingga pengelolaan risiko dapat tepat sasaran. ITM memiliki langkah mitigasi risiko yang tercantum dalam sistem manajemen K3 dan PKB, serta prosedur investigasi dan pelaporan insiden K3. [403-2] [CSS-12.14.3]

Kami terus memaksimalkan evaluasi pengelolaan risiko K3 dan perbaikannya untuk meminimalkan dampak negatif yang ditimbulkan. Jika ada dampak signifikan dari peristiwa kecelakaan kerja termasuk adanya kejadian fatal, Perusahaan melakukan investigasi dan menyampaikan laporan kepada pihak-pihak berwenang. Selanjutnya, Perusahaan mengambil langkah-langkah perbaikan proaktif untuk mencegah insiden terulang di masa depan. [403-2] [CSS-12.14.3]

OHS RISK IDENTIFICATION AND MANAGEMENT

ITM maps and identifies high-risk jobs to prevent potential hazards to employee safety and health. The mapping also helps the Company in setting priorities for effective risk management. ITM has risk mitigation steps listed in the OHS management system and CLA, as well as OHS incident investigation and reporting procedures. [403-2] [CSS-12.14.3]

We continuously maximize the OHS risk management evaluation and improvement to minimize the negative impacts. The Company will investigate if there is a significant impact from a work accident, including a fatal incident, and submits a report to the authorities. The Company also takes proactive corrective measures to prevent incidents from recurring in the future. [403-2] [CSS-12.14.3]

Beberapa Jenis Pekerjaan Berisiko Tinggi dan Pengelolaannya [403-2, 403-7] [CSS-12.14.3, CSS-12.14.8]
Types of High-Risk Jobs and Their Management



JENIS PEKERJAAN RISIKO TINGGI	TYPES OF HIGH-RISK JOBS
Operator kendaraan berat Heavy vehicle operator	

URAIAN KEGIATAN DAN RISIKO	DESCRIPTION OF ACTIVITIES AND RISKS
Pekerjaan pemindah muatan 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 DAN PENCAPAIAN 2022	MITIGATION AND ACHIEVEMENT 2022
Mitigasi: 1. Penerapan mitigasi HIRADC untuk pekerjaan pemindahan muatan dan penyimpanan batubara, termasuk aktivitas pendukungnya. 2. Penetapan prosedur untuk masing-masing aktivitas kendaraan berat. 3. Pelaksanaan pengukuran bahaya kesehatan, seperti getaran, panas, dan ergonomi. Pencapaian: Tidak ada insiden paparan debu yang signifikan, yang menyebabkan terganggungnya operasional perusahaan atau keluhan pemangku kepentingan.	Mitigation: 1. Application of HIRADC for coal loading and storage work, including supporting activities. 2. Determination of procedures for each heavy vehicle activity. 3. Implementation of health hazard measurements, such as vibration, heat, and ergonomics. Achievement: There were no significant incidents of dust exposure, which disrupted the company's operations or caused stakeholder complaints.



JENIS PEKERJAAN RISIKO TINGGI | TYPES OF HIGH-RISK JOBS

Peledakan
Blasting

URAIAN KEGIATAN DAN RISIKO | DESCRIPTION OF ACTIVITIES AND RISKS

Risiko berupa:
1. Keterpaparan bahan kimia
2. Insiden pada saat transportasi bahan peledak
3. Risiko dari flying rzock dan air blast
4. Paparan debu dari aktivitas peledakan
5. 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.

Risks include:
1. Exposure to chemicals
2. Incidents during transport of explosives
3. Risks from flying rock and air blast
4. Exposure to dust from blasting activities
5. 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

MITIGASI DAN PENCAPAIAN 2022 | MITIGATION AND ACHIEVEMENT 2022

Mitigasi:
1. Kepatuhan pada peraturan dan persyaratan yang ditentukan Pemerintah.
2. Pelaksanaan kegiatan peledakan dilakukan oleh personel yang memiliki Kartu Pekerja Peledakan (KPP) dan/atau Kartu Izin Meledakkan (KIM).

Pencapaian:
Tidak ada insiden atau kecelakaan yang terjadi sepanjang aktivitas peledakan
Jumlah Kepemilikan KIM 57
Jumlah Kepemilikan KPP Madya 29
Jumlah Kepemilikan KPP Pratama 198

Mitigation:
1. Compliance with government regulations and requirements.
2. Blasting activities are carried out by personnel who have a Blasting Worker Card (KPP) and/or a Blasting Permit Card (KIM).

Achievement:
Zero incidents or accidents occurred during the blasting activity

Number of KIM holders 57
Number of KPP Madya holders 29
Number of KPP Pratama holders 198



JENIS PEKERJAAN RISIKO TINGGI | TYPES OF HIGH-RISK JOBS

Pemakaian radioaktif dalam kegiatan well logging
Use of radioactivity in well logging activities

URAIAN KEGIATAN DAN RISIKO | DESCRIPTION OF ACTIVITIES AND RISKS

Risiko paparan dan kontaminasi radioaktif selama:
1. P engangkutan material radioaktif dari bunker ke lokasi pengeboran
2. Pemanfaatan dan penggunaan sumber radioaktif untuk well logging
3. Penyimpanan yang berpotensi menimbulkan dampak radiasi

Radioactive exposure risk and contamination during:
1. Transport of radioactive material from bunker to drilling site
2. Utilization and use of radioactive sources for well logging
3. Storage with potential radiation impact

MITIGASI DAN PENCAPAIAN 2022 | MITIGATION AND ACHIEVEMENT 2022

Mitigasi:
1. Kegiatan penanganan, pengangkutan, pemanfaatan, dan penyimpanan hanya dilakukan oleh petugas khusus dengan memakai alat pelindung diri radiasi (APR).
2. Pengukuran paparan radiasi secara berkala.
3. Melakukan pemeriksaan kesehatan khusus secara berkala sesuai dengan persyaratan.

Pencapaian:
Tidak terdapat keluhan signifikan atas terjadinya paparan radioaktif

Mitigation:
1. Handling, transportation, utilization, and storage activities are only carried out by specialized officers using radiation personal protective equipment (PPE).
2. Periodic measurement of radiation exposure.
3. Conducting special health checks regularly in accordance with the requirements.

Achievement:
There were no significant complaints of radioactive exposure

KESEHATAN KERJA

Sepanjang tahun 2022 Perusahaan masih menjalankan protokol kesehatan kerja untuk penanganan pandemi COVID-19 yaitu vaksinasi tahap 3 (*booster*) kepada para pekerja. Perusahaan memastikan kesehatan pekerja dengan rutin melakukan pemeriksaan dan menyediakan fasilitas kesehatan di setiap site, berupa klinik dan pos kesehatan. Melalui anak usaha, ITM juga melaksanakan sosialisasi pencegahan HIV/AIDS di tempat kerja. [403-3] [CSS-12.14.4]

Hingga akhir tahun 2022, terdapat 18.413 kunjungan *on site,* dengan keluhan terbanyak seputar ISPA. ITM melakukan beberapa upaya untuk meminimalkan dan memitigasi kondisi tersebut: [403-10] [CSS-12.14.11]

1. Melakukan analisis dari hasil kunjungan klinik dan *medical check up.*
2. Memberikan konsultasi secara *online* ataupun *offline* untuk memantau kondisi kesehatan.
3. Menyajikan informasi kesehatan dan mengadakan *health talk* terkait tren kesehatan untuk meningkatkan kesadaran karyawan.

MENINGKATKAN BUDAYA K3

ITM memiliki Komite K3 di tingkat manajemen yang disebut Panitia Pembina Keselamatan & Kesehatan Kerja (P2K3) dan Komite Keselamatan Pertambangan (KKP), dipimpin Kepala Teknik Tambang dengan partisipasi keanggotaan pekerja yang mewakili setiap departemen. KKP memastikan komunikasi budaya K3 dan penerapan K3 sesuai dengan peraturan. [403-4] [CSS-12.14.5]

Di tahun 2022, Perusahaan melaksanakan berbagai kegiatan dalam rangka menginternalisasi dan meningkatkan budaya K3, serta promosi kesehatan bagi pekerja dan kontraktor, antara lain: [403-4, 403-6] [CSS-12.14.5, CSS-12.14.7]

1. Melaksanakan *Safety Culture Assessment* di anak usaha IMM
2. Melaksanakan kampanye dan penyadartahuan terkait topik K3
3. Melaksanakan program Bulan K3 pada 12 Januari – 12 Februari dengan tema “Peningkatan Budaya K3 yang berkelanjutan dalam mendukung Kinerja Sumber Daya Manusia di era Digitalisasi“
4. Melaksanakan *Health Talk* untuk menyampaikan informasi terkait kesehatan dan keselamatan kerja
5. Melakukan sosialisasi pemberantasan HIV/AIDS
6. Melaksanakan vaksinasi/vaksin gotong royong untuk seluruh karyawan dan keluarga karyawan, dengan capaian 100%

OCCUPATIONAL HEALTH

Throughout 2022 the company continued the occupational health protocol for the COVID-19 pandemic handling, by implementing the third dose of vaccination (booster) for employees. The company ensured the employees’ health by regularly carrying out checks and providing health facilities at each site, in the form of clinics and health posts. Through its subsidiaries, ITM also disseminated HIV/AIDS prevention in the workplace. [403-3][CSS-12.14.4]

Until the end of 2022, there were 18,413 visits to on site clinic, with most complaints being ISPA. ITM made several efforts to minimize and mitigate these conditions: [403-10] [CSS-12.14.11]

1. Conducting an analysis of the results of clinic visits and medical check-ups.
2. Providing online or offline consultations to monitor health conditions.
3. Presenting health information and holding health talks related to health trends to increase employee awareness.

IMPROVING OHS CULTURE

ITM has formed an OHS Committee at the management level called the Occupational Safety & Health Advisory Committee (P2K3) and the Mining Safety Committee (KKP), led by the Head of Mine Engineering. The membership of these committees consist of employees representing each department. KKP ensures the communication of OHS culture and OHS application according to regulations. [403-4] [CSS-12.14.5]

In 2022, the Company carried out various activities to internalize and improve the OHS culture, as well as health promotion for employees and contractors, including: [403-4, 403-6] [CSS-12.14.5, CSS-12.14.7]

1. Conducting Safety Culture Assessment at subsidiary IMM
2. Carrying out campaigns and awareness drive concerning OHS topics
3. Organizing the OHS Month program from January 12 to February 12 with the theme “Continuous Improvement of OHS Culture in Supporting Human Resource Performance in the Digital Era”
4. Conducting Health Talks to spread information on occupational health and safety
5. Conducting dissemination on the eradication of HIV/AIDS
6. Carrying out Gotong Royong vaccination program for all employees and their families, with a 100% achievement

Pelatihan K3 untuk Karyawan dan Pekerja Lainnya [403-5] [CSS-12.14.6]
OHS Training for Employees and Other Workers

Pelatihan K3 tahun 2022 OHS Training in 2022	Jumlah Peserta Total Participants
K3 Pertambangan dan Improvement OHS Mining and Improvement	6
Drone Safety & Ethics	15
Internal Audit SMK3 Internal Audit OHS Management system	13
IMS ISO 9001:2015 & ISO 14001:2015 OHS Management system - Introduction	21

KINERJA K3

Sepanjang 2022, tidak ada kecelakaan kerja yang menyebabkan kematian (fatalitas). Namun demikian, terdapat tiga kecelakaan kerja yang mengakibatkan hari hilang, dengan satu di antaranya merupakan *high-consequence (exclude fatality)* yang disebabkan oleh bahaya terjepit. Perusahaan juga mencatat adanya satu kasus *safety event* terkait insiden yang melibatkan peralatan dan kematian pekerja pada jam kerja karena riwayat sakit pekerja. Seluruh insiden tersebut telah ditindaklanjuti dengan memperketat prosedur kerja dan sistem K3 untuk mencegah terjadinya insiden di kemudian hari.

OHS PERFORMANCE

Throughout 2022, there were no work accidents that caused fatalities. However, three work accidents occurred that resulted in lost days, with one of them being a high-consequence (excluding fatality) injury caused by caught in hazard. The company also noted that there was one safety event case involving equipment and the death of an employee during working hours due to the employee's history of illness. All incidents have been followed up by tightening work procedures and OHS systems to prevent future incidents.

Jumlah Kecelakaan Kerja berdasarkan Jenis Cidera tahun 2022
Total of Work-related Injury In 2022

Jenis Cidera Type of Injury	Karyawan Employee	Kontraktor Contractor	Jumlah Cidera Number of Injury
Luka dalam Wound in	1	1	2
Patah tulang Fracture	0	5	5
Luka gores Graze	0	1	1
Luka bakar Burnt	0	1	1
Jumlah Cidera Tercatat Total Recordable Injury	1	8	9

Tingkat dan Jumlah Kecelakaan Kerja [403-9] [CSS-12.14.10]
Rate and Number of Injury

Tingkat Kecelakaan Kerja Injury Rate	2022			2021			2020		
	Karyawan Employees	Mitra Kerja Business Partner	Karyawan & Mitra kerja Employees & Business Partner	Karyawan Employees	Mitra Kerja Business Partner	Karyawan & Mitra kerja Employees & Business Partner	Karyawan Employees	Mitra Kerja Business Partner	Karyawan & Mitra kerja Employees & Business Partner
Kecelakaan Kerja Occupational Accident	0	3	3	1	3	4	0	4	4

Tingkat dan Jumlah Kecelakaan Kerja [403-9] [CSS-12.14.10]
Rate and Number of Injury

Tingkat Kecelakaan Kerja Injury Rate	**2022**			**2021**			**2020**		
	Karyawan Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra kerja** Employees & Business Partner	**Karyawan** Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra kerja** Employees & Business Partner	**Karyawan** Employees	**Mitra Kerja** Business Partner	**Karyawan & Mitra kerja** Employees & Business Partner
Cidera Ringan Minor Injury	0	1	1	0	0	0	0	0	0
Cidera Berat Major Injury	0	2	2	1	2	3	0	4	4
Fatality	0	0	0	0	1	1	0	0	0
High-consequence (exclude fatality)	0	1	1	1	0	1	0	1	1
Process Safety Event	0	1	1	1	1	2	0	2	2
Number of hours worked	2,858,581	38,514,784	41,373,365	3,023,065	41,610,984	45,096,045	3,313,776	45,276,904	48,590,680
High-consequence rate (exclude fatality)	0	0.03	0.02	0.33	0	0.02	0	0.04	0.02
Total Recordable Injury Frequency Rate (TRIFR)	0.35	0.18	5.63	0.66	0.14	0.18	0	0.35	0.33
Lost Time Injury Frequency Rate (LTIFR)	0	0.08	0.07	0.33	0.07	0.09	0	0.09	0.08
Injury Severity Rate (ISR)**	0	5.63	5.24	33.08	145.03	137.45	0	12.69	0.08
Fatality Rate	0	0	0	0	0.02	0.02	0	0	0

Keterangan:
Data kecelakaan kerja mencakup IMM, TCM, BEK, KTD-EMB, JBG, KTD-TDM, GPK, NPR, ITM Balikpapan Office dan ITM Samarinda Office.
* Pengungkapan Tingkat dan Jumlah Kecelakaan Kerja Berdasarkan Keputusan Menteri Energi dan Sumber Daya Mineral Republik Indonesia Nomor 1287 K/30/MEM/2018 serta Standar GRI
**IFR (berdasarkan regulasi) = LTIFR (berdasarkan ISO 45000). Tingkat kecelakaan kerja dihitung berdasarkan 1.000.000 jam kerja.
*** Penyesuaian penggunaan istilah dimana tahun sebelumnya disebutkan sebagai STSC, saat ini menjadi ISO (ITM Samarinda Office)
Notes:
Data from work accident includes IMM, TCM, BEK, KTD-EMB, JBG, KTD-TDM, GPK, NPR, ITM Balikpapan Office and ITM Samarinda Office.
* Disclosure of the rates and number of work accidents based on the Decree of the Minister of Energy and Mineral Resources of the Republic of Indonesia Number 1287 K/30/MEM/2018 and the GRI Standards
**IFR (based on regulations) = LTIFR (based on ISO 45000). The work accident rate is calculated based on 1,000,000 hours worked.
*** Adjustment of the use of term STSC in the previous year changed into ISO (ITM Samarinda Office)

Statistik Kesehatan Kerja ITM [403-9, 403-10] [CSS-12.14.10]
Occupational Health Statistics of ITM

Tingkat Kesehatan Kerja1 Injury Rate 1	**2022**	**2021**	**2020**
Rasio Kelayakan Kerja[2] Employability Ratio[2]	90%	82%	92%
Angka Kesakitan Kasar Crude Morbidity Rate	0.41	0.67	1.56
Tingkat Kekerapan Kesakitan Morbidity Frequency Rate	258.79	210.13	450.97
Tingkat Keparahan Penyakit Spell Severity Rate	2.14	2.86*	2,229,554.75

Statistik Kesehatan Kerja ITM [403-9, 403-10] [CSS-12.14.10]
Occupational Health Statistics of ITM

Tingkat Kesehatan Kerja1 Injury Rate 1	2022	2021	2020
Tingkat Keparahan Penyakit Berdasarkan Absensi Absence Severity Rate	476.50	528.89	397.15
Penyakit Akibat Kerja Occupational Illness	0	0	0
Total Recordable Occupational Ill-health	0	0	0
Occupational Ill-health Fatality Rate	0	0	0

*Sejak 2020 terdapat perubahan metode dan formula perhitungan
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

*Since 2020, there is a change for calculation of methodology and formula
1. Referring to the Decree of the Director General of Mineral and Coal No. 185K/37.04/DJB/2019 and GRI provisions
2. Employability Ratio: ITM postponed the MCU implementation due to the COVID-19 pandemic referring to the Circular Letter of the Minister of Manpower No. M/7/AS.02.02/V/2020 and PERDOKI Circular No. 0322/SE/PERDOKI/VII/2020

EVALUASI KONTRAKTOR MELALUI CMS-HSE

Penerapan standar K3 juga berlaku untuk kontraktor melalui mekanisme Contractor Management System – Health Safety and Environment (CMS-HSE). Secara kolaboratif antar fungsi, Perusahaan melakukan evaluasi tahunan untuk kontraktor melalui mekanisme CMS-HSE, yang hasilnya digunakan sebagai dasar penilaian kinerja dan kontrak kerja. [403-7] [CSS-12.14.8]

Pada tahun 2022, dilakukan penilaian CMS-HSE pada 47 kontraktor. Jumlah ini berkurang 4 kontraktor dibanding tahun 2021. Hal ini terkait peralihan status pada PT Kitadin – site Embalut dari tahap operasi menjadi pasca tambang sehingga 3 kontraktor yang terlibat dalam operasi PT Kitadin – site Embalut tidak lagi melakukan operasinya. Selain itu, 1 kontraktor dari PT Jorong Barutama Greston tidak melanjutkan kontrak kerja sama. Dari 47 kontraktor yang dinilai, sebanyak 5 kontraktor atau 10,6% mendapatkan peringkat emas, yang merupakan peringkat tertinggi. Masih terdapat 4 kontraktor mendapatkan peringkat merah dan tidak ada yang mendapatkan peringkat hitam. Kontraktor yang mendapatkan peringkat merah akan dikenai sanksi berupa peringatan keras dan evaluasi perpanjangan kontrak. Adapun kontraktor yang mendapat peringkat hitam akan mendapatkan dikeluarkan dari daftar vendor ITM.

CONTRACTOR EVALUATION THROUGH CMS-HSE

The OHS standards also apply to contractors through the Contractor Management System – Health Safety and Environment (CMS-HSE) mechanism. The company conducts contractor annual evaluation in cross-functional collaboration, through the CMS-HSE mechanism. The results are used as consideration for performance assessment and work contracts. [403-7] [CSS-12.14.8]

In 2022, a CMS-HSE assessment will be carried out on 47 contractors. This number is reduced by 4 contractors compared to 2021. This is related to the transition of status to PT Kitadin – Embalut site from the operational stage to post-mining so that the 3 contractors involved in PT Kitadin – Embalut site is no longer operating. In addition, 1 contractor from PT Jorong Barutama Greston did not continue the cooperation contract. Of the 47 contractors assessed, 5 contractors or 10.6% received a gold rating, which is the highest rating. There are still 4 contractors getting a red rating and no one getting a black rating. Contractors who get a red rating will be subject to sanctions in the form of a stern warning and evaluation of contract extensions. Contractors that receive a black rating will be excluded from the ITM vendor list.

Hasil Penilaian CMS-HSE
CMS-HSE Assessment

Emas Gold		Hijau Green		Biru Blue		Merah Red	
Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
5	95.6	20	85.7	18	71.5	4	54.4

Membangun Pekerja Andal, Harmoni Bersama Masyarakat

Building Reliable Employees, Harmony with the Community

HIGHLIGHT 2022 | 2022 HIGHLIGHTS

Skor keterikatan karyawan
Employee engagement score
79%

Survei Penerapan BANPU HEART
BANPU HEART Implementation Survey
75%

PENDEKATAN MANAJEMEN
[3-3] [CSS-12.9.1, CSS-12.12.1, CSS-152.15.1]

MANAGEMENT APPROACH
[3-3] [CSS-12.9.1, CSS-12.12.1, CSS-152.15.1]



TOPIK MATERIAL: KETENAGAKERJAAN, MASYARAKAT LOKAL, HAK ASASI MANUSIA

Kebijakan:
- Kebijakan Pengembangan Masyarakat No: ITM-P-CD-001
- Kebijakan Sumber Daya Manusia No: ITM-POL-HR-01 (REV.01)

MATERIAL TOPIC: EMPLOYMENT, LOCAL COMMUNITIES, HUMAN RIGHTS

Policy:
- Community Development Policy No: ITM-P-CD-001
- Human Resources Policy No: ITM-POL-HR-01 (REV.01)

DAMPAK DAN PENGELOLAAN | IMPACT AND MANAGEMENT

Pekerja yang andal dan kompeten memiliki peran strategis untuk mendukung pertumbuhan dan transformasi ITM, serta dalam menghadapi setiap tantangan. Selain pekerja, masyarakat di sekitar wilayah operasi perusahaan juga berperan dalam mendukung kelancaran aktivitas bisnis perusahaan. ITM memiliki komitmen dalam menciptakan nilai bersama dan dukungan terhadap hak asasi manusia (HAM), baik untuk pekerja, pemasok, dan masyarakat.

Reliable and competent employees play a strategic role for ITM's growth and transformation, as well as in facing any challenges. In addition to employees, the community around the company's operational area also plays a role in the smooth running of the company's business activities. ITM is committed to creating shared values and supporting human rights (HAM), both for employees, suppliers, and the community.

Sumber Daya dan Evaluasi:

Tanggung jawab pengelolaan dan pengembangan SDM berada di bawah Departemen HR, termasuk mengkoordinasikan pengelolaan pekerja pada anak perusahaan. Kami mengadakan evaluasi penilaian kinerja secara berkala setiap tahun.

Sementara itu, pengelolaan terkait masyarakat merupakan tanggung jawab Departemen Community Development. ITM menetapkan target pengembangan dan pemberdayaan masyarakat (PPM) dengan capaian pelaksanaan 100% di semua WIUP, capaian anggaran 80% dengan indikator indeks kepuasan masyarakat >76% dan *Social Return on Investment* (SROI) >1.95. Hasil evaluasi di tahun 2022 menunjukkan capaian pelaksanaan pengembangan dan pemberdayaan masyarakat 100% di semua WIUP dan capaian anggaran 90% dengan indikator indeks kepuasan masyarakat 85,03% dan *Social Return on Investment* (SROI) 5,04.

Di samping itu, evaluasi PPM dilakukan dengan pengukuran dampak dari aspek keberlanjutan pada 23 program unggulan sesuai dengan Banpu Framework, meliputi runutan *input, activity* (proses), *output, outcome, dan impact.*

Pada tahun 2022, kami melanjutkan penilaian tingkat kematangan (*maturity level*) dari 25 program unggulan. *Maturity level* merupakan adopsi kuantifikasi kualitas program dengan melihat enam dimensi sesuai rujukan PROPER Emas (Permen LH No. 03/2014). Sebanyak 2 program menunjukkan level *mature* dengan rentang nilai di atas 10 dan 23 program pada level *develop,* dan 15 program di antaranya berada di atas rata-rata total nilai *maturity.*

Pengelolaan SDM di ITM mengacu pada Strategi Human Resources (HR) yang sejalan dengan semangat Banpu Heart. Perusahaan melakukan internalisasi nilai-nilai Banpu Heart untuk seluruh karyawan melalui rangkaian kegiatan pelatihan. Pengelolaan SDM di ITM dilakukan melalui pendekatan strategis, yaitu: model operasi HR yang efektif, budaya perusahaan, analisis matrik HR, dan kesiapan pemimpin posisi kunci yang memenuhi persyaratan keterampilan.

Resources and Evaluation:

The HR Department is responsible for HR management and development, including coordinating the management of employees in subsidiaries. We conduct periodic performance assessment evaluation every year.

Meanwhile, community-related management is the responsibility of the Community Development Department. ITM has set a target for community development and empowerment (PPM) with 100% implementation achievement in all WIUP, 80% budget achievement with community satisfaction index indicators >76% and Social Return on Investment (SROI) >1.95. The results of the evaluation in 2022 showed the achievement of community development and empowerment was 100% in all WIUP and the budget achievement was 90% with an indicator of community satisfaction index of 85.03% and Social Return on Investment (SROI) of 5.04.

The PPM evaluation is carried out by measuring the impact of the sustainability aspect on 23 flagship programs in accordance with the Banpu Framework, including a sequence of inputs, activities (processes), outputs, outcomes, and impacts.

In 2022, we continued the maturity level assessment of 25 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). A total of 2 programs showed a mature level with a score range above 10 and 23 programs at the developed level, and 15 of them were above the average total maturity score.

HR management at ITM refers to the Human Resources (HR) Strategy, which aligns with the spirit of Banpu Heart. The company internalizes the values of Banpu Heart for all employees through a series of training activities. ITM carries out HR management with a strategic approach through an effective HR operating model, corporate culture, HR matrix analysis, and leadership readiness for key positions that meet the skill requirements.

DUKUNGAN TERHADAP HAM TERKAIT KETENAGAKERJAAN

Keberagaman dan Kesetaraan

Perusahaan memberikan kesempatan setara pada setiap karyawan untuk mengembangkan diri tanpa membedakan gender, suku, agama, umur, dan atribut tertentu yang melekat pada tiap individu. Dukungan kami terhadap keberagaman menjadi tanggung jawab Departemen HR dalam memastikan semua kegiatan yang berhubungan ketenagakerjaan telah sesuai dengan prinsip HAM yang mendukung keberagamanan dan kesetaraan. ITM memastikan tidak ada kerja paksa dan pekerja anak di tiap kegiatan operasional perusahaan.

SUPPORT FOR HUMAN RIGHTS IN EMPLOYMENT

Diversity and Equality

The company provides equal opportunities for all employees to develop regardless of gender, ethnicity, religion, age, and certain attributes attached to everyone. HR Department is responsible to conduct the company's efforts in diversity by ensuring all activities related to employment are in accordance with human rights principles that support diversity and equality. ITM ensures that there is no forced labor and child labor in any of the company's operations.

Inisiatif Keberagaman di Tahun 2022
Diversity Initiatives in 2022

3x

Pelatihan Bahasa Isyarat dan webinar dengan topik "Kantor Inklusif" untuk Karyawan
Sign Language Training and webinar on the topic "Inclusive Office" for Employees

67%

Tenaga kerja lokal (point of hire Kalimantan) yang terdiri dari 1.613 pekerja
Local employees from Kalimantan point of hire with total of 1,613 workers

Kami melibatkan penyandang disabilitas dalam proses bisnis kami. Di tahun 2022, Perusahaan merekrut satu pekerja disabilitas untuk melaksanakan pekerjaan di bagian HR Communication Specialist (HR Business Partners).

Hingga akhir tahun 2022, komposisi gender pada jenjang Dewan Komisaris berjumlah 8 orang, terdiri dari 6 orang atau 75% laki-laki dan 2 orang atau 25% perempuan. Sebanyak 3 orang atau 37,5% merupakan Komisaris Independen yang mewakili kepentingan pemegang saham minoritas dan pemangku kepentingan lain. [405-1][CSS-12.9.6]

Status kepegawaian kami sampaikan dalam laporan ini, mencakup informasi pekerja ITM di kantor pusat Jakarta, kantor Balikpapan, dan *site*. Pada tahun 2022, terdapat 2.426 pekerja yang terdiri dari 1.931 pekerja tetap dan 495 pekerja tidak tetap, dengan 88,4% dari total pekerja adalah laki-laki. Perbedaan jumlah pekerja laki-laki disebabkan karena mayoritas peminat yang bekerja di bidang pertambangan adalah laki-laki, walaupun kami tetap membuka kesempatan berkarir bagi para wanita. [405-1] [CSS-12.9.6]

We involve people with disabilities in our business processes. In 2022, the Company recruited one employee with disabilities to work in the HR Communication Specialist (HR Business Partners) division.

Until the end of 2022, the gender composition of 8 members of the Board of Commissioners was 6 men or 75% and 2 women or 25%. Three out of 8 members, or 37.5%, were Independent Commissioners representing the interests of minority shareholders and other stakeholders. [405-1][CSS-12.9.6]

The employment status that we disclosed in this report covering ITM employees at the Jakarta head office, Balikpapan office, and site. In 2022, the company's total employees were 2,426 people, consisting of 1,931 permanent employees and 495 non-permanent employees, with 88.4% of the total employees being male. The number of male employees is higher because majority of those interested in working in the mining sector are men, despite the career opportunities that we continuously offer for women. [405-1] [CSS-12.9.6]

Jumlah Pekerja ITM Berdasarkan Status Kepegawaian dan Gender [2-7] [2-8]
Total ITM Employees Based on Employment Status and Gender

Status Kepegawaian Employment Status	2022		2021		2020	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Pekerja Tetap Permanent Employees	1,677	254	1,735	257	1,842	274
Pekerja Tidak Tetap Non Permanent Employees	467	28	424	24	303	19
Jumlah Total	2,144	282	2,159	281	2,145	293
	2,426		2,440		2,438	

Dalam proses rekrutmen calon pekerja baru, ITM mempertimbangkan kebutuhan, termasuk untuk menggantikan pekerja yang meninggalkan ITM maupun anak perusahaan. Di tahun 2022, terdapat 332 pekerja yang meninggalkan ITM atau 13,6% dari seluruh pekerja (mayoritas karena berakhirnya tambang di Kitadin Embalut). Sementara itu, 320 orang telah menempati posisi baru sepanjang tahun 2022, dengan komposisi sebanyak 307 karyawan atau 96% berasal dari masyarakat lokal. [401-1] [CSS-12.15.2]

ITM recruits new employees based on the company's needs, including replacing employees who leave ITM or its subsidiaries. In 2022, as many as 332 employees left ITM or 13.6% of total employees (majority from Kitadin Embalut mine closure). Meanwhile, 320 people have occupied new positions throughout 2022, with a composition of 307 employees, or 96% originating from the local community. [401-1] [CSS-12.15.2]

Kebebasan Berserikat

ITM menghargai hak individu untuk berserikat dan berkumpul dalam suasana hubungan industrial yang harmonis, transparan, dan komunikatif sesuai dengan regulasi pemerintah Indonesia dan konvensi International Labour Organization (ILO). Selain itu, terdapat Perjanjian Kerja Bersama (PKB) yang menjadi pedoman dalam menjalankan hak dan kewajiban dalam bekerja. PKB disusun oleh manajemen bersama perwakilan pekerja dalam serikat pekerja dan melindungi seluruh (100%) pekerja ITM dan pekerja lain yang bekerja di wilayah izin usaha pertambangan (WIUP). [2-30]

Freedom of Association

ITM respects the right of individuals to freedom of association and assembly in harmonious, transparent, and communicative industrial relations in accordance with Indonesian government regulations and International Labor Organization (ILO) conventions. In exercising employees' rights and obligations at work, the management and employee representatives have prepared a Collective Labor Agreement (CLA) as a guideline. The CLA protects all (100%) ITM employees and other workers who work in the mining business permit area (WIUP). [2-30]



100%
pekerja dilindungi oleh PKB
workers are protected by the CLA

Serikat Pekerja ITM dan Anak Usaha
ITM and Subsidiaries Labor Union

ITM dan Anak Usaha ITM and Subsidiaries	Serikat Pekerja Labor Union	Peraturan Perusahaan/PKB CR/CLA
JBG	SP KEP SPSI PT JBG	CLA
IMM	1. Serikat Pekerja Indominco Mandiri (SPIM) 2. Serikat Buruh Sejahtera Indonesia (SBSI)	
KTD	SP KEP SPSI PT Kitadin	
TCM	Serikat Pekerja Trubaindo Coal Mining (SPEKTRO)	
BEK	Serikat Pekerja Bharinto Ekatama (SPARTA)	
TRUST	SP KEP SPSI PT TRUST	
ITM	Serikat Pekerja Karyawan ITM (Sekawan)	CR

Remunerasi

ITM memberikan imbal jasa kepada pekerja sesuai dengan prestasi dan fungsi jabatan tanpa diskriminasi gender, ras, etnis, agama, umur, latar belakang budaya dan status disabilitas. Perusahaan juga memastikan seluruh anak perusahaan mematuhi ketentuan upah minimum yang ditetapkan pemerintah daerah. Besaran remunerasi terendah yang diterima pekerja lebih tinggi dari upah minimum yang berlaku pada masing-masing wilayah kerja. Penyusunan dan penetapan remunerasi bagi pekerja ITM mengacu pada Anggaran Perusahaan, serta merujuk pada peraturan perundang-undangan yang berlaku. [405-2] [CSS-12.19.7]

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. 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, asuransi jiwa, tunjangan relokasi, dan beberapa manfaat lainnya. [401-2]

Hak Cuti

Perusahaan memberikan hak cuti kepada seluruh pekerja sesuai ketentuan yang diatur dalam Perjanjian Kerja Bersama (PKB). Adapun untuk pekerja perempuan berhak menerima cuti melahirkan selama 90 hari kalender. Sementara untuk pekerja laki-laki diberikan izin cuti sebanyak 3 hari untuk mendampingi istri melahirkan. Hingga akhir tahun 2022, terdapat 15 pekerja perempuan mengambil cuti melahirkan dan 19 pekerja laki-laki mengambil cuti untuk mendampingi istri melahirkan. Seluruh (100%) pekerja telah kembali bekerja pada jabatan semula setelah cuti selesai. [401-3] [CSS-12.19.4]

Remuneration

ITM provides compensation to employees based on achievements and functions of the position regardless gender, race, ethnic, religion, age, cultural background and disability. The company also ensures that all subsidiaries comply with the minimum wage requirements set by the local government. The lowest amount of remuneration received by employees is higher than the minimum wage in each work area. The preparation and determination of remuneration for ITM employees refers to the Company's budget, and to the applicable laws and regulations. [405-2][CSS-12.19.7]

ITM also provides employees with the Work Accident Insurance Program, Life Insurance, Old Age Security Program, Pension Plan, and Job Loss Insurance from social security agency for manpower BPJS Ketenagakerjaan. There is no difference in benefits for employees in the operational areas, which are considered more significant than other areas. Both permanent and non-permanent employees receive the same benefits consisting of health care, transportation assistance, life insurance, relocation allowances, and several other benefits. [401-2]

Leave Entitlements

The company provides leave entitlements to all employees according to the provisions stipulated in the Collective Labor Agreement (CLA). Female employees are entitled to receive maternity leave for 90 calendar days. Meanwhile, male employees are given permission to leave for 3 days to accompany their wife giving birth. Until the end of 2022, 15 female employees took maternity leave, and 19 male employees took leave to accompany their wives in childbirth. All (100%) employees have returned to work in their original position after the leave is over. [401-3][CSS-12.19.4]

Persiapan Masa Pensiun

ITM memberikan persiapan masa pensiun pada pekerja yang telah memasuki masa purnabakti, yaitu di usia 55 tahun. Beberapa manfaat yang diberikan adalah pelatihan prakondisi dan kewirausahaan, jaminan hari tua, dan imbalan pensiun lainnya. Kami menyertakan pekerja dalam program Dana Pensiun Lembaga Keuangan (DPLK) PPUKP. Penerapan pembayaran pensiun dilakukan sesuai Peraturan Menteri Tenaga Kerja (PMTK). Perusahaan membayarkan pensiun sebesar dua kali PMTK untuk pekerja yang pensiun normal dan tiga kali PMTK untuk pekerja pada tambang yang ditutup. Selama periode pelaporan, ITM telah menyisihkan imbalan pensiun dan jangka panjang lainnya sebesar USD30.700.039. [201-3, 404-2] [CSS-12.3.3]

Pengelolaan Sumber Daya terkait Pascatambang

Perusahaan mengelola persiapan pascatambang yang berdampak pada karyawan. Pada tiap lokasi tambang yang memasuki masa tutup tambang, perusahaan memberitahukan informasi pada karyawan sesuai dengan rencana tambang yang disusun, minimum 3 tahun sebelum operasional berhenti. [402-1][CSS-12.3.2]

Selain itu, ITM juga membekali karyawan dengan pelatihan kewirausahaan, serta menerapkan kebijakan pemindahan karyawan ke *site* lain yang masih beroperasi dengan mempertimbangkan kebutuhan internal dan kompetensi karyawan. [404-2][CSS-12.3.3]

PELATIHAN DAN PENGEMBANGAN KOMPETENSI KARYAWAN

Perusahaan berkomitmen untuk menerapkan organisasi meritokrasi dengan memperkuat sistem penghargaan dan sanksi kepada karyawan berdasarkan kemampuan, aspirasi dan keterlibatan. ITM juga memastikan kesempatan yang adil bagi seluruh karyawan untuk berkembang dan tumbuh bersama melalui pelatihan teknis dan non-teknis. Aspek kemampuan teknis dan kepemimpinan ditingkatkan berdasarkan penilaian kompetensi. Melalui penilaian tersebut, akan didapatkan kesenjangan kompetensi sebagai dasar perancangan Rencana Pengembangan Pribadi (Individual Development Plan/ IDP). Sementara itu, aspek non teknis dikembangkan sejalan dengan budaya perusahaan yaitu Banpu Heart. Perusahaan juga memberikan fasilitas kebutuhan pelatihan pada level BANPU Corporate bagi pekerja terpilih. [404-2] [CSS-12.3.3]

Retirement Preparation

ITM prepares the employees who have entered retirement age of 55 years. They are provided with benefits in the form of precondition and entrepreneurship training, old age security, and other pension benefits. We enroll our employees into the PPUKP Financial Institution Pension Fund (DPLK) program. The company pays the pension based on the Regulation of the Minister of Manpower (PMTK). The company pays double the amount set by the PMTK for employees with normal retirement and triple the amount set in PMTK for employees in closed mines. During the reporting period, ITM has earmarked USD30,700,039 for pension and other long-term benefits. [201-3, 404-2] [CSS-12.3.3]

Management of Resources Related to Post-mining

The company manages post-mining preparation impact on employees. At each mine site that is entering the mine closure period, the company provides employees with information on the mine plan, at least 3 tahun before the operation stops. [402-1][CSS-12.3.2]

In addition, ITM also provides employees with entrepreneurship training, and implements a policy of transferring employees to other sites that are still operating according to internal needs and competence of employees. [404-2][CSS-12.3.3]

PEOPLE DEVELOPMENT AND TRAINING

The company is committed in implementing a meritocratic organization by strengthening the system of rewards and punishment for employees based on their ability, aspiration and engagement. ITM also ensures fair opportunities for all employees to develop and grow together through technical and non-technical trainings. The improvement of technical and leadership capabilities are based on competency assessment. The assessment identifies competency gaps to be used as a basis for designing a Personal Development Plan (IDP). Meanwhile, non-technical aspects are developed in line with the corporate culture Banpu Heart. The company also provides at the BANPU Corporate training facilities for selected employees. [404-2][CSS-12.3.3]

Pengelolaan SDM dilakukan melalui ITM Virtual University, mencakup beberapa kompetensi dengan tiga keahlian di masing-masing kompetensi. Pada tataran lebih tinggi, terdapat Program Pengembangan Manajemen.

HR management is carried out through ITM Virtual University, covering several competencies with three expertises in each competency. While the Management Development Program is provided for those at the higher levels.

Kompetensi inti Core Competencies	• Tingkat dasar (*basic*) Basic level • Tingkat madya (*intermediate*) Intermediate level • Tingkat lanjutan (*advance*) Advance level
Kompetensi Fungsional Functional Competencies	
Kompetensi Kepemimpinan Leadership Competencies	

Perusahaan mempersiapkan program pelatihan sesuai dengan fungsi dan peran pekerja sehingga potensi mereka dapat terasah dengan maksimal dan siap berkarya dalam perjalanan transformasi bisnis ITM. Dalam melakukan evaluasi kinerja, ITM memberikan perbedaan yang jelas antara *high performer* dan *low performer*. Di tahun 2022, kami mengakselerasi berbagai inisiatif pengelolaan ketenagakerjaan, terutama terkait penghargaan kinerja pada karyawan dengan performa maksimal. Karyawan yang termasuk *high potential* dan *high performance* diberikan program kepemimpinan khusus. [404-3]

The company prepares training programs in accordance with the functions and roles of employees to hone their potential to the fullest and ready to contribute in ITM's business transformation journey. In conducting performance evaluations, ITM provides a clear distinction between high performers and low performers. In 2022, we accelerated various manpower management initiatives, especially on performance rewards for employees with maximum performance. Employees were classified as high potential and high performance received a special leadership program. [404-3]

Sepanjang tahun 2022, program pelatihan dilaksanakan melalui berbagai *platform* dan format pembelajaran, baik daring maupun luring. Hingga akhir periode pelaporan, sebanyak 2.426 pekerja terlibat dalam berbagai program pengembangan kompetensi, seperti *Awareness & Capacity Building Climate Change, Accounting and Financial Modeling for Renewable Energy, CSR Internalization into Company Business Activity, Build Your Business (BYB) Simulation, Scrum Master and Product Owner, Agile Business Process Management, Basic Operational Excellence, Coal Mining Business Acumen Sharing,* dan lain-lain. ITM juga memberikan dukungan beasiswa pada 3 pekerja untuk melanjutkan studi.

Throughout 2022, we carried out training programs through various learning platforms and formats, both online and offline. Until the end of the reporting period, as many as 2,426 employees were involved in various competency development programs, such as Awareness & Capacity Building Climate Change, Accounting and Financial Modeling for Renewable Energy, CSR Internalization into Company Business Activity, Build Your Business (BYB) Simulation, Scrum Master and Product Owner, Agile Business Process Management, Basic Operational Excellence, Coal Mining Business Acumen Sharing, etc. ITM also provided scholarship to 3 employees to continue their studies.

BANPU ACADEMY CAMPUS INDONESIA

Banpu Academy Campus Indonesia



Mulai pertengahan tahun 2022, kami memiliki platform pusat studi bernama Banpu Academy Campus Indonesia, yang dicanangkan oleh Banpu. Melalui platform ini, pengelolaan pengetahuan dapat lebih terpusat dan dapat bisa diakses oleh semua karyawan. Realisasi dana pengembangan SDM mencapai USD671.769 dengan terlaksananya 36.657 jam pelatihan bagi 2.426 pekerja ITM, dan rata-rata jam pelatihan per pekerja mencapai 14 jam.

Since mid-2022, we have established a study center platform called Banpu Academy Campus Indonesia, launched by Banpu. This platform can centralize knowledge management which is accessible to all employees. The realization of HR development funds reached USD671,769 with the implementation of 36,657 hours of training for 2,426 ITM employees, and the average training hours per employee reached 14 hours.

Jumlah Jam Pelatihan
Training Hour



Rerata Jam Pelatihan Pekerja Berdasarkan Gender dan Jabatan Tahun 2022 [404-1] [CSS-12.15.6]
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	1,147	36,657	2,426	32
Berdasarkan Gender Based on Gender				
Laki-laki Male	958	32,139	2,144	34
Perempuan Female	189	4,518	282	24
Berdasarkan Posisi/Jabatan Based on Position/Job				
Executives	6	199	5	33
Strategy Leader	30	918	38	31
Senior Operation Leader	79	2,901	96	37
Operational Leader	226	7,738	295	34
First Line Leader	385	13,056	582	34
Foreman Below	421	11,845	1,410	28

Peningkatan Kompetensi Keberlanjutan

Untuk memaksimalkan pencapaian kinerja keberlanjutan, kami mengikutsertakan karyawan, termasuk Direksi dan Komisaris pada kegiatan pengembangan kompetensi yang berkaitan dengan prinsip keberlanjutan.

Sustainability Competency Improvement

We maximize the sustainability performance achievement by involving employees, including directors and commissioners, in competency development activities related to sustainability principles.

Penyelenggaraan Pengembangan Kompetensi Keberlanjutan Tahun 2022 [2-17]
Implementation of 2022 Sustainability Competency Development

Tema/Judul Kegiatan Theme/Title of Activity	**Peserta** Participant
Awareness & Capacity Building Climate Change	324
CSR Internalization into Company Business Activity	31
Accounting and Financial Modeling for Renewable Energy	35

Survei Keterikatan Karyawan dan Penerapan Banpu Heart

Setiap tahun, Perusahaan mengadakan survei HR Voice of Customer yang bertujuan untuk mengukur kepuasan karyawan terhadap kinerja fungsi HR dalam mengelola proses rekrutmen, pengembangan kompetensi, sistem SDM, dan aspek lain yang terkait.

Employee Engagement Survey and Banpu Heart Implementation

Every year, the Company conducts an HR Voice of Customer survey that aims to measure employee satisfaction with the HR function's performance in managing the recruitment process, competency development, HR system, and other related aspects.

Hasil survei keterikatan karyawan
Employee engagement survey results





Hasil survei penerapan Banpu Heart
Banpu Heart implementation survey results





PELIBATAN DAN PENGEMBANGAN MASYARAKAT

ITM melakukan pengembangan dan pemberdayaan masyarakat dengan berupaya meminimalkan setiap dampak negatif yang ditimbulkan dari kegiatan operasi perusahaan. Dari hasil identifikasi dampak pada AMDAL, diperoleh beberapa isu sosial ekonomi yang perlu ditindaklanjuti, antara lain penyerapan tenaga kerja lokal, peningkatan kualitas hidup masyarakat, dan pencegahan pencemaran lingkungan. Hasil identifikasi ini menjadi prioritas bagi Perseroan dalam menjadikan kegiatan pemberdayaan masyarakat dan menjaga lingkungan sekitar. [413-1, 413-2] [CSS-12.9.2, CSS-12.9.3]

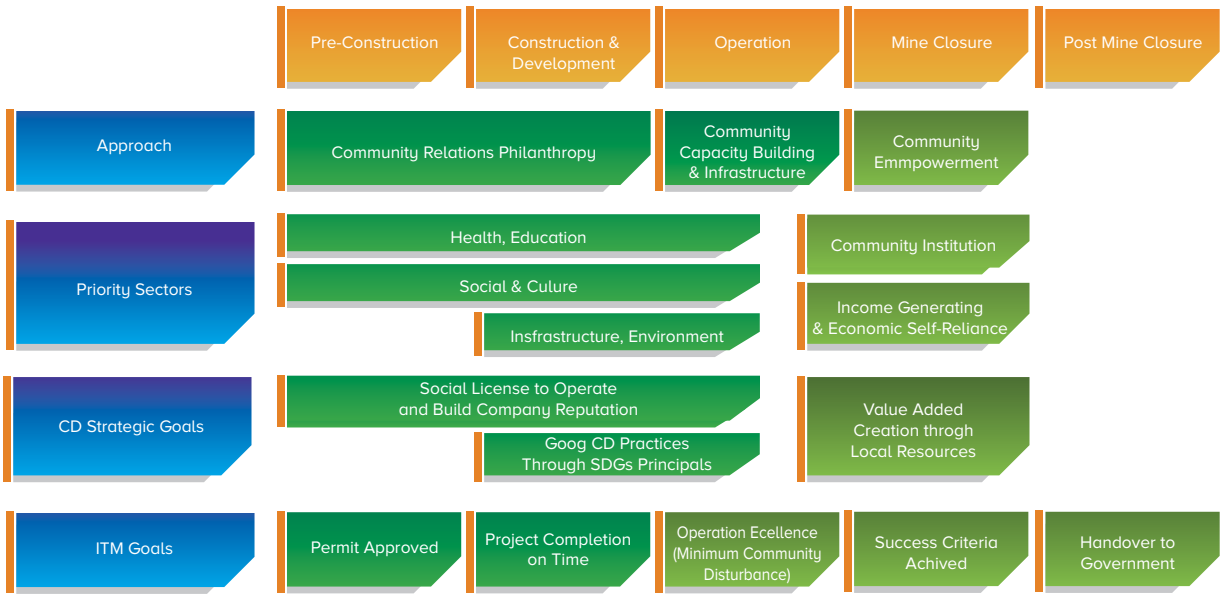
COMMUNITY INVOLVEMENT AND DEVELOPMENT

ITM carries out community development and empowerment by minimizing any negative impacts from the company's operations. The results of Environmental Impact Analysis (EIA or AMDAL) have identified several socio-economic issues that we need to address, including the absorption of local workers, improving the community's quality of life, and preventing environmental pollution. The Company prioritizes the identified issues in the community empowerment activities and protecting the surrounding environment. [413-1, 413-2] [CSS-12.9.2, CSS-12.9.3]

Melalui kegiatan Pengembangan dan Pemberdayaan Masyarakat (PPM), ITM merespons kebutuhan dan menciptakan nilai bagi masyarakat sekitar wilayah operasi. Kegiatan tidak hanya dilakukan pada saat masa tambang, akan tetapi juga ditujukan untuk menciptakan kemandirian masyarakat hingga tutup tambang.

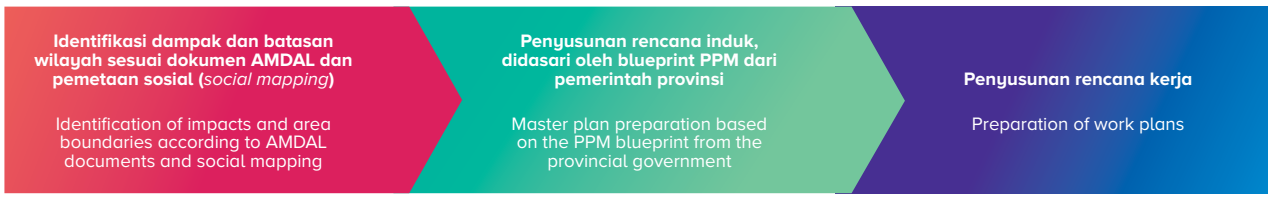
Through Community Development and Empowerment (PPM) activities, ITM responds to needs and creates value for the communities around its operational areas. The activities are not only carried out during the mining period, but are also aimed at creating community self-reliance until the mine closure.

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



Kami memastikan perencanaan program PPM dilakukan dengan komprehensif dan tepat sasaran, melalui beberapa tahapan: [413-1] [CSS-12.9.2]

We ensure that the PPM program planning is carried out comprehensively and on target, through several stages: [413-1] [CSS-12.9.2]



Di tahun 2022, Perusahaan mengalokasikan biaya PPM sebesar Rp23,6 miliar, dengan realisasi sejumlah Rp21,2 miliar atau mencapai 90% dari alokasi biaya.

In 2022, the Company allocates PPM costs of Rp23.6 billion, with a realization of Rp21.2 billion or reaching 90% of the allocated costs.

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

Bidang Program Sector of Program	**2022**		**Realisasi** 2021 Realization	**Realisasi** 2020 Realization
	Anggaran Budget	**Realisasi** Realization		
Pendidikan Education Development	4,116	3,757	4,018	3,132
Kesehatan Health Development	4,217	3,586	19,987	1,821
Tingkat Pendapatan Riil Atau Pekerjaan Economic Development and Employment	3,860	3,411	4,000	4,738
Kemandirian Ekonomi Income Generating and Small Business Development	3,055	1,633	1,307	1,914
Sosial dan Budaya Social and Culture Development	3,885	5,361	5,905	4,404
Sosialiasi pengelolaan lingkungan yang berkelanjutan kepada masyarakat sekitar tambang Socialization of sustainable environmental management to communities around the mine site	1,704	554	703	756
Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Community institutions Development	1,206	1,348	1,168	277
Pembangunan Infrastruktur yang Menunjang PPM Infrastructure Development	1,575	1,568	5,781	3,439
Jumlah Total	23,670	21,222	42,873	20,481

ITM melaksanakan 227 kegiatan PPM di seluruh (100%) WIUP yang beroperasi dengan melibatkan masyarakat lokal. Kegiatan yang dilaksanakan tersebar di 12 kecamatan, meliputi 47 desa pada WIUP. [413-1] [CSS-12.9.2]

ITM carried out 227 PPM activities in all (100%) operating WIUP involving local communities. The activities were carried out in 12 districts, covering 47 villages in the WIUP. [413-1] [CSS-12.9.2]

Lokasi Pelibatan dan Pengembangan Masyarakat [413-1] [CSS-12.9.2]
Community Involvement and Development 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	11	3
Kitadin Embalut	Kalimantan Timur: Kabupaten Kutai Kartanegara East Kalimantan: Kutai Kartanegara Regency	4	1

Lokasi Pelibatan dan Pengembangan Masyarakat [413-1] [CSS-12.9.2]
Community Involvement and Development Locations

Site (Anak Perusahaan) Site (Subsidiary)	**Lokasi Kegiatan** Activity Location	**Penerima Manfaat** Beneficiaries	
		Jumlah Desa Total Villages	**Jumlah Kecamatan** Total Districts
Trubaindo Coal Mining	Kalimantan Timur: Kabupaten Kutai Barat East Kalimantan: Kutai Kartanegara 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	Kegiatan belum dimulai karena masih berada dalam tahap pra-operasi The activity has not yet started because as sites are still in pre-operational 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		

Keterangan: Kitadin Tandung Mayang telah tutup tambang
Note: Kitadin Tandung Mayang has reached mine closure

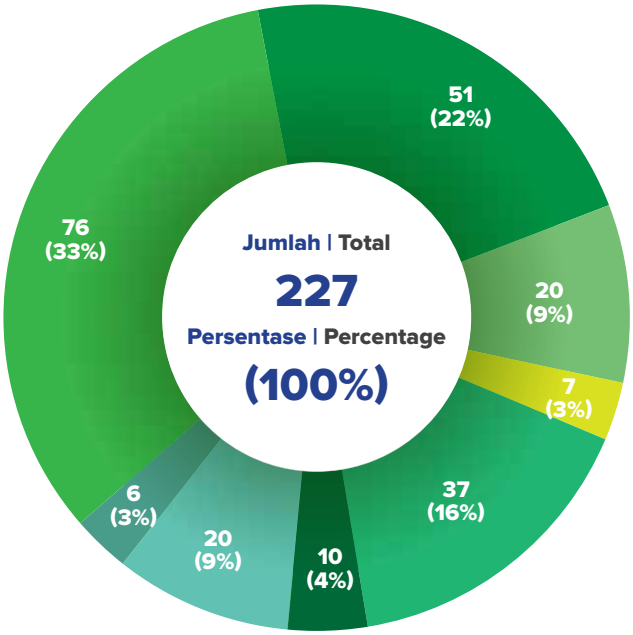
Pelaksanaan PPM merupakan bagian dari tanggung jawab sosial perusahaan. PPM dibagi menjadi delapan bidang sesuai format PPM Kepmen ESDM No. 1824 K/30/MEM/2018. ITM juga merujuk pedoman standar nasional dan internasional, seperti PROPER, ISO 26000:2010, dan AA1000 SES dalam menyusun peta jalan kegiatan pengembangan masyarakat. Program PPM kemudian diwujudkan menjadi Empat Pilar Strategis CSR, yang mempertimbangkan strategi bisnis Perusahaan.

Pada tahun 2022, ITM mempersiapkan kemandirian pascatambang bagi masyarakat dengan merumuskan 227 agenda pemberdayaan masyarakat yang tertuang dalam Dokumen Rencana Induk PPM dan Rencana Penutupan Tambang masing-masing *site*.

PPM implementation of is part of corporate social responsibility. PPM is divided into eight areas based on 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, ISO 26000:2010, and AA1000 SES in preparing roadmap for community development activities. The PPM program is later translated into the Four Strategic Pillars of CSR, based on the Company's business strategy.

In 2022, ITM prepared the community for the post-mining independence by formulating 227 community empowerment agendas contained in the PPM Master Plan Document and Mine Closure Plan for each site.

Jumlah Kegiatan PPM di Seluruh Wilayah Operasi [203-1, 203-2] [CSS-12.8.4, CSS-12.8.5]
Number of PPM Activities in All Operational Areas



BIDANG PROGRAM	AREA OF PROGRAM
Pendidikan Education	Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutions in supporting the independence of PPM
Kesehatan Health	Kemandirian Ekonomi Economic Independence
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	Pembangunan infrastruktur yang menunjang PPM Infrastructure development that supports PPM
Tingkat Pendapatan Riil atau Pekerjaan Real Income Level or Employment	Sosial dan Budaya Social and Culture

Respons ITM untuk Bencana Gempa Cianjur

Bencana gempa bumi yang terjadi pada 21 November 2022 memberikan dampak signifikan bagi kondisi ekonomi dan sosial masyarakat di Cianjur, Jawa Barat. Melalui Emergency Response Team (ERT) yang terdiri dari ITM dan anak usaha, ITM sigap berkoordinasi dan mempersiapkan bantuan tanggap darurat guna mendukung operasi kemanusiaan. Kehadiran ERT telah mendukung upaya evakuasi dan pengobatan korban, pembangunan posko kesehatan dan distribusi logistik serta obat-obatan. Total bantuan yang diberikan dalam penanganan korban bencana gempa Cianjur mencapai Rp200 juta.

ITM Response for Cianjur Earthquake Disaster

The earthquake disaster that occurred on November 21, 2022 brought significant impact on the economic and social conditions of the people in Cianjur, West Java. Through the Emergency Response Team (ERT) which consists of ITM and its subsidiaries, ITM swiftly coordinates and prepares emergency response assistance to support humanitarian operations. The presence of ERT has supported efforts for victims evacuation and treatment, building health shelters as well as medicines and logistics distribution. The total assistance provided for the victims of the Cianjur earthquake reached IDR200 million.

Pilar Pillar	**Inisiatif** Initiative	**Lokasi** Location	**Kegiatan dan Jumlah Penerima Manfaat** [203-1, 203-2] [CSS-12.8.4, CSS-12.8.5] 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	7 Program yang memberikan manfaat kepada 7.413 penerima manfaat, di antaranya: 1. Pelestarian biodiversitas mangrove dan terumbu karang oleh IMM 2. Pelestarian biodiversitas anggrek hitam oleh BEK 3. Penanaman pohon dalam rangka hari lingkungan hidup diseluruh anak usaha ITM 4. Penanggulangan dan pengelolaan sampah oleh JBG 5. Penguatan dan pembinaan kelompok bank sampah oleh EMB dan IMM 7 Programs that provide benefits to 7,413 beneficiaries, such as: 1. Conservation of mangrove and coral reef biodiversity by IMM 2. Conservation of black orchid biodiversity by BEK 3. Planting trees on environmental day in all ITM subsidiaries 4. Waste management by JBG 5. Development of Waste bank group by EMB and IMM
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	20 Program yang memberikan manfaat kepada 7.786 penerima manfaat, di antaranya: 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 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 7. Bantuan honor untuk guru TK, SD, dan SMP oleh TCM 20 Programs that provide benefits to 7,786 beneficiaries, such as: 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. 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. 7. Supporting (kindergarten, elementary school, and junior high school) teacher honorarium by TCM

Pilar Pillar	**Inisiatif** Initiative	**Lokasi** Location	**Kegiatan dan Jumlah Penerima Manfaat** [203-1, 203-2] [CSS-12.8.4, CSS-12.8.5] Activities and Number of Beneficiaries
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 16.495 penerima manfaat, di antaranya: 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 6. Pengembangan Integrated Farming System di seluruh anak usaha ITM 7. Pengembangan pertanian, perikanan, dan peternakan di seluruh anak usaha ITM 8. Pengembangan UMKM di seluruh anak usaha ITM 74 Programs that provide benefits to 16,495 beneficiaries, such as: 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. 6. Development of agriculture, fishery, and husbandry at all ITM's subsidiaries. 7. Development of Integrated Farming System at all ITM's subsidiaries. 8. Development of Micro, Small, and Medium Enterprises at 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

Program Unggulan Pemberdayaan Masyarakat Tahun 2022 [413-1] [CSS-12.9.2]

Pengembangan Kelembagaan BUMDes

Untuk meningkatkan kemandirian ekonomi masyarakat, di tahun 2022, ITM mulai bersinergi dengan Badan Usaha Milik Desa (BUMDes). Pelibatan BUMDES diharapkan dapat membantu terwujudnya *community enterprises, stakeholder engagement*, dan memperluas penerima manfaat. Pelibatan BUMDes ini menjadi salah satu strategi unggulan CD ITM untuk terwujudnya *sustainable post mining livelihood*.

Sejak tahun 2018, IMM telah melibatkan kelembagaan BUMDes yang diawali dengan melakukan identifikasi potensi desa terkait unit usaha yang akan dikembangkan dan pencarian masyarakat untuk dijadikan *local hero*. Pada tahun 2022, IMM bekerja sama dengan BUMDes mengelola program pemberdayaan masyarakat yang sudah terlaksana secara kontinyu di antaranya BUMDes Madani Desa Santan Tengah sebagai pengelola Usaha Air Bersih dan Usaha Angkutan Desa. Melalui pengelolaan usaha air bersih, BUMDes Madani sudah melayani 700 sambungan rumah di desa Santan Tengah. Selain meningkatkan pendapatan asli desa, program ini juga memberi manfaat berupa kemudahan akses air bersih kepada masyarakat.

Community Empowerment Flagship Program in 2022 [413-1] [CSS-12.9.2]

BUMDes Institutional Development

In its effort to increase the community's economic independence, ITM began synergizing with Village-Owned Enterprises (BUMDes) in 2022. The involvement of BUMDes is expected to help create community enterprises, stakeholder engagement, and expand beneficiaries. The involvement of BUMDES is one of ITM's CD core strategies to create a sustainable post-mining livelihood.

Since 2018, IMM has involved BUMDes institutions which began with identifying village potential related to business units to be developed and searching for local heroes among the community. In 2022, IMM partnered with BUMDes to manage community empowerment programs that have been implemented continuously, including BUMDes Madani Santan Tengah Village as the manager of the Clean Water Business and Village Transportation Business. BUMDes Madani, through the clean water business, has served 700 house connections in Santan Tengah Village. In addition to increasing the village's original revenue, this program also provides benefits in the form of easy access to clean water for the community.

Kegiatan Pengembangan Kelembagaan BUMDes
BUMDes Institutional Development Activities

Aktivitas Activities	1. Penguatan kelembagaan BUMDes 2. Pengurusan badan hukum kelembagaan BUMDes 3. Kerja sama dalam proyek konstruksi/infrastruktur 4. Penyertaan modal dan bantuan fasilitas penunjang usaha 5. Pelatihan dan peningkatan kapasitas manajemen BUMDes 1. BUMDes Institutional strengthening 2. BUMDes institutional legal entity processing 3. Cooperation in construction/infrastructure projects 4. Investment in capital and business support facilities 5. Training and capacity building for BUMDes management

Kegiatan Pengembangan Kelembagaan BUMDes
BUMDes Institutional Development Activities

Ekonomi Economy	Input	Total anggaran kerja sama IMM dengan BUMDes untuk proyek konstruksi/infrastruktur (2018-2022): Rp5.799.568.240 Total budget for IMM cooperation with BUMDes for construction/infrastructure projects (2018-2022): Rp5,799,568,240
	Output Output	Unit usaha BUMDes pada desa binaan beroperasi The operation of BUMDes business unit in the fostered village
	Hasil Outcome	1. Peningkatan pendapatan BUMDes 2. Peningkatan kesempatan kerja masyarakat desa 1. Increase in BUMDes revenue. 2. Increasing employment opportunities for rural communities
	Dampak Impact	Peningkatan pendapatan asli desa (PAD) Pengurangan pengangguran masyarakat desa Increase in village generated revenues (PAD) Reducing unemployment in rural communities
Sosial Social	Input	1. Pembentukan dan penguatan kelembagaan BUMDes 2. Peningkatan kapasitas pengurus BUMDes 1. Establishment and institutional strengthening of BUMDes 2. Increasing the capacity of BUMDes administrators
	Output	1. BUMDes beserta kelengkapan kelembagaan dapat memenuhi kriteria sesuai dengan peraturan 2. Meningkatnya kapasitas pengurus BUMDes 1. BUMDes and their institution can meet the criteria according to regulations 2. Increased capacity of BUMDes administrators
	Hasil Outcome	1. BUMDes pada desa binaan dapat beroperasi secara kontinyu baik secara kelembagaan maupun unit usaha 1. BUMDes in assisted villages can operate continuously both as an institution and as a business unit
	Dampak Impact	1. Peningkatan kesejahteraan masyarakat desa 2. Penguatan kelembagaan lokal masyarakat desa 1. Increasing the welfare of village communities 2. Strengthening local institutions of village communities

Pengembangan Pupuk Organik Bokashi pada Masyarakat Transmigrasi di Desa Karang Rejo

Program Inovasi Pengembangan Pupuk Organik Bokashi pada Masyarakat Transmigrasi di Desa Karang Rejo merupakan program pengembangan masyarakat secara jangka panjang melalui pendekatan kemandirian ekonomi yang dilakukan salah satu anak usaha ITM, yaitu PT Jorong Barutama Greston (JBG). Selain menunjang pilar PPM bidang Kemandirian Ekonomi, program ini juga diharapkan mampu mendukung pencapaian SDG's Nomor 12 "Konsumsi dan Produksi yang Bertanggungjawab" melalui pengurangan produksi limbah melalui tindakan pencegahan, pengurangan, daur ulang, dan penggunaan kembali.

Program pengembangan pupuk organik memiliki dampak yang cukup beragam bagi masyarakat mulai dari kesadaran masyarakat untuk mengelola limbah kotoran ternak, bertambahnya masyarakat yang dapat mengolah pupuk organik, meningkatnya keswadayaan masyarakat hingga

Development of Bokashi Organic Fertilizer for Transmigration Communities in Karang Rejo Village

The Bokashi Organic Fertilizer Development Innovation Program for Transmigration Community in Karang Rejo Village is a long-term community development program through an economic independence approach implemented by one of ITM's subsidiaries, PT Jorong Barutama Greston (JBG). In addition to supporting the PPM pillar of Economic Independence, this program is also expected to be able to support the achievement of SDG 12 of "Responsible Consumption and Production" by reducing waste production through prevention, reduction, recycling, and reuse.

The organic fertilizer development program has quite a variety of impacts on the community, such as community awareness to manage livestock manure, increasing number of people who can process organic fertilizer, increasing community self-sufficiency, and new job opportunities. This

terbukanya peluang pekerjaan baru. Program ini juga menciptakan hubungan rantai nilai yang dikenal dengan *Creating Shared Value* (CSV) di mana JBG dalam strategi bisnisnya mampu memasukan masalah dan kebutuhan sosial dalam perencanaan strategi perusahaan. Dalam 5 tahun terakhir Pupuk Organik Bokashi telah berkontribusi positif pada kegiatan di *nursery* yaitu pada proses pembibitan sekitar 1 juta tanaman dan pada kegiatan revegetasi berupa penanaman 500 ribu pohon di lahan reklamasi.

Hingga Desember 2022 kelompok tani pupuk organik bokashi telah memproduksi sejumlah 1.861 ton pupuk dengan total *gross income* sekitar Rp2,77 miliar. Hal tersebut berdampak pada kenaikan pendapatan anggota kelompok antara 50% hingga 100% setiap bulannya. Ke depannya, pengembangan program memiliki target tidak hanya peningkatan produksi pupuk organik bokashi, namun juga pengembangan *community learning center* bagi masyarakat umum yang diharapkan dapat menjadi salah satu pusat pembelajaran terkait praktik pertanian (*Integrated Farming System*) dan praktik pengelolaan lingkungan, terutama pengolahan dan pengelolaan limbah. CD JBG juga berkomitmen untuk menuntaskan tugas "rekayasa sosial" dari kondisi masyarakat yang tidak mampu mengolah limbah menjadi ahli pengolah dan bisa membagi ilmu dan keahlian tersebut kepada masyarakat luas.

program also creates a value chain relationship known as Creating Shared Value (CSV), in which JBG's business strategy can include social issues and needs in the company's strategic intent. In the last 5 years Bokashi organic fertilizer has contributed positively to activities in the nursery of around 1 million plants and in revegetation activities in the form of planting 500,000 trees on reclamation land.

As of December 2022, the bokashi organic fertilizer farmer group has produced 1,861 tons of fertilizer with a total gross income of around Rp2.77 billion. It increased the monthly income of group members between 50% to 100%. Going forward, the program development no only sets a target of increasing the production of bokashi organic fertilizer, but also developing a community learning center for the general public. It is expected to become one of the learning centers for agricultural practices with Integrated Farming System and environmental management practices, particularly waste processing, and management. CD JBG is also committed to completing the "social engineering" from the community who are unable to process waste into processing experts who can share this knowledge and expertise with the wider community.

Kegiatan Pengembangan Pupuk Organik Bokashi
Bokashi Organic Fertilizer Development Activities

Aktivitas Activities	1. Pembentukan dan penguatan kelompok tani 2. Pembangunan gudang dan fasilitas *workshop* 3. Pengadaan mesin pencacah 4. Pelatihan pembuatan pupuk organik, pengemasan, penyimpanan, dan pemasaran 5. Pendampingan, pengawasan, dan pengecekan kualitas hasil dengan uji laboratorium 1. Formation and strengthening of farmer groups 2. Construction of warehouses and workshop facilities 3. Procurement of chopping machines 4. Training on organic fertilizer production, packaging, storage, and marketing 5. Assistance, supervision, and checking the quality of production with laboratory tests

Kegiatan Pengembangan Pupuk Organik Bokashi
Bokashi Organic Fertilizer Development Activities

Ekonomi Economy	Input	Total anggaran CD (2018-2022) : Rp 176,797,101 Total CD budget (2018-2022): Rp176,797,101
	Output Output	1. Terbentuknya 1 kelompok petani yang memproduksi pupuk organik bokashi secara kontinyu dengan total produksi 1.861 ton (2017-2022) 2. Terbangunnya gudang dan fasilitas workshop 3. Tersedianya fasilitas penunjang produksi pupuk organik bokashi 1. Formation of 1 farmer group that produces bokashi organic fertilizer continuously with a total production of 1,861 tons (2017-2022) 2. Development of warehouse and workshop facilities 3. Availability of supporting facilities for the bokashi organic fertilizer production
	Hasil Outcome	1. Peningkatan pendapatan kelompok tani >2,7 miliar rupiah (2010 – 2022). 2. Rata-rata pendapatan anggota kelompok tani ± Rp3 Juta per bulan 1. Increase in farmer group's income > RP2.7 billion (2010 – 2022). 2. The average income of members of the farmer group approximately Rp3 million per month
	Dampak Impact	1. Peningkatan kesejahteraan peternak dari 7 kelompok ternak sapi di 4 desa binaan 2. Pengurangan pengangguran masyarakat desa Karang Rejo 1. Increased welfare of breeders from 7 cattle breeder groups in 4 fostered villages 2. Reducing unemployment in Karang Rejo village community
Lingkungan Environment	Input	Limbah kotoran sapi sebagai bahan baku pupuk organic Cow manure waste as a raw material for organic fertilizer
	Output	Pengolahan limbah kotoran sapi menjadi 1.861 ton pupuk organic Processing cow manure into 1,861 tons of organic fertilizer
	Hasil Outcome	1. Permasalahan mengenai limbah kotoran sapi di Desa Karang Rejo dapat terselesaikan 2. Pemanfaatan pupuk organik bokashi pada lahan reklamasi JBG 1. cow manure problems in Karang Rejo Village can be resolved 2. Use of bokashi organic fertilizer on JBG reclamation land
	Dampak Impact	1. Meningkatkan kualitas lingkungan di Desa Karang Rejo 2. Meningkatkan kualitas tanah di lahan reklamasi JBG 1. Improving the quality of the environment in Karang Rejo Village 2. Improving soil quality in JBG's reclamation land
Sosial Social	Input	Pelatihan peternakan sapi dan pelatihan pembuatan pakan fermentasi Cattle breeding and making fermented feed training
	Output	Terdapat 45 masyarakat lokal tergabung dalam 7 kelompok ternak sapi meningkat pengetahuan dan kapitasnya dalam mendukung kegiatan pembuatan pupuk organik bokashi A total of 45 members of local communities joined in 7 cattle breeder groups of cattle have their knowledge and capacity increased in supporting the making bokashi organic fertilizer
	Hasil Outcome	Sebanyak 13 orang terberdayakan sebagai penerima manfaat langsung dan 39 orang sebagai penerima manfaat tidak langsung dari program A total of 13 people were empowered as direct beneficiaries and 39 people as indirect beneficiaries of the program
	Dampak Impact	1. Peningkatan kesejahteraan masyarakat terutama anggota kelompok tani 2. Peningkatan kepedulian dalam pengolahan dan pengelolaan limbah kotoran sapi 1. Increased welfare of the community, especially members of farmer groups 2. Increased awareness in the processing and management of cow manure waste

Menjaga Ketahanan Pangan Melalui Pengembangan Peternakan Sapi

PT Kitadin Embalut berinisiasi mengembangkan peternakan sapi di empat desa binaan yang ada di sekitar perusahaan. Program ini sebagai bentuk dukungan terhadap program pemerintah Kalimantan Timur, yaitu Program 2 Juta Ekor Sapi dalam rangka Swasembada Pangan dan mengembangkan peternakan sapi di lokasi bekas tambang.

Dalam mengembangkan peternakan sapi, PT Kitadin Embalut melakukan berbagai intervensi untuk kelompok petani ternak yang tersebar di empat desa binaan, seperti pembuatan kandang, dukungan sarana-prasarana ternak, hingga peningkatan kapasitas peternak melalui berbagai pelatihan. Pada tahun 2022, PT Kitadin Embalut telah memasuki masa pasca tambang. Program peternakan sapi menjadi salah satu program pemberdayaan masyarakat pasca tambang di bidang reklamasi dalam bentuk lain, dengan konsep pengembangannya adalah konsep peternakan sapi terpadu.

Sejak terbentuk tahun 2014, PT Kitadin telah mendirikan kandang sapi beserta fasilitas pendukungnya seluas 206 Ha, yang digunakan sebagai pengembalaan 80 Ha untuk tujuh kelompok dan 126 Ha untuk budidaya pakan ternak. Perusahaan juga menyiapkan area pakan alternatif selain rumput dengan luasan 113 Hektar untuk budidaya pakan agar para kelompok ternak sapi lebih produktif dan tidak merusak tanaman reklamasi. Ke depannya kandang sapi akan dilengkapi instalasi listrik tenaga surya untuk setiap kelompok ternak sapi yang berfungsi sebagai sumber penerangan di malam hari.

Selain kandang sapi beserta fasilitas pendukungnya, PT Kitadin memberikan edukasi dalam bentuk Pelatihan Peternakan Sapi dan Pembuatan Pakan Fermentasi untuk warga dan kelompok ternak sapi desa binaan. Peternak juga diarahkan untuk bisa mengelola limbah kotoran sapi. Harapannya, masyarakat dan peternak dapat memanfaatkan kotoran sapi menjadi pupuk kandang yang dapat dimanfaatkan untuk pertanian di lahan bekas tambang.

Maintaining Food Security through Cattle Breeding Development

PT Kitadin Embalut initiated the cattle breeding development in four fostered villages around the company. This program is a form of support for the East Kalimantan Government's program called 2 million Heads of Cattle Program as part of Food Self-sufficiency and cattle breeding development in ex-mining locations.

In developing cattle breeding, PT Kitadin Embalut has made various interventions for breeder groups in four fostered villages, such as building cattle barns, supporting facilities, and capacity building for breeders through various training programs. In 2022, PT Kitadin Embalut has entered the post-mining period. The cattle breeding program is one of the post-mining community empowerment programs in the other form of reclamation, with the development concept of being integrated cattle breeding.

Since its establishment in 2014, PT Kitadin has built cattle barns and supporting facilities on an area of 206 hectares, of which 80 hectares are used as grazing area for seven groups and 126 hectares for feed cultivation. The company has also prepared an alternative feed area besides grass with an area of 113 hectares for feed cultivation to make the breeder groups more productive and would not damage the reclamation plants. Going forward, the cattle barns will be equipped with a solar power installation for each breeder group which functions as a source of lighting at night.

In addition to cattle barns and supporting facilities, PT Kitadin provides education in the form of cattle breeding training and fermented feed making for the residents and cattle breeder groups in the fostered villages. Breeders are also guided to be able to manage cow manure waste, and along with the community, process it into fertilizer which can be used for agriculture on ex-mining land.

Kegiatan Peternakan Sapi
Cattle Breeding Activities

Aktivitas Activities		1. Pelatihan terkait pengelolaan peternakan sapi 2. Pelatihan terkait pembuatan pakan fermentasi 3. Pembuatan kandang dan dukungan sarana-prasarana ternak 1. Cattle breeding management training 2. Fermented feed making training. 3. Building cattle barns and supporting facilities
Ekonomi Economy	Input	Total anggaran CD 2022: Rp155.419.250 Total CD budget 2022: Rp155,419,250
	Output Output	1. Total populasi sapi 300 ekor 2. Terbangunnya kandang untuk pemeliharaan sapi 3. Pemanfaatan kotoran sapi untuk pupuk tanaman di IFS 1. The total cattle population of 300 heads 2. Construction of barns for cattle breeding 3. Utilization of cow manure for fertilizer at IFS
	Hasil Outcome	1. Peningkatan pendapatan pada 45 anggota dari 7 kelompok peternak 2. Penurunan biaya pupuk pada IFS sejumlah Rp500,000,000/bulan 1. Increased income for 45 members of 7 breeder groups 2. Reducing the fertilizer cost at IFS of Rp500,000,000/month
	Dampak Impact	1. Peningkatan kesejahteraan peternak dari 7 kelompok ternak sapi di 4 desa binaan 2. Pengurangan pengangguran di 4 desa binaan 1. Increased welfare of breeders from 7 cattle breeder groups in 4 fostered villages 2. Reduced unemployment in the 4 fostered villages
Lingkungan Environment	Input	Populasi 300 ekor sapi Population of 300 heads of cattle
	Output	Produksi kotoran sapi sejumlah 6 ton/hari untuk bahan baku pupuk Production of 6 tons/day of cow manure for fertilizer raw material
	Hasil Outcome	Pemanfaatan kotoran sapi untuk pupuk di area IFS dimana sebagian tanamannya dimanfaatkan untuk pakan sapi Use of cow manure for fertilizer at the IFS area where some of the plants are used for cattle feed
	Dampak Impact	1. Menjaga kualitas tanah pada area IFS karena penggunaan pupuk kandang 2. Mengurangi biaya pakan sapi yang dihasilkan dari tanaman di area IFS 1. Maintain soil quality in the IFS area by using manure 2. Reducing the cost of cattle feed produced from plants in the IFS area
Sosial Social	Input	Pelatihan peternakan sapi dan pelatihan pembuatan pakan fermentasi Cattle breeding training and fermented feed making training
	Output	Sebanyak 45 masyarakat lokal tergabung dalam 7 kelompok ternak sapi As many as 45 local residents joined in 7 cattle breeder groups
	Hasil Outcome	Peningkatan kapasitas masyarakat melalui berbagai pelatihan dalam menunjang kegiatan beternak sapi Community capacity building through various training programs in supporting cattle breeding activities
	Dampak Impact	Peningkatan kesejahteraan masyarakat terutama anggota kelompok peternak sapi Increased welfare of the community, especially members of the cattle breeder group

Belajar Bersama ITM untuk mewujudkan Berdaya Bersama ITM

Sebagai manifestasi dari "Belajar Bersama ITM", PT Turbaindo Coal menginisiasi pembentukan Lembaga Pelatihan Komputer Media Citra Mandiri dengan tujuan menjadi wadah bagi warga Kabupaten Kutai Barat khususnya warga Kecamatan Muara Lawa untuk meningkatkan pengetahuan komputer. Sejak berdiri pada Tahun 2016 LPK Media Citra Mandiri sudah meluluskan sebanyak 403 orang yang terdiri dari pelajar, guru, mahasiswa, karyawan dan pegawai pemerintahan. Manfaat dari keberadaan LPK ini sangat dirasakan masyarakat, terutama pemuda usia produktif dan pemerintah setempat. Pemuda lulusan LPK memiliki kesempatan lebih dalam memperoleh pekerjaan karena memiliki kemampuan dalam mengoperasikan komputer. Selain itu para karyawan yang sudah bekerja dan memiliki kesempatan meningkatkan karirnya karena memiliki kemampuan mengoperasikan komputer.

Perubahan signifikan juga dirasakan pemerintah setempat dengan peningkatan SDM maka terdapat peningkatan pada sistem administrasi yang selama ini dilakukan secara manual menjadi digital. Besarnya manfaat yang diberikan LPK Media Citra Mandiri mendapat apresiasi melalui Kementerian Pedesaan Awards dengan perolehan Kategori Silver.

ITM for Education to realize ITM for Empowerment

As a manifestation of "ITM for Education", PT Turbaindo Coal initiated the establishment of the Media Citra Mandiri Computer Training Institute (LPK Media Citra Mandiri) as a place for residents of West Kutai Regency, especially Muara Lawa District, to increase their computer knowledge. Since its establishment in 2016, LPK Media Citra Mandiri has graduated 403 people consisting of students, teachers, university students, employees, and government officials. The community, especially youth of productive age and the local government, have been benefited from the LPK's presence. The youths who graduate from LPK have bigger chances to get jobs because they have the ability to operate computers. In addition, employees who are already working can level up their careers because they have the ability to operate computers.

Local government also saw significant changes in administration system from manual to digital with the increase in skilled human resources. The benefits provided by LPK Media Citra Mandiri earned appreciation in Silver Category from the Ministry of Village, Development of Disadvantaged Regions, and Transmigration.

Kegiatan LPK Citra Mandiri
LPK Citra Mandiri Activities

Aktivitas Activities		1. Pembangunan Sarana dan Prasarana LPK Citra Mandiri. 2. Bantuan Honorarium bagi Instruktur LPK Citra Mandiri. 3. Pelatihan komputer untuk guru, siswa, pekerja dan perangkat desa. 1. Development of Facilities and Infrastructure of LPK Citra Mandiri. 2. Honorarium Assistance for Instructors of LPK Citra Mandiri. 3. Computer training for teachers, students, employees and village officials.
Ekonomi Economy	Input	Total Bantuan untuk LPK Media Citra Mandiri periode 2017-2022 Rp302.700.000 Total Assistance for LPK Media Citra Mandiri in the 2017-2022 period Rp302,700,000.
	Output	1. 14 guru menerima pelatihan komputer. 2. 214 Siswa menerima pelatihan komputer. 3. 26 pekerja menerima pelatihan computer. 1. 14 teachers received computer training. 2. 214 students received computer training. 3. 26 employees received computer training
	Hasil Outcome	1. Proses belajar mengajar semakin baik. 2. Kemudahan akses bagi para pelajar untuk memperoleh ilmu pengetahuan. 3. Peningkatan kemampuan bagi para pekerja 1. Improving teaching and learning. 2. Easy access for students to gain knowledge. 3. Capacity building for employees
	Dampak Impact	1. Meningkatkan kualitas pendidikan. 2. Peningkatan pengetahuan 214 siswa. 3. Peningkatan peluang karir untuk 26 pekerja. 1. Improving the quality of education. 2. Increased knowledge of 214 students. 3. Increased career opportunities for 26 employees.

Kegiatan LPK Citra Mandiri
LPK Citra Mandiri Activities

Lingkungan Environment	Input	-
	Output	Digitalisasi sistem pelaporan di Pemerintah Desa. Digitalization of the Village Government's the reporting system.
	Hasil Outcome	Pengurangan penggunaan kertas dalam pembuatan laporan pemerintah desa. Reducing the use of paper in village government reporting.
	Dampak Impact	Sistem pelaporan yang lebih baik menjadi lebih rapi dan sistematis. More orderly and systematic reporting system.
Sosial Social	Input	-
	Output	136 masyarakat adat dan anggota pemerintah desa menerima pelatihan computer. 136 indigenous peoples and village government members received computer training.
	Hasil Outcome	Peningkatan pengetahuan warga tentang computer. Residents' increased knowledge about computers.
	Dampak Impact	Meningkatkan taraf hidup masyarakat di bidang digitalisasi. Improving people's standard of living in the field of digitalization.

Penguatan Kelembagaan Lokal Koperasi Basapri

Dalam rangka meningkatkan perekonomian masyarakat melalui potensi pertanian di Kabupaten Barito Utara, PT Bharinto Ekatama (BEK) memfasilitasi sebuah lembaga ekonomi masyarakat di Kecamatan Teweh Timur bernama Koperasi Basapri. Pada tahap pertama, Koperasi Basapri mengelola lahan seluas 8 Ha untuk penanaman jagung hibrida. Proyek budidaya jagung hibrida melibatkan dua kelompok tani yang terdiri dari 22 anggota kelompok. Pada tahap kedua, proyek budidaya jagung hibrida diperluas menjadi 10 Ha dan ditambah pengembangan produk olahan dari budidaya jagung hibrida. PT BEK memfasilitasi berbagai program dalam pengembangan Koperasi Basapri di antaranya penyertaan modal dalam pengembangan jagung hibrida, peningkatan kapasitas dan pendampingan kelompok tani jagung hibrida bekerja sama dengan Dinas Pertanian Barito Utara, dan penyediaan sarana dan prasarana penunjang pengembangan jagung hibrida.

Selama tahun 2022, jagung hibrida dipanen selama dua kali dengan hasil panen sebanyak 33.446 kg dan menghasilkan pendapatan kotor sebanyak Rp205.000.000. Selain budidaya jagung hibrida, Koperasi Basapri juga mengembangkan usaha peternakan ayam yang kedepannya akan terintegrasi dengan budidaya jagung hibrida. Dari pembinaan yang dilakukan, Koperasi Basapri mendapatkan penghargaan kategori perak dalam penghargaan CSR dan Pembangunan Desa Berkelanjutan (PDB), yang diselenggarakan oleh Kementerian Desa, Pembangunan Daerah Tertinggal, dan Transmigrasi bekerjasama dengan Indonesian Social Sustainability Forum (ISSF).

Local Institutional Strengthening of Basapri Cooperative

In its effort to improve the community's economy through agricultural potential in North Barito Regency, PT Bharinto Ekatama (BEK) has facilitated Basapri Cooperative, a community economic institution in East Teweh District. In the first phase, the Basapri Cooperative manages 8 hectares of land for planting hybrid corn. The hybrid corn cultivation project involves two farmer groups consisting of 22 members. In the second phase, the hybrid corn cultivation project will be expanded to 10 hectares and will add the development of processed products from hybrid corn cultivation. PT BEK facilitates various programs in the development of the Basapri Cooperative including capital investment in the development of hybrid corn, capacity building and mentoring of hybrid corn farmer groups in collaboration with the North Barito Agricultural Service, and provision of supporting facilities for the development of hybrid corn.

During 2022, hybrid corn was harvested twice with a yield of 33,446 kg and generated a gross income of Rp205,000,000. In addition, the Basapri Cooperative has also been developing a poultry farming business, which in the future will be integrated with hybrid corn cultivation. As a result from the coaching provided, the Basapri Cooperative won a silver category award in the CSR and Sustainable Village Development (PDB) award, which was organized by the Ministry of Village, Development of Disadvantaged Regions, and Transmigration in collaboration with the Indonesian Social Sustainability Forum (ISSF).

Kegiatan Koperasi Basapri
Basapri Cooperative Activities

Aktivitas Activities		1. Fasilitasi legalitas Koperasi Basapri. 2. Bantuan prasarana, sarana dan prasarana penunjang kegiatan koperasi. 3. Pelatihan Manajemen Koperasi, Pembukuan dan Wawasan Bisnis. 4. Penyediaan modal usaha berupa sarana produksi perkebunan (benih, pupuk dan herbisida). 5. Perluasan dan integrasi usaha dalam bentuk Peternakan Ayam Petelur pada tahun 2022. 1. Facilitate the legality of the Basapri Cooperative. 2. Assistance with infrastructure, facilities, and infrastructure to support cooperative activities. 3. Cooperative Management Training, Bookkeeping and Business Insights. 4. Provision of venture capital in the form of plantation production facilities (seeds, fertilizers, and herbicides). 5. Expansion and business integration in the form of laying hens farm in 2022.
Ekonomi Economy	Input	Total biaya produksi dan promosi sejumlah Rp461.725.000 Total production and promotion costs amounted to Rp461,725,000
	Output	1. Membentuk satu Koperasi yang berbadan hukum. 2. Koperasi memiliki pengetahuan terkait manajemen Koperasi, Pembukuan dan wawasan Bisnis. 1. Formation of a Cooperative with a legal entity. 2. The cooperative has knowledge on Cooperative management, bookkeeping and business insight.
	Hasil Outcome	1. Fasilitasi usaha 2 kelompok tani. 2. Fasilitasi usaha 1 kelompok peternak ayam 3. Usaha yang dijalankan oleh kelompok tani dan peternak lebih terkelola 1. Business facilitation of 2 farmer groups. 2. Business facilitation of 1 group of poultry farmer 3. The businesses run by farmer groups and breeders are better managed
	Dampak Impact	1. Meningkatkan perekonomian masyarakat melalui Koperasi. 2. Pergerakan ekonomi melalui usaha baru. 1. Improving the community's economy through cooperatives. 2. Driving the economy through new businesses.
Lingkungan Environment	Input	Kotoran ayam untuk pupuk tanaman jagung Chicken manure for corn fertilizer
	Output	Penggunaan pupuk kandang dari limbah kotoran ayam untuk pertanian jagung (penerapan konsep zero waste dan integrated farming system) Use of fertilizer from chicken manure for corn farming (implementation of the zero waste concept and integrated farming system)
	Hasil Outcome	Tersedianya pupuk kandang untuk tanaman jagung Availability of manure for corn plants
	Dampak Impact	Terpeliharanya kualitas tanah pertanian akibat penggunaan pupuk kendang Maintaining the quality of agricultural soil due to the use of manure
Sosial Social	Input	Pelatihan bisnis untuk 1 kelompok usaha ibu rumah tangga. Business training for 1 housewife business group.
	Output	Meningkatkan taraf hidup 74 anggota koperasi. Improving the standard of living of 74 cooperative members.
	Hasil Outcome	Pemberdayaan 1 kelompok usaha ibu rumah tangga. Empowerment of 1 housewife business group.
	Dampak Impact	Peningkatan peran perempuan dalam keluarga. Increasing the role of women in the family.

Menjaga Lingkungan Melalui Rehabilitasi Mangrove

Menjaga Lingkungan Melalui Rehabilitasi Mangrove Perlindungan dan pelestarian juga dilakukan di area pendukung seperti pelabuhan. Dimulai dari tahun 2010, rehabilitasi melalui penanaman mangrove dilakukan di sekitar pelabuhan lalu beranjak ke lokasi lainnya. Total luasan tanam

Protecting the Environment Through Mangrove Rehabilitation

Protection and preservation are also carried out in supporting areas such as ports. Since 2010, rehabilitation through planting mangroves were carried out around the ports and then moved to other locations. Accumulation from total planting area covers 72 ha with total of 130,000

menjadi 72 Ha dengan jumlah pohon tertanam 130.000 pohon. Penanaman juga dilakukan dengan melibatkan masyarakat untuk memastikan masyarakat mendapatkan manfaat lebih dari kegiatan ini. Pengadaan bibit tanaman, monitoring serta perencanaan untuk kegiatan ekowisata.

trees. Planting is also carried out by involving community to ensure communities are benefited including in activities of procurement of plant seeds, monitoring and planning for ecotourism activities.

Aktivitas Activities		1. Penanaman mangrove bersama dengan masyarakat dan berbagai pemangku kepentingan. 2. Pembangunan pondok pemantauan mangrove. 3. Penyediaan bibit mangrove dari kelompok petani 4. Koordinasi dengan pemerintah dalam penentuan lokasi penanaman dan monitoring 1. Planting mangroves together with the community and various stakeholders. 2. Construction of mangrove monitoring shelters. 3. Provision of mangrove seedlings from farmer groups 4. Coordination with the government in determining the location of planting and monitoring
Ekonomi Economy	Input	Total anggaran CD 2010-2021 = Rp1.340.710.000 Total CD budget 2010-2021 = Rp1,340,710,000
	Output Output	Adanya pembelian bibit tanaman mangrove kepada kelompok petani Purchase of mangrove plant seeds from farmer groups
	Hasil Outcome	Adanya tambahan penghasilan kelompok petani penyedia bibit tanaman mangrove Additional income for farmer groups supplying mangrove plant seeds
	Dampak Impact	Peningkatan biota di sekitar area penanaman mangrove berdampak peningkatan tangkapan nelayan Increasing the biota around the mangrove planting area has an impact on increasing fishermen's catches
Lingkungan Environment	Input	130,000 tanaman mangrove 130,000 mangrove plants
	Output	1. 72 Ha area pesisir tertanam mangrove 2. Terbangunnya pondok pemantauan mangrove 1. 72 Ha of coastal area planted with mangroves 2. Construction of mangrove monitoring shelter
	Hasil Outcome	1. Penyerapan karbon 107 ton/tahun 2. Terpantaunya area mangrove secara rutin 1. Carbon sequestration of 107 tons/year 2. Regular monitoring of mangrove areas
	Dampak Impact	1. Proteksi terhadap bencana abrasi di sepanjang pesisir 2. Tanaman mangrove yang tertanam sebagai alat kontrol polusi 3. Peningkatan biota di sekitar area penanaman mangrove 1. Protection against abrasion along the coast 2. Planted mangroves as a means of pollution control 3. Increasing the biota around the mangrove planting area
Sosial Social	Input	Sebanyak 2.618 masyarakat lokal terlibat dalam penanaman mangrove A total of 2,618 local communities were involved in planting mangroves
	Output	Peningkatan pelibatan masyarakat dalam penanaman dan pelestarian mangrove Increased community involvement in planting and preserving mangroves
	Hasil Outcome	Masyarakat pada 3 desa mendapat dampak positif dari adanya program penanaman mangrove terutama yang memiliki profesi nelayan dan kelompok penyuplai bibit tanaman mangrove Positive impact on communities in the 3 villages from the mangrove planting program, especially those who work as fishermen and groups supplying mangrove plant seeds
	Dampak Impact	1. Kesadaran masyarakat dalam pengelolaan ekosistem mangrove 2. Program rehabilitasi mangrove mendapatkan penghargaan lokal dan nasional 1. Community awareness in the management of mangrove ecosystems 2. The mangrove rehabilitation program earned local and national awards

Komunikasi dan Pelibatan Masyarakat

ITM melibatkan masyarakat di sekitar WIUP untuk aktif berpartisipasi dalam perencanaan dan evaluasi kegiatan pemberdayaan masyarakat 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. Sinergi program juga melibatkan kontraktor ITM untuk mendapatkan manfaat yang lebih luas. Perusahaan juga aktif melakukan komunikasi dengan pemerintah untuk menyelaraskan program-program CSR ITM dan entitas anak dengan program pemerintah daerah.

Pengaduan dan Survei Kepuasan Masyarakat

Perusahaan menyediakan sarana pengaduan dan masukan dari masyarakat melalui Voice of Stakeholders (VoiS). Selama tahun 2022, tidak terdapat keluhan maupun pengaduan yang signifikan, yang disampaikan masyarakat terkait kegiatan PPM. Di samping itu, ITM melakukan survei kepuasan masyarakat (community satisfaction index/CSI) untuk mengetahui kinerja program pemberdayaan yang diberikan. Survei CSI di tahun 2022 mengalami kenaikan menjadi 85%.

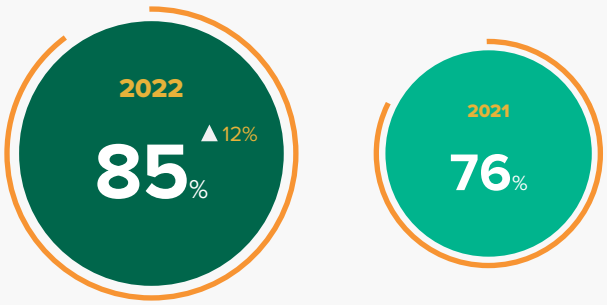
Comunication and Community Involvement

ITM involves the community around the WIUP to actively participate in the planning and evaluation of community empowerment activities through Community Consultative Forum (FKM) which is held at least once a year. Community representation in this forum includes religious leaders, youth, Family Welfare Development (PKK) cadres, and village officials. Program synergy also involves ITM contractors to have wider leverage. The company also actively communicates with local governments through regional planning and development forum (musrenbang) to align ITM and its subsidiaries' CSR programs with the government's programs.

Grievance and Community Satisfaction Survey

The Company provides a means of complaints and input from the community through Voice of Stakeholders (VOIS). During 2022, there were no significant complaints or complaints by the community regarding PPM activities. In addition, ITM conducted a Community Satisfaction Index (CSI) survey to find out the performance of the empowerment program provided. The CSI survey in 2022 increased to 85%.

Indeks Kepuasan Masyarakat
Community Satisfaction Index



PRAKTIK HAM DAN MASYARAKAT LOKAL

Perusahaan berusaha melakukan analisis risiko pada tiap perencanaan program pemberdayaan masyarakat. Kami memetakan potensi dan kondisi masyarakat, serta mengidentifikasi kelompok rentan, seperti orang lanjut usia dan anak-anak. Dengan cara ini, ITM dapat memastikan program yang berjalan sesuai kebutuhan masyarakat.

Beberapa operasi bisnis kami dekat dengan lokasi kawasan yang merupakan pemukiman masyarakat lokal maupun masyarakat adat. Perusahaan aktif berinteraksi dan bekerja

HUMAN RIGHTS PRACTICE AND LOCAL COMMUNITIES

The company conducts risk analysis in each community empowerment program plan. We map the potential and conditions of the community, as well as identify vulnerable groups, such as elderly people and children. In this way, ITM can ensures programs that run are according to the needs of from the community.

Some of our business operations are located close to local communities and indigenous peoples. The company is actively interacting and working with local and indigenous

sama dengan mereka dalam menjalankan program yang mendukung pelestarian budaya dan menggerakkan perekonomian masyarakat. Selama tahun 2022, tidak ada insiden atau pelanggaran yang melibatkan hak masyarakat adat. [411-1][CSS-12.11.2]

ITM memastikan praktik keamanan yang bertanggung jawab dan sesuai dengan prinsip HAM. Aktivitas terkait pengamanan di jalankan oleh anggota satuan pengamanan (satpam) yang berkoordinasi dengan kepolisian setempat. Selain itu, pelatihan yang diberikan kepada anggota pengamanan mencakup pemahaman tentang HAM termasuk hak-hak masyarakat. Kami senantiasa memastikan praktik keamanan dengan masyarakat berjalan dengan harmonis, aman, dan adil. [410-1] [CSS-12.12.2]

community with its programs that support cultural preservation and drive the community's economy. During 2022, there were no incidents or violations involving the rights of indigenous peoples. [411-1][CSS-12.11.2]

ITM ensures responsible security practices and in accordance with human rights principles. Activities related to security are carried out by members of the security unit (security guard) in coordination with the local police. In addition, the training provided to security personnel includes an understanding of human rights, including community rights. We always ensure the harmoniously, safe, and fair relations with the community. [410-1] [CSS-12.12.2]

Memperkuat Keberlanjutan Ekonomi
Strengthening Economic Sustainability

HIGHLIGHT 2022 | 2022 HIGHLIGHTS

Realisasi Produksi 2022
Production Realization in 2022
16.6 Juta USD
Million USD

Realisasi Penjualan 2022
Sales Realization in 2022
18.9 Juta USD
Million USD

Nilai Ekonomi Dihasilkan
Economic Value Generated
3,498 Juta USD
Million USD

Nilai Ekonomi Didistribusikan
Economic Value Distributed
2,562 Juta USD
Million USD

PENDEKATAN MANAJEMEN [3-3][CSS-12.8.1] | **MANAGEMENT APPROACH** [3-3][CSS-12.8.1]

TOPIK MATERIAL: KINERJA EKONOMI DAN MANAJEMEN RANTAI PASOK

Kebijakan:
- Kode Etik Pemasok

MATERIAL TOPIC: ECONOMIC PERFORMANCE AND SUPPLY CHAIN MANAGEMENT

Policy:
- Supplier Code of Conduct

DAMPAK DAN PENGELOLAAN | **IMPACT AND MANAGEMENT**

Kinerja ekonomi dan rantai pasok yang dikelola secara optimal merupakan dasar pelaksanaan aktivitas bisnis perusahaan yang efisien dan mendukung upaya Perusahaan untuk bertransformasi menuju bisnis energi terbarukan yang terintegrasi.

Optimally managed economic and supply chain performance is the basis for efficient implementation of the company's business activities and supports the Company's efforts to transform towards an integrated renewable energy business.

SUMBER DAYA DAN EVALUASI | **RESOURCES AND EVALUATION**

Pengelolaan kinerja ekonomi dan rantai pasok berada pada fungsi Operations, Finance, Sales & Logistic. Evaluasi kinerja ekonomi dilakukan melalui mekanisme penilaian atas laporan berkala dan pencapaian target *key performance indicators* (KPI) Direksi maupun Dewan Komisaris. Hasil evaluasi tahun 2022 menunjukkan capaian kinerja ekonomi telah sesuai dengan target yang ditetapkan.

The Operations, Finance, Sales & Logistics functions are responsible for managing economic performance and supply chain. Economic performance is evaluated through mechanism of periodic reports and achievement of key performance indicators (KPI) targets for the Board of Directors and Board of Commissioners. The results of the 2022 evaluation showed that the economic performance achievements met the targets.

KINERJA EKONOMI

Di tahun 2022, ITM mampu meraih kinerja ekonomi sesuai target, didukung oleh kenaikan harga batubara yang tinggi di pasar global. Di samping itu, performa ITM yang baik didukung oleh kualitas nilai kalorifik batubara yang beragam, termasuk nilai kalorifik tinggi yang tidak banyak dimiliki oleh kompetitor. Dengan kualitas ini, Perusahaan dapat menjangkau pasar yang lebih luas, termasuk di pasar-pasar premium sehingga dapat menghasilkan marjin pendapatan yang lebih tinggi.

Kami menjangkau pasar yang mengadopsi teknologi untuk mengolah batubara dengan kalori tinggi, seperti Jepang. Tidak hanya berfokus kepada produk berkalori tinggi, ITM juga memanfaatkan teknologi pencampuran *(blending)* sehingga dapat menyediakan rentang produk batubara yang memadai dalam memenuhi permintaan dari berbagai pasar.

Melalui entitas anak, ITM berupaya memenuhi target *domestic market obligation* (DMO) tiap tahunnya. Secara konsolidasi, batubara yang dijual oleh ITM ke pasar domestik, sebanyak 4,2 juta ton atau 23% dari target produksi yang dihitung berdasarkan rencana kerja dan anggaran biaya (RKAB). Jumlah ini belum mencapai target DMO sebesar 25% karena pengaruh cuaca.

ECONOMIC PERFORMANCE

In 2022, ITM managed to meet the economic performance targets, supported by the high increase in coal prices in the global market. In addition, ITM's good performance was supported by the quality of various coal calorific values, including high calorific values which not many competitors have. With this quality, the Company can reach a wider market, including the premium markets to generate higher revenue margins.

We reach markets that adopt technology to process high-calorie coal, such as Japan. 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.

Through its subsidiaries, ITM is determined to meet the domestic market obligation (DMO) target every year. ITM's consolidated coal sales to the domestic market amounted to 4.2 million tons or 23% of the production target which was calculated based on the work plan and budget (RKAB). The amount has not reached the DMO target threshold of 25% due to uncertain weather condition.

Target dan Realisasi Produksi dan Penjualan Batubara (Juta Ton)
Target and Realization of Coal Production and Sales (Milion Tons)

Uraian Description	2022		
	Target Target	Realisasi Realization	Persentase (%) Percentage
Produksi Production	17.5 - 18.8	16.6	94.9
Penjualan Sales	20.5 - 21.5	18.9	92.2

Realisasi Penjualan Batubara
Coal Sales Realization

Pelanggan Customer	2022		2021		2020	
	Juta Ton Million Tons	%	Juta Ton Million Tons	%	Juta Ton Million Tons	%
Domestik Domestic	4.2	22.2	4.7	23.5	3.8	17.9
Ekspor Export	14.7	77.8	15.4	76.5	17.4	82.1
Jumlah Total	18.9	100.0	20.1	100.0	21.2	100.0

Selama periode pelaporan, ITM dapat meraih pendapatan bersih sejumlah USD 3.636,2 juta, meningkat 75% dari tahun 2021. Adapun laba bersih terhitung sebesar USD 1.199,3 juta. Jumlah ini meningkat 152% dari tahun sebelumnya.

Seluruh pendapatan usaha Perusahaan berasal dari penjualan produk batubara dan pendapatan lain, seperti bunga bank dan deposito. Hingga akhir tahun 2022, ITM tidak menerima bantuan finansial dari Pemerintah. Sementara itu, ITM senantiasa berkontribusi pada penerimaan negara melalui pembayaran pajak dan Penerimaan Negara Bukan Pajak (PNBP) setiap tahun. Di tahun 2022, Perusahaan merealisasikan PNBP sebesar USD 542 juta. Secara keseluruhan, nilai ekonomi yang didistribusikan kepada Pemerintah dalam bentuk pembayaran pajak dan PNBP mencapai USD 911,1 juta atau meningkat 112% dibanding tahun 2021 sebesar USD428,7 juta. [201-1, 201-4][CSS-12.8.2, CSS-12.2.2, 12.21.3]

Namun demikian, di balik meningkatnya pendapatan, ancaman perubahan iklim menjadi risiko bagi seluruh dunia usaha, tak terkecuali pada ITM. Curah hujan yang tinggi selama tahun 2022 telah menyebabkan terganggunya proses produksi dan pengiriman produk. Meski demikian, tidak ada kerugian yang diakibatkan adanya banjir dan hujan yang terus-menerus. Walaupun ITM sudah melakukan strategi dalam mengatur jumlah produksi sesuai dengan kondisi cuaca, namun iklim yang ekstrim berpotensi mengakibatkan dampak ekonomi yang lebih luas. [201-2]

Data keuangan pada laporan ini telah melalui audit oleh akuntan publik yang independen. Informasi keuangan Perusahaan pada periode pelaporan dapat dilihat secara lengkap pada www.itmg.co.id.

During the reporting period, ITM managed to achieve total net revenues of USD 3,636.2 million, an increase of 75% from 2021. The net profit was recorded at USD 1,199.3 million, increased by 152% from the previous year.

The Company's total operating income from sales of coal products and other income, such as bank interest and deposits. Until the end of 2022, ITM did not receive financial assistance from the Government. Meanwhile, ITM always contributes to state revenues through the payment of taxes and Non-Tax State Revenue (PNBP) every year. In 2022, the Company realized PNBP was USD 542 million. Overall, the economic value distributed to the Government in the form of payment of taxes and PNBP reached USD 911.1 million or an increase of 112% compared to USD 428.7 million in 2021. [201-1, 201-4][CSS-12.8.2, CSS-12.2.2, 12.21.3]

However, behind the increase in income, the threat of climate change is a risk for the entire business world, including ITM. High precipitation during 2022 disrupted the production process and product delivery. However, there was no loss caused by floods and torrential rains. Despite ITM's efforts in implementing a strategy to control the amount of production according to weather conditions, the extreme climates have the potential to have a wider economic impact. [201-2]

The financial data in this report has been audited by an independent public accountant. The Company's financial information for the reporting period can be viewed in full at www.itmg.co.id.

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1][12.21.2]
Economic Value Generated and Distributed (Thousand USD)

Nilai Ekonomi yang Dihasilkan Economic Value Generated	2022	2021	2020
Pendapatan Bersih Net Revenues	3,636,213	2,076,813	1,185,336
Pendapatan Bunga Bank dan Deposito Income from Bank Interest and Deposits	8,795	2,906	2,878
Pendapatan/(Pengeluaran) Selisih Kurs Foreign Exchange Income/(Expenses)	(31,694)	(1,498)	(4,042)
Pendapatan/(Pengeluaran) Lain-lain Other Income/(Expenses)	(115,025)	(171,501)	(30,194)
Nilai Ekonomi yang Dihasilkan Economic Value Generated	3,498,289	1,906,720	1,153,978

Nilai Ekonomi yang Dihasilkan dan Didistribusikan (Ribu USD) [201-1][12.21.2]
Economic Value Generated and Distributed (Thousand USD)

Nilai Ekonomi yang Dihasilkan Economic Value Generated	2022	2021	2020
Nilai Ekonomi yang Didistribusikan Economic Value Distributed			
Biaya Operasional Operational Costs	1,029,782	802,461	693,587
Gaji Pekerja dan Benefit Lainnya Employees Salaries and Other Benefits			
Pekerja Operasional Operational Employees	52,330	53,251	51,187
Pekerja Administrasi dan Penjualan Administrative and Sales Staff	23,339	18,877	15,785
Jumlah Gaji Pekerja dan Manfaat Lain Total Employee Salaries and Other Benefits	75,669	72,178	66,972
Pembayaran Kepada Penyandang Dana Payments to Providers of Capital			
Dividen Kepada Pemegang Saham Dividend to Shareholders	538,372	106,740	64,768
Bunga Pinjaman kepada Bank Loan Interest to the Bank	930	892	281
Pengeluaran untuk Pemerintah (Pajak, Royalti dan Lainnya) Payment to Government (Taxes, Royalty and Others)	911,120	428,695	199,338
Pengeluaran untuk Masyarakat Community Investments	6,419	2,996	1,406
Nilai Ekonomi yang Didistribusikan Economic Value Distributed	2,562,292	1,413,962	1,026,352
Nilai Ekonomi yang Ditahan Economic Value Retained	935,997	492,758	127,626
Nilai Ekonomi yang Ditahan Sebelum Dividen Economic Value Retained Excluding Dividend	1,474,369	599,498	192,394

Keterangan: Sumber Laporan Laba Rugi Konsolidasi yang telah diaudit. Kinerja ekonomi meliputi seluruh anak perusahaan; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, IBP, TRUST, GEM, NPR, SME, EBP, GPK, CPI, IHP. Informasi keuangan tidak dapat disajikan berdasarkan negara karena ITM hanya beroperasi di Indonesia.
Note: Source Audited Consolidated Profit and Loss Statements. Economic performance covers all subsidiaries; IMM, TCM, BEK, KTD, JBG, TIS, ITMI, IBU, IEU, IBP, TRUST, GEM, NPR, SME, EBP, GPK, CPI, IHP. Financial information cannot be presented by country because ITM only operates in Indonesia.

PENJAMINAN MUTU DAN KEPUASAN PELANGGAN

ITM mengutamakan kepuasan pelanggan atas setiap produk batubara yang dihasilkan. Oleh karena itu, Perusahaan memastikan seluruh (100%) produk telah melalui proses penjaminan mutu sesuai standar yang berlaku dan spesifikasi yang telah disepakati. Dengan produk yang berkualitas dan tim penjualan yang prima, ITM senantiasa menjaga hubungan baik dengan semua pelanggan.

Pada tahun 2022, ITM melaksanakan survei kepuasan pelanggan untuk mengetahui persepsi mereka terhadap kualitas produk dan layanan yang diberikan Perusahaan. Survei diberikan kepada delapan perusahaan yang merupakan pelanggan ITM yang hingga saat ini masih terikat kontrak kerja aktif. Sebanyak tujuh kuesioner diterima kembali yang berarti kegiatan survei ini memperoleh *response rate* sebesar 87,5%.

QUALITY ASSURANCE AND CUSTOMER SATISFACTION

ITM prioritizes customer satisfaction for every coal product it produces. Therefore, the Company ensures that all (100%) products have undergone a quality assurance process according to applicable standards and agreed specifications. With quality products and an excellent sales team, ITM always maintains good relations with all customers.

In 2022, ITM conducted a customer satisfaction survey to find out their perception of the Company's quality of products and services. The survey respondents were eight companies who are ITM customers and are still under active work contracts. A total of seven questionnaires of the survey came back, indicating a response rate of 87.5%.

Hasil survei kepuasan pelanggan (*customer satisfication index*/CSI).
Results of customer satisfaction index (CSI).



93.84%

Sangat Puas
Very Satisfied

PENGELOLAAN RANTAI PASOK YANG BERTANGGUNG JAWAB

Selain melakukan kegiatan operasi yang bertanggung jawab, ITM menilai kinerja lingkungan, sosial, dan tata kelola (LST) dalam hubungannya dengan pemasok. Pengelolaan rantai pasok dilaksanakan dengan menerapkan Kode Etik Pemasok terhadap seluruh pemasok.

Hingga akhir tahun 2022, seluruh (100%) pemasok telah dinilai menggunakan kriteria LST. Hasil penilaian juga menunjukkan tidak adanya dampak negatif yang signifikan, yang ditimbulkan dari kegiatan pemasok, baik terhadap pekerja, masyarakat, dan lingkungan. Di tahun 2022, tidak ada pemasok baru. [308-1, 308-2, 414-1, 414-2][CSS-12.15.8, CSS-12.15.9]

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

In addition to implementing responsible operations, ITM assesses environment, social and governance (ESG) performance in its relations with suppliers. Supply chain management is carried out by applying Supplier Code of Conduct to all suppliers.

Until the end of 2022, all (100%) of suppliers have been assessed using ESG criteria. The results of the assessment also showed that no significant negative impacts caused by the suppliers' activities, either on employees, the community and the environment. In 2022, there is no new supplier. [308-1, 308-2, 414-1, 414-2][CSS-12.15.8, CSS-12.15.9]

100%

Pemasok telah dinilai berdasarkan kriteria sosial dan lingkungan

Suppliers have been assessed using social and environmental criteria



Selain itu, kami juga melakukan sosialisasi terkait HAM kepada pemasok/vendor untuk memastikan bahwa mereka menghormati prinsip-prinsip HAM dalam operasinya. Kami mendorong pemasok agar memperhatikan keselamatan dan kesehatan kerja, tidak mempekerjakan pekerja anak, dan tidak ada kerja paksa.

In addition, we also conduct dissemination on human rights to suppliers/vendors to ensure that they respect human rights principles in their operations. We encourage suppliers to pay attention to occupational health and, not to employ child labor, and to avoid forced labor.

Lampiran
Appendix

Kinerja Keanekaragaman Hayati [304-1] [CSS-12.5.2]
Biodiversity Performance

Uraian Description	2022		2021		2020	
	Beroperasi(a) Operating (a)	**Proyek(b)** Project (b)	**Beroperasi(a)** Operating (a)	**Proyek(b)** Project (b)	**Beroperasi(a)** Operating (a)	**Proyek(b)** Project (b)
Unit bisnis terkait dengan kawasan lindung Business units related to protected areas						
Berada dalam wilayah Inside the area	-	-	-	-	-	-
Berdekatan dengan Adjacent	-	-	-	-	-	-
Terdapat Sebagian Partially	IMM	-	IMM	-	IMM	-
Unit bisnis terkait dengan kawasan hutan belantara keanekaragaman hayati yang tinggi Business unit reated to a high biodiversity forest area						
Berada dalam wilayah Inside the area	BEK & NPR	-	BEK	-	BEK	-
Berdekatan dengan Adjacent	-	-	-	-	-	-
Terdapat Sebagian Partially	-	-	-	-	-	-
Jumlah unit usaha Total business units						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	8	-	8	-	8	-
Diidentifikasi sebagai potensi dampak yang tinggi Identified as high impact potential	3	-	2	-	2	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	8	-	8	-	8	-
Perlu rencana pengelolaan keanekaragaman hayati Require a biodiversity management plan	8	-	8	-	8	-
Menerapkan rencana pengelolaan keanekaragaman hayati Implement a biodiversity management plan	8	-	8	-	8	-
Luas (hektar) Area (hectare)						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	80,669	-	80,669	-	80,669	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	80,669	-	80,669	-	80,669	-
Memiliki rencana pengelolaan keanekaragaman hayati Have a biodiversity management plan	80,669	-	80,669	-	80,669	-

Kinerja Keanekaragaman Hayati [304-1] [CSS-12.5.2]
Biodiversity Performance

Uraian Description	2022		2021		2020	
	Beroperasi(a) Operating (a)	Proyek(b) Project (b)	Beroperasi(a) Operating (a)	Proyek(b) Project (b)	Beroperasi(a) Operating (a)	Proyek(b) Project (b)
Area *offset* keanekaragaman hayati Biodiversity offset area	-	-	-	-	-	-
Proporsi unit usaha Business unit proportion						
Dinilai terkait potensi dampak keanekaragaman hayati Assessed to have potential impacts on biodiversity	100%	-	100%	-	100%	-
Dinilai terkait nilai keanekaragaman hayati Assessed to have biodiversity value	100%	-	100%	-	100%	-
Memiliki rencana pengelolaan keanekaragaman hayati(c) Have a biodiversity management plan(c)	100%	-	100%	-	100%	-

(a) Unit bisnis yang saat ini beroperasi
(b) Dalam pengembangan dan konstruksi proyek, termasuk tambang dengan status perawatan & pemeliharaan
(c) Untuk unit(-unit) bisnis yang diidentifikasi sebagai potensi dampak keanekaragaman hayati yang tinggi saja
(a) Business units currently operating
(b) Under project development and construction, including mines with care & maintenance status
(c) For business unit(s) identified as potential high biodiversity impact only

Jumlah Kecelakaan Kerja [403-2]
Number of Occupational Accident

ITM dan Anak Usaha ITM and Subsidiaries	2022			2021			2020		
	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor	Fatal Fatal	Berat Major	Ringan Minor
PT Bharinto Ekatama	0	0	0	0	1	0	0	0	0
PT Kitadin Embalut	0	0	0	0	1	0	0	0	0
PT Kitadin Tandung Mayang	0	0	0	0	0	0	0	0	0
PT Indominco Coal Mining	0	0	0	1	0	0	0	2	0
PT Jorong Barutama Greston	0	0	0	0	0	0	0	1	0
PT Trubaindo Coal Mining	0	0	0	0	1	0	0	1	0
PT. Graha Panca Karsa	0	0	0	0	0	0	N/A	N/A	N/A
PT. Nusa Persada Resources	0	0	0	0	0	0	N/A	N/A	N/A
PT. Tepian Indah Sukses	N/A	N/A	N/A				N/A	N/A	N/A
PT Indo Tambangraya Megah – Samarinda Office	0	0	0	0	0	0	N/A	N/A	N/A
PT Indo Tambangraya Megah – Balikpapan Office	0	0	0	0	0	0	N/A	N/A	N/A
Total	0	2	1	1	3	0	0	4	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	2022		2021		2020	
	Injury Rate	*Lost day Rate*	*Injury Rate*	*Lost day Rate*	*Injury Rate*	*Lost day Rate*
PT Bharinto Ekatama	0.00	0.00	0.11	3.55	0.00	0.00
PT Kitadin Embalut	0.00	0.00	0.24	23.98	0.00	0.00
PT Kitadin Tandung Mayang	0.00	0.00	0.00	0.00	0.00	0.00
PT Indominco Coal Mining	0.25	17.78	0.07	423.28	0.11	0.92
PT Jorong Barutama Greston	0.00	0.00	0.00	0.00	0.33	200.67
PT Trubaindo Coal Mining	0.00	0.00	0.08	0.30	0.07	0.20
PT. Graha Panca Karsa	0.00	0.00	0.00	0.00	N/A	N/A
PT. Nusa Persada Resources	0.00	0.00	0.00	0.00	N/A	N/A
PT. Tepian Indah Sukses	N/A	N/A	N/A	N/A	N/A	N/A
PT Indo Tambangraya Megah – Samarinda Office	0.00	0.00	0.00	0.00	N/A	N/A
PT. Indo Tambangraya Megah – Balikpapan Office	0.00	0.00	0.00	0.00	N/A	N/A
Jumlah Total	0.07	5.24	0.09	137.28	0.08	12.73

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) held by ITM

Wilayah Operasi Operation Area	Jenis dan Nomor Izin Permit Type and 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.O/2/2020
PT. Tepian Indah Sukses	SK.1260/MENLHK/SETJEN/PLA.0/12/2022

Jumlah Pekerja Berdasarkan Kewarganegaraan dan Gender
Number of Employees Based on Citizenship and Gender

Entitas Entity	2022				2021				2020			
	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	108	37	24	1	112	32	19	2	95	29	17	3
PT Indominco Mandiri	499	69	6	0	518	72	13	0	558	79	16	0
PT Trubaindo Coal Mining	355	42	6	0	458	77	6	1	541	95	7	1
PT Bharinto Ekatama	273	77	5	0	170	38	3	0	117	26	10	0
PT Kitadin	25	12	1	0	130	23	2	0	131	24	1	0
PT Jorong Barutama Greston	115	11	2	0	119	11	1	0	127	11	1	0
PT Tambang Raya Usaha Tama	671	23	13	1	570	18	9	1	487	20	8	1
PT Gas Emas	0	0	0	0	0	0	0	0	24	3	1	0
PT Nusa Persada Resources	6	0	0	0	6	1	0	0	2	1	0	0
PT ITM Bhinneka Power	6	0	2	1	4	0	1	1	0	0	0	0
PT Tepian Indah Sukses	1	0	0	0	1	0	0	0	2	0	0	0
PT Energi Batubara Perkasa	2	2	1	0	1	1	1	0	N/A	N/A	N/A	N/A
PT Graha Panca Karsa	17	3	0	0	15	3	0	0	N/A	N/A	N/A	N/A
PT Cahaya Power Indonesia	6	2	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Jumlah Total	2,084	279	60	3	2,104	276	55	5	2,084	288	61	5
	2,363		63		2,380		60		2,372		66	
	2,426				2,440				2,438			

Jumlah Pekerja Berdasarkan Status Kepegawaian [2-7]
Number of Employee Based on Employment Status

Entitas Entity	2022		2021		2020	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Indo Tambangraya Megah	134	36	130	35	121	23
PT Indominco Mandiri	567	7	589	14	635	18
PT Trubaindo Coal Mining	390	13	525	17	622	22
PT Bharinto Ekatama	328	27	199	12	135	18
PT Kitadin	36	2	147	8	151	5
PT Jorong Barutama Greston	124	4	130	1	138	1
PT Tambang Raya Usaha Tama	314	394	247	351	294	222
PT Gas Emas	0	0	0	0	17	11

Jumlah Pekerja Berdasarkan Status Kepegawaian [2-7]
Number of Employee Based on Employment Status

Entitas Entity	2022		2021		2020	
	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract	Tetap Permanent	Kontrak Contract
PT Nusa Persada Resources	7	0	6	1	1	2
PT ITM Bhinneka Power	6	3	1	5	0	0
PT Tepian Indah Sukses	1	0	1	0	2	0
PT Energi Batubara Perkasa	4	1	2	1		
PT Graha Panca Karsa	16	4	15	3		
Jumlah Total	1,931	495	1,992	448	2,116	322
	2,426		2,440		2,438	

Jumlah Pekerja Berdasarkan lokasi Point of Hire
Number of Employees based on Point of Hire location

Wilayah Area	2022	2021	2020
Kalimantan Timur East Kalimantan	1,387	1,668	1,641
Kalimantan Selatan South Kalimantan	207	123	114
Kalimantan Tengah Center Kalimantan	19	3	N/A
Luar Kalimantan Outside Kalimantan	813	646	683
Jumlah Total	2,426	2,440	2,438

Jumlah Pekerja Berdasarkan Tingkat Pendidikan
Number of Employees based on Level of Education

Pendidikan Education	2022		2021		2020	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
SD Elementary School	53	14	60	14	63	14
SMP Junior High School	93	5	111	5	121	6
SMA Senior High School	946	42	1166	51	1,110	54
D3 Diploma	150	32	167	35	172	39
S1 Bachelor Degree	546	149	608	160	568	156
S2 Master Degree	44	18	46	16	40	15
S3 Doctorate	0	0	0	0	0	0

Jumlah Pekerja Berdasarkan Tingkat Pendidikan
Number of Employees based on Level of Education

Pendidikan Education	2022		2021		2020	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
Lainnya Others	1	0	1	0	71	9
Jumlah Total	1,833	260	2,159	281	2,145	293
	2,093		2,440		2,438	

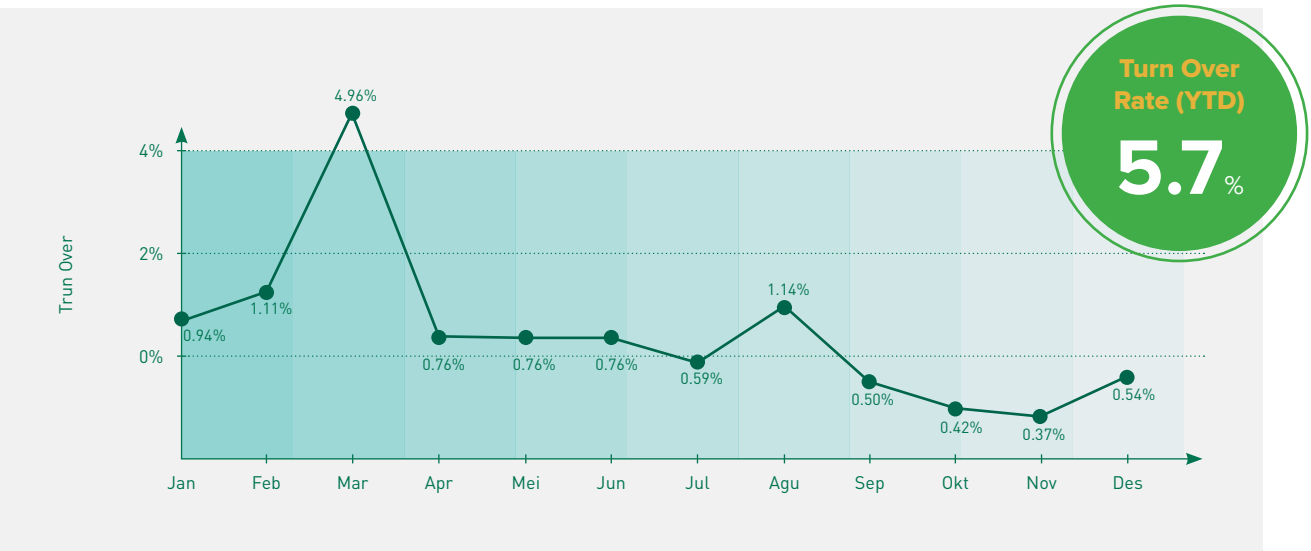
Jumlah Pekerja tahun 2022 Berdasarkan Masa Kerja
Number of Employees Based on Working Period in 2022

Entitas Entity	0-5	6-11	12-17	18-23	24-29	30-Up	Jumlah Total
PT Indo Tambangraya Megah	49	56	47	12	5	1	170
PT Indominco Mandiri	27	90	153	69	215	20	574
PT Trubaindo Coal Mining	55	63	169	111	5	0	403
PT Bharinto Ekatama	127	75	79	69	4	1	355
PT Kitadin	2	9	12	3	9	3	38
PT Jorong Barutama Greston	9	11	33	72	3	0	128
PT Tambang Raya Usaha Tama	504	83	82	22	14	3	708
PT Nusa Persada Resources	4	1	1	1	0	0	7
PT ITM Bhinneka Power	9	0	0	0	0	0	9
PT Tepian Indah Sukses	0	0	1	0	0	0	1
PT Energi Batubara Perkasa	5	0	0	0	0	0	5
PT Graha Panca Karsa	7	2	8	3	0	0	20
Jumlah Total	806	390	585	362	255	28	2,426

Jumlah Pekerja Berdasarkan Usia dan Gender
Number of Employees Based on Age and Gender

Kelompok Umur Age Group	2022		2021		2020	
	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female
18 - 25	59	17	45	8	42	13
26 - 35	575	125	572	133	603	146
36 - 45	921	108	924	108	920	105
46 - 55	572	31	599	29	569	27
56 and Up	17	1	19	5	11	2
Jumlah Total	2,144	282	2,159	281	2,145	293
	2,426		2,440		2,438	

Perputaran Pekerja Sukarela [401-1]
Voluntary Employee Turnover



Penyebab Perputaran Pekerja Sukarela di Tahun 2022
Causes Voluntary Employee Turnover

Alasan Reason	**Jumlah** Total
Pensiun Dini Early Retirement	7
Pribadi (Sekolah, Keluarga, Kesehatan) Personal (School, Family, Health)	23
Pekerjaan dan Pengembangan Karier Job & Career Development	2
Fasilitas dan Tunjangan/Kesejahteraan Facility & Benefit/Welfare	15
Tidak Diketahui Unknown	89
Kompensasi/Remunerasi Compensation/Remuneration	0
Lokasi Kerja Work Location	9
Jumlah Total	145

Tingkat Perputaran Pekerja Sukarela tahun 2022 (YTD)= 5,7%
2022 Voluntary Turn Over Rate (YTD)= 5.7%

Jam Pelatihan tahun 2022 Berdasarkan Gender
Training Hours based on Gender in 2022

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	2,580	732	87	29	30	25
PT Indominco Mandiri	14,744	1,235	313	62	47	20
PT Trubaindo Coal Mining	3,523	522	130	23	27	23
PT Bharinto Ekatama	4,148	1,153	119	35	35	33
PT Kitadin	882	216	57	9	16	24
PT Jorong Barutama Greston	1,342	147	54	8	25	18
PT Tambang Raya Usaha Tama	3,857	304	177	18	22	17
PT Nusa Persada Resources	8	3	1	1	8	3
PT ITM Bhinneka Power	183	44	6	1	31	44
PT Graha Panca Karsa	815	138	13	2	63	69
PT Energi Batubara Perkasa	11	11	1	1	11	11
PT Cahaya Power Indonesia	46	15	3	1	15	15
PT Tepian Indah Sukses	0	0	0	0	0	0
Jumlah Total	32,139	4,518	961	190	330	302
	36,657		1,151		-	

Remunerasi
Remuneration

Rasio remunerasi pria dan Wanita Ratio of male and female remuneration	**Satuan** Unit	**2022**	**2021**	**2020**
	Perempuan : Laki-laki Female : Male	**1:8**	**1:8**	**1:10**
Rasio remunerasi pria dan wanita – berdasarkan level Ratio of male to female remuneration – by rank				
Strategic Leader (Executive)	Perempuan : Laki-laki Female : Male	0	0	0
Strategic Leader		1:8	1:6	1:23
Senior Operational Leader		1:9	1:13	1:14
Operational Leader		1:6	1:6	1:9
First Line Leader		1:4	1:4	1:5
Foreman Below		1:19	1:17	1:18

Jumlah Limbah B3 yang dihasilkan (ton) [306-3, 306-4, 306-5] [CSS-12.6.4, CSS-12.6.5, CSS-12.6.6]
Total Hazardous Waste generated (ton)

Jenis Limbah B3 Type of Hazardous and Toxic Waste	**ITM & Kontraktor** ITM & Contractors			
	2022			
	Timbulan Waste Generated	**Off site**	**On site**	
		Dikirim ke Pihak Ketiga Sent To Third Party	**Disimpan di TPS** Stored at garbage dump	**Dimanfaatkan kembali** Reuse
Oli bekas Used Oil	2,044.31	1,418.65	103.88	629.12
Gemuk bekas Used Grease	10.83	10.27	1.66	0
Filter oli Oil Filter	97.57	98.21	26.99	0
Baterai bekas (kecil) Used Battery (Small)	0.74	0.46	0.28	0
Baterai bekas (besar) Used Battery (Large)	34.29	34.74	34.94	0
Perlengkapan tulis Stationary	0.01	0.01	0	0
Limbah medis Clinical Waste	0.39	0.40	0	0
Bahan terkontaminasi Contaminated Matter	127.93	129.24	9.62	0
Laboratory	2.02	2.02	0	0
Lainnya Others	34.47	34.47	1.30	0
Jumlah Total	2,352.85	1,729.05	147.66	629.12

	ITM & Kontraktor ITM & Contractors							
	2021				2020			
	Timbulan Waste Generated	Off site	On site		**Timbulan** Waste Generated	Off site	On site	
		Dikirim ke Pihak Ketiga Sent To Third Party	**Disimpan di TPS** Stored at garbage dump	**Dimanfaatkan kembali** Reuse		**Dikirim ke Pihak Ketiga** Sent To Third Party	**Disimpan di TPS** Stored at garbage dump	**Dimanfaatkan kembali** Reuse
	1,999,728	1,291,233	130,915	577,529	2,041,178	1,384,131	153,978	503,070
	3,970	3,230	740	-	1,610	1,550	60	-
	117,569	87,780	299,789	-	157,953	108,667	49,286	-
	243	243	-	-	1,697	1,269	428	-
	42,447	35,402	7,045	-	61,729	56,007	5,722	-
	297	297	-	-	70	68	2	-
	3,957	3,955	2	-	551	548	3	-
	104,714	93,449	11,265	-	132,753	120,730	12,023	-
	2,912	2,912	-	-	320	270	50	-
	48,820	47,274	1,596	-	89,867	85,075	4,792	-
	2,324,656	1,565,725	181,352	577,579	2,487,728	1,758,254	226,344	503,070

Transformasi Digital
Digital Transformation

Uraian Description	2022	2021	2020
Jumlah use-cases & inisiatif Number of use-cases & initiatives	12	13	9
Jumlah nilai dampak bisnis (juta USD) Amount of business impact value (USD million)	5.9	17.5	4.68
Jumlah pusat pengembangan kapasitas digital Number of digital capability centers	36	25	35
Jumlah mitra dalam ekosistem teknologi Number of tech ecosystem partners	13	18	29

Kontribusi pada Organisasi Eksternal dan Asosiasi (dalam USD)
Contributions to External Organizations and Associations (in USD)

Uraian Description	2022
Lobi atau representasi kepentingan Lobbying or interest representation	0
Partai politik atau kepentingan politik Political party or political interest	0
Asosiasi dagang atau kelompok bebas pajak Trade association or tax-exempt groups	16,565

Jumlah Spesies Flora Berdasarkan Daftar Merah IUCN [304-4] [CSS-12.5.5]
Number of Flora Species Based on IUCN Red List

No.	Kategori IUCN IUCN Category	Jumlah Spesies Number of Species
1	Critically endangered	2
2	Endangered	5
3	Vulnerable	8
4	Near threathened	7
5	Least concern	51

Referensi POJK 51/2017 (SEOJK 16/2021) dan Indeks Isi Standar GRI

POJK 51/2017 (SEOJK 16/2021) Reference and GRI Standards Content Index

Referensi Surat Edaran Otoritas Jasa Keuangan (SEOJK) Nomor 16/POJK.04/2021 bagian Pedoman Teknis Penyusunan Laporan Keberlanjutan bagi Emiten dan Perusahaan Publik

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GRI Standards Content Index

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Pernyataan Penggunaan Statement of use	PT Indo Tambangraya Megah Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari hingga 31 Desember 2022 dengan referensi pada Standar GRI. PT Indo Tambangraya Megah Tbk has reported the information cited in this GRI content index for the period January 1 to December 31 2022 with reference to the GRI Standards.			
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	2-19	Kebijakan remunerasi Remuneration policies		Laporan Tahunan 2022 Annual Report 2022
	2-20	Proses untuk menentukan remunerasi Process to determine remuneration		Laporan Tahunan 2022 Annual Report 2022
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GRI 418: Privasi Pelanggan 2016 GRI 418: Customer Privacy 2016	418-1	Pengaduan yang berdasar mengenai pelanggaran terhadap privasi pelanggan dan hilangnya data pelanggan Substantiated complaints concerning breaches of customer privacy and losses of customer data		66

Pernyataan Penjaminan Independen

Independent Assurance Statement

LRQA Independent Assurance Statement

Relating to PT Indo Tambangraya Megah Tbk's Sustainability Report for the calendar year 2022

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 2022 ("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)) [1]
  - referring to the GRI Standard 2021 and GRI 12 Coal Sector 2022 [2]
- Evaluating the reliability of data and information for only the selected indicators listed below: [3]
  - GRI 302-1 Energy consumption within the organization (2016)[4]
  - GRI 302-3 Energy intensity (2016)[4]
  - GRI 305-1 Direct (Scope 1) GHG emissions (2016).[4]
  - GRI 305-2 Energy indirect (Scope 2) GHG emissions (2016)[4]
  - GRI 305-3 Other indirect (Scope 3) GHG emissions (2016) except 305-3 e. [5]
  - GRI 305-4 GHG emissions intensity (2016)[4]
  - GRI 306-3 Waste generated (2020) except 306-3 b[6]
  - GRI 306-4 Waste diverted from disposal (2020) except 306-4e [6]
  - GRI 306-5 Waste directed to disposal (2020) except 306-5 b, c, and e. [6]
  - GRI 403-8 Workers covered by an occupational health and safety management system (2018) except 403-8 a.ii and 403-8 a.iii [7]
  - GRI 403-9 Work-related injuries (2018).[7]
  - Lost time injury frequency rate (LTIFR) and injury severity rate (ISR): (Calculated based on 1,000,000 hours)[7]
  - 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)[7]

Note:

[4] Reporting scope of performances relevant to energy and GHG emissions includes IMM, BEK, JBG, EMB, TCM, TDM, STSC, IBO, and ITM JKT only, but does not include other ITM's subsidiaries and offices.

[5] Our scope of verification engagement for scope 3 GHG emission is limited to other GHG emission from coal sold only.

[6] Reporting scope of performances relevant to wastes includes IMM, BEK, JBG, EMB, TCM, STSC and IBO, but does not include other ITM's subsidiaries and offices.

[7] Reporting scope of performances relevant to safety includes IMM, BEK, JBG, EMB, TCM, GPK, NPR, STSC, and TDM but does not include other ITM's subsidiaries and offices.

[1] https://www.accountability.org
[2] https://www.globalreporting.org
[3] GHG quantification is subject to inherent uncertainty.

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:

- Met the requirements above
- Disclosed reliable performance data and information for the selected 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. stakeholder engagement summary results, material survey report and sustainability impact assessment results.
- 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, its peers and GRI sector standard specific disclosure (GRI 12: Coal sector 2022) 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 mis-statements 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 ICT application, for a selection of ITM's sites (i.e. BEK open pit coal Mine) and verifying aggregated data, via desk top 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 its stakeholders through 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, management approach for addressing each material issues 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 was noted that ITM has collaborated with Trisakti Sustainability Center, a third

party think tank associated with the university, to independently facilitate focus group discussions to explore important sustainability issues raised by stakeholders. These focused workshops were held to determine material issues based on the concerns of stakeholders, as well as corporate risks and sector specific ESG issues. The resultant material issues were then prioritised based on the significance of impacts. These results influenced ITM's sustainable strategy, management approaches and performance disclosures.

- 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 to sustainable development.
- Impact:
  ITM has implemented processes to measure, evaluate and manage impact(s) relevant to its material topics. However, we believe that reporting performance of some specific disclosures could be improved to better demonstrate how effective ITM has been in managing the impact. For example, ITM should:
  - cover how third-party waste disposal companies treat/dispose of the different waste streams rather than just disclosing that waste has been sent to these companies. This will further demonstrate how effective ITM is in managing all impacts associated with waste.
  - include change in significant water storage as well as water withdrawal, discharge and consumption to ensure a full water balance is disclosed; otherwise, implementation of ITM's approach to managing water related impacts is not clearly explained.
- 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. This should prevent inconsistencies within data related to employees' man-hours in Monica IT system, finger scan and HR database.

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: 6 March 2023

On behalf of LRQA Group Limited
LRQA (Thailand) Limited
No.9, G Tower Grand Rama 9, FL. 30, Room H14,
Rama 9 Rd, HuayKwang, Bangkok, 10310 Thailand

LRQA reference: BGK00000819

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Lembar Umpan Balik
Feedback Form

Terima kasih telah membaca Laporan Keberlanjutan Tahun 2022 PT Indo Tambangraya Megah Tbk. Kami mengharapkan masukan, saran dan komentar dari bapak/ibu/saudara sekalian atas laporan keberlanjutan ini melalui form berikut.
Thank you for reading PT Indo Tambangraya Megah Tbk's 2022 Sustainability Report. We look forward to your feedbacks, suggestions and comments on this sustainability report via the following form.

Profil Anda | Your Profile

Nama (bila berkenan) :
Name (Optional)
Institusi/Perusahaan :
Institution/Company
E-mail :
Email
Telp/Hp :
Telphone/Mobile

Golongan Pemangku Kepentingan | Stakeholder Group

( ) Pemerintah | Government
( ) Pemegang saham | Investor
( ) Pelanggan | Customer
( ) Kontraktor | Contractor
( ) Vendor dan Pemasok | Vendor and Supplier
( ) Komunitas | Community
( ) LSM | NGO
( ) Akademisi | Academia
( ) Karyawan | Employee
( ) Lainnya | Others .....

	Setuju Agree	Netral Neutral	Tidak Setuju Disagree
1. Laporan ini mudah dimengerti This report is easy to understand	(.....)	(.....)	(.....)
2. Laporan tersebut telah menggambarkan informasi positif dan negatif dari perusahaan The report has described positive and negative information of the Company	(.....)	(.....)	(.....)
3. Informasi terkait Lingkungan, Sosial, dan Tata kelola (LST) sudah memadai Informations related to Environmental, Social and Governance (ESG) are sufficient	(.....)	(.....)	(.....)

Mohon berikan penilaian atas tingkat topik material di bawah (nilai 1=paling signifikan s/d 13=kurang signifikan).
Please provide an assessment of the level of material topics below (value 1 = most significant to 13= less significant).

- Keselamatan dan Kesehatan Kerja (K3)
Occupational Safety and Health (OHS) ( )
- Masyarakat Lokal
Local Communities ( )
- Keanekaragaman Hayati
Biodiversity ( )
- Pascatambang
Post-mining ( )
- Air dan Efluen
Water and Effluent ( )
- Energi
Energy ( )
- Emisi
Emission ( )
- Kinerja Ekonomi
Economic Performance ( )
- Ketenagakerjaan
Employment ( )
- Manajemen Rantai Pasok
Supply Chain Management ( )
- Limbah
Waste ( )
- Hak Asasi Mausia
Human Rights ( )
- Etika Bisnis
Business Ethics ( )

Mohon berikan saran/usul/komentar Anda atas laporan ini:
Kindly provide your feedbacks/suggestions/comments about this report:

.....

Terima kasih atas saran dan masukan untuk perbaikan dan kemajuan laporan ini di tahun yang akan datang. Formulir lembar umpan balik dapat disampaikan melalui:
Thank you for the feedbacks and suggestions for the improvement and progress of this report in the coming year. The feedback sheet form can be submitted via:

Email: corsecitm@banpuindo.co.id

2022 Laporan Keberlanjutan
Sustainability Report

ITM

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