

Indika Energy

Sustainability Policy

Indika Energy has always had a clear mission: we help energize Indonesia, contributing to economic development and improved quality of life for millions of people. This mission can only be meaningful if it embraces responsible environmental, social and governance (ESG) practices. ESG are an integral part of the way we do business and a guiding philosophy for the sustainable future that we want to help build



Indika Energy committed to ensuring that at least half of our business comes from non-coal streams by 2025. By 2050, we expect to be fully carbon neutral

Climate change and GHG emissions

As one of Indonesia's leading diversified companies, we have a key role to play in enabling transition to a low-carbon economy. We do this through our well-positioned portfolio that includes commodities that underpin energy and mobility transformation



Water and effluents

We recognize that water is a shared and finite resource. We are conscious of the increasing concerns of our local stakeholders and other local water users regarding ongoing availability and quality of water, security of access and the potential for impacts on water supply. We aim to minimize any potential water-related impacts

Waste management

Our operations generate waste which can affect the environment and nearby communities. We monitor all material emissions and continuously look for ways to reduce those that pollute the air around us. We avoid, minimize and reuse waste as much as possible, and maintain, assess and audit our waste-disposal facilities according to national regulations and internationally accepted guidelines



Air emissions

Our operations produce various types of air emissions such as sulphur dioxide (SO₂), nitrogen oxide (NO_x) and dust, which are managed in accordance with our environmental policies and permit discharge limits

Biodiversity and land use

Indonesia is blessed with one of the highest levels of biodiversity of any country in the world. We understand the importance of conserving this biodiversity: keeping Indonesia's forests standing protects endangered species, mitigates flood risk, and helps slow climate change



Our people

Our workforce is fundamental to our success, which is reliant on our ability to attract and retain the best talent. We foster an environment that supports and encourages different backgrounds, cultures and beliefs. We recognize that diversity brings new ideas, innovation and different ways of working and that mutual respect leads to a driven workforce, dedicated to our common goals.



Workplace health and safety

The success of our business is dependent on a safe and healthy workforce and this is our top priority. We take a proactive, preventative approach towards health and safety to establish a positive safety culture.

Community relations

Our activities can make a significant contribution to the national and local economies in which they represent. We recognize our responsibility to minimize any negative impact from our activities and to support sustainable development and growth.



Tolerance

The remarkable Indonesia is a vast archipelago with huge cultural, ethnic, religious and linguistic diversity within its boundaries. Tolerance is one of the national values that we promote to build bridges and capitalize on differences. It is an essential part of working toward goals and developing creative solutions to achieve our common goals.

Board management

As a reflection of how important we view our sustainability commitment, our board members have included ESG-linked key performance indicators (KPIs) that they must achieve. A Sustainability Committee is being set up to assist the Board of Commissioners in monitoring and evaluating ESG related performance and initiatives.

Ethics and integrity

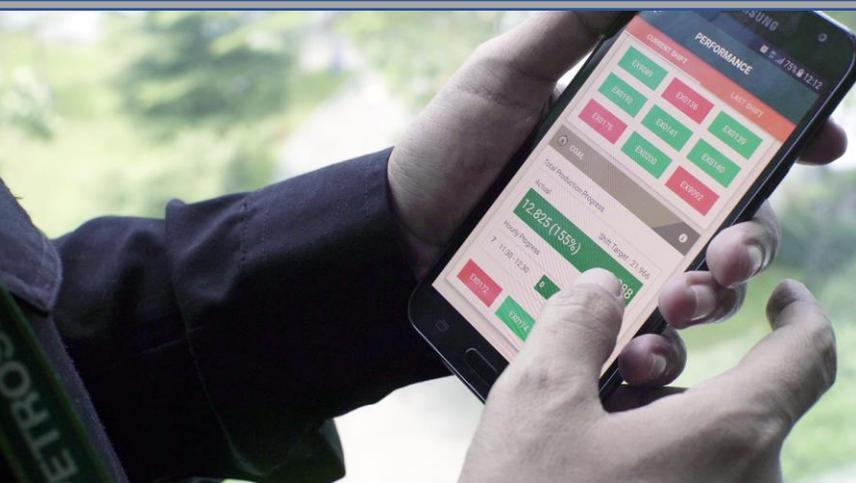
Compliance with prevailing laws and regulations is a critical part of doing business ethically. Business ethics and integrity are fundamental values at Indika Energy.

Stakeholder governance

Our governance framework determines how we do business, which makes it a critical pillar of our sustainability commitments.

Cybersecurity

The risks of cyber-attacks are on the rise for businesses. As we have increasingly incorporated digital technologies in our operations, we recognize that we have to increase levels of risk exposure to cyber-attacks.



Human rights and grievance mechanism

We embrace various backgrounds including gender, culture, social, and religious diversities within the Indika Energy Group.

Our Values

Our values reflect our purpose, our priorities, and the beliefs by which we conduct ourselves. They define what it means to work at Indika Energy, regardless of location or role. They are the heart of our culture and the way we do business. They are the fundamental basis of our sustainability management system along with our Code of Conduct and our Group policies

- **Integrity** - honest with oneself, others and one's work at every moment by upholding prevailing ethical standards and legal norms
- **Unity in diversity** - viewing diversity as an asset to the company and accepting, valuing, completing and strengthening one another as a solidly unified entity
- **Teamwork** - actively contributing and collaborating based on trust and shared interests rather than personal interests
- **Agility** - consistently demonstrating resilience and showing flexibility as well as adaptability through innovative-entrepreneurship
- **Achievement** - achievement as the measure of success and the motivation to do what is best for the company
- **Social Responsibility** - highly concerned for the environment and community and contributing added value as well as contributing to the prosperity of the society

Jakarta, 30 April 2021

A handwritten signature in blue ink, appearing to read "M. Arsjad Rasjid P.M.", written over a white background.

M. Arsjad Rasjid P.M.
President Director