

Sustainability Report
2024



LIVING
IN HARMONY

Disclaimer

This Sustainability Report presents PT Agincourt Resources (PTAR)'s plans, projections, strategies and objectives, which are not statements of historical fact and are therefore considered forward-looking statements under applicable law. These include discussions on potential mineral resources, exploration targets and prospects, mining and processing considerations, project infrastructure, marketing, exploration programmes, future plans and anticipated demand for specific metals. As these statements involve risks, uncertainties and assumptions, actual outcomes may differ materially from those expressed or implied.

References to "the Company," "PTAR" and "Our" refer to PT Agincourt Resources. All tables and charts in this Report present numerical data in accordance with English grammatical conventions.

For stakeholder convenience, the digital version of this Report is available at <https://agincourtresources.com/sustainability-reports/> and PTAR welcomes questions and suggestions via: [2-3]

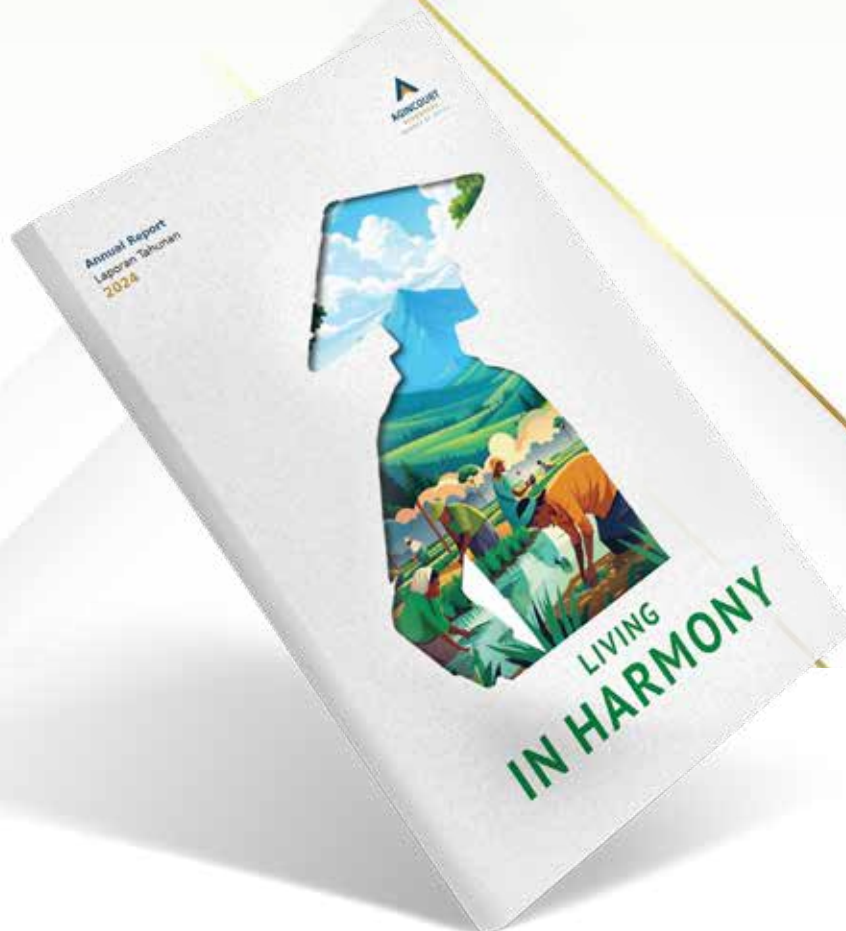
PT Agincourt Resources

Pondok Indah Office Tower 2 Suite 1201

Jl. Sultan Iskandar Muda Kav V-TA, Pondok Indah Jakarta, Indonesia 12310

Email: Martabe.CorporateCommunications@agincourtresources.com

Theme



Living in Harmony

Harmony begins with the balance between humanity and the environment. Through the theme Living in Harmony, our Company reaffirms its commitment to integrating sustainable practices across all operations while fostering a deep respect for nature and community.

This theme underscores our belief that thriving ecosystems, empowered communities and responsible business practices are interconnected. By working collaboratively with stakeholders, we strive to protect biodiversity, reduce our environmental footprint and create shared value. Together, we aim to nurture a sustainable future where humanity and nature coexist in harmony, ensuring well-being for generations to come.



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Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution





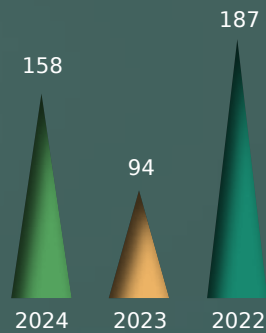
Sustainability Performance Highlights



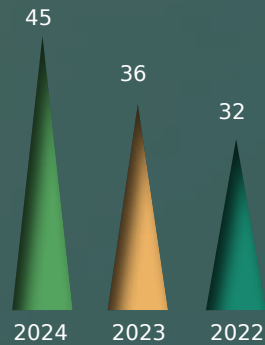
Economic Performance ^[B.1]

In Million USD, Unless Stated Otherwise

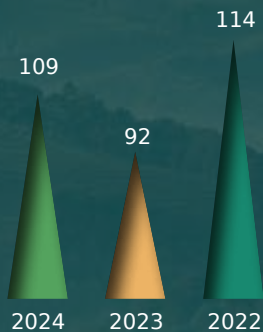
Net Profit After Tax (NPAT)



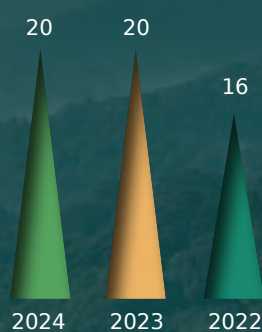
Wage and Benefit Payments to Employees



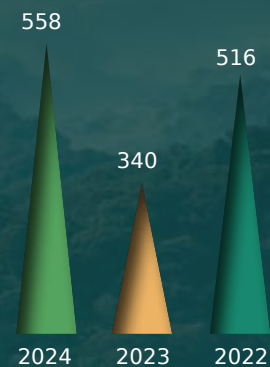
Total Tax and State Revenue



Procurement of Goods and Services from Local Contractors and Suppliers



Total of Revenue



Note: Based on cash basis

Operational Performance (Output)



2024	192.3
2023	187.8
2022	260.6

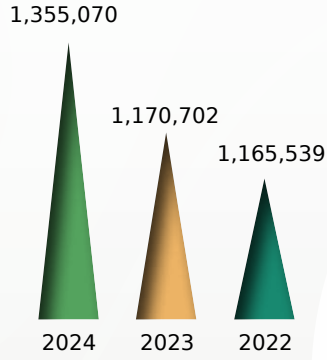


2024	1,531.0
2023	1,342.2
2022	1,531.5

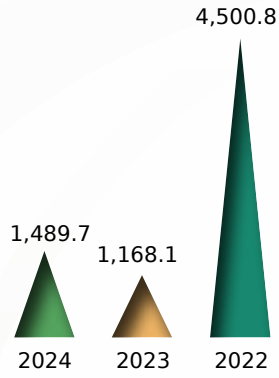


Biodiversity and Environment [B.2]

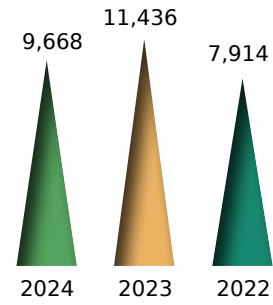
Total Energy Consumption (Gigajoule)



Waste Production (Tonnes)*



Seedlings Planted

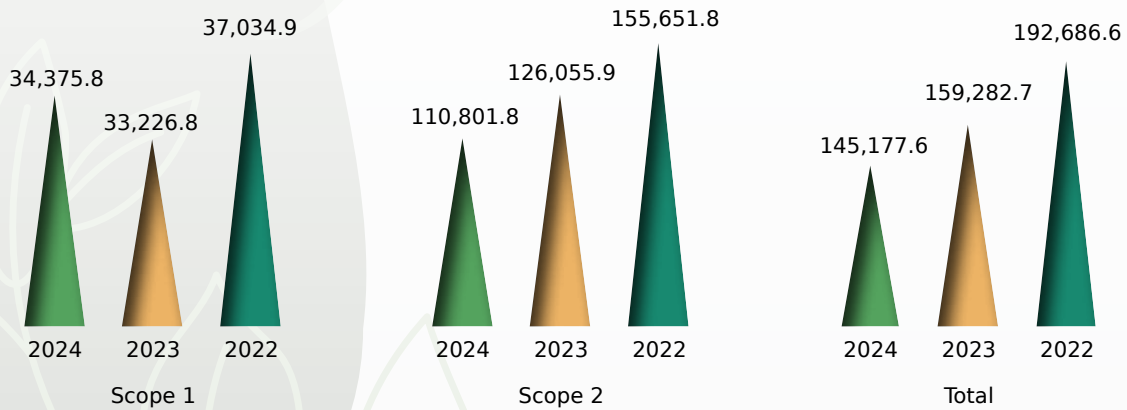


Note:

* This change is due to the addition of a waste sorting facility for recycling, which significantly reduced the amount of waste.

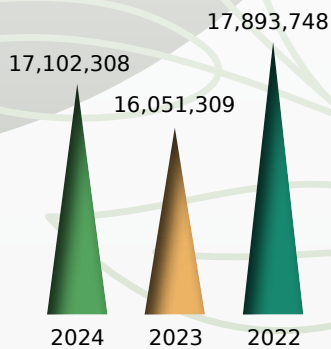
* All outgoing waste is weighed using a weighing rack to ensure the accuracy of the resulting quantity.

Total Direct GHG Emissions (CO₂ Tonnes Equivalent)

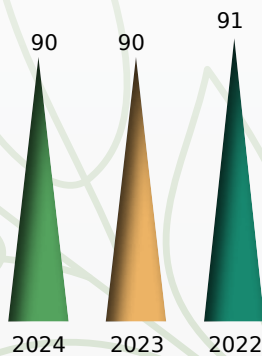


Note: The calculation of direct GHG emissions uses Astra Tools.

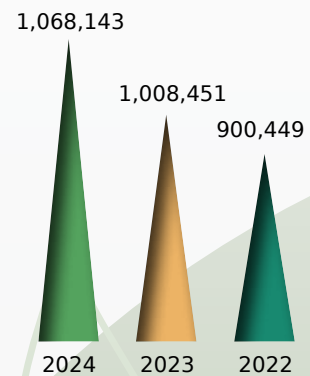
Water Management (m³/year)



Percentage of Water Reused (%)



Freshwater consumed (m³/year)





Strategic Pillar:
Portfolio



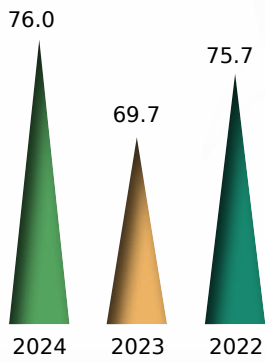
Strategic Pillar:
People



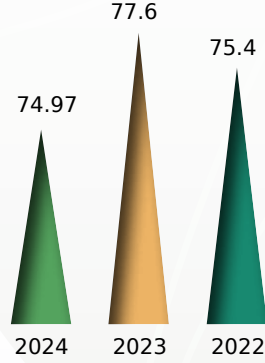
Strategic Pillar:
Public Contribution

Social Performance ^[B.3]

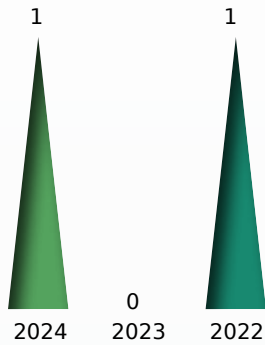
Percentage of Local Employees (%)



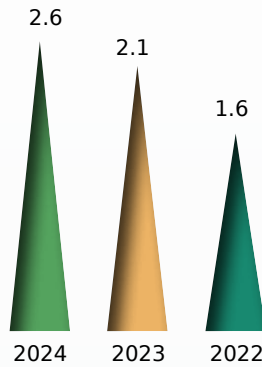
Mining Safety Management System (SMKP) Minerba Audit Score (%)



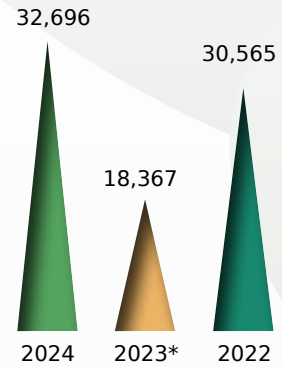
Lost Time Injuries (LTI) & Fatality



Community Empowerment Costs (Million Dollars)



Beneficiaries of Community Empowerment (People)



note:

* exclude beneficiaries for infrastructure project

Significant Events in 2024



7 January 2024
1,000 turtle hatchlings were released gradually at Muara Opu as part of a long-term turtle conservation programme.



8 January 2024
Successfully restoring health to 22 toddlers in South Tapanuli and Appreciation of Cadres and Facilitators.



15 January 2024
Signing with IPB University regarding biodiversity conservation strategy in the Martabe Gold Mine operational area.



26 January 2024
Held a national seminar on "ESG Adaptation through Decarbonisation and Biodiversity Conservation for Sustainable Mining."



1 February 2024
PT Danusa Tambang Nusantara Group held the President Message & Kick Off 2024 with the theme "Becoming World Class Mineral Company".



5 February 2024
All Agincourt Resources employees began wearing the GREAT Core Values uniform.



15 February 2024
The National OHS Month 2024 at Martabe Gold Mine featured a fun walk, safety expo, Free Lost Time Injury certificate awards and competition prizes.



15 February 2024
Launched the High Precision Fleet Management System mining innovation at the RecHall site of the Martabe Gold Mine.



23 February 2024
Launch of a karate training programme in collaboration with Inkanas Batang Toru.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



29 February 2024

The President Director spoke at PT United Tractors Tbk's event on the future of Indonesia's mineral and nickel industries.



4 March 2024

Approving the 2023 Annual Report and appointing members of the Board of Directors and Board of Commissioners for the 2024-2026 and 2024-2025 terms, respectively.



5 March 2024

Dozens of journalists from South Tapanuli and Central Tapanuli participated in a journalism workshop themed "Application of ESG Aspects for Sustainable Mining."



16 March 2024

Commitment to supporting MSMEs in Batang Toru and Muara Batang Toru Districts by assisting 32 home-based culinary businesses in obtaining halal certification from the Halal Fatwa Authority.



16 - 23 March 2024

The 2024 Ramadan Celebration at Sopo Daganak.



31 March 2024

The release of 8,000 Nirwana Tilapia fingerlings in Hapesong Village.



14 April 2024

The first harvest at Lubuk Larangan, Garoga River, in Garoga Village, Batang Toru, South Tapanuli, North Sumatra.



20 April 2024

Supported the construction of a Smart Workshop and a new access road at SMK Negeri 2 Batang Toru.



22 April 2024

The main event of Peran Sepadan 2024 at the Martabe Gold Mine, themed 'Collaboration, Transformation and Innovation to Achieve Martabe Harmony.'



29 April 2024
Supported the construction of a Smart Workshop and a new access road at SMK Negeri 2 Batang Toru.



4 May 2024
The prestigious OlympiAR 2024 competition in collaboration with the Indonesian Society of Economic Geologists (MGEI).



9 May 2024
At the 2024 International Mining Geology Conference, presented strategies to enhance productivity at the Martabe Gold Mine.



30 May 2024
Supported the construction of the South Tapanuli Police Mobile Control Barrack.



18 May 2024
Announced the winners of the journalism competition to encourage transparency on sustainable mining.



21 May 2024
The Marinovasi 2024 initiative successfully promoted innovation culture and the internalisation of GREAT core values by recognising innovators.



25 May 2024
The Sopo Daganak Dance Studio won three National Creative Dance Festival awards. This event is organised by Pelita Mice Indonesia.



30 May 2024
Handed over a permanent Integrated Service Post (Posyandu) Building to the Batang Toru Subdistrict Head Mara Tinggi and Wek II Village Head Ahiruddin Siregar.



3 June 2024
Conducted the "From the Heart to the Earth" Mangrove Planting Action, planting 60,000 mangrove seedlings and releasing 50,000 clam and crab seedlings in Central Tapanuli.



11 June 2024
50 doctors from South Tapanuli attended a seminar on optimising Visum Et Repertum (VER) services in collaboration with the Health Department and the South Tapanuli Regional Hospital.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



27 June 2024
The National Environment Day 2024 Seminar at the RechHall, Martabe Gold Mine site.



8 July 2024
GDP Sharing Session with President Director Muliady Sutio to Graduate Development Programme (GDP) Agincourt Resources Batch 1 at Sopo Nauli Meeting Room, Martabe Gold Mine site.



9 - 10 July 2024
Participated in The 7th International Drill & Blast Conference 2024, organised by Perhapi and IBES.



9 - 11 July 2024
Held the Mid-Year 2024 Biodiversity Workshop, themed "Biodiversity in Action, Delivering a Sustainable Future."



24 July 2024
The planting of 10,000 red chili seedlings in Muara Hutaraja Village, South Tapanuli, supported by the South Tapanuli Government and Millennial Farmer Actors.



3 August 2024
494 students and university students in South Tapanuli Selatan and Padang Sidimpuan received Martabe Prestasi Scholarships for the 2024/2025 academic year, totaling Rp4.32 billion.



13 August 2024
Presented a paper on kinematic analysis of structural geological control on long-term slope instability potential at East Wall, Pit Barani, during FIT MGTI 2024.



13 August 2024
Inaugurated the SMART (Survey Mining Agincourt Resources Technology) Room at the Horas Nauli Office.



15 August 2024
Held the annual Employee Service Recognition Award (ESRA) 2024 ceremony.



28 August 2024
Inaugurated hundreds of Generations of Planning Counsellors in collaboration with the South Tapanuli Family Planning Department and PLKB.



4 September 2024
Conducted a comparative study at the Primate Research Centre (PSSP) of IPB University.



5 September 2024
Commitment to community development by renovating and building 21 classrooms.



5 - 9 September 2024
Successfully held its 10th Free Cataract Surgery programme in North Sumatra, restoring sight to 1,602 eyes from 1,531 patients.



25 - 28 September 2024
Gained international recognition for its floating solar power plant innovation at The 4th ASEAN International Conference on Energy and Environment in Laos.



1- 2 October 2024
Two PTAR-supported schools, SD Negeri No. 100712 Hapesong Lama and SMP Negeri 1 Batang Toru, received the 2024 Adhiwiyata National Award.



2 October 2024
Giving the information about laboratory test results of the Martabe Gold Mine's process water discharged into the Batang Toru River.



15 - 17 October 2024
All of Board of Directors and Management of PT Agincourt Resources (PTAR) are committed to increasing contribution and performance through the Plenary Management Meeting Q32024 & B2025-2028 which held at the Martabe GREAT hall.



22 - 24 October 2024
Shared best practices in Tailings Storage Facility (TSF) management at the 92nd ICOLD Annual Meeting & International Symposium in New Delhi, India.



22 - 24 October 2024
Participated in the Gold24 Symposium, organised by the Australian Institute of Geoscientists at the University of Western Australia.



28 October 2024
Hosted the first Makkobar cultural event at Sopo Daganak, Napa Village, Batang Toru.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



31 October 2024

Launched a free intensive mentoring programme in South Tapanuli, North Sumatra, focusing on specialised classes for junior and senior high school students in Batang Toru and Muara Batang Toru.



7 November 2024

The Sopo Daganak Arts Festival 2024 in Batang Toru, South Tapanuli.



18 - 20 November 2024

Showcased sustainable operations at the Martabe Gold Mine during the 2024 ASEAN Mining Conference in Bali.



18 - 20 November 2024

Introduced innovations at the 33rd TPT PERHAPI by presenting four papers on energy transition and ESG principles.



25 November 2024

Presenting an arboreal bridge innovation for primate habitat conservation at The 9th Asian Primate Symposium at the University of North Sumatra.



4 December 2024

Held Synchronisation and Integration Workshop for the 2024 Community Development and Empowerment Programme (PPM) with the South Tapanuli Government and 15 mining villages.



7 December 2024

In coordination with South Tapanuli Government held the "Kemilau Batik Tapsel" Fashion Show to promote the local economy and preserve cultural heritage.



17 - 19 December 2024

MGEI conducted a field visit to the Martabe Gold Mine to strengthen collaboration and to advance geoscience knowledge.



17 - 19 December 2024

Held Pre-Retirement Training at Syakirah View Resort, Aek Sabaon, attended by 11 employees.



Awards in 2024



16 February 2024
The 3rd place in the Conservation & Biodiversity category at the 2023 Astra Friendly Company Awards. **The Astra Corporate Awards (CAA) 2023**



18-22 February 2024
2nd Place in the Structural Fire Fighting competition. **1st Sumatera Fire Rescue Challenge (SFRC)**



18-22 February 2024
1st Runner-up in the Firefighter Competency Test and Individual Skill competition. **1st Sumatera Fire Rescue Challenge (SFRC)**



18-22 February 2024
1st Runner-up in the Water Rescue competition. **1st Sumatera Fire Rescue Challenge (SFRC)**



18-22 February 2024
2nd Runner-up in the Road Accident Rescue competition. **1st Sumatera Fire Rescue Challenge (SFRC)**



18-22 February 2024
2nd Runner-up in the Firefighter Combat Challenge competition. **1st Sumatera Fire Rescue Challenge (SFRC)**



8 March 2024
Contribution to the Community Received Award at North Sumatra Province Development Planning Forum. **Government of North Sumatra Province**



4 March 2024
Taxpayer Award 2023, presented by the Regional Office (Kanwil) of the Directorate General of Taxes (DJP) Sumatra II. **Directorate General of Taxes (DGT) Sumatra II**



26 March 2024
Recognition for Contribution to the Stunting Child Sponsorship Programme in the South Tapanuli. **National Population and Family Planning Agency (BKKBN) North Sumatra**



3 May 2024
The North Sumatra Province Environment-Friendly School (Adiwiyata) Award 2023. **Governor of North Sumatra**



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



7-8 May 2024

Best Presentations
"Strategies for Enhancing
Ore Control and
production at Martabe
Gold Mine".

**The 2024 International
Mining Geology
Conference of The
Australasian Institute
of Mining and
Metallurgy (AusIMM)**



30 April 2024

Silver Award for the
Indonesia Inhouse
Magazine Awards
(InMA) 2024 The Best
Corporate E-Magazine.
**Serikat Perusahaan
Pers (SPS)**



30 April 2024

The annual Report has been
recognised with a prestigious
Silver Award at the 2024
Australasian Reporting
Awards (ARA).

**Australasian Reporting
Awards (ARA) 2024**



7 June 2024

The Badan Usaha Award
as the Best Cooperative
Business Entity in Participant
Registration, Changes and
Data Updates.

**Badan Penyelenggara
Jaminan Sosial
(BPJS) Kesehatan Kantor
Cabang Padang Sidempuan**



25 July 2024

Recognition from the National
Population and Family Planning
Agency (BKKBN) for its
outstanding contribution to
the Foster Father for Stunting
Children (BAAS) Programme.

**Badan Kependudukan
dan Keluarga Berencana
Nasional (BKKBN) RI**



21-22 August 2024

Excellence Award for Local
Community Development,
Excellence in Human Resource
Development Acceleration
and Performance Digitalization
Programme at the AHMCE
Coordination Meeting 2024.

**Astra Heavy Equipment
Mining Construction & Energy
(AHMCE)**



31 August | Agustus 2024

Gold Award

- Eco-Hazard Innovation Category: Reduction of Cyanide Plastic Packaging in Martabe Gold Mine Processing Plant
- Hydro Smart Innovation Category: Addition of Robust Centrifugal Pump to Oxygen Plant Installation to Reduce Uncountable Water Consumption

Silver Award

- Community Development Category: Lubuk Larangan Eco-Cycle Innovation Category: Implementation of Wood Dust as a Support for Reclamation Activities
- Low Carbon Innovation Category: Gap Adjustment and Level Controlling on Pebble Crusher to Reduce Vibrating Feeder Load

Bronze Award

- Ecosystem Protection Category: Isolation and Production of Arbuscular Mycorrhiza as Source of Inoculum for Restoration of Degraded Areas
- Green Power Innovation Category: Implementation of Cavity Sensor Technology to Maintain Choke-feed Conditions in the Ore Milling Process

Department of Environmental Engineering, Diponegoro University



25 September 2024

- Main Award Charter for Standardization and Service Business Management
- Mining Service Company Management Group
- Main Award Charter for Safety Management in Mineral and Coal Mining
- Aditama Award Charter for Technical Management in Mineral and Coal Mining
- Aditama Award Charter for Environmental Management in Mineral and Coal Mining
- Minerba Mining Environmental Management Trophy Award
- Aditama Award for Conservation Management in Mineral and Coal Mining
- Trophy Award for Conservation Management in Mineral and Coal Mining

Energy and Mineral Resources Ministry (ESDM)



20 September 2024

Awarded the Bronze Prize in the Media Relations Category.

Press Company Union

25 September 2024

Best Innovation in Environment, Social and Governance (ESG) – Manufacturing Category with an Excellent Predicate and Best Innovation in Circular Economy Implementation with a Good Predicate.

SWA

3 October 2024

2nd place in the Quality Control Project (QCP) category. PT Pamapersada Nusantara (PAMA) Internova 2024

17 October 2024

Award at In-House Counsel Summit & Awards 2024.

Siregar Setiawan Manalu Partnership.



10 October 2024

Sopo Daganak Arts Center PPM Programme Recognised with the Prestigious 2024 Subroto Award for Educational Innovation.

Energy and Mineral Resources Ministry (ESDM)

September- October 2024

PTAR ERT Won 2nd Place in Fitness Drill Challenge.

ERT Memenangkan

Astra Rescue Summit ke-2

November 2024

21st Indonesia Fire and Rescue Challenge (IFRC) Second Place in the Height Angle Rescue Event, Third Place in the Underwater Rescue and Recovery Event and the Best Captain Award.

Indonesia Fire and Rescue Challenge (IFRC)

November 2024

The Mineral and Coal Technical and Environmental Innovation Award, Mining Safety Category, Subcategory for Mineral Commodity Mining Companies.

Energy and Mineral Resources Ministry (ESDM)



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



November 2024

CSR Indonesia Awards 2024

- **Gold:**
Daya Olah Karsa Pratama (Mentoring and Developing the Potential of Local Athletes at a Young Age).
- **Silver:**
1.Karsa Tahta Utama (School Infrastructure Improvement Programme in Remote Areas)
2.Cipta Guna Sehati (Foster Father Programme for Stunting Through Proper Prevention and Handling Systems, Stunting Mentas, Smart Children).
- **Bronze:**
Cipta Karsa Mandiri (Increasing and Empowering the Economy of Women’s Groups Based on Competence, Empowered Women and Prosperous Families)

CSR Indonesia Award



November 2024

The Prasetya Ahimsa Award for Excellence in Mineral and Coal Mining Safety Management for the 2023 Assessment Period

Energy and Mineral Resources Ministry (ESDM)



November 2024

- Tamasya Award (Mining for Community Prosperity)
- Second Place in the Economic Independence Planning Category for Mineral Mining Business Entities
- Second Place in the Economic Independence Implementation Category for Mineral Mining Business Entities

Directorate General of Mineral and Coal, Energy and Mineral Resources Ministry (ESDM)



28 November 2024

ISDA 2024 Awards

- Platinum Award: Stunting Prevention Programme through Foster Father for Stunted Children, Posyandu (Integrated Health Post) Revitalization and Mobile Health Services.
- Gold Award: Support for Women’s Groups through Culinary and Make-Up Artists (MUA) Training.
- Gold Award: Revitalization of the Lubuk Larangan tradition to conserve jurung fish species.
- Gold Award: Development of Young Talented Athletes in Local Communities.
- Gold Award: Enhancing Education Quality through Infrastructure Development.
- Silver Award: Media Relations Programme and OlympiAR Initiative.

Additional Recognition

Top Corporate Leadership on SDGs

The Most Committed Corporate to SDGs in the Social Pillar

ISDA



September- October 2024

Mitra Media Award 2024
North Sumatra Press Companies Union (SPS)



09 December 2024

SANDAYA PARDITYA Award from the Reading Interest Development Movement.

National Library of the Republic of Indonesia



2-6 Desember 2024

Platinum Award - The SMART Vision Team "Transforming Cost Efficiency and Operational Quality in Mining" TMKPN 2024

National Quality and Productivity Work Meeting



Sustainability Milestones in 2024

General

The completion of the construction and commencement of the operation of the Filtration Plant as a form of the Company's commitment to operate sustainably and more safely (Safety), especially in tailings management. The Filtration Plant's operation is also one of the milestones of Martabe Phase 2, where the Company produces dry tailings, which will be placed in the TMF area later and are safer than wet tailings stored in the TSF dam.

Environment

PTAR has again received the Green PROPER award from the Ministry of Environment and Forestry in 2024, the Adhitama award and the Good Mining Practice trophy for Environmental Management Aspects from the Ministry of Energy and Mineral Resources. These awards show evidence of the Company's commitment to going beyond compliance in environmental management.

Social

Throughout 2024, the Company invested 2.7 million US dollars in 32,696 individuals within the framework of the Community Empowerment programme. This achievement is the highest since the Company began operating. This shows the Company's enthusiasm for continuing to contribute positively to the Community.



Strategic Pillar
Portfolio



Strategic Pillar
People



Strategic Pillar
Quality



Routine monitoring in the forest areas surrounding the Martabe Gold Mine is carried out to protect the endemic flora and fauna of Batang Toru.



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



Dear stakeholders,

Sustainable development is built upon the interconnected pillars of economic growth, environmental protection, social progress, and environmental protection. At PT Agincourt Resources, we recognise the importance of embedding ESG into our operations and strategic decision-making. This 2024 Sustainability Report reflects our ongoing efforts to contribute to sustainable development and responsible mining.

Commitment to Sustainability and Strategy

We believe that sustainable mining can significantly support environmental preservation and improve community welfare. We are also aware of the challenges that accompany its implementation, particularly in balancing environmental, economic and social outcomes.

Our commitment is articulated through the theme Living in Harmony, which is embedded in our 3P Strategy, with a focus on the Public

Contribution Strategy. We continue to implement and review our sustainability strategies to ensure they remain relevant and impactful. By prioritising sustainable mining practices, we aim to generate long-term value for the environment, communities and our operations.

Protecting the Environment and Biodiversity

As an operator in the extractive industry, Agincourt Resources faces key challenges related to deforestation, biodiversity and carbon emissions. These issues are especially relevant given our location in an area rich in biodiversity.

The Company enforces a strict deforestation policy through our Land Access Disturbance Request (LADR) procedure, designed to minimise land clearance and protect local biodiversity. Our biodiversity conservation efforts include developing hundreds of hectares of conservation areas within and around our mining site in collaboration with experts, communities and relevant NGOs. Beyond our immediate operational



zone, we also support off-site conservation initiatives such as mangrove planting and turtle habitat protection.

In line with Astra's 2030 target to reduce scope 1 and 2 carbon emissions by 30%, the Company remains on track through initiatives such as energy efficiency, biofuel use, solar PV installations and the purchase of Renewable Energy Certificates (RECs). In August, we expanded our REC agreement with PLN, acquiring 275,000 units valid through 2026. In 2024, the Company successfully reduced scope 1 and 2 carbon emissions by 14% compared to the baseline.

Water management is a critical aspect of gold mining. We ensure that all process water discharged meets regulatory standards. Monthly, we conduct joint sampling of discharged water with representatives from local communities and authorities, tested by independent laboratories. In addition to quality assurance, we are reducing groundwater and surface water withdrawal through water conservation initiatives. In 2024, we achieved a 14% reduction in water withdrawal compared to the baseline.

Ongoing Investment in Our Communities

We recognise that our continued operations rely on the support and trust of local communities. Each year, we partner with community representatives and local government to design empowerment programmes based on our 2018-2031 Community Development and Empowerment Master Plan (PPM).

In 2024, the Company invested US\$ 2.6 million in community development and empowerment initiatives, reaching 32,696 individuals. Key programmes included the Martabe Prestasi Scholarship, the Rural Specialist Doctor Programme, MSME development in batik and snack production, farmer empowerment, youth athlete training and public infrastructure development.

Sustainable Business, Enduring Legacy

The commencement of our tailings filtration plant marked a key milestone in our transition to Martabe Phase 2. Tailing management is shifting from wet tailings stored in a TSF dam to dry tailings stored in a TMF area. Although dry tailings are costlier, they provide significantly safer conditions for the Company, employees and surrounding communities. While dry tailings involve higher operational costs, they offer enhanced long-term stability and align with our continuous commitment to responsible and forward-looking mining practices.

True to our Living in Harmony theme, our approach to tailings management is part of a broader commitment to explore sustainable operational opportunities, such as underground exploration studies and the application of technologies that support long-term sustainability.

Closing

We believe a holistic, integrated approach involving all stakeholders is essential to balancing and enhancing our economic, social and environmental performance in line with the Living in Harmony principle.

We extend our sincere thanks and appreciation to all employees, business partners, the Board of Commissioners, local communities, government and other stakeholders for their continued support throughout 2024. We look forward to maintaining this valuable collaboration through to the closure of the mine.

July 2025

MULIADY SUTIO
President Director



About PT Agincourt Resources

Vision, Mission and Core aValues [C.1] [2-23] [2-24]



Vision

To become a sustainable world-class gold mining company.



Mission

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

Corporate Values

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



Growth

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

Respect

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

Excellence

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

Action

We act and behave with integrity and responsibility, maintain Occupational Health, Safety & Environment is committed to always upholding business code of ethics and code of conduct.

Transparency

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



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Company Profile [C.1][C.2][C.3][C.4][2-1][2-6]

Company Name [2-1]

Operational Area [C.3][2-1]

PT Agincourt Resources

Republic of Indonesia

Date of Establishment

Company Status

14 April 1997

Domestic Investment

Business Sector [C.4][2-6]

Mining Site

Gold and silver mining

Martabe Gold Mine

Jl. Merdeka Barat KM 2.5,
Aek Pining Village, Batang Toru District,
South Tapanuli Regency, North Sumatra, Indonesia 22738

Head Office Address [2-1]

Pondok Indah Office Tower II, 12th Floor, Suite 1201
Jalan Sultan Iskandar Muda Kav V-TA
Pondok Pinang, Kebayoran Lama, South Jakarta, DKI
Jakarta, 12310

Phone : 6221 - 80672000
Fax : 6221 - 7592 2818
E-mail : Martabe.CorporateCommunications@
agincourtresources.com
Website : www.agincourtresources.com

Markets Served [C.4][GRI 2-6]

PTAR does not engage in branding or advertising, as gold and silver are traded as commodities. Bullions produced at the Martabe Gold Mine are refined in Jakarta and exported, with purchases primarily made by banks in Singapore based on purity and granule form.

Legal Basis of Incorporation

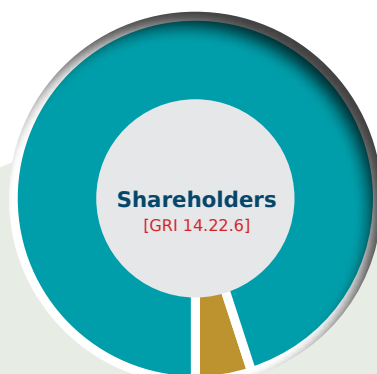
Deed No. 281 dated 14 April 1997, made before Notary H.M Afdal Gazali, SH. This Deed has been amended several times, the last being Deed No. 192, No 24, dated 31 March 2022, made before Moeliana Santoso S.H, M.Kn., The notary at Tangerang Regency

Authorised Capital

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

Issued and Fully Paid Capital (Shares)

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



95%

PT Danusa Tambang Nusantara

5%

PT Artha Nugraha Agung

Note: In 2024, no significant changes affected the Company's operational activities.[C.6]

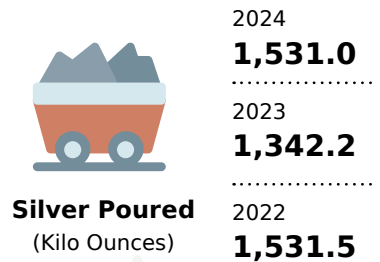
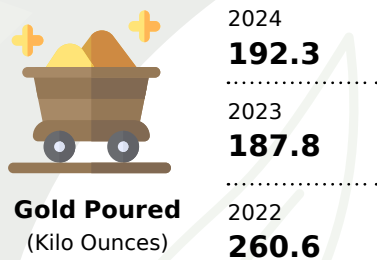


Business Scale [C.3] [2-6] [2-7] [2-8]



Description	Unit	2024	2023	2022
Total Sales	Million USD	558	340	516
- Gold	Kilo Ounces	214.4	156.7	269.9
- Silver		1,361.8	1,608.3	1,396.9
Total Capitalisation	Million USD	583	609	603
Total Assets		1,033	909	978

Output





Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Operations ^[2-6]

The Martabe Gold Mine, located in South Tapanuli Regency, North Sumatra, covers 646.1 hectares as of December 2024. Since beginning operations on 24 July 2012, the mine has processed over 6 million tonnes of ore annually, yielding more than 200,000 ounces of gold and between 1-2 million ounces of silver each year. These activities are conducted under a 30-year Contract of Work (CoW) with the Government of Indonesia, providing regulatory certainty and long-term operational stability.

PT Agincourt Resources (PTAR) maintains close engagement with 15 Directly Affected Villages (DAV), integrating community development into its broader sustainability commitments. The mine's landscape includes forested areas, plantations and rural settlements, with operations designed to minimise impact while maintaining connectivity via the Trans-Sumatra Highway, reflecting PTAR's dedication to responsible mining and inclusive growth.

Further details on the Company's operations and the Martabe Gold Mine can be accessed in our 2024 Annual Report and website.



Mining Site
Martabe Gold Mine

Jl. Merdeka Barat KM 2.5,
Aek Pining Village, Batang Toru District,
South Tapanuli Regency, North Sumatra, Indonesia 22738



Business Process [2-6]



Exploration

The Martabe Gold Mine holds significant potential for development, supported by its extensive mineral resources, unexplored territories and ongoing exploration efforts across local and regional areas under contract-of-work agreements. Since 1997, drill cores have been systematically collected and stored in a core warehouse, with comprehensive analyses of gold, silver and copper deposits conducted at external laboratories. In 2024, the Company drilled 37.2 thousand metres at an average cost of USD 283 per metre, with logistical support, including helicopters, provided from the mine’s base of operations.



Mining

The shallow pits at the Martabe Gold Mine supply ore for gold extraction through a structured mining process, incorporating surveying, geotechnical analysis, planning, blasting, hauling and systematic stockpiling of ore and waste rock. Operations commenced with the Purnama Pit in 2011, followed by the Barani Pit in 2016, the Ramba Joring Pit in 2017. Unlike conventional practices, waste rock at the Martabe Gold Mine is deposited directly into the Tailings Storage Facility (TSF), integrating waste management into its operational design.



Processing

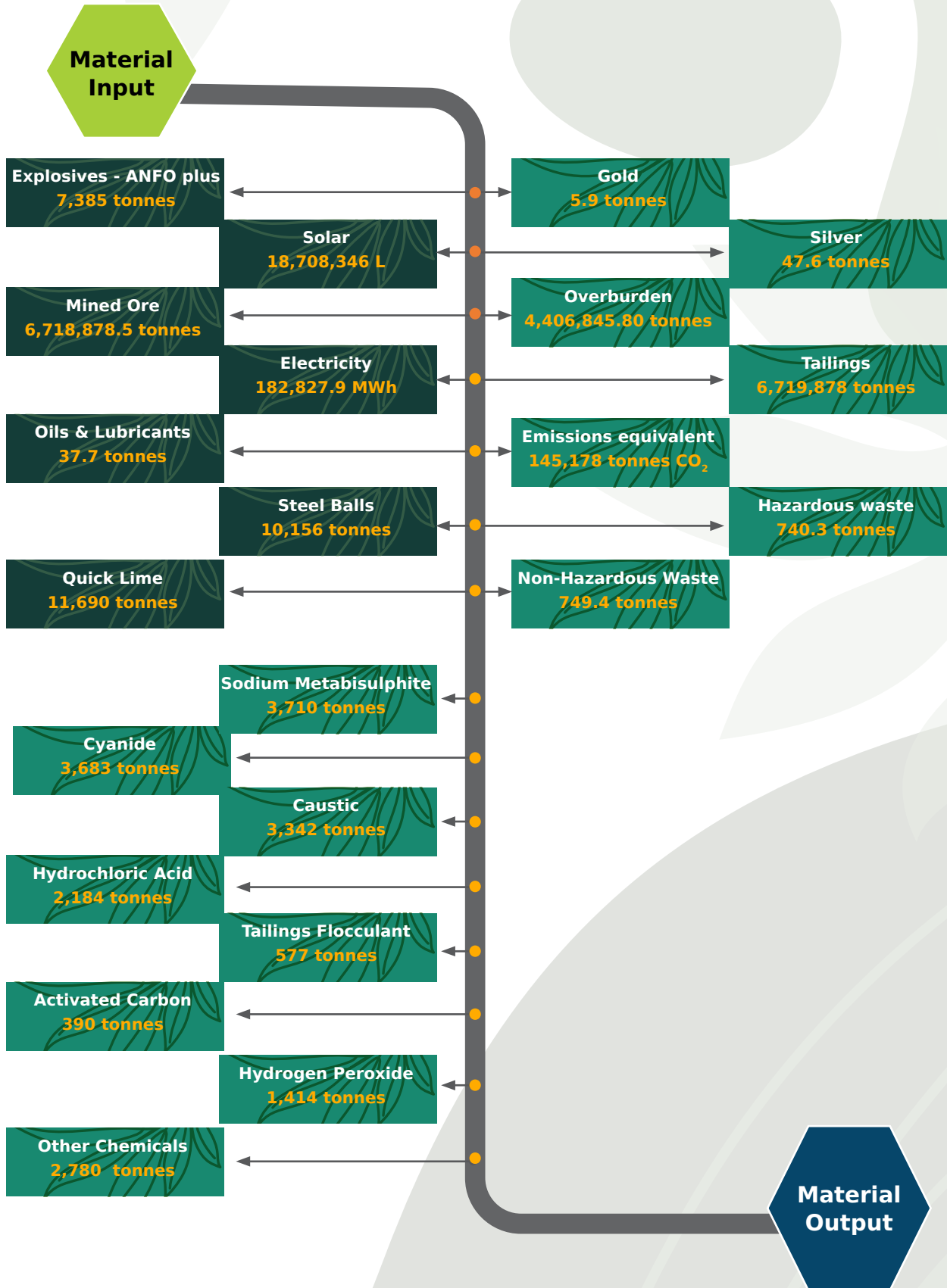
The Martabe Gold Mine’s processing plant employs a conventional Carbon-In-Leach (CIL) design with an annual capacity exceeding 7 million tonnes of ore, operating continuously except during scheduled maintenance. Gold and silver are extracted from the ore, while residual tailings are treated at the ReCyn Plant to recover cyanide and copper, followed by detoxification to reduce cyanide concentrations in compliance with regulations. The treated tailings are then securely stored in the Tailings Storage Facility (TSF), completing the processing cycle.

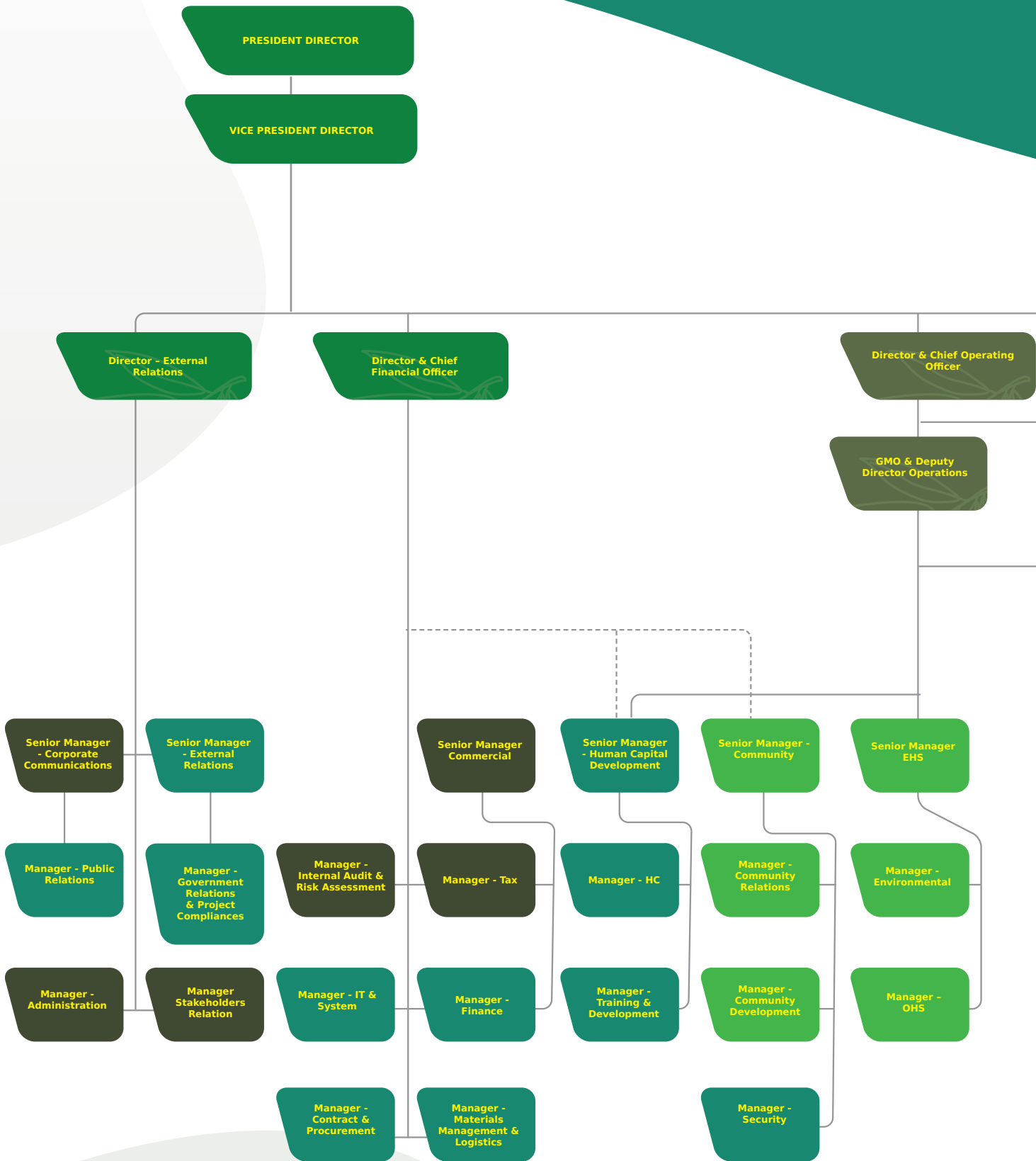


As of August 2024, several illegal gold mining activities (*PETI*) were still present in the Kapur Prospect area. Following increased police patrols and enforcement actions after that period, many of these operations have since been shut down. None of the identified activities were found to be in direct conflict with PTAR. [GRI 14.13.2] [GRI 14.13.3]



Key Material Inputs and Outputs of the Martabe Gold Mine in 2024 ^[301-1]







Strategic Pillar:
Portfolio



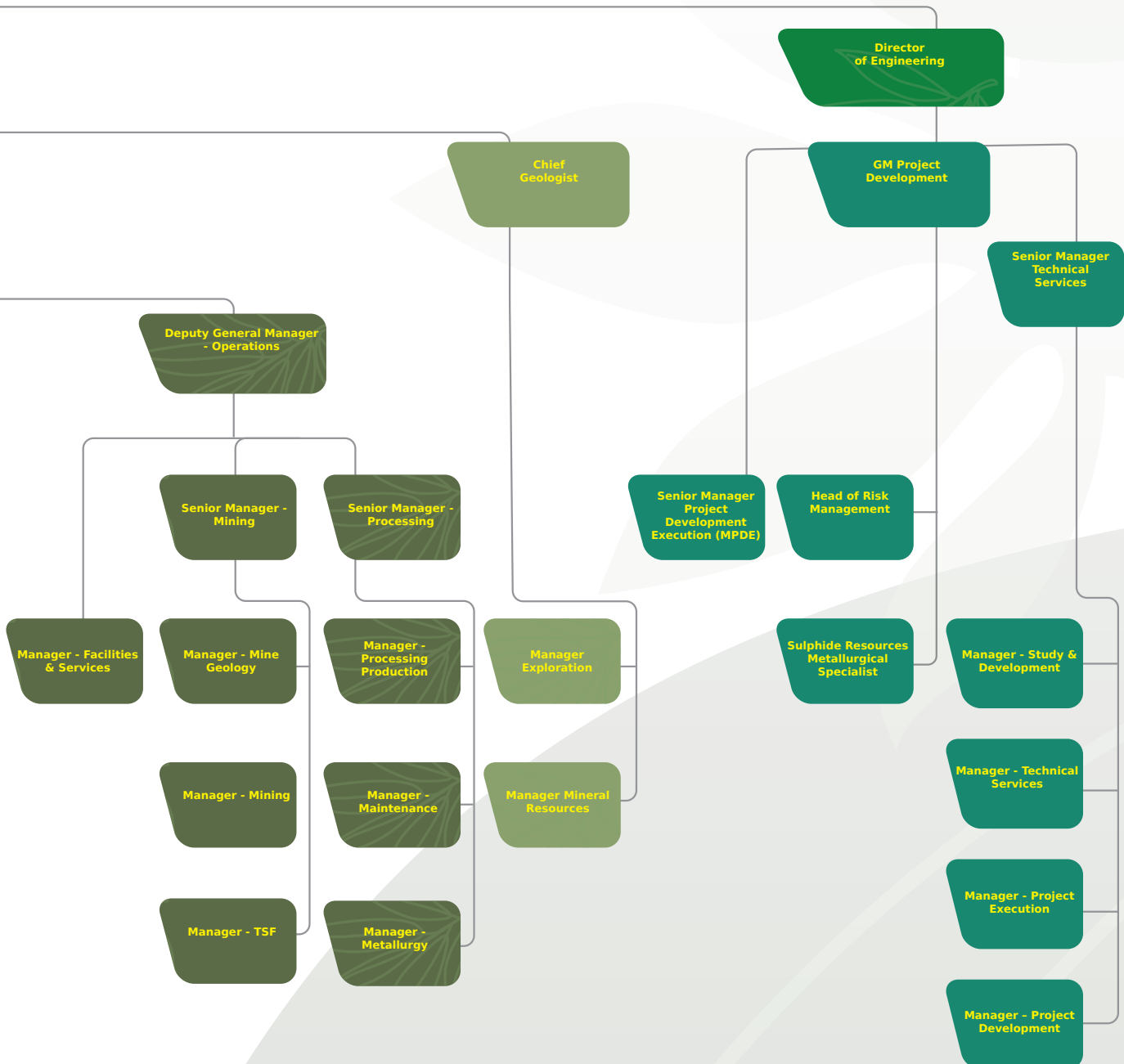
Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Organisational and Management Structure ^[2-9]

PT Agincourt Resources (PTAR) operates under an Executive and Supervisory structure that ensures clear leadership and robust oversight. The President and Vice President Director oversee core functions including External Relations, Finance, Operations, Exploration and Engineering. The Board of Commissioners provides strategic supervision through dedicated committees: the Audit Committee, Remuneration Committee, Resources and Reserves Governance Committee and Biodiversity Committee. These committees reinforce strong governance, transparency and accountability across the Company.





Association Membership [C.5][C.6][2-28]

Association Name	Position in Organisation
Association of Indonesian Mining Professionals (PERHAPI) of North Sumatra	Chairman
Indonesian Mining Association	Member

External Initiatives and Certifications

Year	Certification	Description
	Guidelines for the Australian National Committee on Large Dams (ANCOLD) and International Committee on Large Dams (ICOLD)	Applicable ICOLD and ANCOLD dam safety guidelines are referenced as minimum requirements by the PTAR Code of Practice for Safe Tailings Disposal and design reports produced by Tailings Storage Facilities (TSF) design consultants engaged by PTAR.
2003	International Council on Mining and Metals (ICMM's) 10 Principles for sustainable development	The development of the PTAR Sustainability Policy references ICMM's 10 Principles for sustainable development.
2012	Balanced Business Standards and Biodiversity Programme (BBOP) on Biodiversity Balance	The BBOP standard was referenced in a biodiversity offset study conducted by PTAR.
2012	International Financial Corporation (IFC) IFC Performance Standard 6: Conservation of Biodiversity and Sustainable Management of Living Natural Resources	IFC Performance Standard No 6 was referenced in the development of the PTAR Code of Practice for Biodiversity Protection and environmental risk assessment.
2013	Equator Principles	The Martabe Gold Mine has undergone several audits as a due diligence measure for the benefit of third parties.
2015	United Nations Sustainable Development Goals and ICMM Community Development Toolkit	These and other sources served as references in the development of the current PTAR Community Development Plan.
2016	Position Statement of the International Council on Mining and Metals (ICMM) on Preventing Catastrophic Tailings Storage Facility Failures	The critical control documented in this position paper is referenced in the revised PTAR Guidelines for Safe Tailings Disposal Practices.
2017	Global Reporting Initiative (GRI) Standards (2017)	The GRI Standards and GRI-G4 Reporting Guidelines are continuously adhered to in the Company's Sustainability Report.
2023	ISO 45001 (2021) and ISO 14001 (2004)	The PTAR HSE Management System was developed with reference to these international standards for environmental and safety management systems.

Sustainability at PTAR

PT Agincourt Resources (PTAR) firmly believes that achieving sustainable development goals requires a strong, collective commitment, which is central to our business activities. Sustainability is embedded in our operations and governance processes, providing the foundation for performance evaluation and decision-making. We are committed to consistently implementing key initiatives to reduce GHG emissions, manage biodiversity, decrease water extraction and empower communities. All aimed at creating value by the Company for all stakeholders and contributing to global sustainability efforts.





Sustainability Framework and Foundation ^[A.1]

To support operational excellence, the Company has established a comprehensive sustainability framework aligned with global best practices and industry standards. PT Agincourt Resources (PTAR) also developed a sustainability platform to guide stakeholders and explain the methodology and principles behind its sustainability commitments.

Supporting the Sustainable Development Goals (SDGs) ^{[2-22] [2-23] [2-24] [2-25]}

PT Agincourt Resources (PTAR) is committed to sustainable development by aligning its targets and strategies with the Sustainable Development Goals (SDGs). Details regarding PTAR support SDGs during 2024 are in the Appendix 1.

SDG COMPASS

PTAR uses the SDG Compass as one of the efforts to carry out priority mapping to help determine the most relevant issues that can be aligned with the Company's sustainability strategy.

UNDERSTANDING SDGS

Carry out sustainability updates to understand the importance of sustainable development, through the alignment of each of the SDG goals in sustainable business activities

DETERMINING PRIORITIES

Internal discussion with the Directors of Finance to map out business strategies, goals and target related to SDGs. As a result, PTAR will prioritise the selected issues by supporting the relevant 17 SDGs.

DETERMINING TARGET

The targets are determined by following the business strategies and objectives under the SDGs support priority

INTEGRATION

The integration stage includes mapping each target into a key performance indicator (KPI) for each work function. In addition, developing a learning culture to fulfil the SDGs

REPORTING AND COMMUNICATION

All targets and performance achievement are evaluated regularly and submitted to the Chief Financial Officer as part of our improvement process



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



Astra 2030 Sustainability Aspirations

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



These aspirations provide clarity and transparency, supporting the consistent application of global sustainability principles. Serving as guiding principles, the aspirations enable the effective integration of sustainability into the core pillars of the Triple-P Strategy: Portfolio, People and Public Contribution. This integration plays a vital role in supporting PTAR's transition toward becoming a more sustainable and resilient business.

Triple-P Strategy

<p>Portfolio</p> <p>SUSTAINABLE & RESILIENCE</p> 	<p>People</p> <p>DIVERSE & INCLUSIVE</p> 	<p>Public Contribution</p> <p>EMPOWERING COMMUNITIES</p> 
<p>Sustainability Commitments</p> <p>We are transitioning to become a more sustainable and resilient business that has a positive impact on the planet and its climate, our business and the communities we serve</p>	<p>Sustainability Commitments</p> <p>We remain committed to a diverse and inclusive workplace to attract & retain Indonesia's best talent, enabling our people to develop, succeed and prosper with the nation.</p>	<p>Sustainability Commitments</p> <p>We are empowering and supporting communities for a better future for all.</p>



Sustainability Principles

As part of our commitment to sustainable development, we uphold a clear set of sustainability principles that guide our people across all operations. These principles serve as the foundation for responsible decision-making, helping to minimise conflicts of interest and reinforce ethical conduct throughout the business. By embedding these principles into daily activities, we aim to safeguard long-term value, strengthen operational integrity and maintain high standards of sustainability performance across PTAR.

Protection of basic human rights;

Respect for community cultures, customs and values;

Contribution to the Development of our local communities;

Transparent effective, inclusive and open engagement with all of the Company's stakeholders;

Ethical business practices

Risk management

Continuous improvement of health and safety performance in the Company's operation

Continuous improvement of environmental performance;

Upholding Human Rights [2-23]



PTAR is committed to safeguarding fundamental human rights both within the organisation and in all interactions with stakeholders. While PTAR has not yet established a dedicated specific Human Rights Policy as of 2023, the Company continuously strives to integrate human rights principles into its operational framework and business practices. This is proven by some policy that have been applied in PTAR such as:

Anti-harassment policy

Code of Practice on Managing Pregnancy-Related Work Restriction

Lactation Policy

Maternity and Paternity Leave Policy

Gender Diversity Policy

Collective Labour Agreement (CLA)



Sustainability Strategy ^[A.1]

Our Sustainability Policy sets out a clear and actionable framework for embedding sustainable development across PTAR’s operations. Aligned with the Sustainable Development Goals (SDGs) and the 10 Principles of the International Council on Mining and Metals (ICMM), the policy reflects our commitment to international standards and industry best practices. We review and refine the policy annually to ensure it remains responsive to changing internal priorities and external conditions, strengthening its relevance and effectiveness over time.

Through this policy, we commit to conducting all business activities in a responsible and sustainable manner, guided by the following principles:

- A firm corporate governance system that leads to ethical business practice;
- Full compliance with applicable laws and regulations; ^[2-27]

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

Key Impacts, Risks and Opportunities of Operations

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

Key Impacts and Risks

- Health and safety of employees and the community in general
- Impacts on biodiversity
- Loss of land productivity
- Pollution of surface water and groundwater resources
- Disruption of community values
- Stakeholder uncertainty and concern

Key Opportunities

- Fiscal and economic benefits
- Local employment and employee development
- Improvement of the local community services and infrastructures
- Local business development
- Local government capacity building
- Support for community values
- Biodiversity development



2025-2027 Sustainability Roadmap and Strategy

Over the past eleven years, PTAR has made steady progress in its sustainability journey, marked by the achievement of operational targets without fatal incidents, consistent compliance with environmental standards and strong partnerships with local communities.

The Triple-P (3P) Roadmap Strategy serves as an integrated framework that guides the Company's sustainability efforts, anchored by three core focus areas: Portfolio, People and Public Contribution. This strategy is reinforced by supporting policies including the Sustainability Policy, Environmental and Energy Policy, Safety Policy, Gender Diversity Policy and Community Policy, which together provide clear direction for action. Looking ahead, the 2025-2027 roadmap builds on this foundation with more ambitious goals, strengthening PTAR's long-term impact and reaffirming our commitment to a more sustainable and inclusive future.

People

PTAR values the health and safety of its employees, which is reflected in its Health and Safety Policy. The company is committed to reducing incidents and aims to achieve a Lost Time Injury Frequency Rate (LTIFR) of 0 by 2027. This will be supported by enhanced safety management and awareness for employees and contractors.

PTAR also champions gender diversity, ensuring an inclusive environment, particularly for women. With 22% gender diversity among its employees and contractors, PTAR is committed to further promoting diversity and equality across all areas of its operations.

Public Contribution

PTAR continues to support the 15 Directly Affected Villages (DAV) by providing employment opportunities for over 2,500 local employees and implementing its five-pillar Corporate Social Responsibility (CSR) programmes in Health, Education, Local Economic Empowerment, Community Relations and Infrastructure Construction.

By 2027, PTAR aims to benefit 99,958 individuals (accumulation since 2019) through initiatives such as the Martabe Achievement Scholarship, specialist doctor programmes, free cataract surgeries and other community-driven programmes.

Portfolio

1. GHG Emission Reduction

PTAR aims for a 21.7% reduction in carbon emissions by 2027. This will be achieved through energy efficiency improvements, optimised mining and processing operations, biofuel use, hybrid excavators and carbon offset projects.

2. Renewable Energy Mix

PTAR is targeting 17.5% renewable energy by 2027. Initiatives include installing a 2.1 MWp rooftop solar PV system and using 100% B35 biodiesel since February 2023. Additionally, PTAR is exploring renewable energy options like Minihydro and floating solar PV.

3. Water and Wastewater Management

PTAR is working to reduce water withdrawal intensity by 10.5% by 2027 through water conservation and efficiency measures in ore processing.

4. Solid Waste Management

PTAR aims for 53% waste segregation by 2027. Key initiatives include the Construction of a Waste Sortation Facility (WSF) and research into pyrolysis to improve waste management.



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

Stakeholders are integral to PTAR’s operational and sustainability outcomes. Engagement with both internal and external groups is embedded across our activities, ensuring that key concerns are identified, prioritised and addressed in a timely and transparent manner. PT Agincourt Resources (PTAR) adopts a structured and inclusive approach to stakeholder engagement, guided by ongoing consultation and analysis. This process enables us to align performance with stakeholder expectations and remain responsive to a dynamic sustainability landscape.

Since the start of operations at the Martabe Gold Mine, our engagement strategy has been underpinned by the following commitments:

- Understanding the needs, concerns and aspirations of identified stakeholder groups;
- Building trust with all stakeholder groups by seeking active dialogue, including those in potentially marginalised groups such as women, the elderly and the youth;
- Providing timely and accurate information about all aspects of operations at the Martabe Gold Mine to stakeholders;
- Genuinely respect and appreciate their viewpoints, beliefs, cultural values and practices;
- Supporting the employment of local people as well as implementing fair and transparent processes for recruitment and procurement;
- Ensuring that regulatory bodies are supported in discharging their regulatory obligations, including the implementation of approval processes and site, goods and services inspections;
- Ensuring that all government reporting requirements are met in an accurate and timely manner; and
- Facilitating the open reporting of stakeholders’ concerns and grievances on our activities. [2-26]



Five teams representing Agincourt Resources demonstrated their core values in the 2024 Internova PT Pamapersada Nusantara Core Values Celebration, continuing their impressive achievements after winning the 2024 Marinovasi Behavior Improvement event.



During 2024, PTAR has identified stakeholder needs based on the results of mapping analysis.



Shareholders

Stakeholder Engagement Method and Frequency

- Annual General Meeting of Shareholders.
- Six-Monthly General Meeting.
- Monthly Review.

Significant Issues and Stakeholders' Needs

- Biannual update on the latest operational performance
- Annual reports
- Returns and benefits

Responses and Further Actions from the Company

- Dividend distribution
- Results from the General Meeting of Shareholders



Local communities

Stakeholder Engagement Method and Frequency

- Site visits

Significant Issues and Stakeholders' Needs

- Local employee involvement
- Preference for local employment
- Donations for infrastructure and others
- Training and education
- Environmental protection
- Rehabilitation and mine closure

Responses and Further Actions from the Company

- Implementing the Five Pillars of Community Empowerment Programme (PPM). The programme operates various activities throughout the year
- Local advertisement for all job vacancies
- Training and education for local communities implemented throughout the year
- Meeting all environmental protection commitments sustainably



Employees

Stakeholder Engagement Method and Frequency

- Weekly meeting
- Safety briefing every day and safety forum every two weeks
- Monthly safety campaign (OHS)
- Daily Management Meeting (DMM)
- Healthy Safety Environmental (HSE) Forum

Significant Issues and Stakeholders' Needs

- Remuneration and other benefits (including recognitions)
- Training and education
- Occupational Health & Safety (OHS)
- Gender equality
- Sustainability and Business Growth

Responses and Further Actions from the Company

- Rewarding employees every year
- Training and education plan
- Regular training takes place throughout the year
- OHS Procedure: Golden Rules



Suppliers

Stakeholder Engagement Method and Frequency

- As necessary

Significant Issues and Stakeholders' Needs

- Timely payments
- The quality of services and goods

Responses and Further Actions from the Company

- Providing required information at the early stage of the tender



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



National, regional and local government as well as agencies

Stakeholder Engagement Method and Frequency

- Regular meetings
- Discussions for community development activities

Significant Issues and Stakeholders' Needs

- Tax and other contributions
- Community Development
- Compliance
- Rehabilitation and Mine Closure

Responses and Further Actions from the Company

- Timely tax and contribution payments
- Conducting PPM
- Submit reports to the government regularly
- Conducting monthly water sampling
- PTAR will not make any political contributions in 2024



Educational Institutions

Stakeholder Engagement Method and Frequency

- Meeting as necessary

Significant Issues and Stakeholders' Needs

- Internship
- Community study

Responses and Further Actions from the Company

- Provide internship opportunities as needed
- Engage and report as necessary
- Conducting E-coaching jam quarterly



Work Partners

Stakeholder Engagement Method and Frequency

- Daily meetings
- Healthy Safety Environmental (HSE) Forum

Significant Issues and Stakeholders' Needs

- Occupational health & safety (OHS)
- Working agreement

Responses and Further Actions from the Company

- Education and training as required
- Business ethics implementation continuously



Media

Stakeholder Engagement Method and Frequency

- Meetings and briefings as necessary
- Site visits

Significant Issues and Stakeholders' Needs

- Communication & publications
- Press releases
- Site visits
- Training and education

Responses and Further Actions from the Company

- Provide news regularly, especially on important events and activities
- Capacity building
- Annual competition & comparative study



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

In support of Astra’s 2030 Sustainability Aspirations and guided by the Triple-P Strategy, PTAR develops its sustainability programmes and initiatives in accordance with international best practice, ensuring alignment with the expectations of its stakeholders and identified material topics. Material topics are determined through focused consultation processes involving both internal and external stakeholders. These discussions allow stakeholders to provide input on priority issues that shape PTAR’s sustainability focus each year. Insights gained through this engagement process are used to inform programme design and reporting, ensuring alignment with stakeholder’s needs and expectations and enhancing the effectiveness of community initiatives.

In support of Astra’s 2030 Sustainability Aspirations and guided by the Triple-P Strategy, PTAR develops its sustainability programmes and initiatives in line with international best practices. This includes alignment with the Global Reporting Initiative (GRI) Standards, which define material topics as those that reflect significant economic, environmental, and social impacts or influence the decisions of stakeholders. In 2023, Material topics are determined by following discussions with internal stakeholders on 06 December 2024, PTAR identified 10 material topics considered most relevant to its business and stakeholders, with significant influence on long-term sustainability outcomes.

Portfolio



Astra 2030 Sustainability Aspirations

- Reduce Greenhouse Gas Emission
- Energy Management
- Solid Waste Management
- Water & Wastewater Management
- Business Model Resilience

Alignment and Identified Material Topic

1 Biodiversity and Land Management
 PTAR recognises that responsible land management plays a critical role in protecting biodiversity and preserving ecosystems. By prioritising sustainable land use, we strengthen our commitment to environmental stewardship while ensuring compliance with applicable regulations. These efforts support the long-term health of the surrounding environment and contribute to building trust with stakeholders.

2 Tailings Management
 Effective tailings management is fundamental to safeguarding the environment, protecting community safety and maintaining regulatory compliance. PTAR adopts a proactive and responsible approach, recognising that sound tailings practices are critical to minimising environmental risks and upholding our social license to operate.

3 Water Resources
 PTAR places strong emphasis on efficient water use and the responsible treatment or disposal of wastewater as part of its environmental management approach. These practices are essential to minimising environmental impact and meeting regulatory requirements. By prioritising water conservation and quality, we help protect ecosystems and support the well-being of local communities, while strengthening operational resilience amid growing concerns over water scarcity.



4

Energy and Emissions

Energy and emissions management is integral to maintaining compliance, controlling operational costs and building stakeholder confidence. PTAR’s focus on efficient energy use supports adherence to environmental regulations while enhancing operational performance. By managing emissions responsibly, we mitigate long-term risks linked to shifting market expectations and regulatory Constructions.

People



Astra 2030 Sustainability Aspirations

- Employee Diversity & Inclusion
- Occupational Health & Safety
- Board Diversity & Inclusion

Alignment and Identified Material Topic

1

Occupational Health and Safety

PT Agincourt Resources (PTAR) remains committed to upholding high standards of workplace health and safety through the implementation of the Mining Safety Management System (SMKP) and the Health, Safety and Environment (HSE) Management System. These systems enable consistent monitoring of workplace conditions, workforce competencies and employee conduct, supporting our goal of maintaining a safe and responsible work environment.

2

Diversity and Equity

We recognise that diversity and equity are vital to fostering a workplace culture where differences are respected and valued. By embracing diverse perspectives, we enhance innovation and decision-making, while aligning with societal expectations and reinforcing our commitment to responsible business practices. Promoting an inclusive environment also strengthens employee morale, engagement and the Company’s long-term reputation.

3

Human Capital Management

Our people are central to our success. The effectiveness of PTAR’s workforce directly influences operational efficiency and business outcomes. Through strategic recruitment, continuous training and professional development, we invest in building a skilled and resilient workforce capable of adapting to the evolving needs of the mining industry. By prioritising employee well-being and career growth, we promote productivity, support talent retention and reinforce a positive workplace culture.

4

Local Communities

The community is a very important element in supporting the Company’s operations. PT Agincourt Resources is committed to supporting the achievement of long-term sustainable development goals to improve livelihoods based on community assets, so that social and economic benefits accruing to communities are maximised and to empower and support communities for a better future for all.



Public Contribution



Astra 2030 Sustainability Aspirations

- Community Development

Alignment and Identified Material Topic

1

Community Development

Beyond the workplace, PTAR is dedicated to advancing the well-being of local communities. We invest in initiatives across education, healthcare and infrastructure, fostering positive relationships and contributing to the broader social and economic development of the areas where we operate. These efforts underpin our commitment to corporate responsibility, helping to secure our social license to operate and build a more resilient and inclusive operating environment.

2

Indirect Economic Impact

PT Agincourt Resources (PTAR) acknowledges that our mining activities can generate indirect economic benefits for a wide range of stakeholders. Through responsible operations and sustained engagement, we aim to maximise these positive impacts and contribute meaningfully to local and regional development.



Students from SMK Negeri 1 Batang Toru and SMK Negeri 1 Muara Batang Toru showcased their best works at the Final Project Exhibition, supported by Agincourt Resources. This event served as a platform for students to present the outcomes of their Teaching Factory (TEFA)-based learning, including the application of various farming techniques and the production of goods derived from local plants.

Sustainability Governance

“PT Agincourt Resources (PTAR) places a strong emphasis on sustainability governance throughout its operations, with a commitment to securing the trust and support of all stakeholders. The Board of Commissioners, Board of Directors, company officials, employees and affiliated parties are obligated to give precedence to legal compliance rooted in business ethics, ensuring that every undertaking is in harmony with the fundamental values of Growth, Respect, Excellence, Action and Transparency (GREAT).”





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

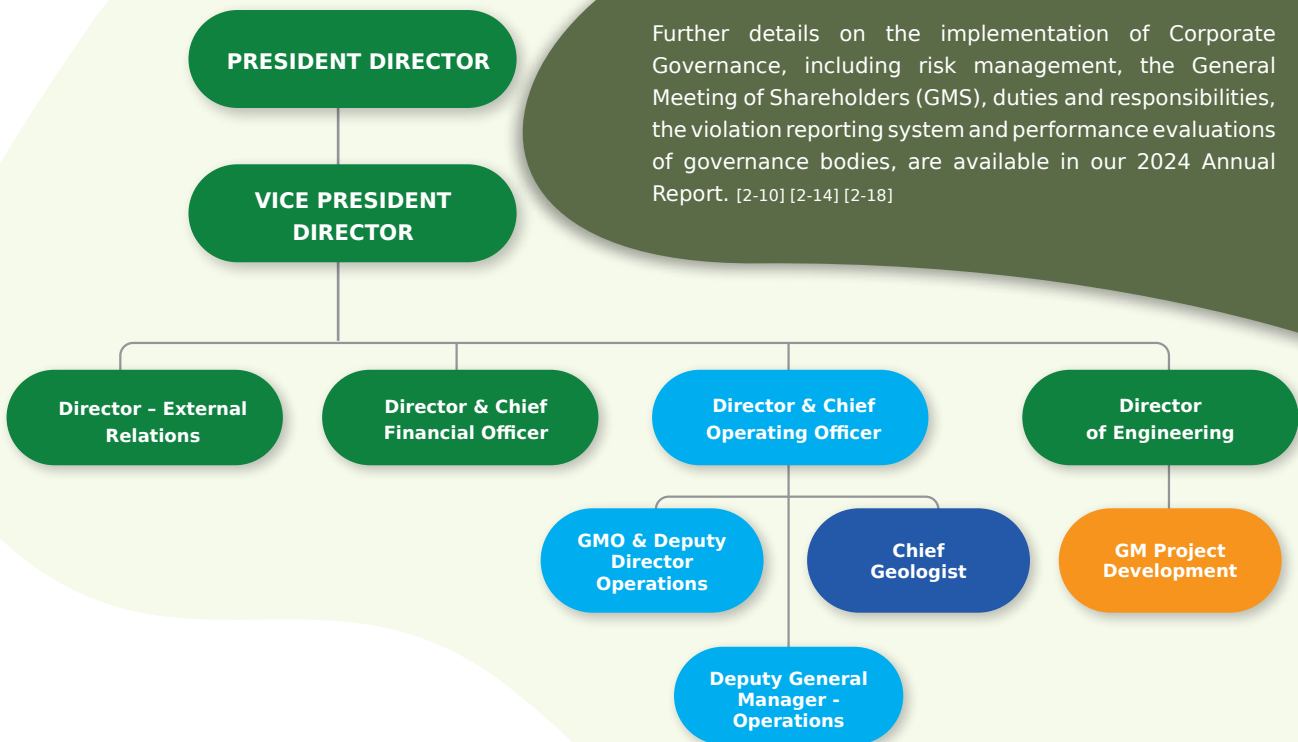
PT Agincourt Resources (PTAR)'s sustainability governance framework is founded on the principles of good corporate governance (GCG), with a structure that complies with Law No. 40 of 2007 on Limited Liability Companies and the Company's Articles of Association.

The General Meeting of Shareholders (GMS) serves as the highest decision-making body, with the Board of Directors responsible for managing the Company's operations and the Board of Commissioners providing independent oversight. In accordance with best practices, the chairperson of the highest governing body does not hold an executive position.

Executive leadership is led by the President Director and Vice President Director, who oversee other Directors responsible for core business functions, including External Relations, Finance, Operations, Exploration and Engineering. The Board of Commissioners strengthens its supervisory role through the oversight of three key committees: the Audit Committee, the Remuneration Committee and the Resources and Reserves Management Committee.

PTAR upholds a strong commitment to transparency and accountability by ensuring clear delineation of responsibilities and maintaining safeguards against conflicts of interest among the Board of Directors, the Board of Commissioners and shareholders. This approach supports sound governance and preserves the integrity of the Company's decision-making processes.

Further details on the implementation of Corporate Governance, including risk management, the General Meeting of Shareholders (GMS), duties and responsibilities, the violation reporting system and performance evaluations of governance bodies, are available in our 2024 Annual Report. [2-10] [2-14] [2-18]





Nomination and Appointment of the Board of Directors and Commissioners

The nomination and appointment of the Board of Directors and the Board of Commissioners fall under the authority of the General Meeting of Shareholders (GMS), which formally approves these decisions. The GMS also holds responsibility for other key corporate matters, including dividend allocation, amendments to the Company's Articles of Association and the selection or removal of board members.

In selecting candidates, the GMS applies clear criteria that emphasise independence and relevant expertise across economic, social and environmental matters. Members of the Board of Commissioners are appointed annually, while members of the Board of Directors serve a two-year term. In accordance with prevailing laws and regulations, the GMS retains the right to dismiss members of both boards at any time.

Evaluation of the Board of Directors and Commissioners

The General Meeting of Shareholders (GMS) conducts a comprehensive evaluation of the performance of both the Board of Commissioners and the Board of Directors, based on criteria aligned with their respective duties and responsibilities. As part of its supervisory function, the Board of Commissioners also carries out ongoing assessments of the Board of Directors' performance.

Performance reports submitted to the GMS include evaluations of sustainability-related aspects and are accompanied by conclusions and recommendations. These evaluations serve not only to assess effectiveness but also to support continuous improvement across the Company's governance and operational functions.

Remuneration Policy of the Board of Directors and Commissioners

As a privately held company, PT Agincourt Resources (PTAR) does not disclose the remuneration details of its highest governance or senior executives in this Report. Information related to the remuneration determination process and the ratio between governance bodies and employees is also not disclosed at this time. However PTAR continues to evaluate the potential for including such disclosures in future reporting cycles. [2-19] [2-20] [2-21]

Sustainability Training and Capacity Building of the Board of Directors and Commissioners [2-17] [E.2]

PT Agincourt Resources (PTAR)'s commitment to sustainability governance is reflected in the active involvement of its Board of Commissioners and Board of Directors in ongoing knowledge development. These initiatives enhance leadership competencies and ensure that the Company remains informed of evolving industry standards and best practices. Through continuous learning, PTAR's leadership reinforces its commitment to responsible governance and long-term value creation.

In 2024, Board of Commissioner and Board of Directors participated in some conference and seminar such as:

1. Macroeconomic Seminar "Proyeksi Ekonomi Indonesia di Era Pemerintahan Baru dalam Memperkuat Keberlanjutan Astra untuk Hari ini dan Masa Depan Indonesia"
2. International Mining and Resources Conference
3. Electricity Connect 2024
4. International Mining and Resources Conference IMARC



Sustainability Governance Implementation [E.1]

Sustainability governance at PT Agincourt Resources (PTAR) is a shared responsibility led by the Board of Directors, with the President Director serving as the highest-ranking officer overseeing sustainability matters. The President Director is responsible for reviewing and approving the Sustainability Report, ensuring that all material topics and relevant committee inputs are comprehensively addressed.

Sustainability performance is communicated to stakeholders through the Annual General Meeting of Shareholders (GMS). Other members of the Board of Commissioners and Board of Directors provide oversight and strategic support for the planning and execution of sustainability initiatives. The Board of Directors also ensures a collaborative working environment by maintaining transparency and preventing conflicts of interest in the management of sustainability.

Board of Directors

Has the authority to delegate the implementation of sustainability governance to Company officials according to their respective areas of responsibility. The delegation of authority to committees is carried out by the highest governance body. PTAR has a dedicated committee responsible for overseeing the implementation of sustainability aspects within the Company.

The President Director, along with three other Directors

Actively shares the responsibility for implementing sustainability management. The Vice President Director, who also serves as the Chief Operating Officer, holds management responsibilities that include ESG performance, while the Chief Financial Officer and the Director of External Relations act as the primary coordinators.

Main Coordination or Management Responsibility [2-13]

Falls under the Vice President Director, supported by the Chief Financial Officer and the Director of External Relations. They hold primary responsibility for sustainability management, including the development of a sustainability management culture throughout the organization, ensuring the application of sustainability management principles, implementing sustainability strategies, publishing the Sustainability Report and monitoring the progress of sustainability issues. Furthermore, the Vice President reports about sustainability performance to Board of Directors every 6 months.

The Environment, Health and Safety (EHS) Division

Coordinates sustainability performance with other divisions such as Department community relations, occupational health and safety, environment, operations, training and development and stakeholders to promote a culture of sustainable governance across the Company's operations. The performance results are then reported by the Corporate Communications Division to the CFO and Director of External Relations on a regular basis.

Delegation of Authority [E.1] [F.1] [2-12] [2-13] [2-14] [2-15]

PTAR delegates authority and responsibility for sustainability governance across its leadership structure, ensuring effective oversight and execution.



Steering Committees

To strengthen oversight and ensure effective implementation of sustainability-related initiatives, PT Agincourt Resources (PTAR) has established eight steering committees, each responsible for managing specific areas of risk and opportunity. These committees report to the Board of Directors and are composed of individuals selected for their expertise and diverse perspectives.

Project Committee

Objective:

To monitor the progress of all projects at the Martabe Gold Mine referred to as the Operation Sustainability Project.

Responsibilities:

Discuss project developments, obstacles and engage in technical discussions with Management, including safety and environmental aspects.

Biodiversity Committee

Purpose

To ensure biodiversity management by PTAR is aligned with industry-leading practices and that risk to the Company from biodiversity-related issues is minimised.

Key Objectives

- To ensure that impacts on biodiversity associated with Company activities are minimised through the consistent implementation of industry-leading practices for biodiversity management in project development, operations and closure stages.
- To maintain the reputation of PTAR in the area of biodiversity management.
- To minimise risk to the Company from biodiversity-related issues.
- As far as practicable, to meet stakeholder expectations of the Company for the protection of biodiversity.
- To approve and provide oversight and support for annual action plans in support of continuous improvement in biodiversity management at the Martabe Gold Mine.
- To maintain a PTAR Biodiversity Strategic Plan and ensure its implementation.
- Review and approval of related management system documentation.

Safety and Chief of Mining Engineering Steering Committee

Legal and Other Requirements

- New or changes in legal requirements
- Consultation on how to fulfil legal requirements and other requirements

Non-Conformances

- Consultation and participation in investigating nonconformities and determining corrective actions

OHS Objective & Target

- Objective Target needs to be fulfilled by departments/employees (POAP)
- Consultation on how to establishing OH&S objectives and planning to achieve them

HSE Requirements for Contractors

- Consultation on determining applicable controls for outsourcing, procurement and contractor

Environmental, Social and Governance (ESG) Committee

The ESG Committee is a committee consisting of a specially appointed team with each having expertise and responsibility in a particular relevant area. The ESG Committee is tasked with planning, implementing and overseeing the implementation of ESG principles in the Company that focus on:

- Greenhouse Gas Emission Reduction
- Renewable Energy Implementation
- Water Resources Management
- Solid Waste Management
- Health & Safety
- Community Development
- Biodiversity
- Diversity, Equality & Inclusion
- Sustainable Supply Chain Management 10. Good Corporate Governance (GCG)



Risk Management [E.3]

PT Agincourt Resources (PTAR) applies a structured enterprise risk management programme to identify, assess and mitigate risks that may affect the achievement of its business objectives. Supported by the Internal Audit and Risk Assurance Function, the programme includes ongoing monitoring of controls, departmental assessments and annual workshops that address key risk areas such as safety, environmental impact, community relations, regulatory compliance, reputation and financial performance.

Risks are regularly reviewed to ensure alignment with strategic priorities, with critical risks prioritised and tracked through scorecards reviewed by senior management. In 2024, significant risks were identified and addressed through targeted mitigation plans, maintaining exposure within acceptable thresholds.

For the Martabe Gold Mine, environmental and social risks are managed in accordance with regulatory requirements through a series of Environmental Impact Assessments (EIA) and addenda, including the original EIA (2008) and subsequent updates in 2010, 2016 and 2018 to reflect project and operational changes. Complementing this, PTAR operates a Corporate Internal Control System to manage economic, environmental and social risks, with due diligence processes audited by independent experts. Financial performance is subject to external audit to ensure accuracy and transparency. The Company also engages local communities, independent reviewers and regional authorities in assessing and managing social and environmental impacts, reinforcing a collaborative and transparent approach to responsible risk management.

Precautionary Principle [F.16] [F.29] [2-27] [416-2] [2-24]

PT Agincourt Resources (PTAR) upholds the precautionary principle through strict regulatory compliance and the adoption of recognised sustainability best practices. This proactive approach helps minimise and where possible, prevent negative impacts, particularly those related to health and safety risks in operations. In 2024, there were no product recalls and the Company did not incur any fines or sanctions from the Ministry of Energy and Mineral Resources, the Ministry of Environment and Forestry or other mining-related authorities.

To support continuous improvement, PTAR actively pursues defined sustainability targets, with safety and environmental management at the core of its risk mitigation efforts. Integrated management strategies allow for prompt and effective responses to operational risks, reinforcing the Company's commitment to safe and responsible mining.

Key components of this approach include:

- Biodiversity protection;
- General workplace safety;
- Hydrocarbon management;
- Incident response and management;
- Job Safety Environment Analysis (JSEA);
- Management of pregnancy-related work restrictions;
- Occupational health and safety monitoring and improvement;
- Safe tailings disposal;
- Site water management; and
- Waste Water management.



Whistleblowing System (WBS) ^[2-26]

PT Agincourt Resources (PTAR) has established a Whistleblowing System (WBS) as a mechanism to address reports of alleged violations, fraudulent activities and other issues pertaining to KEPU, Company policies, integrity of tailings facilities and/or relevant laws and regulations. A dedicated Special Whistleblowing Team (TKPP) has been established to assess each received report, ensuring appropriate follow-up actions. PTAR remains steadfast in its commitment to optimizing the application of Good Corporate Governance principles, encompassing accountability, responsibility, independence, equality and fairness.

Code of Ethics and Business Conduct ^[2-24]

PT Agincourt Resources (PTAR) embeds ethical decision-making across the organisation, promoting integrity, transparency and social responsibility in line with its core values of Growth, Respect, Excellence, Action and Transparency (GREAT). These values are embedded into the Code of Ethics and Business Conduct (KEPU), which guides all employees in upholding responsible and ethical behaviour.

KEPU applies to all personnel and sets clear expectations for professional conduct, reinforcing PTAR's commitment to compliance with internal policies and applicable laws. It serves as a practical framework to ensure that the GREAT values are consistently applied in daily operations, decision-making and stakeholder engagement.

To prevent conflicts of interest, employees must submit declarations to management, enabling the reporting of potential breaches. All employees are required to complete KEPU training during onboarding and sign a legally binding declaration of compliance. Any violations may result in disciplinary action and can be reported to the Director. As of the reporting date, all employees had signed the KEPU, demonstrating the Company's continued focus on integrity and ethical business conduct.

^[2-15, 2-27, 205-1] [GRI 14.22.2]

Employee Signatories of the Code of Ethics and Business Conduct (KEPU) by Gender and Job Level ^[205-2]

Position	Gender	2024	2023	2022
Senior Management	Male	32	30	26
	Female	11	10	11
	Total	43	40	37
Staff	Male	427	402	361
	Female	139	145	136
	Total	566	547	497
Non-Staff	Male	321	316	309
	Female	104	104	107
	Total	425	420	416
All Employees	Male	780	748	696
	Female	254	259	254
	Total	1,034	1,007	950



Commitment to Anti-Corruption [2-24]

PT Agincourt Resources (PTAR) upholds a zero-tolerance policy towards all forms of corruption and fraud, as outlined in the Company's Code of Ethics and Business Conduct (KEPU) and reinforced through Management Policy No. 00113. These frameworks establish clear procedures to ensure compliance with applicable laws and regulations.

Anti-corruption principles are embedded across PTAR's operations and communicated to business partners and suppliers through contractual clauses and outreach efforts. Relevant provisions are included in the General Terms and Conditions for Suppliers and anti-corruption awareness is also integrated into the Company Induction Programme delivered by Human Resources.

Although a formal corruption risk assessment has not yet been conducted, PTAR remains fully committed to legal compliance and the prevention of monopolistic, antitrust and other unlawful activities. No incidents of corruption were reported within the Company in 2024. [205-1] [205-3] [206-1] [GRI 14.22.2, 14.22.4]

Political Involvement [415-1] [GRI 14.24.2]

Until the end of the reporting period, during the presidential election, regional head election and/or as a political party administrator or regional head and deputy regional head official, the Company maintains neutrality and prohibits the involvement of the Board of Directors, Board of Commissioners and employees in political activities. All levels of the Board of Directors and Board of Commissioners sign a commitment to prohibit political activities.

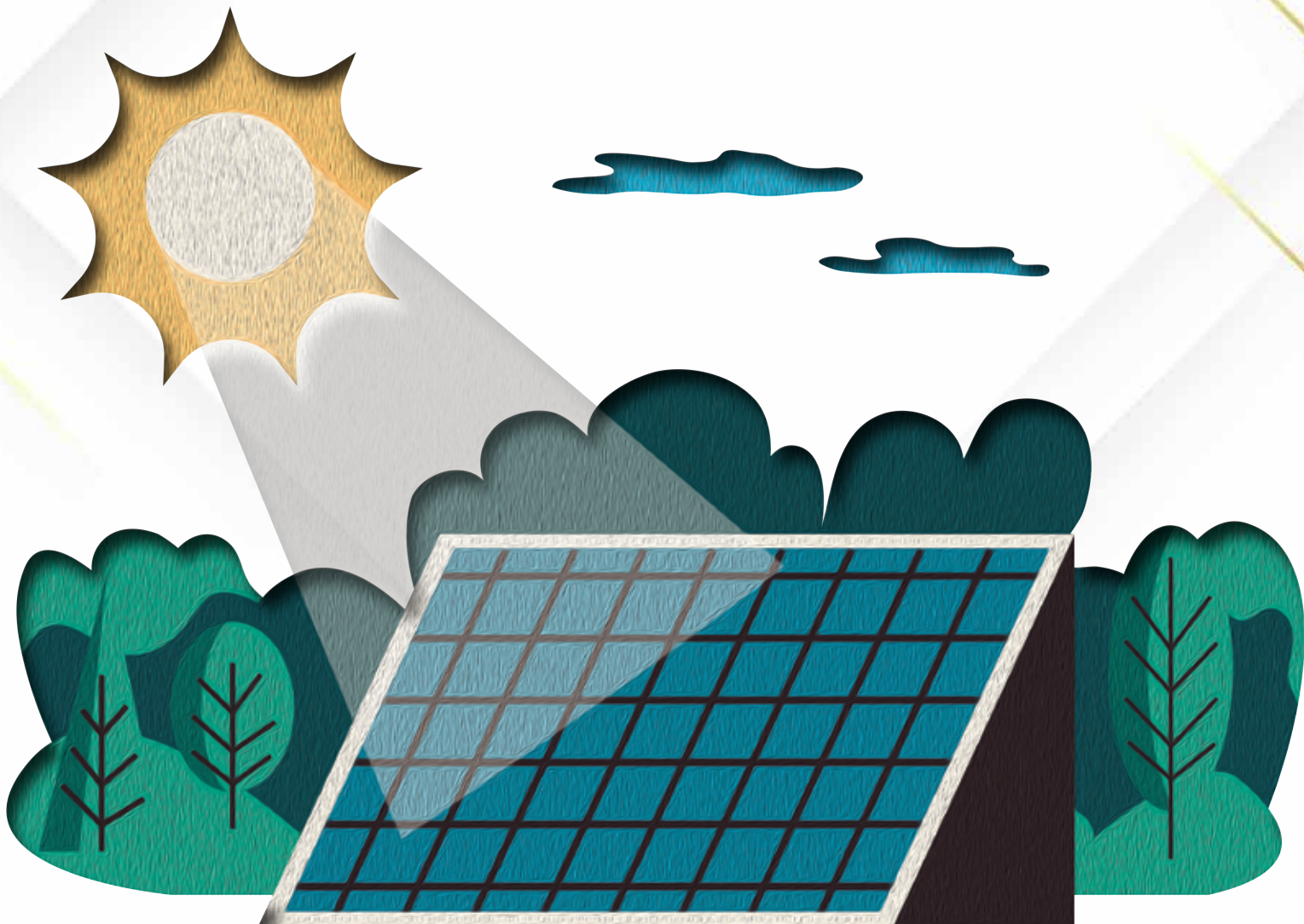


The Mine Geology Department conducts verification of the grade control model to ensure the accuracy of geological data used in the modeling process. This activity is essential to confirm that the model reflects actual field conditions before being used as a reference for mining ore and waste materials, thereby supporting operational efficiency and optimal resource management.



Strategic Pillar: Portfolio

“As part of the PT Astra International Tbk Group, PT Agincourt Resources (PTAR) supports the “Portfolio” Strategic Pillar to advance its transition into a more sustainable and resilient business, aiming to deliver positive outcomes for the environment, climate and neighbouring communities. Economic performance remains a key measure of the Company’s ability to manage resources in support of its sustainability objectives. PTAR is committed to generating inclusive growth by integrating communities around the Martabe Gold Mine into its economic value chain.





Sustainable Business

PT Agincourt Resources (PTAR) is committed to strengthening long-term value creation by embedding sustainability in financial performance, responsible taxation and ethical sourcing. The Company recognises that sustained economic and financial performance is essential for long-term business resilience. By practising sound financial management, PTAR is able to invest in environmental responsibility, support inclusive development and enhance its operational foundation. This integrated approach ensures that growth aligns with sustainability principles and meets stakeholder expectations.

Enhancing Financial Resilience and Operational Excellence

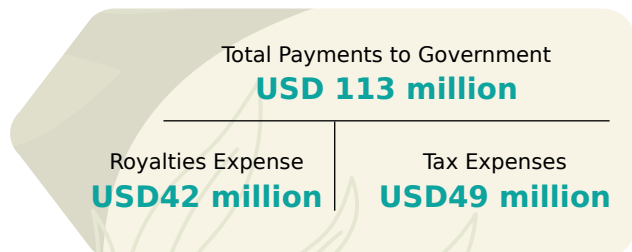
PT Agincourt Resources (PTAR) performance optimisation through cost discipline, productivity and long-term risk management to enhance resilience. By maintaining consistent financial and operational performance, the Company effectively navigates changing market conditions while safeguarding long-term value.

In 2024, achievement of excellent company operational and financial performance can provide positive value to its stakeholders, including: [201- 1] [GRI 14.23.2]

- Total payment to Government amounted USD113 million, consisting of royalties expense USD42 million, tax expenses USD49 million and other taxes USD10 million.



- Wages and benefits of USD45 million paid to PTAR employees and contract employees. PTAR does not disclose fixed payments or certain variables for the highest governance or senior executive as we are not a public company. Furthermore, information regarding the process of determining remuneration, remuneration ratios between the Governance Agency and employees cannot be disclosed in this report. In the future, PTAR plans to make disclosures in the upcoming report. [2-19] [2-20] [2-21]





Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



Total Economic Value Generated and Distributed (in Million USD)

[B.1] [201-1] [207-4] [GRI 14.9.2, 14.23.2, 14.23.7]

Description	2024	2023	2022
Total Economic Value Generated - Revenues	558	340	516
Economic Value Distributed			
Total Operating Cost	246	147	204
Wages and Benefits to Employees and Directors	38	36	32
Community Investment	3	2	1
Total Payments to Government	113	61	92
• Royalties Expense	54	26	26
• Tax Expenses	49	28	55
• Other Taxes	10	7	11
Total Economic Value Distributed	400	246	329
Total Economic Value Retained	158	94	187

Note: Uses Accrual Basis Approach.

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

Year	Comparison of Target and Gold Product Realisation (Kilo Ounces)		Comparison of Target and Revenue Realisation (Million USD)		Comparison of Target and Profit/Loss Realisation (Million USD)	
	Target	Realisation	Target	Realisation	Target	Realisation
2024	210.9	192.3	541	558	163	158
2023	200.1	187.8	425	340	85	94
2022	274.0	260.6	503	516	188	187



Ensuring Tax Transparency and Compliance [201-4] [207-1] [207-2] [207-3]

[GRI 14.23.3, 14.23.4, 14.23.5, 14.23.6]

PT Agincourt Resources (PTAR) is committed to legal compliance in all business operations, with a particular focus on fulfilling its tax and non-tax obligations to the Government of Indonesia. In line with applicable laws and regulations, the Company ensures that all payment responsibilities are met, including both tax and non-tax contributions. These contributions consist of Corporate Income Tax, other Income Tax, Land and Building Tax, Royalty, Dead Rent, as well as Local Taxes and Local Levies.

As a manifestation of this commitment, PTAR made a significant contribution to state revenue in 2024 total Payments to Government reaching USD113 million, up from 2023 of USD61 million. This reflects the Company’s dedication to fiscal responsibility. Our contributions align with Law No.1 of 2022 concerning Financial Relations between the Central Government and Local Governments, reinforcing PTAR’s compliance with its obligations. These include payments of various taxes, regional taxes, regional levies, royalties and dead rent in the regions where it operates. [207-1] [207-4] [GRI 14.23.4, 14.23.7]

To ensure robust tax governance, the President Director and the Board of Directors are accountable for all taxation matters, while the Board of Commissioners and shareholders oversee tax management through the annual budget process. The budget, prepared with consideration of the Company’s resources, mine life and market conditions, undergoes rigorous review and approval by the Ministry of Energy and Mineral Resources before being reported to the Government and shareholders. This structured approach reinforces the Company’s commitment to sound fiscal practices. [207- 1] [207-2] [207-3]

Strengthening this commitment, PTAR’s financial management also involves the Audit Committee, which plays a key role in reviewing company operations, financial statements, risk management and internal audit activities. To ensure transparency and accuracy, the Company appoints an independent auditor to evaluate its annual financial statements. As of the end of 2024, no instances of noncompliance with social or economic laws and regulations were reported, further affirming the Company’s commitment to responsible fiscal management. [207-2]

As part of the Company’s voluntary divestment, PT Artha Nugraha Agung holds a 5% ownership stake in PTAR, with 70% owned by the South Tapanuli Regency Government and 30% owned by the North Sumatra Provincial Government. Until the end of 2024, PTAR were not received any financial assistance from the government. [201-4][419-1]



PT Agincourt Resources celebrates the spirit of innovation and the company’s core values through the Marinovasi 2024 event, recognizing innovators who have brought about meaningful change for sustainability.



Building a Sustainable and Ethical Supply Chain ^[2-6]

PT Agincourt Resources (PTAR) is committed to embedding ESG principles throughout our procurement processes, supplier engagement and sourcing decisions. This approach supports local economic growth while maintaining high standards of accountability and responsibility.

Recognising the importance of local partnerships, our operations rely significantly on engaging with suppliers, particularly within the communities surrounding the Martabe gold mining operation. We actively involve local partners to strengthen local and national economies, promoting increased revenue absorption and economic empowerment. In 2024, 83% of our total supply chain involved local and national suppliers, demonstrating our commitment to sustainable procurement practices. ^{[308-1] [308-2]}

Building on this commitment, we focus on local procurement as a core element of our strategy. We prioritise sourcing from suppliers in South Tapanuli, Central Tapanuli and Sibolga, selecting those who meet commercial requirements, including competitive pricing, quality, delivery time and warranties.

We categorise our suppliers as follows:

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

To ensure the continuity and efficiency of our supply chain, PTAR has developed a tailored logistics strategy that addresses challenges related to the type, source and volume of goods necessary for mining operations. This strategy also identifies optimal routes and transportation methods to enhance efficiency and cost-effectiveness.

Due to our rural location, this approach is essential for maintaining uninterrupted access to essential goods and services.

To maximise the positive impact on local economic development, we encourage local entrepreneurs to participate in our business activities. Additionally, we implement community development and empowerment programmes (PPM) to ensure that economic opportunities extend to those not directly involved in the supply chain. This inclusive approach reflects our commitment to fostering community well-being.

^{[203-2] [GRI 14.9.4]}

PTAR integrates environmental considerations into its procurement process by assessing suppliers' compliance with environmental and social requirements during the pre-qualification stage. Only suppliers meeting these standards qualify as partners, ensuring responsible sourcing. ^{[308-1] [414-1] [GRI 14.17.9]}

To support responsible procurement, MBL complies with ESDM Regulation No. 28/2009 with a focus on cost efficiency and quality. The company also provides technical consulting to encourage continuous improvement and capacity building among partners.

MBL builds close partnerships with suppliers throughout the business process and implements a Supplier Code of Conduct to ensure an ethical and responsible supply chain. Performance evaluations are conducted regularly by the Corpcomms Department based on ESG aspects, in accordance with SOPs. Throughout 2024, all suppliers (100%) have been evaluated and no negative impacts on the environment, community, or workforce were identified, reflecting MBL's commitment to sustainable procurement practices. ^{[414-2] [308-1] [308-2]}



Reflecting the success of our sustainable procurement practices, local and national suppliers accounted for 83% of total procurement spending in 2024, amounting to USD20.7 million for local suppliers and USD119.9 million for national suppliers, while international suppliers accounted for USD22.7 million. [204-1] [GRI 14.9.5]

Total and Percentage of Suppliers [204-1]

Description	2024		2023		2022	
	Suppliers	%	Suppliers	%	Suppliers	%
Local	97	12	13	105	10	97
National	569	71	68	549	67	459
International	130	16	18	148	23	127
Total	796	100	100	802	100	683

Local Suppliers [203-2]

PTAR also provides cooperation opportunities for local entrepreneurs to be involved in the Company’s business activities. This is reflected in PTAR’s support towards local and national suppliers, involving 83% of the total supply chain in 2024. Therefore, our efforts in providing economic opportunities for the local and national community can impact positively on both local and regional economic growth. However, PTAR recognises that not all members of the local community may benefit from the economic opportunities offered by the Company. Therefore, we advocate for additional initiatives to positively impact the community’s economy, particularly through community development and empowerment programmes (PPM).

Product Responsibility [F.17] [F.26]

[F.27] [F.28] [F.29] [F.30][416-1]

PTAR is committed to sustainable product development, prioritising safety, quality and customer satisfaction. The Company continuously pursues excellence by integrating technological innovations into development, production and distribution processes, enhancing operational efficiency and the customer experience. To ensure customer well-being, PTAR conducts rigorous evaluations to identify potential negative impacts and remains dedicated to providing accurate and transparent information if issues arise.

Demonstrating this commitment in practice, PTAR maintained high safety standards throughout 2024, with no product recalls or compliance incidents related to health and safety impacts. Although a specific customer satisfaction survey was not conducted during the year, the Company remains focused on meeting and exceeding customer expectations through continuous improvements in product quality and performance.



Climate Action

The transition to a sustainable future relies on responsible mining. As clean energy and digital technologies advance, gold and silver play an essential role in supporting innovation and economic resilience. By integrating adaptation, mitigation and low-carbon strategies into operations, PT Agincourt Resources (PTAR) responds to the risks and opportunities of climate change while ensuring a reliable supply of raw materials for a low-carbon society.



Managing Climate Risks and Enabling Low-Carbon Investment

PTAR recognises the critical importance of addressing climate-related financial impacts while supporting the transition to a low-carbon economy. By integrating responsible investment strategies and proactive risk management, the Company aims to mitigate climate risks and capitalise on opportunities that align with sustainable growth.

Governance and Strategic Approach to Climate Change

As the impacts of climate change become increasingly evident, it is essential for the Company to identify and manage climate-related risks and opportunities effectively. Both the Board of Commissioners and Management play a critical role in ensuring the Company not only remains resilient but also continues to grow in the face of climate challenges.

In alignment with Indonesia's Nationally Determined Contribution (NDC) targets and Astra Group's 2030 ESG Aspiration, the Company has established emission reduction targets and a roadmap through to 2030. Guided by the Board of Commissioners, Management has developed a strategy that integrates sustainability and climate change mitigation into the core of our business planning. This strategy is implemented through policies, programmes and risk management initiatives, in close collaboration with stakeholders including local communities, government institutions and academic partners, under the oversight of the Board of Commissioners.



Climate Risk and Opportunity Management [201-2] [GRI 14.2.2]

The Company integrates the management of climate-related risks and opportunities into ongoing activities. These risks and opportunities are systematically identified and categorised through the Organisation Context Analysis. The entire process of identification and management is conducted regularly and is subject to approval and oversight by the Board of Directors and the Board of Commissioners. Through the development of work plans and roadmaps, the Company has established a climate change mitigation plan that extends through to the closure of the mine.

Risk Type	Risk Impact	Financial Impact	Mitigation/Adaptation Strategy	Timeframe
Transition Risk				
Reputational risk due to inadequate environmental management	Potential decline in public perception and Company image	Reduced stakeholder confidence, lost investments, higher operating costs from fines or remediation and potential revenue loss from boycotts or customer churn.	<ol style="list-style-type: none"> 1. Regular monitoring of environmental performance (water, waste, effluent, biodiversity) 2. Tracking progress of decarbonisation initiatives and emissions reduction 3. Awareness campaigns on climate change mitigation and adaptation 4. Verification and validation of GHG emissions 5. Monitoring of compliance through the national PROPER programme 	Short-term
Failure to meet decarbonisation targets	Risk of reputational damage and loss of competitiveness	Potential regulatory fines or penalties, increased access to funding costs due to low ESG ratings, loss of investor confidence and the risk of losing market opportunities that require low emission standards.	<ol style="list-style-type: none"> 1. Development of a clear, measurable decarbonisation strategy 2. Investment in renewable energy infrastructure (solar PV, biofuel) 3. Operational efficiency enhancements to reduce GHG emissions 4. Continuous monitoring of decarbonisation performance and target achievement 	Long-term
Regulatory requirements under the B40 programme	Potential increase in operational costs, failure to meet production targets and equipment damage	Increased operating costs to meet social inclusion requirements, potential penalties for non-compliance and additional budget allocations for empowerment programmes that could affect profit margins if not managed efficiently.	<ol style="list-style-type: none"> 1. Implementation of filter replacement management 2. Use of fuel additives to maintain engine performance 	Short-term



Risk Type	Risk Impact	Financial Impact	Mitigation/Adaptation Strategy	Timeframe
Physical Risk				
Increased frequency of natural disasters and extreme weather due to climate change	Potential impact on people (injury or fatality), asset damage and operational disruption	Physical damage to assets, operational disruptions, increased insurance costs and potential loss of revenue due to interrupted production or distribution.	<ol style="list-style-type: none"> 1. Implementation of the Martabe Improvement Programme 2. Integration of physical climate risk analysis into the corporate risk management framework 3. Strengthening emergency preparedness through workshops, guidelines and simulations 4. Deployment of hazard protection systems, monitoring equipment and scheduled maintenance (e.g. lightning protection, slope movement detectors) 	Short-term

In addition to climate-related risks, the Company has also mapped potential climate opportunities, which include both efficiency gains and opportunities for business development. These opportunities encompass:

Opportunity Type	Mitigation/Adaptation Strategy	Start Year
Solar Power Generation	<ol style="list-style-type: none"> 1. Installation of rooftop solar power systems 2. Installation of floating solar PV systems 	2021
Renewable Energy Certificate (REC)	Utilisation of Renewable Energy Certificates to support clean energy adoption	2023
Biofuel	Use of B40 biodiesel in operational and support activities	2024
Micro-Hydropower Plant	Installation of micro or mini-hydropower plants	2027
Energy Efficiency	<ol style="list-style-type: none"> 1. Optimisation of haul distances 2. Optimisation of ore grinding parameters 	2021
Electric Vehicle (EV) Ecosystem	<ol style="list-style-type: none"> 1. Deployment of hybrid excavators 2. Development of EV charging stations 3. Use of EVs for light vehicles and other support equipment 	2023
Nature Ecosystem Based (NBS)	<ol style="list-style-type: none"> 1. Carbon credit purchases 2. Carbon offsetting through tree planting programmes 	2023

Strategy and Financial Impact

The Company integrates business and financial planning with resource development and ESG management, including climate change mitigation, as outlined in the 3P Strategy (Portfolio, People and Public Contribution).

Recognising that the mining industry is and will continue to be significantly affected by climate change, the Company incorporates climate-related considerations into its business planning. For example, anticipating higher rainfall in the future, the Company has identified increased challenges in managing mine water and tailings dams. In response, we have committed to developing a new dry tailings facility, which offers greater resilience compared to the existing wet tailings system. The Company has also decided to expand the capacity of its water polishing plant to accommodate increased volumes of process water linked to higher rainfall.



Decarbonisation and Transition Strategies

Since 2022, the Company has set a target to reduce scope 1 and 2 emissions by 30% compared to the 2019 baseline, with annual reduction targets defined to guide progress. In 2024, the Company aimed for a 10.75% reduction in scope 1 and 2 emissions relative to 2019, equivalent to approximately 150,000 tonnes of CO₂e based on internal projections.

To achieve this ambitious target, the Company implemented a range of initiatives focused on operational efficiency and energy use, including optimisation of hauling distances and grinding parameters. Renewable energy adoption has also played a key role, with 100% use of B35 biodiesel and rooftop solar panels with a capacity of 2.1 MWp. In addition, the Company utilised 63,200 Renewable Energy Certificates (RECs).

Performance Metrics and Reporting

To evaluate performance related to emissions and energy, the Company has established key indicators: the total reduction in scope 1 and 2 carbon equivalent emissions (tonnes CO₂e) and the percentage of renewable energy in the Company's overall energy mix.

These two primary indicators have been in place since 2022 and are monitored and evaluated monthly, alongside other ESG performance metrics, through the Company's Sustainability Index. Progress and achievements under the Sustainability Index are discussed monthly with the Company's Management during the HSE Forum and are also reported to shareholders.

Further information on our emissions and energy reporting can be found in the Emissions and Energy sections of this report, respectively.

Innovation and Collaboration for Climate Solutions

The Company recognises that addressing the impacts of climate change requires a collective effort from all stakeholders. To that end, we actively engage and collaborate with contractors, suppliers and local communities through initiatives ranging from energy efficiency programmes to joint tree-planting activities.

Innovation focused on energy efficiency and emission reduction is consistently encouraged across all levels of operation. These initiatives include road grade management, slip energy recovery and the implementation of smart building technologies.

Investments in Environmentally Projects (F.3)

In 2024, PT Agincourt Resources (PTAR) purchased 275,000 MWh of Renewable Energy Certificates (RECs) from PT PLN (Persero), representing an investment of IDR 10.7 billion. During the same year, PTAR utilised 63,200 MWh of RECs, equivalent to a reduction of 59,408 tonnes of CO₂e. In addition, PTAR is conducting a feasibility study and trial for the development of a floating solar PV system, which is expected to be completed in 2025.



The Environment Department measures tree diameter and height in the reclamation area to determine vegetation strata, estimate carbon stock, monitor growth, and assess tree age as part of post-mining revegetation monitoring.



Emissions Management

GHG Emissions

PT Agincourt Resources (PTAR) recognises the risks of climate change and has established comprehensive GHG accounting and reporting practices aligned with the Global Reporting Initiative (GRI) standards. GHG emissions are categorised as direct (Scope 1) from natural gas combustion and waste management, indirect (Scope 2) from purchased energy and other indirect (Scope 3) from external sources. Calculations follow IPCC 2006 guidelines, considering CO₂, CH₄ and N₂O, with 2016 as the base year. In 2024, audited data was used to ensure accuracy. [305-5] [GRI 14.1.9]

GHG Emissions = Activity Data × Emission Factors

Where:

- GHG Emissions: The total amount of greenhouse gas emissions expressed in tonnes of CO₂ equivalent (CO₂e).
- Activity Data (DA): The quantity of activities that generate emissions, measured in specific activity units (e.g., litres of fuel consumed, kWh of electricity used).
- Emission Factors: Coefficients that convert activity data into GHG emissions, indicating how much GHG is emitted per unit of activity (e.g., tonnes CO₂e per litre of fuel).

GHG Emissions Profile (Tonnes of CO₂ Equivalent) [305-5]

Emission Scope	Category	2024	2023	2022
Scope 1 [305-1] [GRI 14.1.5]	Fuel Burning	34,043.8	27,639.3	30,640.7
	Fugitive Emissions (refrigerant)	332.0	547.7	1,834.2
	Process Emissions	-	5,040.0	4,560.0
	Total Scope 1	34,375.8	33,226.8	37,034.9
Scope 2 [305-2] [GRI 14.1.6]	Electricity purchased from PLN	110,801.8	126,055.9	155,651.8
	Total Scope 2	110,801.8	126,055.9	155,651.8
Scope 3 [305-3] [GRI 14.1.7]	Cat 1 purchased good and services	49,912	51,225.9	57,090.8
	Cat 2 capital goods	274	185.7	377.3
	Cat 3 Fuel and energy related activities	43,787	37,428.3	39,317.6
	Cat 4 Upstream transportation and distribution	10,415	5,034.9	5,321.6
	Cat 5 Waste generated in operations	303	249.0	2,041.2
	Cat 6 Business travel	4,105	4,129.2	2,162.4
	Cat 7 Employee commuting	3,119	3,011.9	3,180.7
	Cat 9 Downstream transportation and distribution	218	185.1	136.9
	Cat 10 Processing of sold products	163	183.0	172.9
	Total Scope 3	112,297	101,633.0	109,801.5

Note:

- Calculations derived from ASTRA tools.

- Scope 2 emissions for 2023 and 2024 are reported after applying reductions from REC and Solar PV.



GHG Emissions Intensity

[F.11] [305-4] [GRI 14.1.8]

Dore Bullion Produced



Ore Milled



Refined Gold Produced



Refined Silver Produced



Non-GHG Emissions [305-6] [F.12] [305-7] [GRI 14.3.2]

PT Agincourt Resources (PTAR) has phased out the use of halocarbon refrigerants (CFCs) since 2012, replacing them with environmentally friendly alternatives across mines, processing plants, offices and employee housing, thereby eliminating ozone-depleting substances from business processes and contributing to ozone layer protection. In addition to GHG emissions, PTAR's manufacturing process generates conventional gas emissions, which are measured at processing plants' furnace and boiler stacks following Ministry of Environment and Forestry Regulation No. 4/2014. Air quality is monitored through direct measurements by registered and accredited service providers, conducted in laboratories accredited by the Ministry of the Environment and Forestry. Monitoring of NO₂, SO₂, dust and furnace particulate matter is carried out in compliance with applicable regulations.

Nitrogen Oxide (NOx), Sulphur Oxide (SOx) and Other Significant Air Emissions (kg/year) [305-7]

Description	2024	2023	2022
Carbon Oxide (CO) Carbon Oksida (CO)	136.0	101.5	123.4
Sulfur Oxide (SOx) Sulfur Oksida (SOx)	794.0	593.6	718.7
Nitrogen Oxide (NOx) Nitrogen Oksida (NOx)	261.0	194.3	237.5



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution



An aerial view of Agincourt Resources facilities, showcasing sustainable infrastructure and harmonious integration with the surrounding environment.

Energy

Energy consumption is fundamental to sustainability, affecting environmental performance, resource efficiency and operational resilience. By adopting sustainable energy practices, PTAR reduces greenhouse gas (GHG) emissions, improves efficiency and meets regulatory requirements, aligning with stakeholder expectations.

At the Martabe Gold Mine, energy use mainly involves excavating machines, transportation, processing plants and office buildings, reflecting the operational needs of mining activities. Through proactive energy management, PTAR aims to optimise efficiency and advance sustainable energy solutions.

As of 2024, PT Agincourt Resources (PTAR) does not currently calculate energy consumption outside the organisation. However, the Company has plans to incorporate the calculation of energy consumption outside the organisation in the future. [\[302-2\]](#) [\[14.1.3\]](#)

Total Internal Energy Consumption and Energy Intensity within the Organisation [\[F.6\]](#)[\[302-1\]](#)[\[302-3\]](#)

[\[GRI 14.1.2, 14.1.4\]](#)

Energy Source	Unit	2024	2023	2022*
Electricity		424,347	482,767	596,113
Diesel fuel	Gigajoule	696,890	562,528	556,238
Solar PV		6,313	8,766	6,631
Renewable Energy Certificate		227,520	116,640	-
Total Energy		1,355,070	1,170,702	1,165,539
Gold Production	Tonnes	6.0	5.8	8.1
Energy Intensity	GJ/Tonnes	226,600	200,406	143,770
Milled	Tonnes	6,719,878	6,590,063	6,747,400
Energy Intensity	GJ/Tonnes	0.2	0.2	0.2



Energy Conversion

PT Agincourt Resources (PTAR) operates a structured energy management system to reduce fossil fuel dependence and enhance operational efficiency. In line with Minister of Energy and Mineral Resources Regulation No. 70/2009, which mandates industries consuming over 6,000 tonnes of oil equivalent (TOE) to adopt energy management practices, this system has been consistently managed by the Company's maintenance officers to ensure compliance. Due to the lack of standardised conversion values for 20% and 30% biodiesel from litres to joules, PTAR calculates the energy conversion factor using a weighted average of standard biodiesel (20% and 30%) and diesel, maintaining consistency and accuracy in energy reporting.

Fuel Type	Unit	2024	2023	2022
Biodiesel (B35)		18,708,346	14,002,043	-
Biodiesel (B30)	L	-	987,809	15,563,538
Total		18,708,346	14,989,852	15,563,538
Sub Total Energy	GJ	687,864	551,092	556,055
Gasoline	L	5,125	4,784	4,192
Gasoline	GJ	180	167	146
Liquefied Petroleum Gas	Ton	74	89	-
Liquefied Petroleum Gas	GJ	3,655	4,408	-
Aviation Turbine Fuel (AVTUR)	L	150,800	194,000	191,600
Aviation Turbine Fuel (AVTUR)	GJ	5,190	6,861	6,595
Total Energy		696,890	562,528	562,796

Note:

There was a conversion of kerosene to use gas for exploration activities in the kitchen.



Expanding Renewable Energy Use

PT Agincourt Resources (PTAR) remains committed to improving energy use and transitioning to low-carbon sources across its operations. As the Company approaches the final year of its five-year New and Renewable Energy (NRE) project, it has made significant progress in reducing greenhouse gas (GHG) emissions by integrating energy efficiency measures into mining and processing activities. In line with this commitment, the Company has outlined a comprehensive five-year plan for the New and Renewable Energy (NRE) project, focusing on the following key objectives: [E.5] [F.7]

5 Year Planning - Martabe Gold Mine Renewable Energy Project

Energy Improvement Project

2021

Solar PV Roof Top Project Batch 1 on the office and workshop areas at Low Land, High Land & Mess Pelangi. With ON GRID System capacity of 1766 kWp.

Notes:

- Project areas survey.
- Material preparation, material location and mobilisation.

2022

1. Solar PV Project Batch 1 Execution of PLTS MARTABE 1766 kWp Roof Top with ON GRID system.
2. Survey and Project Solar PV Roof Execution Batch 2 in the laboratory area, support Building with ON GRID system capacity of 396 kWp.

Notes

- Commissioning Project Solar PV Roof Top Batch 1 with a capacity of 1766 kWp (20 March 2022).
- Commissioning of the Roof Top solar PV project Batch 2 with a capacity of 396 kWp (20 December 2022).

2025

1. Solar PV Project Batch 5 Installation of OFF GRID System in remote areas. Estimated capacity of 500 kWp.
2. Solar PV Project Batch 6 Installation Ground Mounted in Low Land & High Land areas.
3. Study mini hydro with capacity of 1 MW
4. Solar PV Project Batch 4
5. Installation at floating area. Estimated capacity of 600 Wp.

2024

Study floating area with estimated capacity of 600 kWp.

2023

Solar PV Project Batch 3 (Processing and New Building area)



Energy Reduction Initiatives

[F.7][302-4]

PT Agincourt Resources (PTAR) strives to consistently save energy so that the mining operational process can run efficiently and sustainably. Therefore, the Company prioritises an energy management system by considering several things, including:

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

However, until the end of 2024 regarding the reduction in energy required for products and services, the Company has not made any calculations. [302-5]

Periodically, the Company conducts an energy mapping programme to monitor the efficiency of energy use. The mapping results are then used to conduct a gap analysis that produces several recommendations to improve daily operations and implement an energy mapping improvement programme. As an energy efficiency measure, until 2024 the Company has used electricity from PT PLN (Persero) for all operational activities, while generators are only used as backup power.

In the future, the Company will continue to make efforts to reduce energy consumption as well as calculate energy consumption reductions to realise optimal sustainability performance. On the other hand, PTAR's efforts to achieve efficiency are manifested in the implementation of a culture of sustainability, including: [F.7][302-4]

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





Integrated Environmental Management

PT Agincourt Resources (PTAR) is committed to managing and minimising environmental impacts through integrated policies, restoration programmes and operational controls. By embedding environmental governance into operations and proactively managing risks, the Company ensures sustainability is central to its approach. This commitment includes monitoring compliance, managing resources responsibly and conserving biodiversity, reinforcing PTAR’s dedication to sustainable and resilient operations.

Embedding Environmental Governance and Risk Mitigation

PTAR is committed to strengthening internal policies to proactively manage environmental risks. By embedding robust governance practices into operations, the Company ensures environmental considerations are integral to decision-making, supporting effective risk mitigation and responsible management.

In 2024, PTAR invested USD18.7 million on environmental management and monitoring activities.

USD17.1 million

Environmental management costs

USD0.8 million

Environmental monitoring costs

USD0.3 million

Environmental consultant and training

USD 0.3 million

Reclamation guarantee

USD0.2 million

Mine closure guarantee

USD0.01 million

Commemorative activities

USD0.002 million

Subcontractor costs

Environmental Policy [101-1] [GRI 14.4.2]

PTAR strives to strengthen internal policies to proactively manage environmental risks, guided by a commitment to protection and sustainable mining practices. The Company’s Environmental Policy is grounded in key regulations, including Government Regulation No. 22 of 2021 on Environmental Protection and Management, ensuring that conservation and risk mitigation are integrated into operations. These regulations shape practices that minimise environmental impacts while maintaining responsible management.

To effectively implement this policy, PTAR focuses on identifying potential environmental impacts from the planning stage, adopting best practices to reduce harm and ensuring compliance with relevant laws and permits. The policy also addresses responsible waste and tailings management, pollution prevention, biodiversity protection and the restoration of disturbed areas to safe, stable and productive conditions.

At the Martabe Gold Mine, these principles are rigorously applied across key activities, including tailings placement, hazardous waste management, water discharge, groundwater quality, biodiversity, energy management, GHG emissions control and vegetation clearance. By embedding these measures into operations, PTAR demonstrates its commitment to sustainable and responsible environmental management.



Legal Basis of the Environmental Policy

Regulation	Description
Government Regulation No. 22 of 2021	Implementation of Environmental Protection and Management
Government Regulation No. 78 of 2010	Reclamation and Post-Mining Activities
Minister of Environment and Forestry Regulation No. 6 of 2021	Procedures and Requirements for the Management of Hazardous and Toxic Waste (B3)
Minister of Environment Decree No. 68 of 2016	Domestic Wastewater Quality Standards
Minister of Environment Decree No. 202 of 2004	Wastewater Quality Standards for Gold and Copper Ore Mining Activities
Minister of Energy and Mineral Resources Decree No. 1827 of 2018	Guidelines for the Implementation of Good Mining Engineering Practices
Minister of Energy and Mineral Resources Regulation No. 26 of 2018	Implementation of Good Mining Practices and Supervision of Mineral and Coal Mining
Government Regulation No. 76 of 2008	Forest Rehabilitation and Reclamation
Minister of Energy and Mineral Resources Regulation No. 7 of 2014	Reclamation and Post-Mining Implementation in Mineral and Coal Mining Business Activities
Minister of Forestry Regulation No. P.43/Menhut-II/2008	Guidelines for Borrowing and Use of Forest Areas
Minister of Forestry Regulation No. P.4/Menhut-II/2011	Guidelines for Forest Reclamation
Minister of Environment and Forestry Regulation No. 5 of 2021	Procedures for Issuing Technical Approvals and Operational Eligibility Letters in Environmental Pollution Control
Minister of Environment and Forestry Regulation No. 4 of 2021	List of Businesses and/or Activities Required to Have Environmental Impact Analysis, Environmental Management Efforts, Environmental Monitoring Efforts, or a Statement of Commitment to Manage and Monitor the Environment





Environmental Impact Mitigation ^[3-3]

PTAR continuously conducts thorough analyses of its business to understand the environmental impact of its operations. Each year, the Company evaluates operational risks that may pose significant environmental challenges, enabling PTAR to proactively mitigate and manage these risks.

Impact, Response and Mitigation of Environmental Quality

Impact	Source of Impact	Environmental Programme
Noise	Operational production facilities	<ul style="list-style-type: none"> Implementation of noise monitoring activities. Manage noise level at the production site.
	Transportation on site	<ul style="list-style-type: none"> Maintenance of transport equipment. Work time management. Traffic control on site.
Waste Generation	Production activities	<ul style="list-style-type: none"> Increase competencies in handling liquid waste. Add liquid waste handling equipment. Storage of tailings. Disposal of B3 waste in collaboration with competent and licensed independent partners.
	Operational activities	<ul style="list-style-type: none"> Temporary storage of all hazardous and toxic (B3) waste at site in licensed waste storage facilities. Delivery of B3 waste to licensed waste processing facilities. Non B3 waste sortation to reduce landfilled waste and increasing 3R. Wastewater treatment operations of both production and domestic activities with a wastewater treatment plant (IPLC). Routine maintenance of air emission quality control.
Water pollution	Production operational activities	Wastewater treatment operations of both production and domestic activities with a wastewater treatment plant (IPLC) and a cycle plant.
Air pollution	Emissions of production equipment, processing plants and operational vehicles	<ul style="list-style-type: none"> Developing an emissions inventory. Identification of potential mitigation actions. Using solar panels up to 2.1 MPA (Megawatt Peak Ampere).
	Dust emissions from transportation and rock crushing	<ul style="list-style-type: none"> Maintenance and improvement of the performance of the processing plant. Maintenance and inspection of leaks in the fuel storage installations. Maintenance and improvement of the performance of the transportation heavy equipment fleet.
Impacts on Biodiversity	Land clearing	<ul style="list-style-type: none"> Fauna and flora surveys of all areas prior to disturbance. Critical habitat mapping. Minimisation of clearing. Collaboration with third parties on biodiversity initiatives. Restoration of forest habitat under the site rehabilitation programme.



Current and Planned Environmental Management Initiatives

In 2024, PTAR remained consistent in implementing its environmental management efforts through the following activities:

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

Compliance Monitoring & Evaluation

PT Agincourt Resources (PTAR) strives for continuous improvement in environmental compliance management, ensuring best practices are consistently applied across operations. To achieve this, environmental compliance is overseen by the Chief Mine Officer (KTT), with each operational department responsible for implementation, monitored by the Environment Department. To maintain high standards, the compliance management system undergoes annual audits by PT Astra International Tbk through the ASTRA Green Company (AGC) programme.

To support this commitment, the Environment Department ensures proactive oversight by issuing a monthly Environmental Compliance Report. This report provides updates on monitoring results, regulatory limits and the status of environmental permits, allowing for timely action and accountability.

In addition to internal monitoring, PTAR is subject to regular external audits to verify compliance and environmental performance. These include annual audits by the Ministry of Environment and Forestry through the Public Disclosure Program for Environmental Compliance (PROPER) and biennial assessments by the Directorate General of Minerals and Coal (ESDM). As of 31 December 2024, there have been no incidents of environmental noncompliance, demonstrating PTAR's commitment to responsible operations. [307-1]



Agincourt Resources once again held an E-Coaching Jam (ECJ) at the 14th Indonesia Students Mining Competition (ISMC) at the Bandung Institute of Technology (ITB), Friday, March 8, 2024, featuring General Manager Operations and Deputy Director Operations Rahmat Lubis who delivered a presentation 'Martabe Gold Mine as Top of Mind' to equip students to become young Indonesian mining experts.



Safeguarding Biodiversity

PTAR recognises that protecting biodiversity is fundamental to sustainable development and responsible mining. Biodiversity considerations are embedded in planning and operations, guided by the mitigation hierarchy of avoidance, minimisation, restoration and offsetting. This approach informs project design, operational controls, habitat rehabilitation and ongoing development of offset initiatives. PTAR also collaborates with local communities, conservation groups, universities and experts to ensure alignment with best practices. These efforts are outlined in the Company's Biodiversity Policy, available at <https://agincourtresources.com/biodiversity-draft/>. [101-1-b]

The mining operational area managed by PTAR is located within an APL (Other Use Area) and therefore does not require a Forest Area Borrow-Use Permit (*Izin Pinjam Pakai Kawasan Hutan* or IPPKH). However, the exploration area is covered by an IPPKH issued by the Ministry of Environment and Forestry (KLHK). This permit ensures that exploration activities are carried out on authorised land in accordance with its designated use, as stipulated in Ministerial Decree No. SK.1091/MENLHK/SETJEN/PLA.0/10/2023. In addition, PTAR does not own, lease or manage any underground or subsurface land. [304-1]

Furthermore PTAR continuously aligns its sustainability principles with the protection and preservation of biodiversity from mining impacts. This is supported by ongoing efforts to identify opportunities for applying the principles achieving the goal of "no net loss" and "net positive impact". Furthermore, PTAR will not develop new mines within Net Gain in biodiversity protected forest areas without government approval. [101-1]

Significant Impacts of Operational Activities on Biodiversity [101-4]

As part of its efforts to assess environmental impacts throughout each stage of the mine life cycle, PTAR has implemented a Life Cycle Assessment (LCA). In addition, to mitigate operational mining risks, PTAR has conducted a Biodiversity Baseline Study and Assessment to evaluate and analyse biodiversity-related risks, identify associated impacts and establish appropriate controls. These initiatives form part of the Company's environmental impact management. Through the application of both LCA and the Biodiversity Baseline Study and Assessment, PTAR is able to comprehensively assess and mitigate negative impacts, ensuring operational activities comply with IFC and ISO standards.

In addition, PTAR has adopted a Preliminary Risk Assessment and a Management of Change approach to identify and reduce environmental impacts from the planning stage. This programme has been implemented in forested areas designated for land clearing to support mining operations. Prior to land clearing, all departments requesting access must comply with established procedures, including:

1. Submitting a Land Access Disturbance Request (LADR), which must be approved by the Head of Mining Engineering/General Manager Operations and Deputy Director Operations and reviewed by the Manager of Environment, Senior Manager of Mining, Senior Manager of Community, Senior Manager of Government Relations and Chief Geologist.
2. Conducting a pre-clearing inspection by the Environment team to ensure that no significant fauna or species with threatened conservation status are present in the area designated for land clearing.

PTAR's Biodiversity Programme is fundamentally supported by a Biodiversity Management System, guided by the Biodiversity Policy, the Biodiversity Action and Management Plan and



the Biodiversity Management Code of Practice. To implement this system effectively, PTAR conducts an Annual Biodiversity Management Review and holds Biodiversity Workshops on a biannual basis, involving academics, scientists, non-governmental organisations, PTAR management and employees.

The implementation of PTAR's biodiversity initiatives includes regular biodiversity studies in both reclamation areas and original forest zones surrounding the operational site. Prior to the commencement of any project activities, biodiversity studies are also carried out to assess both terrestrial and aquatic flora and fauna. These efforts are aimed at supporting and enhancing the mitigation of biodiversity impacts from mining operations.

PTAR has also designated a conservation area in the form of a fauna corridor surrounding the operational zone. This corridor serves as a critical migration pathway for fauna, particularly primates, enabling movement between the southern and northern parts of the Batang Toru ecosystem, thereby contributing to the preservation and sustainability of biodiversity conservation efforts.

To support its biodiversity initiatives, PTAR collaborates with various stakeholders to gather input and drive continuous improvement. In 2024, the following biodiversity programmes were implemented:

1. Enrichment planting of local species in conservation and reclamation areas
2. Fauna monitoring using camera traps
3. Installation of arboreal bridges to maintain primate corridor connectivity and prevent habitat fragmentation
4. Local vegetation enhancement through natural mycorrhizal inoculation

5. Biodiversity conservation campaigns targeting employees, business partners and surrounding communities
6. Routine patrols of conservation areas by the patrol team using the SMART mobile monitoring system
7. Coastal ecosystem restoration through mangrove planting in Teluk Pandan, Central Tapanuli and turtle conservation efforts in the Muara Opu area

In addition, as part of its Biodiversity Programme, the Environment team also carried out the rescue of saplings from areas designated for land clearing. These saplings were then cultivated in the nursery facility for further development.

Furthermore, PTAR places strong emphasis on collaboration with a broad range of stakeholders in environmental management. The Company actively involves local communities, government authorities and business partners in the preparation of the Environmental Impact Assessment (AMDAL), Environmental Management Plan (RKL) and Environmental Monitoring Plan (RPL) through public consultation. However, as AMDAL primarily focuses on environmental aspects, PTAR also conducted an Environmental and Social Impact Assessment (ESIA) in 2024 to ensure a more comprehensive approach that encompasses both environmental and social impacts.



Disturbed Land Management Efforts ^[101-2] ^[101-6] ^[101-7]

PTAR places strong emphasis on the management and mitigation of mining impacts on ecosystems and biodiversity. These efforts are guided by land clearing and reclamation plans outlined in the Environmental Impact Assessment (AMDAL) document. The Company is also committed to achieving a net positive impact on biodiversity by the end of the mine's operational life.

Some Land Management Efforts

Mine Activities	Lingkungan Environmental Risk and Impact	Mitigation			
		Avoidance	Minimisation	Rehabilitation	Indemnify
TMF (Tailing Management Facility)	Loss of habitat for various biodiversity species	Avoided clearing forest areas with high biodiversity value by utilising land dominated by plantation vegetation	Rescued saplings from forested areas designated for land clearing and cultivated them in nursery facilities for future reclamation planting	Applied cover crops, fast-growing species, local plants and hydroseeding on inactive areas to improve soil fertility and reduce erosion; conducted land reclamation post-mining	Conducted land reclamation after the closure of mining activities.
Main road	Forest fragmentation	Avoided large-scale habitat disruption that could trap wildlife and prevent movement between habitats	Selected land clearing areas carefully to prevent fragmentation;	Installed arboreal bridges to facilitate wildlife movement and support daily needs; restored fauna corridors with food plants	Conducted land reclamation after the closure of mining activities.

Prior to the commencement of mining activities, PTAR conducted an inventory of flora and fauna to obtain baseline information on biodiversity conditions. This served as an initial step in PTAR's biodiversity conservation efforts. To address potential impacts on species, PTAR has implemented a range of conservation measures through the following programmes:

Potential project related impacts on key species ^[304-2] ^[304-4]

Species	IUCN Status	Impact	Extent of areas Impacted (Km)	Duration of Impacts (Years)	Reversibility (Years)
<i>Panthera Tigris Sumatrana</i>	Critically Endangered	Loss of food plants for prey species, decline in prey population, habitat degradation	>25	<20	>20
<i>Rhinoplax vigil</i>	Critically Endangered	Loss of food plants, decline in nesting trees, habitat degradation	<3	<20	>20
<i>Pongo tapanuliensis</i>	Critically Endangered	Loss of food plants, decline in nesting trees, habitat degradation	<2	<20	>20
<i>Manis Javanica</i>	Critically Endangered	Loss of food plants, habitat degradation	<1	<20	>20



Biodiversity Management and Initiatives [F.9][101-2] [304-4] [GRI 14.4.3]

PTAR takes biodiversity seriously, integrating conservation into its environmental management practices and applying the mitigation hierarchy to minimise ecosystem impacts. The Company prioritises avoidance by situating operational areas away from protected or conservation forests, conducting pre-clearing inspections to ensure the absence of protected wildlife and enforcing regulations that prohibit hunting or capturing wildlife, protecting endangered species, including those listed on the IUCN Red List.

When avoidance is not feasible, PTAR minimises impacts through controlled land clearing, pollution prevention and community engagement to reduce poaching and wildlife trade. Biodiversity surveys at the Martabe Gold Mine assess flora and fauna diversity, guiding mitigation strategies.

To restore ecosystems, PTAR implements progressive rehabilitation, including seed ball enrichment, mangrove restoration in Central Tapanuli and turtle conservation in South Tapanuli, supported by research with academic institutions and fauna monitoring using camera traps. Where residual impacts remain after avoidance, minimisation and restoration, PTAR undertakes biodiversity offset initiatives such as replanting native species and reclaiming disturbed areas. Transformative actions include partnering with conservation centres, raising biodiversity awareness through community events and supporting local conservation initiatives. Through these integrated efforts, PTAR demonstrates its commitment to responsible biodiversity management and sustainable operations.

In addition to collaborative initiatives, PTAR organised large-scale biodiversity conservation events with several external parties in 2024. These efforts included:

- Commemorating Environment Day by holding a series of activities to create a culture of preserving the environment in daily life on the site and in the surrounding community.
- Release 15,300 fish seeds endemic to the Batu Horing River.
- Supporting the inauguration of the Ape Rescue Center by the Indonesian Scorpion Foundation.
- Produced 26,095 local seeds in a nursery facility, reclaimed 4.7 hectares of land and planted 8,105 local plant seeds in native areas for species enrichment.
- Planted 2,732 kilograms of cover crops and has distributed 26,990 seed balls for species enrichment in native forest areas.

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

- Seed balls as a conventional method of species enrichment in the secluded area.
- Pre-clearing inspection in the area of new land clearing.
- Phenology research with the Universitas Sumatera Utara (USU).
- Orangutan, Survey with the Primate Research Centre at the Universitas Nasional (UNAS).
- Mycorrhizal studies with IPB University.
- Monitoring fauna using camera traps.
- Rehabilitation of mangrove land in the Central Tapanuli coastal area.
- Initiation of turtle conservation in the southern coastal area of South Tapanuli.
- Successful completion of a biodiversity offset feasibility study.
- Completion of a forest research station in primary lowland rain forest near to the project area.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Habitat Protection Efforts in Protected Areas and Conservation Areas [304-1][304-3][101-3][101-6][101-8]

Stakeholder Engagement	Position of Operation Area to Protected Area and Type of Operation	2024 Activities
Scorpion Foundation Indonesia and the Natural Resources Conservation Agency (BBKSDA)	Outside protected forest areas	Supporting conservation efforts in South Tapanuli, including the rescue of protected species such as the Macaca primate, PTAR partnered with Scorpion Foundation Indonesia to implement the following key activities: <ul style="list-style-type: none"> Wildlife patrols in the Batang Toru forest area Community education on wildlife protection in villages across the Batang Toru District Early warnings for sightings of endangered wildlife species Support for the development of the Scorpion Indonesia Primate Rescue Centre in Hapesong Baru Village, Batang Toru Sub-district, South Tapanuli, as a rehabilitation site for long-tailed macaques (<i>Macaca fascicularis</i>) Wildlife presence surveys in the Batang Toru forest area
Educational Institutions: IPB University, Universitas Nasional (UNAS), Universitas Sumatera Utara (USU), Universitas Muhammadiyah Tapanuli Selatan (UMTS) and Universitas Afa Royhan (UNAR)	Outside protected forest areas	All universities signed a Memorandum of Understanding. The activities carried out included: <ul style="list-style-type: none"> Public lectures, thematic focus group discussions and field visits to local universities Regular discussions and expert support from biodiversity specialists at IPB University, UNAS and USU Flora and fauna identification training in the Martabe Gold Mine operational area with researchers from USU Research by academics from the Faculty of Forestry, USU Biodiversity surveys with researchers from the Faculty of Forestry, USU to identify and analyse wildlife food trees in the Martabe Gold Mine operational area Biodiversity surveys with researchers from the Faculty of Forestry, USU for the establishment of phenology plots in the Martabe Gold Mine operational area Biodiversity surveys with researchers from the Faculty of Biology, UNAS focused on orangutan and primate habitat protection Orangutan and other primate population surveys in the Martabe Gold Mine operational area Studies and research on the status and diversity of arbuscular mycorrhiza and its benefits for successful post-mining land rehabilitation by researchers from the Department of Biology, IPB University Preliminary primate diversity studies, including long-tailed macaques (<i>-Macaca fascicularis-</i>), conducted by researchers from the Department of Biology, IPB University
All scientists serving on the Biodiversity Advisory Panel (BAP) work independently	Outside protected forest areas	As an independent source of expert biodiversity advice to PTAR's Board of Directors, the Biodiversity Advisory Panel was established in 2019 by PTAR. The panel comprises five prominent Indonesian scientists with expertise in forest ecosystems and orangutan conservation.



Stakeholder Engagement	Position of Operation Area to Protected Area and Type of Operation	2024 Activities
Kelompok Tani Hutan Mandiri Lestari	Outside protected forest areas	In 2023, the Kelompok Tani Hutan Mandiri Lestari, a community group focused on mangrove land rehabilitation, partnered with PTAR to restore 29 hectares of mangrove forest in Central Tapanuli by planting and maintaining 33,000 mangrove trees.
Ovata Indonesia	Outside protected forest areas	PTAR supports an institution dedicated to the protection of coastal ecosystems, particularly sea turtles in Muara Opu, which is a key nesting site along the western coastline.

Up to the end of the reporting period, PTAR did not access genetic resources or traditional knowledge in its operational activities.

IUCN Red List Species and National Conservation List Species in the Operational Area

As part of its commitment to biodiversity conservation, PTAR has mapped and identified species listed in the IUCN Red List, CITES and the National Conservation List within its operational areas. Habitats of these species have been designated as conservation zones to ensure their protection and long-term survival. Details list of fauna conservation status in 2024 in Appendix 5.





Habitat Protection Efforts in Protected Areas and Conservation Areas in 2024

[F.10] [3034-1] [304-3] [101-6] [101-8]

Partnership Programme with Educational Institutions

PTAR collaborated with a number of leading universities in the fields of education, science, research and conservation. This is very important to do to advance our understanding of biodiversity conservation. A number of these universities, namely IPB University, Universitas Nasional (UNAS), University of North Sumatra (USU), Universitas Muhammadiyah Tapanuli Selatan (UMTS) and Universitas Afa Royhan (UNAR) in Padang Sidempuan. All these universities have signed a Memorandum of Understanding. Activities carried out include:

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

Nature conservation partnership with Scorpion Foundation Indonesia (Yayasan Scorpion Indonesia)

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

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

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

Collaboration with Leading Researchers

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

Collaborating with KTH Mandiri Lestari

The Mandiri Lestari Forest Farmers Group, which concentrates on rehabilitating mangrove land, will collaborate with PTAR in 2023 to plant and improve mangrove land in Central Tapanuli covering an area of 10 Ha by planting and caring for 33,000 mangroves.



Land Management and Rehabilitation

PT Agincourt Resources (PTAR) adopts an integrated approach to land management and rehabilitation as part of its holistic environmental strategy. The Company prioritises sustainable land use and proactive rehabilitation to minimise impacts and promote ecosystem resilience. By restoring disturbed land to stable and productive conditions, PTAR demonstrates its commitment to responsible resource management and long-term sustainability.

Mine Closure Plan

PTAR takes a systematic and structured approach to mine closure, integrating environmental management best practices and ensuring regulatory compliance. Although no mine closure targets were executed in 2024 due to active operations, the Company remains committed to rehabilitating disturbed areas at the Martabe Gold Mine, restoring them to safe, stable and productive conditions.

To support this commitment, PTAR has developed a Mine Closure Plan in line with Government Regulation No. 78 of 2010 and Ministerial Regulation No. 26 of 2018. The plan focuses on compliance, biodiversity protection, land restoration and financial provision for closure, with technical studies conducted throughout operations and reviewed annually to ensure effective implementation.

As part of the closure process, infrastructure will be decommissioned, chemicals managed responsibly and affected areas rehabilitated through stabilisation and revegetation. To address potential contamination, soil sampling will be conducted, while essential roads and water management systems will be maintained to ensure ongoing environmental safety. A small team will remain on-site to oversee final rehabilitation and continue monitoring efforts.

To mitigate financial risks associated with closure, PTAR complies with the Decree of the Minister of Energy and Mineral Resources No. 18/2008 by making annual closing bond payments based on estimated costs. The approved Mine Control Production (MCP) for the Martabe Gold Mine aligns these payments with detailed cost estimates, ensuring sufficient funds for closure activities. This structured approach reflects PTAR's commitment to responsible mine closure and long-term environmental stewardship.

Site Rehabilitation ^[304-3]

PTAR's site rehabilitation programme focuses on reclaiming unused land, including a designated area of 57.42 Ha requiring a biodiversity management plan as outlined in the Biodiversity Conservation Area Determination Letter. Rehabilitation is overseen by the Chief Mine Officer (KTT), with the Mining Operations Department managing planning and land use, while the Environment Department handles planting and maintenance. Once rehabilitation is completed, the land is designated as open and remains undisturbed for at least one year.

To achieve successful rehabilitation, PTAR follows key steps such as reshaping land to achieve the desired slope, installing runoff control structures, spreading topsoil, applying fertiliser, dispersing seeds (primarily legumes) and planting tree seedlings. Hydroseeding, particularly on slopes, helps control erosion by establishing fast-growing cover crops. Routine maintenance supports the survival and growth of vegetation, reinforcing the long-term success of restoration efforts.

To enhance habitat restoration, the Martabe Gold Mine operates plant nurseries to produce native species. Reclamation is conducted in stages, with ongoing plant care to maintain healthy growth. The Ministry of Energy and Mineral Resources conducts annual evaluations to assess the progress and effectiveness of these efforts.



2022-2026 Reclamation Plan and Mine Closure Planning ^{[F.4] [101-2]}

PTAR continuously seeks to minimise the annual extent of land disturbance. In 2024, a total of 37.4 hectares was newly cleared to support mining operations at the TSF facility, TMF facilities and access roads, sediment ponds and mining pits. As a result, the cumulative area disturbed for mining as of the end of 2024 reached 646.1 hectares. Of this total, 50.8 hectares have been rehabilitated, including areas that were previously re-disturbed, leaving 595.3 hectares of open land. For more detailed data over the past three years, please refer to the table on Disturbed and Rehabilitated Land (ha). ^{[101-5] [101-7]}

Disturbed and Rehabilitated Land (Ha)

Description	Unit	2024	2023	2022
Total disturbed land at the beginning of the year		608.6	567.5	554.4
Land cleared		37.4	41.1	23.1
Land Rehabilitated (Operation Area)	Ha	11.9	4.7	0
Rehabilitated land (Exploration Area)		0.7	4.9	2.7
Total disturbed land at the end of the year		646.1	608.6	567.5
Seedlings planted	Total	9,668	11,436	7,914

Note:

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

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

Description	Unit	2024	2023	2022
Number of sites owned, managed, or adjacent to protected areas and areas with high biodiversity value outside protected areas	amount	1	1	1
Operation location size	km ²	1	1	1

Notes:

- The site does not operate on land below its surface or underground.
- The mine site is about 4 km from the protected forest at the nearest point.
- Most of the landscape before construction within the mine footprint was forest, degraded forest, plantations, cleared land and trails. Due to its proximity to rural areas, small towns and large plantation areas, the area has previously experienced significant disturbances, including the existence of many roads used by rubber plantation workers.



Six participants of the Agincourt Resources Batch 2 Apprentice Program successfully completed their Mechanical Fitter and Electrical & Instrumentation specialization education at the Surabaya State Shipbuilding Polytechnic (PPNS).



Water and Effluent Management [F.23, F.14]

Water management is integral to PT Agincourt Resources (PTAR)'s operations, balancing efficient use with the need to protect local water resources. Through careful planning and continuous monitoring, the Company minimises its impact while maintaining reliable water availability, supporting both operational efficiency and environmental stewardship.

Water Usage [F.8][303-1] [GRI 14.7.2]

PTAR manages water responsibly to support its production activities, sourcing approximately two-thirds of its water from the Tailings Storage Facility (TSF) through a closed circulation system. Recycled water undergoes sediment removal to ensure suitability for production. Additional water sources include surface water from Water Diversion for processing, water catchments for Water Truck drains operations, groundwater for office use and third-party water purchased from the community. All excess water from the TSF is evaluated for compliance before discharge, ensuring no withdrawal from drought-stricken or polluted areas.

PTAR manages water quality through its *Code of Practice: Site Water Management*, which sets internal standards for water use, treatment and discharge across the site. In addition, the Company ensures full compliance with Environmental Government Regulation No. 202 of 2004 and Ministerial Regulation No. 68 of 2016, maintaining strict control over discharge quality in line with public policy and local requirements, particularly in water-stressed areas.

To identify water-related impacts, PTAR conducts regular monitoring in collaboration with Universitas Sumatera Utara (USU), including quarterly aquatic biota assessments. These efforts align with the Code of Practice for Site Water Management, providing comprehensive data on water interactions. To mitigate impacts, PTAR implements a Water Management System aimed at minimising non-compliant releases, protecting downstream waters, ensuring sufficient water for processing and reducing water retention in the TSF. Engagement with local communities and academic institutions supports collaborative water management and raises awareness of potential impacts.

PTAR is obliged to report that all mining wastewater discharged into surface water has met the quality standards set out in the Decree of the Minister of Environment No. 202 of 2004 concerning Wastewater Quality Standards for Gold and/or Copper Ore Mining Businesses and/or Activities. Wastewater produced from the production process will be channelled to the Tailings Storage Facility (TSF), which uses a closed circulation system. The water in the TSF will then be pumped to the Water Polishing Pond (WPP) to be managed so that the wastewater quality meets the required quality standards.

During 2024, PTAR will undertake several initiatives related to saving and reducing the burden of water pollution, including:

- 1. Utilisation of Wastewater from the Water Polishing Plant (WPP) for the Production Process**
- 2. Utilisation of process water from the Tailing Storage Facility (TSF) for the Production Process**



Effluent and Wastewater Discharge

PTAR upholds high standards for wastewater discharge through its *Code of Practice: Site Water Management*, which sets internal standards for water use, treatment and discharge. The Company also ensures full compliance with the Decree of the Minister of Environment No. 202 of 2004, which regulates wastewater from gold and copper ore mining, and Ministerial Regulation No. 68 of 2016 for domestic liquid waste disposal. To maintain accuracy and reliability in water quality monitoring, PTAR follows a rigorous protocol managed by trained technicians. Independent testing minimises bias, and quality assurance procedures include the use of sample blanks and duplicates. Data collected is securely stored for ongoing environmental monitoring, while biennial reviews by expert consultants during site audits help ensure accuracy and credibility. In addition, PTAR considers the profile of receiving water bodies to ensure that discharge quality protects downstream ecosystems.

Water Intake by Source (m³) [303-3] [303-5] [GRI 14.7.4, 14.7.6]

Description	2024	2023	2022
Surface Water for Processing Plant	886,510	836,634	729,332
Surface Water for Road Watering (Water Truck)	34,535	53,384	53,426
Surface Water for Offices	35,928	10,064	-
Groundwater	110,295	108,300	117,397
Water from Third Parties	874	69	294
Total	1,068,143	1,008,451	900,449

Note: The source of surface water is from WD

Recycled and Reused Water

Description	Unit	2024	2023	2022
Volume of Recycled Water (TSF to Plant)		8,143,620	7,141,062	6,948,110
Volume of Recycled Water (WPP to Plant)	m ³	197,242	162,842	326,739
Volume of Water Surface Flow to Plant		886,510	836,634	729,331
Percentage of Water Reused	%	90	90	91%

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

Amount of Clean Water Extraction and Consumption (m³/year)

Description	2024	2023	2022
Freshwater taken	1,068,143	1,008,451	900,449*
Freshwater consumed	1,068,143	1,008,451	900,449

Note: *Restatement of Sustainability Report 2023 [2-4]



Water Release Based on Quality and Purpose (m³/year) [303-4] [GRI 14.7.5]

Description	2024	2023	2022
Water Treatment Plant/ Water Polishing Plant (WPP) to the Batang Toru River	17,046,612	15,997,310	17,837,949
Installation of Waste Water Treatment Plant to Aek Pahu River	55,696	53,999	55,798
Total Volume of Water	17,102,308	16,051,309	17,893,747

Note:

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

Water Sources Affected by Significant Impacts of Water Withdrawal (m³/hour) [303-2] [GRI 14.7.3]

Description	2024	2023	2022
Reduced flow of the Aek Pahu River due to disturbance of water absorption by the TSF	1,776	1,826	1,826

Notes:

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

Site Water Balance Model

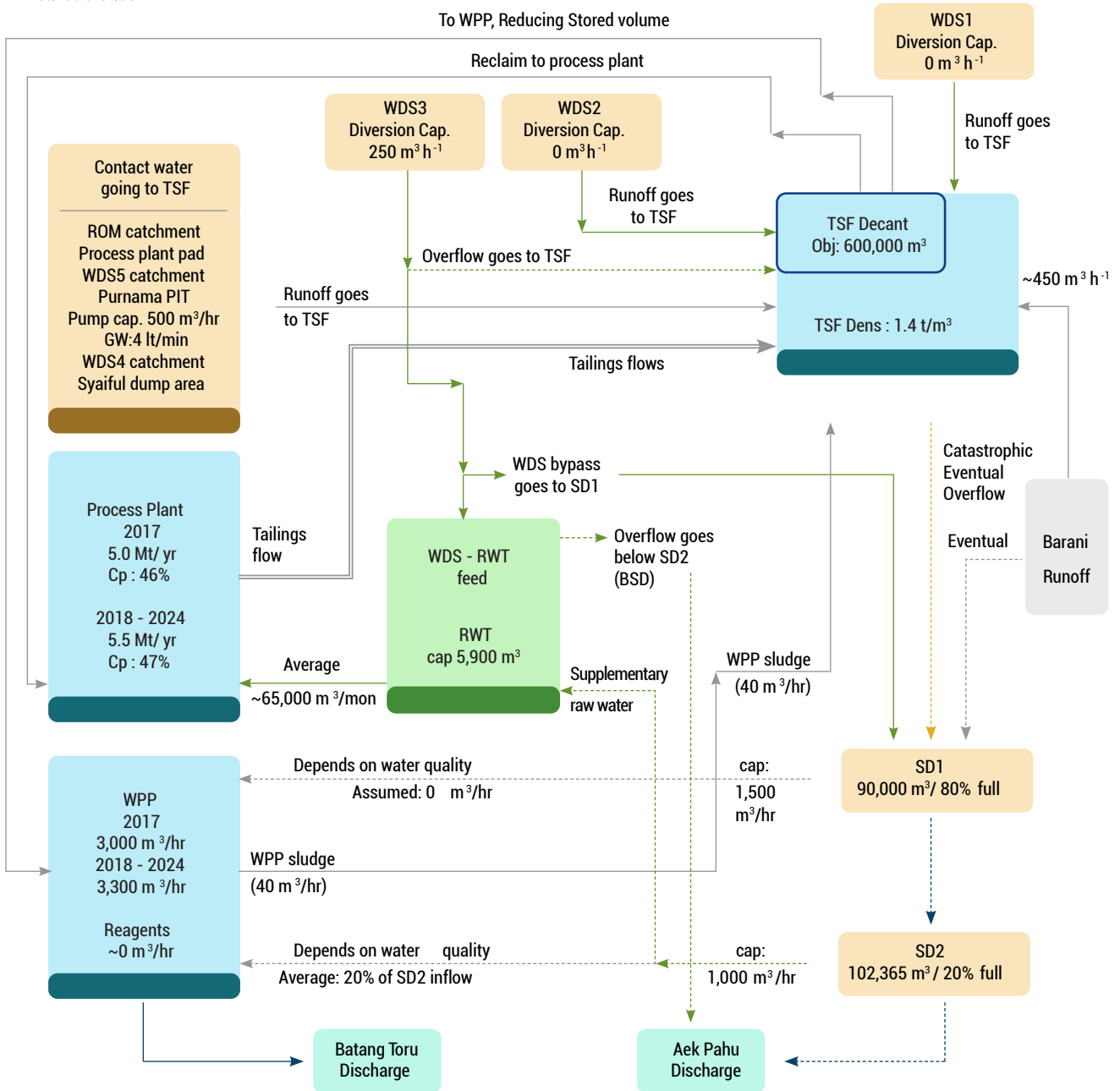
The foundational step in effective water management at PTAR's mine site is the development of a water balance model. This model plays a crucial role in crafting a robust site water management strategy and identifying necessary infrastructure, including ponds, structures, pumps and piping systems.

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



Martabe Water Balance Upgrade

Realistic Case



- - - Fresh Water (normally used/eventual)
- - - Discharge Water (normally used/eventual)
- - - Process/Contacted Water (normally used/eventual)
- - - Emergency Water (normally used/eventual)



Managing Waste and Tailings Responsibly

PT Agincourt Resources (PTAR) prioritises minimising environmental impacts from waste and tailings through reduction, recycling and secure management practices. In 2024, PTAR allocated USD9.214.259 billion for wastewater management, focusing on monitoring and minimising the risk of acid leaching and potential spills. As part of the AMD Management Programme, medium to high acid risk materials are placed upstream for reassessment, covered with low acidity non-acid materials and monitored for pH levels to ensure safe placement. Throughout the year, there were no reported spills. [F.15][GRI 14.6.1]

Waste Management [F.14]

PTAR manages various types of hazardous and non-hazardous waste generated from the Martabe Gold Mine, including tailings, oil waste, chemical process waste, used paint and chemical containers, batteries, electronic waste and medical waste. The Company strictly complies with relevant regulations, including Law No. 32 of 2009 on Environmental Protection and Management and Minister of Environment and Forestry Regulation No. 6 of 2021 on Hazardous and Toxic Waste Management. To support responsible waste management, PTAR has obtained the necessary permits for the Tailings Storage Facility (TSF), temporary B3 waste storage and the reuse of used oil. The Company does not use recycled materials for packaging as PTAR's business operations do not require any packaging for their products. [301-3]

Toxic and Hazardous Waste Management Permits

Decree No. 503/08/LB3/DPMPPTSP/2018 (Permit for Temporary Storage of Hazardous and Toxic Waste)

SK.611/Menlhk/Setjen/PLB.3/8/2016 (Permit for the storage of hazardous waste at the DAM Tailings Facility)

S.192/PSLB3/PLB3/PLB.3/3/2022 (Technical Approval for B3 Waste Utilisation) and Operational Eligibility Letter (SLO) with No. S.588/PSLB3/ PLB3/PLB.3/9/2022

As of the end of 2023, PTAR has utilised 114.02 tonnes of used lubricating oil, which made up 20.68% of all used lubricating oil usage in the blasting process. [301-2] [F.5]

PTAR follows best practices for hazardous waste management through the PTAR Code of Practice for Waste Management, ensuring that all employees and site partners comply with on-site obligations. This approach is reinforced by the Workplace Condition Inspection (WCI) Programme and regular training. During the HSE site orientation, new employees receive information on hazardous waste management, which is also disseminated through the HSE site poster programme. Monthly Environmental Compliance Reports are shared with the Senior

Management Team, covering hazardous waste management updates, compliance status and contracts with waste transportation and processing partners.

PTAR manages non-hazardous and hazardous waste through dedicated facilities, applying the 3R approach for non-hazardous waste and reusing lubricating oil for blasting activities. Hazardous waste that cannot be reused is stored temporarily before safe disposal by licensed processors. Details regarding the quantity and management of waste are in Appendix 4.

**Waste by Type and Disposal Method (Tonnes)** [F.13][306-3] [306-4] [306-5] [GRI 14.15.2, 14.5.4, 14.5.5, 14.5.6]

Description	2024	2023	2022
Total hazardous waste	740.3	551.9	605.2
- Utilization on site	153.0	114.0	37.4
- Use outside the site (third party)	96.1	114.0	244.2
- Off-site destruction (Third party)	491.1	323.9	323.7
Total non-hazardous waste	749.4	616.2	3,895.6
Recovery	606.3	481.2	271.2
Management Place (off site)	143.1	135.0	3,624.5

Notes:

- All B3 waste is managed by a licensed waste management company that complies with Government regulations.
- Waste data is collected through PTAR's weighing facilities for both hazardous and non-hazardous waste.

Significant Spills

Description	Unit	2024	2023	2022
Total Amount of Spills	Total	15	7	0
Total Number of Spills	Total	29.8	66	0
Oil:				
• Soil	Litre	6.5	20	19
• Water		0	1	0
Fuel:				
• Soil	Litre	12.3	10	4
• Water		3	35	0
B3 Waste:				
• Soil	Litre	0	0	0
• Water		0	0	0
Chemicals:				
• Soil	Litre	8	0	0
• Water		0	0	0
Others:				
• Soil	Litre	0	0	0
• Water		0	0	0

Note:

- All spills are recorded in the Company's incident management system.
- No significant impacts resulted from the spill and all spills were completely cleaned up.



Hazardous Waste Transportation (Tonnes) [306-2] [GRI 14.5.3]

Description	2024	2023	2022
Transported and Delivered to Third-Parties	587.2	437.9	567.8

Note: All waste identified under regulations as hazardous and toxic (B3) is transported off-site to a licensed waste processor. PTAR monitors third-party waste management licence holders through the SIRAJA system and through regular visits.

Tailings Management [GRI 14.6.2]

PTAR manages tailings through a dedicated Tailings Storage Facility (TSF), designed to securely contain waste while minimising environmental risks. Developed with input from international geotechnical consultants, the TSF follows industry best practices, with annual safety reviews by experts and monthly performance reports to senior management to support proactive risk management.

The TSF's primary safety objectives include preventing uncontrolled discharge, mitigating groundwater contamination, avoiding wildlife mortality, managing acid mine drainage and ensuring stable structures post-closure. To minimise risks, PTAR implements comprehensive controls throughout the TSF's lifecycle, including design specifications, construction methods, quality assurance, operational procedures, monitoring and audits.

The construction process prioritises Acid Mine Drainage (AMD) management and technical quality, using downstream lifting and compaction methods. Rock materials are carefully placed to meet discharge standards, monitored monthly by the Mine Geology team. These non-economic mining materials are tested for quality through density, particle size and penetration tests. Tailings are treated to reduce cyanide levels to below 50 mg/L, in line with the International Cyanide Management Code and deposited in thin layers to promote settling and stability, with pond water volumes kept low to minimise risks.

In 2024, 6,719,878 million tonnes of tailings were placed without incidents, maintaining TSF capacity and stability. To enhance safety, PTAR has upgraded dam monitoring tools, improved QAQC equipment, conducted independent audits and engaged local communities in emergency response exercises. This integrated approach ensures the secure and responsible management of tailings, reflecting PTAR's commitment to environmental safety and operational integrity.

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

Description	2024	2023	2022
Overburden	4	6	7
Tailings	6,7	6,5	6,7

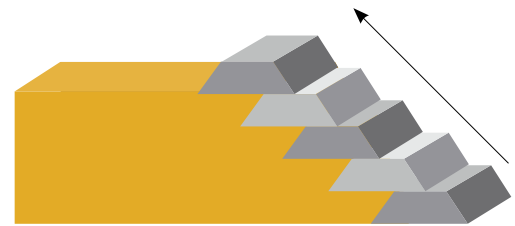


The 'downstream lifting' method is used in the progressive construction of the TSF embankment.

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

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

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



Upstream lifting using dried tailings to extend the wall

Martabe Gold Mine TSF

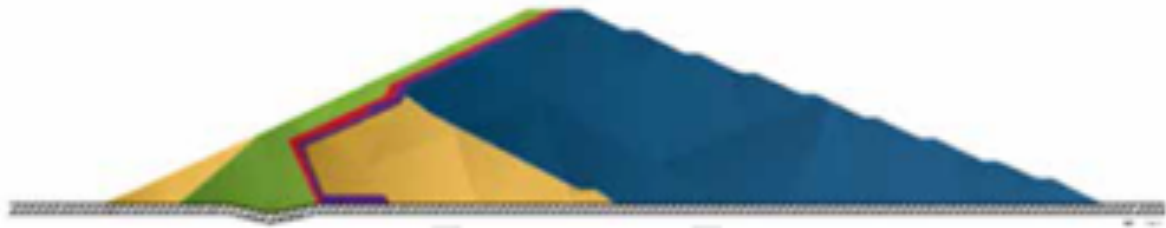


Downstream lifting using engineered compacted zones of rock, clay and sand

Waste Rock Disposal

The Martabe Gold Mine generates waste rock as the second major waste stream, primarily consisting of rock with insufficient gold content for processing. This material is utilised in constructing the TSF embankment, reducing the need for extensive disposal. Effective management of waste rock is essential to mitigate environmental impacts, particularly from acid-producing materials that can cause Acid Mine Drainage (AMD) if not properly managed.

To address these risks, PTAR categorises waste rock as Non-Acid Forming (NAF), Potentially Acid Forming (PAF) or other complex types based on geological conditions. Acid-forming rock is encapsulated within the TSF embankment, surrounded by 2.5 metres of thick of Media Growth (Soil that is categorized as Non-Acid or Low Potential Acid Forming) to prevent oxidation. By applying media growth layer to limit Oxygen exposure, PTAR effectively reduces the risk of acid generation and contamination. In 2024, 4,406,845 tonnes of waste rock were incorporated into the TSF. [306-1] [GRI 14.5.2]



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

Rock Fill

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

Zone 1

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

Zone 2

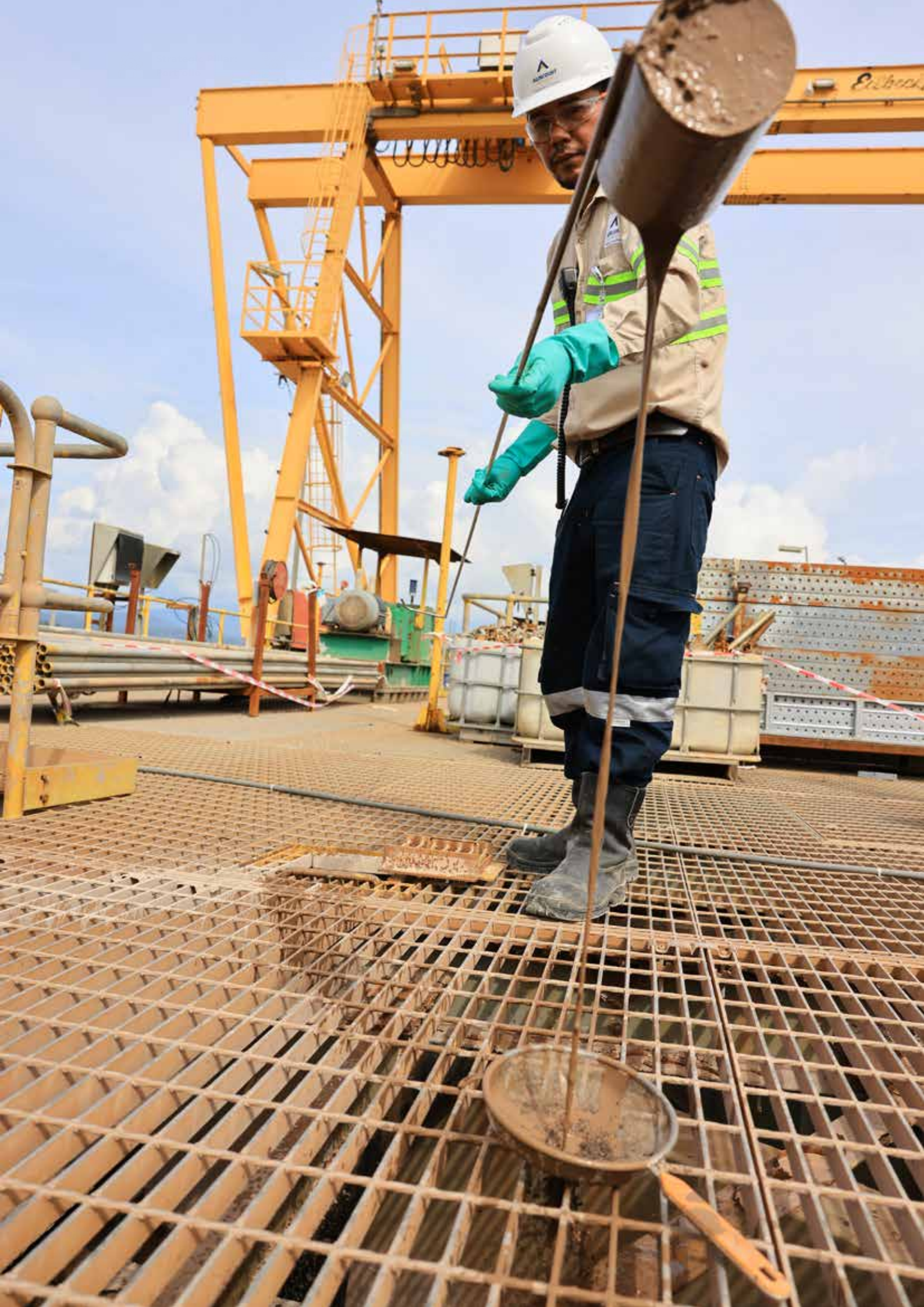
A sand filter layer is designed to collect any seepage passing through Zone 1 and direct it to the base of the embankment. Water building up in the embankment can reduce stability and lead to internal erosion.

Zone 3

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

Zone 4

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





Strategic Pillar: People

“Through the People pillar, PTAR will always empower its people by fostering a resilient, inclusive and skilled workforce through fair employment practices, continuous development and respect for human rights. Through our various policies, PTAR prioritises diversity, inclusion and equal opportunity, while also enhancing human capital through training and community engagement. Additionally, we maintain a safe and healthy workplace by proactively managing operational risks, promoting wellbeing and continuously improving OHS performance.” ^[F.18]





Empowering Our People

PT Agincourt Resources (PTAR) cultivates a workforce that is skilled, diverse and equipped for the future. Through fair employment practices, ongoing development and a commitment to human rights, we ensure that our people are prepared to meet evolving challenges and drive long-term success.

Understanding Our Workforce ^[2-7, 2-8]

As of 2024, PTAR employed 3,459 individuals, including 1,042 PTAR's employees and 2,417 contractors. Local hires made up 76% of the workforce, foreign workers accounted for 1% and 20% non local employees. 3,408 of the PTAR and contractor employees were based at the Martabe Gold Mine, with 51 stationed at the Jakarta office. Contractors, essential to operations, supported departments such as Exploration and Mining, primarily at the Martabe site, under Fixed-Term Employment Contracts (PKWT) and Daily Worker arrangements for temporary roles.

During the year, 45 employees left due to retirement or resignation, while 70 new hires joined, comprising 61 men and 9 women. The turnover rate decreased to 4,4 % from 4.9% in the previous year. PTAR strives to keep turnover low by fostering a supportive and engaging work environment; however, external factors beyond the Company's control may also influence employee movements.

Origin of PTAR Employees and Partners ^[GRI 14.9.6]

Origin	2024	%	2023	%	2022	%
Expatriate	20	1%	21	0.6	18	0.6
National	809	23%	985	30.1	804	39.2
DAV	2,015	58%	1,854	56.7	1,840	48.9
Local	615	18%	468	12.6	724	11.3
Total	3,459	100%	3,328	100	3,386	100

Employee Composition by Employment Status and Gender ^{[C-3] [405-1]}

Description	Gender	2024		2023		2022	
		Number	%	Number	%	Number	%
PTAR Employees	Male	788	76	755	74	702	74
	Female	254	24	259	26	254	26
	Total	1,042	100	1,014	100	956	100
Outsourced Employee	Male	282	93	151	90	428	97
	Female	22	7	16	10	14	3
	Total	304	100	167	100	442	100
Total		1,346		1,181		1,398	

Total PTAR's Employee based on Employees Status

Employees Status	Number
Permanent Employees	947
Contract Employees	95
Total	1,042

**Total PTAR's Employee Composition by Assigned Work Location and Employment Status [C.3]**

Employees Status	Work Location				Total
	Jakarta	Martabe	Stargate Jakarta	Tambang Stargate	
Permanent	40	899	4	4	947
Contract	-	92	-	3	95
Grand Total	40	991	4	7	1,042

Total PTAR's Employee Composition by Age Group [C.3] [405-1]

Age	2024		2023		2022	
	Number	%	Number	%	Number	%
<25	48	5	51	5	39	4
26-30	155	15	156	15	139	15
31-35	168	16	160	16	170	18
36-40	179	17	181	18	180	19
41-45	209	20	197	19	184	19
46-50	138	13	128	13	114	12
>50	145	14	141	14	130	14
Total	1,042	100	1,014	100	956	100

Total PTAR's Employee Composition by Education Level [C.3]

Education Level	2024		2023		2022	
	Number	%	Number	%	Number	%
Master's Degrees	33	3	27	3	24	3
Bachelor's Degrees	400	38	384	38	340	35
Associate's Degrees	65	6	62	6	63	7
D2	3	0	3	0	3	0
D1	10	1	10	1	10	1
High School	484	47	480	47	468	49
Junior High School	34	3	35	3	35	4
Elementary School	13	1	13	1	13	1
Total	1,042	100	1,014	100	956	100

Total PTAR's Employee Composition by Position

Position	2024		2023		2022	
	Number	%	Number	%	Number	%
Head of Division	17	2	14	1	15	2
Head of Unit	34	3	31	3	23	2
Superintendent	79	8	61	6	56	6



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Position	2024		2023		2022	
	Number	%	Number	%	Number	%
Staff	912	87	908	90	862	90
Total	1,042	100	1,014	100	956	100

Note: The 2022-2024 data shows the total of permanent and Contract employees, staff and non-staff

Members of PTAR's Management in 2024 By Age Group and Gender ^[405-1] [GRI 14.21.5]

Position	2024		2023		2022	
	Male	Female	Male	Female	Male	Female
41-50	2	-	2	-	2	1
Above 50	1	1	1	1	1	-
Total	3	1	3	1	3	1

Note: Top Management only include in the Board of Directors/BoD

New Employees ^[401-1] [GRI 14.17.3]

Number of New Employees	2024	2023	2022
Male	62	83	46
Female	9	22	27
Total	71	105	73

Employee Turnover Rate (%)

2024	2023	2022
4.4	4.9	4.4

Employee Turnover by Gender and Region ^[401-1]

Description	2024	2023	2022
Male	32	31	26
Female	13	17	15
Total	45	48	41
Age Group (year)			
<30	7	9	11
30-50	22	28	21
>50	16	11	9
Total	45	48	41
Area			
DAV	5	6	3
Local	4	1	2
Non-Local	36	41	34
Total	45	48	39



Managing Our Workforce

PT Agincourt Resources (PTAR) is committed to fair employment practices and stable industrial relations through transparent communication, competitive remuneration and comprehensive benefits that value our workforce. By fostering a supportive environment, we ensure that our employees feel valued and respected.

We recognise that our employees are fundamental to the Company’s success. To support this commitment, we strengthen our workforce by focusing on three key pillars: gender diversity, local employment and capacity improvement. These pillars guide our approach to recruitment, remuneration, training, promotions and industrial relations, fostering equal opportunities while prioritising local talent development and skills enhancement.

To uphold these principles, we ensure full compliance with relevant labour regulations, including Law No. 13 of 2003 on Manpower, Law No. 6 of 2023 on Job Creation and Law No. 1 of 1970 on Occupational Safety and Health. In line with our commitment to human rights, we strictly prohibit child and forced labour as outlined in the Collective Labour Agreement (CLA). [\[2-30\]](#) [\[408-1\]](#) [\[409-1\]](#) [\[F.19\]](#) [\[GRI 14.18.2, 14.19.2\]](#)

Employee Remuneration

PTAR adopts a structured approach to employee remuneration, ensuring alignment with regional minimum wage regulations set by the local government. Our wage scale encompasses basic salaries, bonuses and comprehensive benefits, including health insurance, educational support, BPJS contributions, transportation allowances, bereavement support and eyeglass assistance.

To support a fair and transparent remuneration system, our practices are guided by compliance with Indonesian laws, benchmarking against comparable national mining companies and a competency-based system that reflects job grades and individual performance. We ensure consistent pay standards for similar roles regardless of gender, with annual reviews informed by performance evaluations. In 2024, we maintained an equal pay ratio (1:1) between male and female employees for salaries and basic wages, with all employees receiving compensation above the government-mandated minimum.

[\[F.19\]](#) [\[F.20\]](#) [\[405-2\]](#) [\[GRI 14.21.6\]](#)

Entry Level Employee Wages by Gender Compared to Regional Minimum Wage [\[202-1\]](#) [\[F.20\]](#)

Description	2024	2023	2022
PTAR Minimum Wage for Male Employees vs Regional Minimum Wage	1.0	1.0	1.0
PTAR Women's Minimum Wage vs Regional Minimum Wage	1.0	1.0	1.0

Benefits Received by Employees Based on Employment Status [\[401-2\]](#) [\[401-3\]](#) [\[GRI 14.17.4, 14.17.5\]](#)

Description	Permanent Employees	Contract Employees
BPJS Ketenagakerjaan (include 5 programmes)	✓	✓
Health Care	✓	✓
Maternity Leave	✓	✓
Programme of Pra Pensiun Training	✓	x



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Labour and Industrial Relations

PTAR upholds human rights in the workplace by adhering to Company Policy and the Collective Labour Agreement (CLA), ensuring that both the Company and employees consistently fulfil their rights and responsibilities as outlined in the agreement. This commitment reflects our dedication to maintaining a respectful and accountable work environment.

To support positive workplace relations, we maintain strong partnerships with labour unions, including the Leadership of the Work Unit (PUK) of the All Indonesia Workers Union (SPSI) and the Martabe Mine Workers Union (SPTM). Through regular meetings, we address labour-related matters within the Company and the wider regional and national context. We ensure the outcomes of these discussions are communicated transparently to employees, promoting mutual understanding and cooperation.

When operational changes affect the workforce, such as terminations, we take proactive steps to provide timely notification before the end of the employment period whenever feasible. [407-1] [402-1] [2-30] [GRI 14.8.2, 14.17.6, 14.20.2]

Pension Programme

PTAR provides a comprehensive pension programme for all employees, funded through contributions to BPJS Ketenagakerjaan. The programme supports both normal and early retirement, offering financial security aligned with government regulations as stipulated in PTAR's CLA.

Normal retirement is available at 58, with the retirement age increasing by one year for every three years of continued service, up to 65. Early retirement is available for employees aged 50 or older with at least 10 consecutive years of service, allowing eligible employees to submit management proposals.

The Company does not participate in any pension programme other than BPJS Ketenagakerjaan. The company has an early retirement policy of 45 years with 10 years of service. Since December 2024, the company has been implementing a pre-retirement training program. [201-3] [404-2] [GRI 14.8.3, 14.17.8]



Routine monitoring is carried out by the TSF Department staff to ensure the safety and stability of the tailings storage facility slopes, in compliance with government regulations.



Growing Our Workforce

We recognise the importance of building employee potential through targeted training and community-focused initiatives. By investing in human capital and fostering local employment, we create opportunities for personal and professional growth while strengthening connections with the communities where we operate.

Human Capital Development

Fostering a skilled and adaptable workforce is central to our human capital strategy. Training programmes are designed to meet departmental needs, promote collaboration and keep employees aligned with industry practices and technological advancements.

Our Training and Development Policy covers four key areas: health, safety and environmental training; self-development; technical skills; and vehicle and equipment operation licences. Training needs are identified through a structured analysis led by department heads, coordinated by the Training & Development team. [404-3]

In 2024, PTAR conducted 434 training sessions with a total of 4,825 training participants. This number includes permanent employees, temporary workers and contractor personnel and reflects the possibility of individuals attending more than one training session. On average, each participant received 11 hours of training. Contractor employees received a total of 53,104 training hours, while permanent PTAR employees received 34,931 hours throughout the year. The training programmes covered not only occupational health and safety, but also leadership and soft skill development for all employee categories. [403-5] [404-2] [GRI 14.17.8]

To support ongoing professional growth, all employees participated in regular performance evaluations and career development initiatives, covering both managerial and general staff roles. This approach ensures that our workforce remains skilled, resilient and well-prepared for future challenges.



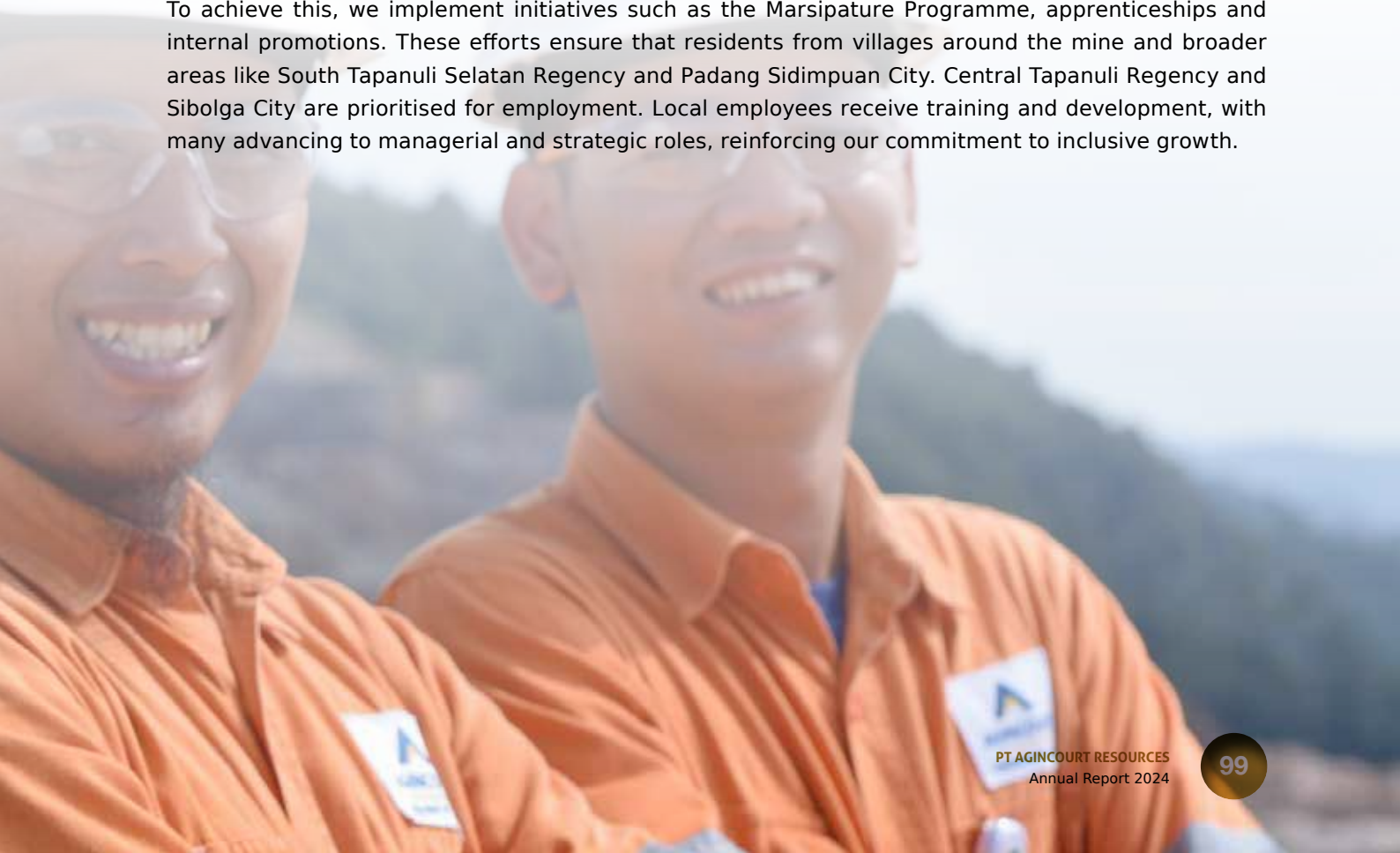
**Employee Training by Gender and Training Hours in 2024** [404-1] [GRI 14.17.7, 14.21.4]

Training Type	Female			Male			Total		
	Hours of Training	Number of Employees	Average Hours	Hours of Training	Number of Employees	Average Hours	Hours of Training	Number of Employees	Average Hours
Language skills	170	17	10	259	29	8.9	429	46	9.3
Technical skills	2,585.3	99	26.1	3,495.3	153	22.8	6,080.6	252	24.1
Health, Safety and environment [403-5]	2,985.9	138	21.6	14,594.6	525	27.8	17,580.5	663	26.5
Training to obtain a license to operate vehicles and equipment	275.5	23	11.98	3,213.1	141	22.8	3,488.6	164	21.3
Personal-development	2,066.3	130	15.9	3,100.9	285	10.8	5,167.2	415	12.4

Growing Together with Local Communities [202-2]

Supporting local employment is integral to PTAR's commitment to community development. By prioritising local recruitment and skills enhancement, we aim to empower local talent and strengthen regional socio-economic growth.

To achieve this, we implement initiatives such as the Marsipature Programme, apprenticeships and internal promotions. These efforts ensure that residents from villages around the mine and broader areas like South Tapanuli Selatan Regency and Padang Sidempuan City, Central Tapanuli Regency and Sibolga City are prioritised for employment. Local employees receive training and development, with many advancing to managerial and strategic roles, reinforcing our commitment to inclusive growth.





Marsipature Programme

Since its establishment in 2017, the Marsipature Programme has played a key role in empowering local communities by enhancing workforce competencies. Rooted in the Batak language, “Marsipature” means “Let’s Build” and also reflects the original name of Martabe, “Marsipature Huta Nabe.” The programme supports local talent development, fostering skills and career advancement opportunities.

Managed by the Localisation Development (LD) Department, the Marsipature Programme equips local employees with the skills needed to thrive in their roles and progress in their careers. In 2024, the programme continued to focus on competency enhancement, regularly evaluating progress through monthly reports. These evaluations track gender diversity, audit activities, target achievement and any challenges, ensuring continuous improvement and alignment with development goals. [F.22]

Apprentice Programme

Launched in 2019, the Apprentice Programme reflects PTAR’s commitment to developing local talent by offering practical training and education. Implemented in collaboration with the Surabaya State Polytechnic of Shipbuilding (PPNS), the programme combines three years of structured learning at PPNS and hands-on experience at the Martabe Gold Mine.

In 2024, 15 people participated in the Apprentice programme. PTAR recognizes young local talent as valuable assets and is committed to intensifying efforts to empower and develop them through sustained program enhancement in the coming years.





Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Respecting and Promoting Human Rights

We strive to embed human rights principles into every aspect of our operations, ensuring that respect for human dignity is integral to our workplace practices, training initiatives and stakeholder engagement. By fostering awareness and integrating human rights, we strengthen our commitment to fair and ethical conduct, both within the Company and in our interactions with local communities.

Human Rights Training Programme [410-1] [404-2] [GRI 14.14.2, 14.17.8]

Security personnel receive comprehensive training on human rights categories, principles and potential violations, ensuring they understand and apply these standards in their daily duties. To support this commitment, security personnel receive training on the Voluntary Principles of Security and Human Rights (VPSHR), ensuring they understand human rights categories, principles and potential violations. This training reinforces responsible conduct and helps prevent discrimination within the work environment.

The VPSHR training objectives include familiarising participants with the 10 human rights categories, recognising potential violations and understanding the relevant authorities for resolution. Security personnel are also trained to incorporate human rights considerations into their duties, promoting ethical practices throughout operations.

Voluntary Principles of Security and Human Rights (VPSHR) in 2024 [410-1]

No	Date of Implementation	Number of Participants
1	22 October 2024	50
2	24 October 2024	51
3	27 October 2024	51

Integration of Human Rights into Company Policies

PTAR is committed to safeguarding fundamental human rights both within the organisation and in all interactions with stakeholders. While PTAR has not yet established a dedicated Human Rights Policy as of 2024, the Company continuously strives to integrate human rights principles into its operational framework and business practices.



On October 31, 2024, the Agincourt Resources Bipartite LKS Management together with Human Resources held a monthly meeting at the Martabe Gold Mine Recreation Hall as a form of commitment to building harmonious and sustainable industrial relations.



Fostering Diversity, Inclusion and Equal Opportunity

We are committed to fostering an inclusive and equitable workplace by promoting diversity and equal opportunity at all levels. In 2024, we enhanced our diversity initiatives, addressing challenges and implementing solutions to create a balanced and respectful working environment. This commitment reflects our dedication to building a resilient, inclusive and skilled workforce, ensuring that everyone has the opportunity to thrive.

We strive to create a work environment where diversity is valued, inclusion is promoted and equal opportunity is upheld. By fostering a culture of respect and fairness, we ensure that all employees are treated equitably, regardless of background or identity. This commitment not only strengthens our workplace but also reflects our dedication to promoting equal treatment across all employee groups. As of the end of 2024, there were no reported incidents of discrimination within the Company, reflecting the effectiveness of our ongoing efforts to promote a respectful and inclusive workplace. [405-1] [406- 1] [F.18] [F.21] [GRI 14.21.5, 14.21.7]

Policy	Explanation
Anti-Harassment Policy	This policy sets clear guidelines and procedures for reporting and addressing incidents of harassment or discrimination, fostering a safe and respectful work environment. By codifying the Company's stance against discrimination, intimidation and harassment, it ensures all employees feel valued and protected.
Code of Practice on Managing Pregnancy-Related Work Restrictions	We prioritise the health and safety of pregnant employees by providing clear protocols to protect them from workplace hazards. This policy supports their right to continue working safely until their due date, reinforcing inclusivity and fairness.
Lactation Policy	Acknowledging the needs of working mothers, the Lactation Policy provides designated spaces and time for breastfeeding, supporting female employees in balancing their professional and personal responsibilities.
Maternity and Paternity Leave Policy [401-3] [GRI 14.17.5, 14.21.3]	To support work-life balance and family well-being, we offer four months of paid maternity leave and two weeks of paternity leave for employees with wives in labour. This policy underscores our commitment to family support during significant life events, enhancing employee satisfaction and retention.
Gender Diversity Policy [405-1] [GRI 14.21.5]	Our commitment to gender diversity is reinforced through a dedicated policy aimed at increasing female representation across all levels. During 2024, 276 women constitute 23.1% of the total workforce at PTAR and its contractors. Notably, 19 women or 1,8 of female employees, hold managerial positions (roles as Superintendents and Managers). At the highest levels of management, 3 women have been appointed as Commissioners and Directors.

**Returning Employees and Retention Rates After Maternity Leave** [401-3] [GRI 14.17.5]

Description	2024		2023		2022	
	Female	Male	Female	Male	Female	Male
Number of Employees Entitled to Maternity Leave	682	150	634	113	626	143
Total		832		747		769
Number of Employees Taking Maternity Leave	48	23	40	29	60	33
Total		71		69		93
Number of Employees Returning to work After Giving Birth and Number of Employees Still Working 12 Months After Returning to Work	47	22	39	28	60	31
Total		69		67		91
Retention Rate After Giving Birth		97%		97%		98%

Initiative	Explanation
Setting Gender Diversity Targets	By establishing gender diversity targets and commitments for all parties involved in PTAR operations, the Company sets clear expectations. This proactive step provides a framework for measuring progress and holding stakeholders accountable for creating an inclusive work environment.
Removing Barriers to Gender Diversity Targets	Recognising and addressing obstacles is crucial. PTAR takes steps to remove barriers hindering the achievement of gender diversity targets, creating a more supportive environment for the professional growth of both male and female employees.
Wage Surveys to Address Pay Gaps	Conducting wage surveys between male and female workers demonstrates PTAR's dedication to addressing pay gaps. This data-driven approach helps identify and rectify disparities in compensation for positions with equal responsibilities.
Reviewing and Monitoring Contributions	Regularly reviewing and monitoring the contributions and achievements of each department in gender diversity programmes ensures ongoing progress. This systematic approach allows PTAR to assess the effectiveness of its initiatives and make informed adjustments as needed.
Incorporating Gender Diversity Targets in KPIs	By including gender diversity targets in the Key Performance Indicators (KPIs) of each department head, PTAR aligns organisational goals with diversity objectives. This integration ensures that diversity and inclusion are integral to the overall success of the Company.
Campaigns about Gender Diversity Programmes	PTAR engages in campaigns to raise awareness about gender diversity programmes. These campaigns help communicate the Company's commitment, educate employees and the community about the importance of diversity and encourage a culture of inclusion.



Health, Safety and Wellbeing



Creating a safe and healthy workplace requires a proactive approach to managing risks, preventing incidents and promoting employee wellbeing. By embedding robust safety practices and prioritising health, we aim to reduce operational hazards while fostering a culture of care and responsibility. Through continuous evaluation and improvement, we ensure our health and safety measures remain effective, resilient and aligned with industry standards.

Occupational Health and Safety (OHS)

Establishing a proactive safety culture starts with robust governance. Our approach is centred on developing and implementing policies that clearly define safety responsibilities and expectations. By embedding health and safety principles within our management systems, we create a structured work environment where safety is prioritised, monitored and continuously improved.

OHS Approach

We prioritise the safety and health of our workforce through a comprehensive Occupational Health and Safety (OHS) framework, seamlessly integrating health and safety principles across all operations. Our robust standards and procedures encompass risk assessment, OHS legal compliance, OHS competencies, personal protective equipment, basic safety controls, permit to work, critical risk controls, work environment management, occupational health (including pregnancy-related work restrictions), audits and inspections, incident management, non-conformity management and emergency management.

To maintain a safe working environment, we systematically identify, assess and manage risks, ensuring the safety of both employees and contractors. By providing the necessary resources, equipment and training, we embed safety practices in planning processes from project feasibility to mine closure, fostering a proactive safety culture throughout our operations.



We maintain a comprehensive OHS management system to ensure a safe and secure work environment. Our approach complies with regulatory requirements, including the Government Regulation No. 55 of 2010 and the Minister of Energy and Mineral Resources Regulation No. 26 of 2018. To uphold these standards, PTAR and all site contractors shall adhere to the Mine Safety Management System, ensuring the of safeguarding all employees (100%). [403-1][403-8] [GRI 14.16.2, 14.16.9]

The Occupational Health and Safety Department takes the lead in driving our OHS initiatives, working closely with all departments to ensure consistent safety practices. This includes the collection and reporting of OHS data, managing incident investigations, coordinating inspections, monitoring industrial hygiene and overseeing site medical services. Additionally, annual medical exams, risk assessments and safety awareness programmes are integrated into our daily operations, fostering a culture of continuous safety improvement.

To strengthen leadership commitment, monthly meetings are held with Department Heads to discuss updates on the OHS system and key topics from the HSE Forum. This proactive engagement is managed through three key organisational bodies, each playing a vital role in maintaining robust OHS practices: [403-4] [GRI 14.16.5]

- 1. Department HSE Committees:** Led by Department Heads, these committees coordinate safety efforts within their respective departments, ensuring alignment with OHS policies.
- 2. Site-level KTT Safety Steering Committee:** Chaired by the General Manager of Operations, this committee oversees safety performance reviews, continuous improvement of the OHS management system and the investigation of high-risk incidents.
- 3. Martabe HSE Forum:** Serving as a collaborative platform, this forum brings together PTAR and contractor management to discuss safety incidents, share insights and align on operational safety practices.

HSE Committee and Forum Representatives in 2024 [403-1]

Description	Total (People)	Total PTAR Employees (People)	Percentage (%)
Departmental Safety Committee	857	1,042	85%
KTT Safety Steering Committee	1,042	1,042	100%
HSE Forum	1,042	1,042	100%





Reducing workplace hazards requires a systematic approach for risk identification and control. We focus on assessing potential risks inherent in our operations and implementing targeted safety measures. By strengthening workplace controls and reducing exposure, we mitigate the impact of major hazards and protect our workforce from occupational injuries and illness.

Major Workplace Hazards

We are committed to proactively identifying and managing workplace hazards and then doing the corrective action. This is done to ensure the safety and well-being of all employees. PTAR has identified 17 major workplace hazards, leveraging a digital database system to enable employees to report potential risks efficiently. This system, accessible to all employees, supports prompt reporting, investigation and resolution of hazards.

Once a major workplace hazard is reported, it is addressed with appropriate follow-up measures. Corrective actions are systematically implemented to mitigate risks and prevent recurrence. By maintaining robust major workplace hazard management practices, we uphold our commitment to workplace safety and continuous improvement. [403-2] [403-9] [GRI 14.16.3, 14.16.10]

Major Workplace Hazards

- 1 Contact with electricity
- 2 Falling objects
- 3 Exposure to hazardous substances
- 4 Helicopter Lifting operations
- 5 Lifting operations
- 6 Lightning strike
- 7 Slope failure
- 8 Tree felling
- 9 Uncontrolled release of energy
- 10 Vehicle Collision-or Rollover
- 11 Unplanned initiation of explosives
- 12 Vehicle Impact on a person
- 13 Forest Clearing
- 14 Fall from height
- 15 Confined space
- 16 Drowning
- 17 Entanglement and Crushing





Safety Programmers

PTAR proactively manages safety at the Martabe Gold Mine through targeted programmes and standardised operating procedures, each designed to achieve specific safety objectives. [403-9] [403-7] [GRI 16.16.8, 14.16.10]

Name	Object	Details
Golden Rules	Designed to safeguard workers against serious hazards that are the leading cause of fatal accidents in the mining industry.	The Martabe Gold Mine enforces the Golden Rules, mandatory guidelines governing safe work practices directly under workers' control. Before starting their tasks, all employees are trained in these rules. Any deliberate violation may result in a final written warning or dismissal. [403-5] [GRI 14.16.6]
Take 5	Designed to assist a worker in identifying the hazards inherent in a task and the necessary controls to complete the task safely.	The Take 5 procedure, designed to be quick and practical, requires employees to complete a simple checklist before beginning work. Taking less than five minutes, it encourages individuals to assess potential risks, fostering a proactive safety mindset.
Job Safety and Environmental Analysis (JSEA)	Designed to assist work teams in identifying and planning for the controls necessary to complete a job safely.	For more complex tasks, the Job Safety and Environmental Analysis (JSEA) involves a detailed planning process to identify hazards and necessary controls, with each team member signing the completed document to acknowledge their understanding and commitment to safety.
Permit to Work (PTW) System	Designed to ensure the safety of workers engaged in servicing, repairing, or modifying equipment, particularly in complex and hazardous industrial environments.	A Permit to Work is an agreement between a work team and an operational area supervisor detailing controls to protect the team from uncontrolled energy releases, such as electricity, liquids, or pressurised gas. One key precaution is to use isolators with locks on equipment to prevent sudden starts, energy transfers or pressure releases.
Active Safety Agreement (ASA)	Designed to address unsafe behaviour in the workplace and support safety systems.	The Active Safety Agreement (ASA) programme addresses unsafe behaviours that may lead to workplace accidents, such as not following procedures, taking shortcuts, ignoring risks or working carelessly. The ASA technique encourages employees to think about the potential consequences of their actions, based on a conversation initiated by a management team member.
Critical Risk Management (CRM)	A critical risk control system designed to prevent serious accidents and deaths.	The Critical Risk Control System involves managing all necessary controls related to workplace hazards to prevent serious injuries and fatalities. Examples include safety belts in vehicles and safety valves in pressure vessels. This system aims to increase awareness of critical risk controls, ensure routine inspections and reporting and address ineffective or missing controls.



Incident Management [403-3] [GRI 14.16.4]

PT Agincourt Resources (PTAR) mandates the reporting of all incidents within 24 hours in the Martabe Gold Mine operational area, including work-related injuries, near misses, illnesses, vehicle accidents, fires, chemical spills, improper chemical storage and any failure of safety or fire control systems. This proactive approach ensures timely investigation and mitigation of potential risks, fostering a culture of accountability and responsiveness.

In the event of an incident, PTAR promptly initiates corrective actions using the Incident Cause Analysis Method (ICAM) to identify root causes and implement effective solutions. An online system facilitates automatic reporting, investigation and monitoring of corrective actions, streamlining the safety management process and reinforcing continuous improvement.

Workplace Safety Environment Management

To further enhance workplace safety environment, PTAR implements comprehensive work environment management, covering key areas such as dust, noise, vibration, lighting, air quality and radiation. Designated radiation officers carry out regular inspections using detection tools while wearing radiation badges, strictly adhering to safety protocols. These measures align with Government Regulation No 26 of 2018, No. 55 of 2010 and Ministerial Decree No. 1827.K/30/MEM/2018, ensuring compliance with national safety standards.

Strengthening Emergency Preparedness and Occupational Health

Ensuring health and safety requires readiness to respond to unexpected situations. We build resilience by equipping our teams with emergency response training and maintaining occupational health services. By integrating preventative healthcare and emergency preparedness into our operations, we create a workplace that prioritises the safety and well-being of employees.

Occupational Health Programme [403-3] [403-6] [403-10] [GRI 14.16.4, 14.16.7, 14.16.11]

PTAR's Occupational Health Programme aims to prevent work-related illnesses through four key pillars: promotive, preventive, curative and rehabilitative. The promotive pillar focuses on raising health awareness by disseminating health information, sharing nutrition bulletins and encouraging healthy dietary through initiatives such as the Food Traffic Light Systems.

Preventive measures are implemented through pre-employment and periodic medical check-ups (MCU), complemented by the Wellness Programme, which addresses health concerns identified during MCU analysis. These efforts ensure that potential health issues are identified and managed proactively.

Curative activities include providing medical services, specialist referrals and health consultations at Company clinics to support employees' recovery. In addition, the rehabilitative programme assists employees in safely resuming work after illness or injury, ensuring a smooth transition back to their professional roles.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Medical Check-Up [403-3] [403-6] [403-10] [GRI 14.16.4, 14.16.7, 14.16.11]

PT Agincourt Resources (PTAR) ensures employee well-being by requiring all employees to undergo an annual Periodic Medical Check-Up (MCU), conducted in collaboration with accredited health facilities. In 2024, 3,676 employees participated in the MCU, which includes comprehensive physical exams, ECG, treadmill tests, audiometry, X-rays and blood and urine laboratory tests. These assessments ensure employees' fitness for specific roles, promoting their physical and mental health, which directly enhances productivity and efficiency.

Taking a proactive approach, PTAR identifies both work-related and non-work-related health risks. Using tools like the Framingham Score and Health Risk categories, employees with high health risks are prioritised for further consultations. Those with abnormal results are referred to specialists

and in 2024, no work-related illnesses were diagnosed, demonstrating the effectiveness of PTAR's health and safety measures.

For employees exposed to specific occupational risks, PTAR conducts specialised medical check-ups. These include Hepatitis B tests for medical and ERT teams, foodborne illness screenings for food handlers and heavy metal analysis for gold room employees, ensuring comprehensive care.

Additionally, all work environments are equipped with health facilities and First Aid Boxes, while employees benefit from comprehensive health insurance that covers dental, mental health services and vision care. These efforts reflect PTAR's commitment to safeguarding employee health and well-being.

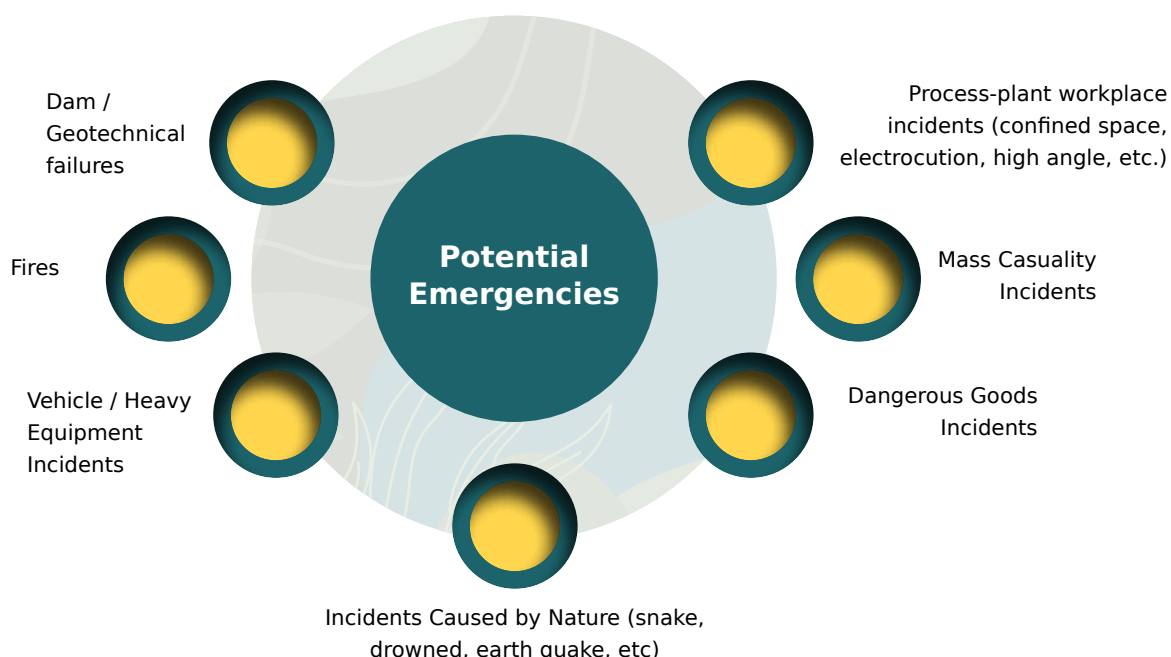




Emergency Preparedness and Response [403-9] [GRI 14.16.10]

The Martabe Gold Mine maintains a dedicated Emergency Response Team (ERT), consisting of trained personnel and radio station operators, to minimise the risks of incidents and ensure prompt response when emergencies arise. The ERT is supported by comprehensive medical facilities, including professionally managed clinics staffed by doctors and paramedics.

To facilitate medical evacuations when required, the Company is equipped with ambulances and helicopters, working in collaboration with leading medical service providers to ensure swift and effective assistance. This integrated approach strengthens the Company’s ability to respond efficiently to emergencies, safeguarding the well-being of the workforce.



Evaluating and Improving OHS Performance

To maintain a high standard of health and safety, we actively monitor and assess our performance. By analysing data, addressing gaps and leveraging innovations, we enhance our safety practices and foster a culture of continuous improvement. Regular performance evaluations ensure that our OHS strategies remain effective and responsive to emerging challenges.

OHS Performance in 2024

In 2024, PTAR continues to demonstrate a strong commitment to safety at the Martabe Gold Mine through the result of 13 Key Performance Indicators (KPIs) that assess accident rates and the effectiveness of safety management. These KPIs, tracked via the monthly Safety KPI Dashboard, encompass mandatory safety training, reporting of unsafe acts and conditions, site inspections and timely incident investigations. The company’s active involvement in the Active Safety Agreement (ASA) Programme and the Critical Control Programme further supports its proactive safety approach. In 2024, the site achieved Lost Time Injury Frequency Rate (LTIFR) of 0.11. [403-9] [GRI 14.16.10]



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Safety Efforts 2024 - Martabe Gold Mine Safety Awareness and Communication Safety Competency and Monitoring

Safety Awareness and Communication	Active Safety Agreements (ASA) Completed	2,441
	Departmental Safety Committee Meetings	163
	Hazard Reporting Recognition Awards	11
	HSE Alert Health Advisory	62
	Safety Poster Topics	7
	Monthly Martabe HSE Forum Meetings	12
	Safety and Health Competitions	9
Safety Competencies	Safety Training Course Attendance (Hours)	33,974
	Formal Vehicle and Equipment Inspections (Gate Pass Inspection)	1,107
Monitoring and Assurance	HSE Workplace Inspections	124
	Hazards and non-conformances reported	3,601
	Workplace Industrial Hygiene Surveys	132
Incident Management	Accidents and Near-misses Investigated	73
	Corrective Actions Completed	310
HSE Management Systems	HSE Standard Procedures	63
	Standard Operating Procedures	801
	SMKP Minerba Compliance Audit Score	74.97

Note:

One critical incident occurred in land clearing activities, the injured person passed away after 24 hours treatment in hospital. Investigation has conducted by government representative where all corrective and preventive action has been implemented.

Rate and Number of Occupational Accidents

No	Goals	2024	2023	2022
PTAR				
1	Occupational Accident	0	0	1
	Minor	0	0	0
	Mayor	0	0	1
	Fatal	0	0	0
2	Injury Rate (IR)	0	0	0.4
3	Lost Day Rate (LDR)	0	-	-
4	Absentee Rate (AR)	92.6	107.3	59.2



No	Goals	2024	2023	2022
Site Contractors				
1	Occupational Accident	1	2	1
	Minor	0	1	0
	Major	0	1	1
	Fatal	1	0	0
2	Injury Rate (IR)	0.2	0.2	0.2
3	Lost Day Rate (LDR)	947.5	0.5	21.2
4	Absentee Rate (AR)	38.9	35.7	21.2

Note:

- This table is the reporting standard provided by the Ministry of Energy and Mineral Resources

Lost Time Injuries (LTI) and Lost Time Injury Frequency Rate (LTIFR) in the Martabe Gold Mine In 2024

Description	2024	2023	2022
Total Lost Time Injury (LTI)	1	0	1
Lost Time of Injury Frequency Rate (LTIFR)	0.1	0	0.1

Skor Key Performance Indicator (KPI) 2022-2024

No.	KPI	Measure	Target	2024	2023	2022
A	KPI Score	Average KPI Score	90%	97%	97%	98%
1.	LTIs	Number of LTIs	Target, 0 = 100%	99%	100%	99%
2.	MTIs	Number of MTIs	Recorded	8	13	7
3.	FAIs	Number of FAIs	Recorded	21	24	18
4.	High Risk Incidents	Number of High Risk Incidents Recorded		42	34	19
5.	Hazards Reported	Number of Hazards Reported (*2023 Increased since use digital reporting)	Recorded	3,601	463	50
6.	Investigations	Overdue Safety Incident Investigations (Average Performance of Departments for the Month)	Target, 0 = 100%	90%	100%	100%
7.	Corrective Actions	All the corrective actions for fatality from Incident -Safety, Incident - Environment, Hazard/Nonconformance & HSE WCI Events (Average Performance of Departments for the Month)	Target, 0 = 100%	100%	100%	100%
8.	Departmental HSE Committee meetings	Department HSE Committee Meetings Held	Target, 12 = 100%	100%	100%	100%



No.	KPI	Measure	Target	2024	2023	2022
9.	Workplace Inspections	Quarterly Workplace Inspection Score (Site average Workplace Inspection Score)	Target 90%	96%	94%	93%
10.	Safety Training	% Mandatory Safety Competencies completed	Target 90%	99%	97%	98%
11.	ASA (Behaviour Observation)	% Total ASAs conducted against the target (YTD completed)	Target 100%	100%	100%	100%
12.	CRM (Critical Risk Management)	% Total CCCLs completed against a target (YTD completed)	Target 100%	100%	100%	100%

OHS Innovations in 2024

In 2024, PTAR implement drone applications for survey activities to eliminate risks in mapping survey activities and post-blasting surveys, as well as early detection of hazards. The result was significant risk reduction of survey personnel’s being exposed to landslides, heavy equipment interactions, biological, slip and trip, drowned and fallen tree hazards as their physical work is substituted by drone operation.



Safety training conducted by the OHS Department reflects a strong commitment to fostering a culture of safety across all site areas.

Health and Safety Management Improvements in 2024

In 2024, PTAR improved a number of significant initiatives regarding workplace health and safety management, among others:

1. Mini Audit

Audit conducted on a monthly basis for a specific issues being highlighted.

2. Speed Monitoring

A digital monitoring system to monitor vehicle speed in Martabe Site.

3. Great Steps Challenge

A workplace health programme aimed at encouraging employees to stay physically active. In this programme, employees are required to engage in walking or running activities during the challenge period.

4. Chronic Disease Management Programme

A monitoring programme for employees with chronic diseases and those at high health risk. Routine monitoring is conducted to detect early health changes and ensure proper follow-up care. This includes laboratory tests, blood pressure checks and regular doctor consultations.



Strategic Pillar: Public Contribution

“PT Agincourt Resources (PTAR) strives to meaningfully contribute to community welfare by fostering inclusive development, economic empowerment and engaging with stakeholders. Through our Community Development and Empowerment Programme, we aim to support long-term growth and create positive impacts, particularly for rural communities, aligning with the broader sustainability goals of Astra.” [F.18]





Public Contribution

PT Agincourt Resources (PTAR) is committed to contributing to community well-being by focusing on key areas such as health, education and environmental sustainability. PTAR aims to drive long-term positive change and support the growth of local communities. Through these efforts, we work towards building a better future for all.

PTAR Development Programme Achievements 2024

No	Programme Name	Location	Group Name	Achievement
1	Youth and Sports Programme - Athletics	Batang Toru District	Jaya Atletik Club	<ul style="list-style-type: none"> 1st and 2nd winner of Sibayak Altitude Run Event 1st and 2nd winner of Aek Hula Run Event 5th winner of Mandiri Jogja Marathon Event 1st, 2nd, 3rd and 4th winner of Porkab South Tapanuli Event 1st, 4th and 5th winner of PON XXI ALTI Event
2	Youth and Sports Programme - Karate		Inkanas	Winner of 10 Gold, 4 Silver and 9 Bronze Medals
3	Green School Programme (GPBLHS)/ Adiwiyata		SMPN 1 Napa and SDN 100712 Hapesong Lama	Awarded National Adiwiyata School Title
4	Children’s Education and Creativity Programme - Children’s Reading Park (TBA) & Sopo Daganak Arts Studio	Batang Toru and Muara Batang Toru District	-	2nd Place in Teen Group Dance Competition, Top Vote Winner in Group Category and Top 10 Finalist in Dance Competition
5	Posyandu Revitalisation Programme		Tulip 1 Posyandu, Sipenggeng Village	3rd Place at the ASTRA CSR Festival Awards



Agincourt Resources’ support for the Batang Toru Jaya Athletic Club is part of the commitment to developing the potential of the young generation in Batang Toru.

Together with the Jaya Athletics Club of Batang Toru, PTAR continues to nurture talented young athletes. Throughout 2024, the club’s athletes achieved notable accomplishments at national, provincial and regency-level competitions.



PTAR Community Development Guiding Principles

Empowerment	Community development programmes shall be aimed at promoting community empowerment and ensuring that there are processes in place to improve individual, group and community capacities
Good Governance	Community development programmes shall be properly managed to ensure accountability, transparency, responsiveness, effectiveness, efficiency, equitability and inclusiveness.
Sustainable Development	Community development programmes shall deliver benefits to stakeholders after mine closure.
Stakeholder Values	Community development programmes shall reference, promote and embrace traditional knowledge and local wisdom. No programme shall be detrimental to local values.
Maximising Benefits	Community development programmes shall maximise the benefits delivered by enabling participation by recipient communities in programme delivery.

Planning for Community Empowerment

PT Agincourt Resources (PTAR) is committed to sustainable community development through its Community Development and Empowerment Programme (CDEP), guided by the Asset Based Community Development (ABCD) model, which focuses on leveraging local assets for long-term impact and community ownership. The Company prioritises 15 villages as Directly Affected Villages (DAVs) or Ring 1 and has extended its efforts to Batang Toru and Muara Batang Toru Sub-Districts in South Tapanuli and North Sumatra to further enhance the reach of its initiatives.

To ensure the relevance of all Community Development and Empowerment programmes with the direction of local government development and the needs and aspirations of the Community, PTAR holds an annual programmes synchronization discussion every year. This forum conveys the achievements of the previous year and the big plans for the following year, where relevant stakeholders can provide suggestions. The suggestions provided will be discussed internally by the Company by considering the Community Development and Empowerment Master Plan. Then, the results will be submitted in written form to all stakeholders.

[413-1] [GRI 14.10.2]

Community Development and Empowerment Plan

PT Agincourt Resources (PTAR) Community Development and Empowerment Master Plan (CDEMP) is developed in line with Ministry of Energy and Mineral Resources (ESDM) regulations, based on social and environmental impact assessments and input from community consultations and stakeholders. The CDEMP aligns with global best practices, such as the UN Sustainable Development Goals, ICMC's Community Development Toolkit and ISO 26000 Guidelines on Social Responsibility.

The CDEMP is integrated into PTAR's annual Work Plan and Budget (RAKB) with costs classified as operational expenses and subject to Ministry of Energy and Mineral Resources approval. The CDEMP implementation involves collaboration with local communities, local government and technical partners, focusing on education, health, agriculture and trade. The Master Plan outlines priority programmes across 8 pillars, guiding PTAR's community development programmes from 2018 to 2031.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Priority Programmes - PTAR Community Development and Engagement Master Plan

Programme	Goal
Education	Increasing the acceleration of quality and education services
Health	Revitalisation and acceleration of quality and public health services
Income and Employment	Diversification and development of local potential-based livelihoods
Local Business and Economic Development	Development of Various Local Potential-Based Business Centres
Infrastructure Development	Improving access and quality of basic social infrastructure, urban settlements, supporting economic activation and public administration
Community-based Environmental Management	Environmental health towards sustainable settlements, disaster risk reduction
Community Institutional Capacity	Development of community institutional capacity, government apparatus capacity for improving public service performance, strengthening and developing community business networks
Social and Cultural	Preservation of biodiversity and revitalization of local arts, religion and culture; development of achievements in sports, arts and local culture

Details regarding Community Development and Empowerment in 2024 are in Appendix 2.



PTAR continues to strengthen the development of local MSMEs through training programs, business mentoring and strategic partnerships. Throughout 2024, a range of initiatives were implemented to enhance the competitiveness of local entrepreneurs, including management training, halal certification and product quality improvement.



Community Development and Empowerment Programme Realisation in 2024

In 2024, PT Agincourt Resources (PTAR) spent USD2,697,239 to the Community Development and Empowerment Programme (CDEP), benefiting 32,696 beneficiaries.

As part of its commitment to continuous improvement, PTAR conducted an impact assessment of Community Development and Empowerment Programme (CDEP) in Directly Affected Villages, covering the period from 2018 to 2024. The insights gathered will help guide and refine CDEP initiatives for the next five years, demonstrating PTAR’s ongoing engagement with the community. [F.3][413-1] [413-2]

[GRI 14.10.3]

PTAR Community Development and Empowerment Funding (PPM) 2024 [F.4][203-1] [GRI 14.9.3]

Pillar	Funding (In USD)	Beneficiaries
Education	657,720	8,293
Health	522,540	7,952
Real Income Level	138,808	135
Economic Independence	207,678	272
Social & Cultural	353,007	10,195
Providing opportunities for local communities to participate in the sustainable management of the living environment of the Community around the mine	62,847	2,074
Establishment of community institutions to support PPM independence	29,208	37
Infrastructure development that supports PPM	725,432	3,738
Total	2,697,239	32,696

Details regarding the list of programme activities from the Health, Education, Local Business Development, Infrastructure Development and Public Relations Sectors are in Appendix 3.

Jenis Ternak : Lembu
Lokasi : Desa Sumur
Pemilik : Sugiman



Through the Sukakeswan programme, PTAR supports the development of animal health volunteers in the Batang Toru area to enhance the capacity of local livestock farmers in independently maintaining animal health. The programme includes training sessions, mentoring and the provision of supporting equipment.



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Monitoring and Evaluating Community Impact

PT Agincourt Resources (PTAR) is committed to enhance the impact of its community development initiatives through continuous evaluation. PTAR has a Monitoring and Evaluation (M&E) Standard Operating Procedure (SOP) in place, providing a structured methodology to measure success and guide improvements. The monitoring and evaluation process of PTAR's PPM programmes are carried out periodically by involving related parties.

socio-cultural, economic, health, education and environmental issues are systematically documented, analysed and resolved to prevent escalation.

Managed by the Community Relations Department and reported directly to the Board of Directors, PTAR's grievance mechanism ensures a structured, transparent approach to resolving community issues. A dedicated database system is managed through an SOP, ensures to archive complaints, ensuring organised record-keeping and efficient follow-up.

Community Feedback and Grievance Mechanism ^[2-25]

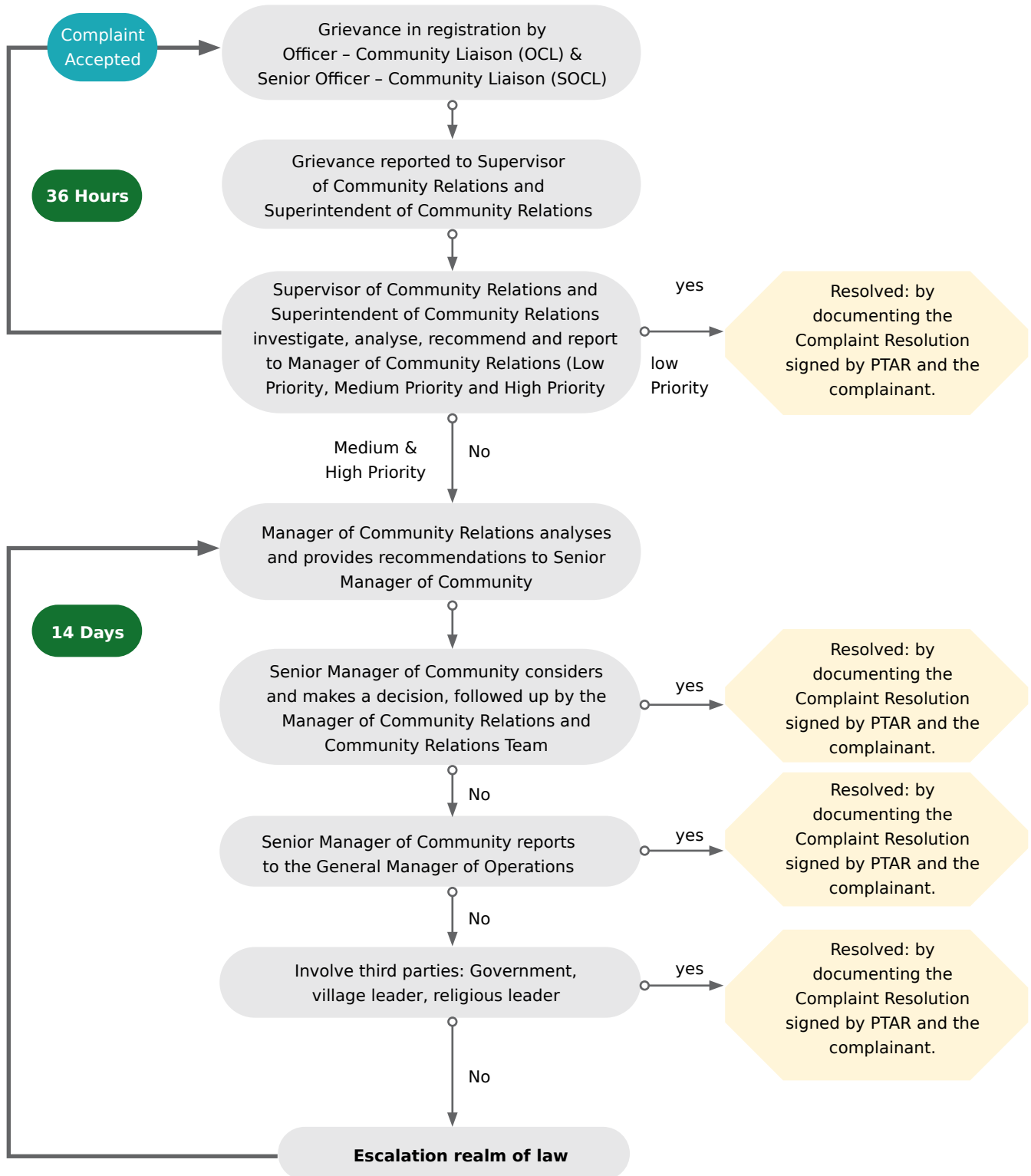
PT Agincourt Resources (PTAR) is committed to fostering positive relationships with stakeholders through transparency and accountability in addressing community concerns. To achieve this, a comprehensive grievance mechanism has been established to handle complaints from local stakeholders, including government agencies, citizens, community organisations and private institutions in the Directly Affected Villages (DAVs) and surrounding areas. Complaints covering

The Company reports significant complaints or concerns to the Board of Directors or the highest governance body through quarterly reports. In 2024, only minor impact complaints were received, so they were not detailed to the Board of Directors or the highest governance body. ^[2-16]





GRIEVANCE HANDLING PROCESS FLOW CHART





Furthermore, PTAR's operational area does not border indigenous communities, eliminating potential land use disputes. As a result, no violations of indigenous rights were reported and no new significant complaints and no land conflict were received in 2024. [411-1] [GRI 14.11.2, 14.11.3, 14.11.4, 14.12.2, 14.12.3]

Number of Public Complaints Received and Followed Up [F24]

Type of Complaints	2024		2023		2022	
	Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Grievances Resolved	Number of Complaints Received	Number of Grievances Resolved
Significant Disputes Related to Land Use, Customary Rights and Indigenous People and the Environment-Quality of the River	0	0	2	2	1	1

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





About this Report [2-1] [2-2] [2-3] [2-4] [2-5]

The 2024 Sustainability Report of PT Agincourt Resources (PTAR) outlines the Company's performance across environmental, social, governance and economic dimensions. This Report builds upon the 2023 Sustainability Report, published on 18 November 2024. With this report, the Company commits to responsible and sustainable business practices in alignment with stakeholder expectations and global sustainability frameworks.

This Report covers the activities of PTAR, including the Martabe Gold Mine and the Jakarta Office. As PTAR does not have any subsidiaries, no other entities are included in the scope of this Report or in the consolidated financial statements.

Unless otherwise stated, all data and information presented are sourced from the Company's head office in Jakarta and its operational site. Quantitative data are provided for the three most recent reporting years, covering the period from 1 January 2024 to 31 December 2024. The Company's consolidated financial statements for the financial year ending 31 December 2024 have been audited by Public Accounting Firm by Rintis, Jumadi, Rianto & Partners.

This Report has been prepared in accordance with Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017, Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021 and the Global Reporting Initiative (GRI) 2021 Standards, including the GRI 14: Mining Sector. The level of reporting follows "in accordance with the GRI Standards." In addition, PTAR has commenced aligning its disclosures with the IFRS Sustainability Disclosure Standards, IFRS S1 and IFRS S2, to enhance integration of sustainability and financial reporting in line with

international best practices. The Company is committed to progressively strengthening its reporting standards in response to the evolving global landscape and increasing stakeholder expectations.

This Report has also undergone external assurance by PT Sejahtera Rambah Asia (SRAI), appointed based on internal meeting with corporate communication and approval of the Director. SRAI has no commercial relationship or conflict of interest with PTAR. Assurance level for this report is moderate and used type 1 and type 2 for the specific topic of Community Development and Biodiversity and Land Management. Reporting Standard for the assurance used GRI Universal Standard 2021 "in accordance with the GRI Standards", GRI 14: Mining Sector and Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 (Indonesia). A statement of independence is included in the assurance section of this Report.

Feedback Response from the Previous Report [G.3]

The Company did not receive any formal feedback on the 2023 Sustainability Report. Nonetheless, we remain committed to continuous improvement by proactively enhancing the quality and transparency of our disclosures, in line with evolving stakeholder expectations and global sustainability standards.



Strategic Pillar:
Portfolio



Strategic Pillar:
People






Strategic Pillar:
Public Contribution

Appendix

Appendix 1 [F.25]






PTAR support SDGs during 2024

SDG	Key Actions	2024 Achievements
	Supporting community welfare	<ol style="list-style-type: none"> Capacity building and increased access for local communities in small and medium-sized enterprises (SMEs) Development of community-based SMEs around the mining area
	Supporting food security	<ol style="list-style-type: none"> Development of millennial young farmers and entrepreneurship based on superior commodities Development of agricultural land expansion for rice, corn and potential farms such as watermelon and rhizome root Development of shallot and red chili cultivation as inflation-proof commodities Development of freshwater aquaculture Capacity building and programme partnership with Balai Penyuluhan Pertanian (BPP) Development and training of environmentally friendly-based livestock groups
	<ul style="list-style-type: none"> Enhancing health and safety performance sustainably within the Company's operations Sustained improvement in environmental performance by reducing pollution Contributing to public health 	<p>Community Health Contributions</p> <ol style="list-style-type: none"> USD 2,697,239 allocated to support community development initiatives in 2024, including health programmes Free Cataract Surgery programme initiated in 2011; by 2024, 1,062 successful surgeries performed Malnutrition recovery programme completed for 4 children, restored to normal nutritional status at Batang Toru and Muara Batang Toru Community Health Centres Specialist doctor services (3,994 patients) and social care initiatives (1,165 beneficiaries) Revitalisation of 14 community health posts (Posyandu) and capacity Construction for health workers at Batang Toru and Hutaraja Community Health Centres Health seminars for healthcare professionals and community representatives (PKK delegates)



Agincourt Resources strengthens immigration services in Sibolga by providing office facilities and infrastructure and ensuring compliance with immigration practices by supporting improvements in service quality, supervision, and comfort for the public and foreign workers.



SDG	Key Actions	2024 Achievements
	<p>Training and education through Marsipature, OHS and the Community Development and Empowerment Programme (PPM)</p>	<ol style="list-style-type: none"> 1. Basic Technical Course for four teachers of SMKN II Batang Toru at UT School Jakarta and UT School Pekanbaru 2. Twelve vocational teachers trained in Preventive Maintenance for Small Hydraulic Excavators at Martabe Site 3. Agricultural vocational school development programme in Batang Toru in collaboration with BBPPMPV Agriculture Cianjur, including: <ul style="list-style-type: none"> • Curriculum alignment workshops for vocational subjects • Agribusiness training on processing and handling agricultural products (5 participants from Batang Toru, 3 from Muara Batang Toru) • Post-harvest handling training for school-produced commodities 4. Value Chain Management training for 12 vocational teachers 5. Technical Guidance on Handling Violence in Educational Units for 80 participants 6. Dance training, gondang topap, nasyid regularly 2x a week in Sopo Daganak 7. Football, athletics and karate training regularly 2x a week 8. Customary training 2x a week 9. TB Prevention Training for 30 Health Workers from 17 Health Centers 10. ToT training for 25 Posyandu competencies in collaboration with Sinergy 11. Health Seminar for 889 midwives and Posyandu cadres in collaboration with 3 specialist doctors 12. Seminar on Optimizing Visum Et Repertum Services for 50 doctors in the South Tapanuli Regency area 13. Medical Waste Training for 25 Health Workers 14. Agricultural field school for making compost and natural pesticides 15. MUA Training, Henna Art, Photography, Ecoprint, Videography with various Partners 16. Destana Training in collaboration with BPBD
	<p>Gender diversity in the workplace</p>	<p>24% of PTAR employees are women</p>
	<p>Providing access to clean water and sanitation</p>	<p>Clean Water procurement: Construction of an intake, furnace and installation of a 2.1 km HDPE pipe network in Simpang Alas Hamlet</p>
	<p>Achieving clean energy</p>	<ol style="list-style-type: none"> 1. Developing emission inventory. 2. Using solar panels up to 2.1 MPA (Megawatt Peak Ampere).
	<ul style="list-style-type: none"> • Enhancing economic performance • Implementing non-discrimination policies 	<p>Total absorbed workforce in the informal sector (Real Income Increase and Economic Independence): 125 men and 328 women</p>




Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

SDG	Key Actions	2024 Achievements
	<p>Supporting infrastructure Construction</p>	<ol style="list-style-type: none"> 1. Construction of Bagas Silua in Napa Village 2. Construction of concrete roads (jalan rabat beton) in Hutagodang Village 3. Renovation of Al Jihad Mosque in Muara Batang Toru 4. Renovation of a musholla (prayer room) in Wek III Village 5. Smart Workshop Building construction for SMKN II Batang Toru 6. Construction of MDT (Madrasah Diniyah Takmiliyah) in Wek II Village 7. Construction of public toilets in Batuhula Village 8. Construction of two new classrooms at MIS Al Amin in Siuhom 9. Renovation and construction of MSME production kitchen 10. Construction of Al Ittihad Mosque in Bandar Hapinis 11. Construction of concrete roads in Bandar Hapinis 12. Renovation of GKPA Church in Batang Toru 13. Construction of 250 metres of concrete road in Wek I Sub-district, Kampung Mandailing (split into 85 metres and 165 metres) 14. Construction of 300 metres of concrete road in Aek Pining Sub-district, Jalan 7, Sector II 15. Construction of posyandu (community health post) building in Wek II Sub-district 16. Renovation of new classrooms of SDN No. 100907 in Muara Ampolu, Muara Batang Toru 17. Renovation of new classrooms of SDN No. 100908 in Muara Ampolu, Muara Batang Toru 18. Renovation of SDN No. 100724 in Padang Lancat, Batang Toru 19. Renovation of new classrooms of SDN No. 100721 in Paronggangan, Batang Toru 20. Renovation of new classrooms of SDN No. 100902 in Hutaraja, Muara Batang Toru 21. Renovation of SMPS Muhammadiyah 41 in Batang Toru 22. Renovation of MTs NU in Batang Toru 23. Construction of concrete road in Batu Hula Village 24. Construction of concrete road in Sumuran Village 25. Construction of concrete road in Batu Horing Village 26. Construction of irrigation channels in Sipenggeng Village 27. Construction of public toilets at GKPA Church in Muara Manompas Village, Pulo Pakkat Parish 28. Renovation of Al Abror Mosque in Aek Pining 29. Provision of clean water through construction of an intake, furnace and installation of 2.1 km HDPE piping in Simpang Alas Hamlet 30. Construction of new classrooms of SDN 100301 in Pargarutan 31. Construction of SDN 101303 in Batu Horing 32. Construction of new classrooms of MTs Mardhatillah in Sitinjak 33. Construction of new classrooms of SMA N 1 in Angkola Timur 34. Renovation of SMP N 2 in Batang Toru 35. Renovation of Madrasah Diniyah in Garoga 36. Renovation of GPDI Church in Sibirong 37. Renovation of HKBP Church in Batang Toru



SDG	Key Actions	2024 Achievements
	<ul style="list-style-type: none"> Diversity and equal opportunities in the workplace Equal remuneration for male and female employees based on skills, experience and performance 	<ol style="list-style-type: none"> No human rights violations. No gender pay gap.
	Building sustainable cities and communities	<ol style="list-style-type: none"> Encouraging Village Independence for Good Village Governance through the Village Independence and Village Digitalization programmes. Capacity Building of BumDes in Wek III, Wek IV, Huta Baru and Muara Hutaraja villages.
	Responsible consumption and production	<ol style="list-style-type: none"> Sarop Do Mulana co-operative for used pallet management Community-based waste management programme Waste Bank Go Clean
	Addressing climate change	<ol style="list-style-type: none"> Stop the use of halocarbon refrigerants (CFCs). Produce 29,183 local seeds. Total disturbed land 646.1 Ha 26,990 seed balls for species enrichment in native forest areas. 26,990 seed balls for species enrichment in native forest areas.
	Preserving marine ecosystems	Supported the release of 15,300 fish fingerlings in the Ban
	Protecting terrestrial ecosystems	<ol style="list-style-type: none"> Implementation of organic rice farming in Garoga Village Release of 33,200 endemic local fish fingerlings into the rivers of Garoga, Batu Horing, Aek Ngadol, Batuhula and Hapesong Lama
	<ul style="list-style-type: none"> Ethical business practices Transparency, effectiveness, inclusivity and open engagement with all PTAR stakeholders 	<ol style="list-style-type: none"> Compliance with mine closure plan. Signing of the Code of Ethics and Business Conduct by 100% of employees and suppliers.
	Building partnerships for Sustainability	<ol style="list-style-type: none"> Become a member of the Indonesian Mining Experts Association (PERHAPI) of North Sumatra. Become a member of the Indonesian Mining Association.



Appendix 2

Community Development and Empowerment in 2024

Pillar	Activity	Location
EDUCATION	Martabe Prestasi Programme	15 Villages in the Mining Ring 32 Villages in Batang Toru and Muara Batang Toru Districts, South Tapanuli Selatan, Padang Sidempuan City
	Focused Learning and Focused Classes	Batang Toru District
	Basic Machine Course (BMC) Programme by PTAR (PTAR CSR Ring 1) - in collaboration with UT School	15 Villages in the Mining Ring
	Green School Movement (GPBLHS) / Adiwiyata	Adiwiyata Schools 1. SDN Perkebunan 2. MTSN 3 Tapsel 3. SDN Telo 4. SMPN 2 Batang Toru 5. SMPN 2 Muara Batang Toru 6. SMKN 1 Batang Toru 7. SDN Garoga 8. SDN Hapesong Lama 9. SMKN 2 Batang Toru 10. SMPN 1 Batang Toru
	Development of Vocational Schools: SMKN II Batang Toru	SMKN II Batang Toru
	Development of SMKN I Batang Toru and SMKN I Muara Batang Toru	SMKN I Batang Toru and SMKN I Muara Batang Toru
		SMKN 1 Batang Toru
		SMAN 1 Batang Toru
		SMPN 2 Batang Toru
		SMKN 1 Muara Batang Toru
	MAS NU Batang Toru	
	SMP Negeri 1 Muara Batang Toru	
Martabe Goes to School	SMKN II Batang Toru	
	SMPN 1 Muara Batang Toru	
	SMP Negeri 2 Muara Batang Toru	
	Madrasah Tsanawiyah Negeri (MTsN) 3	
	SDN 100701 Batang Toru	
	SDN 100702 Batang Toru	
	MAN IC Tapanuli Selatan	
	SMKN II Batang Toru	



Pillar	Activity	Location
HEALTH	Capacity Building for Educators: Technical Guidance on Handling Violence in Educational Units	South Tapanuli
	Primary and Secondary Science Olympiad	South Tapanuli Selatan, Padang Sidimpuan City
	Children’s Education and Creativity Centre (Sopo Daganak): Dance, English, Modern Music, Performing Arts	15 Villages in the Mining Ring
	Children’s Reading Parks	15 Villages in the Mining Ring
	TB Eradication: TB Prevention Training for 30 Healthcare Workers from 17 Community Health Centres	Tapanuli Selatan
	Posyandu Revitalisation	15 Villages in the Mining Ring
	Stunting Intervention Programme	Batang Toru and Muara Batang Toru
	Adolescent Health Programme	<ol style="list-style-type: none"> SMAN 1 Batang Toru SMKN 1 Batang Toru SMKN 2 Batang Toru MAS. NU Napa MAS. Ahmad Basyir SMPN 1 Batang Toru SMPN 2 Batang Toru MTs NU Napa MTs Ahmad Basyir MTS N 3 Telo SMKN 1 Muara Batang Toru SMPN 1 Muara Batang Toru SMPN 2 Muara Batang Toru MTs Nurul Huda MTSN 3 Ampolu
	Cataract Surgery and Health Issue Mitigation Support	Batang Toru, Sipirok, Siantar, Medan , Pematang Siantar
	Specialist Doctor Services	Batang Toru and Muara Batang Toru
	Health Seminars	<ol style="list-style-type: none"> Sipirok-Arse-Angkola Timur Batang Angkola-Muara Tais-Sayur Matinggi Batang Toru-Muara Batang Toru-Angkola Barat Saipar Dolok Hole Tano Tombangan Marancar
	Free Medical Services	Free Medical Services: <ol style="list-style-type: none"> Muara Ampolu Batu Horing Sihuik-huik. Pargarutan Harangan Tabusira Siunjam



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Pillar	Activity	Location
	Thematic Health Training for Health Workers: 1) Seminar on Optimising Visum et Repertum Services 2) Medical Waste Management Training 3) ESQ Capacity Building for Health Staff (from Batang Toru & Hutaraja Health Centres, RSUD Sipirok, Pintu Padang, Tapsel Health Office)	South Tapanuli
	Millennial Farmer Actor	South Tapanuli
	Rice Seed Cultivation and Land Expansion	Garoga, Hutagodang
	Organic Rice Cultivation and Expansion	Garoga
	Corn Seed Cultivation	Manompas
	Corn Cultivation	Lubuk Tano, Sumuran
REAL INCOME	Community-Based Livestock Field School (Sukakeswan)	15 Desa Lingkar Tambang
	Rhizome Cultivation	Sumuran, Bandar Hapinis
	Shallot Cultivation	Sipenggeng
	Red Chili Cultivation	Bongal, Muara Hutaraja
	Freshwater Fish Farming	Hapesong Baru
	Watermelon Farming	Hutabaru Siagian
	Capacity Building and Partnerships with Agricultural Extension Agency (BPP)	Batang Toru dan Muara Batang Toru
	Local Business Partnerships	
	Culinary Business (Batches 1-4)	
	Sewing Groups: Hutaraja, Batu Hula and Batu Horing	
	Cooperative Development: Sahata and Sarop Do Mulana	
	Kelompok usaha bersama/ The Community-based Business Group Baik Tapsel and Bator Craft	15 Directly Affected Villages (DAV)
ECONOMIC INDEPENDENCE	Competency-Based Skills Development for Local Human Resources: MUA, Henna Art, Photography, Ecoprint, Videography	
	Handicraft Groups: Wooden crafts, tarpaulin & leather bags, knitting	
	Village-Owned Enterprise (BUMDes) Development: Wek III, Wek IV, Muara Hutaraja (including DAMIU unit)	
	Bagas Silua	



Pillar	Activity	Location
SOCIO-CULTURAL	Disaster Risk Reduction: Desa Tahan Bencana (Destana) Programme and Badan Penanggulangan Bencana Daerah (BPBD) Personnel Capacity Development	
	Islamic Religious Development: Ramadan Events, Orphan Donations, Elderly Welfare, Dzikir Gatherings, Tabligh Akbar, Quran Recitation Institute (LPTQ)	
	Christian Religious Development: Christmas Celebration and Distribution Packages	15 Directly Affected Villages (DAV)
	Cultural Arts: Gondang Topap	
	Religious Arts: Nasyeed	
	Youth and Sports: Athletics and Football	
	Preservation of South Tapanuli Culture: Traditional Markobar Training and Cultural Performances	
ENVIRONMENT	Community Site Visit	South Tapanuli Selatan, Padang Sidimpuan City, Sibolga, Central Tapanuli
	Village Independence: Digital Village Programme	Huta Baru
	Village Independence: BUMDes Development and Strengthening	Huta Baru, Wek III
	Conservation and Biodiversity: Protected River Zones (Lubuk Larangan)	Aek Ngadol Garoga Hapesong Lama Batuhula
INSTITUTIONS	PERSADA Programme	



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Appendix 3

Community Empowerment Programmes

Health

No	Programme	Description
1	Towards a Tuberculosis-Free South Tapanuli (ENTAS TB) Programme	PTAR, in collaboration with the South Tapanuli District Health Office, organised Tuberculosis (TB) Management Training attended by 13 doctors and 17 nurses.
2	Stunting Intervention Programme	PTAR supported the implementation of a CSR programme by one of its contractors to assist four children affected by stunting.
3	Healthy Adolescents Programme	PTAR partnered with the Population and Family Planning Agency (PPKB), South Tapanuli Health Office, North Sumatra Genre Forum and selected junior and senior high schools in Batang Toru and Muara Batang Toru to implement the Healthy Adolescents Programme through Youth Information and Counselling Centres (PIK-R).
4	Cataract Surgery and Other Health Issue Mitigation	PTAR facilitated free annual cataract surgeries at Batang Toru Community Health Centre, Pematang Siantar Eye Hospital and Medan Eye Hospital.
5	Specialist Doctor Services	In partnership with South Tapanuli General Hospital (RSUD), the local Health Office and Batang Toru Community Health Centre, PTAR provided free medical services from paediatricians, gynaecologists and internal medicine specialists to communities in Batang Toru and Muara Batang Toru.
6	Free Medical Services	In cooperation with the South Tapanuli Health Office and RSUD Sipirok, PTAR expanded public healthcare services by deploying three specialist doctors to remote villages through the Free Medical Service Social Programme.



Education

No	Programme	Description
1	Martabe Prestasi Scholarship	This programme provides financial assistance and scholarships for outstanding students from underprivileged families, from primary to university level, in Batang Toru, Muara Batang Toru, South Tapanuli Regency and Padang Sidempuan City.
2	Focused Learning and Classes	Free tutoring support aimed at high-achieving students in Year IX of junior high school and Year XII of senior high school preparing to enter top-tier senior high schools and public universities.
3	Basic Machine Course (BMC) - PTAR CSR Ring 1 in collaboration with UT School	PTAR collaborated with UT School to implement the Basic Mechanic Course (BMC), providing opportunities for senior high school graduates with competencies in heavy equipment mechanics.
4	Green School Movement / Adiwiyata (GPBLHS)	This programme supports environmental awareness and sustainability practices in schools as part of PTAR's commitment to improving the quality of education services.
5	Martabe Goes To School	A programme designed to support educational development for both students and teachers in villages surrounding the mine.
6	Educator Capacity Building	Technical guidance and training on handling violence in educational institutions.
7	Subject Teacher and Science Olympiad Training	PTAR conducted training for subject teachers and students participating in primary and senior high school science olympiads across South Tapanuli Regency and Padang Sidempuan City.
8	Children's Education and Creativity Programme - Children's Reading Parks (TBA) & Sopo Daganak Art Studio	PTAR, in collaboration with PERSADA (Association of Smart Friends), facilitated this programme to build children's character through arts, literacy and cultural activities in Batang Toru and Muara Batang Toru.



Local Economic Development

No	Programme	Description
1	Local Business Partnerships	PTAR consistently empowers local businesses to support operational activities, with continued local transactions for goods and services procurement.
2	Culinary Business (Batches 1-4)	PTAR developed culinary enterprises in collaboration with village governments and the South Tapanuli Regency Government.
3	Sewing Groups: Hutaraja, Batu Hula and Batu Horing	PTAR continued to mentor tailoring groups in the villages of Hutaraja, Batu Hula and Batu Horing.
4	Cooperative Development: Sahata and Sarop Do Mulana	The Batik Tapsel group, through its business unit Bator Craft, has produced batik products and derivatives with various local motifs.
5	MSMEs: Batik Tapsel and Bator Craft	PTAR supported skills training in bridal make-up, henna design, ecoprint, photography and videography to enhance the competencies of local human resources.
6	Competency-Based Skills Development for Local Human Resources: MUA, Henna Art, Photography, Ecoprint, Videography	PTAR provided mentoring for craft groups involved in woodworking, knitting and the production of leather and tarpaulin bags.
7	Handicraft Groups: Wooden crafts, tarpaulin & leather bags, knitting	To promote economic independence, PTAR supported the development of BUMDes business units in Muara Hutaraja, Wek III and Wek IV.

Infrastructure Development

Project Type	Number of Projects
Community clean water management	1
Village facility construction	9
Public facility improvements and agricultural support	5
Repair of houses of worship	6
Construction and renovation of school facilities	16
Total	37

Community Relations

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

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

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



No	Programme	Description
1	Disaster Risk Reduction: Destana and BPBD Personnel Capacity Building	PTAR, in collaboration with the South Tapanuli Regional Disaster Management Agency (BPBD), organised the Destana Jamboree and Disaster Preparedness event. The jamboree was attended by 130 participants, including 8 PTAR-supported Destana volunteer groups, 4 high school volunteer groups and BPBD staff.
2	Community Site Visit	This programme provided opportunities for community members to visit Martabe Gold Mine and gain first-hand insights into its operations and environmental management systems.
3	Youth and Sports: Athletics	PTAR supported youth development in athletics by coaching 33 teenagers from Batang Toru District at the Jaya Atlet Batang Toru Club, with training sessions held four times a week by three experienced local coaches.
4	Cultural Arts: Gondang Topap	PTAR continued its traditional Gondang music training programme in collaboration with the South Tapanuli Arts Council (DKTS), engaging instructors with expertise in this traditional art form.
5	Youth and Sports: Football	PTAR supported the development of young football talent in Batang Toru and Muara Batang Toru through a football coaching programme in collaboration with the Martabe Football Academy (SSB).
6	Youth and Sports: Karate	PTAR facilitated and supported the launch of a karate training programme in partnership with the Indonesian National Karate Institute (Inkanas) Batang Toru to nurture future youth champions.



Agincourt Resources supports the conservation of local fish species in villages surrounding the mining area through the Lubuk Larangan program, encompassing fish restocking, feed distribution and sustainable harvesting.



Appendix 4

Quantity and Management of Waste

NO	WASTE TYPE	UNITS	WASTE SOURCE	QUANTITY OF WASTE DISPOSED (Not Processed)			
				2022 (Jan - Dec)		2023 (Jan - Dec)	
A Liquid Waste (Non B3)							
1	Industrial Liquid Waste	M3	Mining Activities	Discharged to Water Body	17,837,949.5	Discharged to Water Body	15,997,310.0
				Discharged to Soil	0.0	Discharged to Soil	0.0
				Discharged to Sea Water	0.0	Discharged to Sea Water	0.0
				Others	0.0	Others	0.0
				Total Waste Disposed	17,837,949.5	Total Waste Disposed	15,997,310.0
2	A Domestic Liquid Waste	M3	Camp and Office Activities	Discharged to Water Body	55,798.0	Discharged to Water Body	53,999.0
				Discharged to Soil	0.0	Discharged to Soil	0.0
				Discharged to Sea Water	0.0	Discharged to Sea Water	0.0
				Others	0.0	Others	0.0
				Total Waste Disposed	55,798.00	Total Waste Disposed	53,999.0
B	Liquid Waste (B3)	Ton	Mining Activities	Discharged to Water Body	0.0	Discharged to Water Body	0.0
				Discharged to Soil	0.0	Discharged to Soil	0.0
				Discharged to Sea Water	0.0	Discharged to Sea Water	0.0
				Others	0.0	Others	0.0
				Total Waste Disposed	0.0	Total Waste Disposed	0.0
C	Solid Waste (B3)	Ton	Mining Activities	Inseneration	0.0	Inseneration	0.0
			Camp and Office Activities	Landfilling	0.0	Landfilling	0.0
				3rd party	323.7	3rd party	323.9
				Others	0.0	Others	0.0
				Total Waste Disposed	323.7	Total Waste Disposed	323.9



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

		QUANTITY OF WASTE DIVERTED (Processed)					
2024 (Jan - Dec)		2022 (Jan - Dec)		2023 (Jan - Dec)		2024 (Jan - Dec)	
Discharged to Water Body	17,046,612.0	Reuse	0.0	Reuse	0.0	Reuse	0.0
Discharged to Soil	0.0	Recycle	326,740.0	Recycle	162,843.7	Recycle	197,241.7
Discharged to Sea Water	0.0	Processed 3rd Party	0.0	Processed 3rd Party	0.0	Processed 3rd Party	0.0
Others	0.0	Others	0.0	Others	0.0	Others	0.0
Total Waste Disposed	17,046,612.0	Total Waste Diverted	326,740.0	Total Waste Diverted	162,843.7	Total Waste Diverted	197,241.7
Discharged to Water Body	55,696.0	Reuse	0.0	Reuse	0.0	Reuse	0.0
Discharged to Soil	0.0	Recycle	0.0	Recycle	0.0	Recycle	0.0
Discharged to Sea Water	0.0	Processed 3rd Party	0.0	Processed 3rd Party	1.6	Processed 3rd Party	3.9
Others	0.0	Others	0.0	Others	0.0	Others	0.0
Total Waste Disposed	55,696.0	Total Waste Diverted	0.0	Total Waste Diverted	1.6	Total Waste Diverted	3.9
Discharged to Water Body	0.0	Reuse	0.0	Reuse	0.0	Reuse	0.0
Discharged to Soil	0.0	Recycle	37.4	Recycle	114.0	Recycle	153.0
Discharged to Sea Water	0.0	Processed 3rd Party	244.2	Processed 3rd Party	114.0	Processed 3rd Party	81.2
Others	68.4	Others	0.00	Others	0.0	Others	0.0
Total Waste Disposed	68.4	Total Waste Diverted	281.5	Total Waste Diverted	228.0	Total Waste Diverted	234.2
Inseneration	0.0	Reuse	0.0	Reuse	0.0	Reuse	0.0
Landfilling	0.0	Recycle	0.0	Recycle	0.0	Recycle	0.0
3rd party	422.7	Processed 3rd Party	0.0	Processed 3rd Party	0.0	Processed 3rd Party	15.0
Others	0.0	Others	0.0	Others	0.0	Others	0.0
Total Waste Disposed	422.7	Total Waste Diverted	0.0	Total Waste Diverted	0.0	Total Waste Diverted	15.0



NO	WASTE TYPE	UNITS	WASTE SOURCE	QUANTITY OF WASTE DISPOSED (Not Processed)			
				2022 (Jan - Dec)		2023 (Jan - Dec)	
D Non-hazardous solid waste							
1	Non Plastic Domestic Solid Waste	Ton	Mining Activities	Inseneration	0.00	Inseneration	0.00
				Landfilling	3,624.5	Landfilling	135.0
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
			Total Waste Disposed	3,624.5	Total Waste Disposed	135.0	
2	Non Plastic Production Solid Waste	Ton	Mining Activities	Inseneration	0.00	Inseneration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
			Total Waste Disposed	0.00	Total Waste Disposed	0.00	
3	Plastic Solid Waste	Ton	Mining Activities	Inseneration	0.00	Inseneration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
			Total Waste Disposed	0.00	Total Waste Disposed	0.00	
4	Food Solid Waste	Ton	Mining Activities	Inseneration	0.00	Inseneration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
			Total Waste Disposed	0.00	Total Waste Disposed	0.00	
5	Construction Solid Waste	Ton	Mining Activities	Inseneration	0.00	Inseneration	0.00
				Landfilling	0.00	Landfilling	0.00
			Camp and Office Activities	3rd party	0.00	3rd party	0.00
				Others	0.00	Others	0.00
			Total Waste Disposed	0.00	Total Waste Disposed	0.00	



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

		QUANTITY OF WASTE DIVERTED (Processed)					
2024 (Jan - Dec)		2022 (Jan - Dec)		2023 (Jan - Dec)		2024 (Jan - Dec)	
Inseneration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	143.1	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	15.6	Processed 3rd Party	68.5	Processed 3rd Party	93.7
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	143.1	Total Waste Diverted	15.6	Total Waste Diverted	68.5	Total Waste Diverted	93.7
Inseneration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	155.4	Processed 3rd Party	227.0	Processed 3rd Party	297.3
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	0.00	Total Waste Diverted	155.4	Total Waste Diverted	227.0	Total Waste Diverted	297.3
Inseneration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	63.3	Processed 3rd Party	83.0	Processed 3rd Party	85.5
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	0.00	Total Waste Diverted	63.3	Total Waste Diverted	83.0	Total Waste Diverted	85.5
Inseneration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	19.7	Recycle	37.3	Recycle	42.2
3rd party	0.00	Processed 3rd Party	17.2	Processed 3rd Party	65.5	Processed 3rd Party	87.6
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	0.00	Total Waste Diverted	36.9	Total Waste Diverted	102.8	Total Waste Diverted	129.8
Inseneration	0.00	Reuse	0.00	Reuse	0.00	Reuse	0.00
Landfilling	0.00	Recycle	0.00	Recycle	0.00	Recycle	0.00
3rd party	0.00	Processed 3rd Party	0.00	Processed 3rd Party	0.00	Processed 3rd Party	0.00
Others	0.00	Others	0.00	Others	0.00	Others	0.00
Total Waste Disposed	0.00	Total Waste Diverted	0.00	Total Waste Diverted	0.00	Total Waste Diverted	0.00



Appendix 5

List of Fauna Conservation Status in 2024

A. Mammalia

No	Nama Ilmiah	Nama Indonesia	IUCN	P.106/2018	CITES
1	<i>Callosciurus notatus</i>	Bajing kelapa	LC	-	-
2	<i>Ratufa bicolor</i>	Jelarang	NT	-	-
3	<i>Chiroptera sp</i>	Kalelawar	VU	-	-
4	<i>Muntiacus muntjak</i>	Kijang	LC	✓	-
5	<i>Hylobates agilis</i>	Owa Sarudung	EN	✓	Appendix I
6	<i>Symphalangus syndactylus</i>	Siamang Imbo	EN	✓	Appendix I
7	<i>Presbytis sumatrana</i>	Lutung Huliap	EN		

B. Herpetofauna

No.	SPESES	IUCN	CITES	P.106/2018
AMFIBI				
I Bufonidae				
1	<i>Pelophryne ingeri</i>	NO	NO	NO
II Dicroglossidae				
2	<i>Fejervarya limnocharis</i>	LC	NO	NO
3	<i>Limnonectes kuhlii</i>	LC	NO	NO
4	<i>Limnonectes laticeps</i>	LC	NO	NO
5	<i>Limnonectes blythii</i>	NT	NO	NO
III Megophryidae				
6	<i>Megophrys nasuta</i>	LC	NO	NO
IV Microhylidae				
7	<i>Kalophrynus pleurostigma</i>	LC	NO	NO
IV Ranidae				
8	<i>Odorrana hosii</i>	LC	NO	NO
9	<i>Pulchrana fantastica</i>	NO	NO	NO
V Rhacophoridae				
10	<i>Polypedates leucomystax</i>	LC	NO	NO
11	<i>Nyctixalus pictus</i>	NT	NO	NO
REPTIL				
I Agamidae				
1	<i>Aphaniotis acutirostris</i>	LC	NO	NO
2	<i>Draco melanopogon</i>	LC	NO	NO
II Colubridae				
3	<i>Ahaetulla fasciolata</i>	LC	NO	NO
4	<i>Ahaetulla prasina</i>	LC	NO	NO
III Natricidae				
5	<i>Rhabdophis chrysargos</i>	LC	NO	NO
IV Gekkonidae				
6	<i>Cyrtodactylus marmoratus</i>	LC	NO	NO
7	<i>Cyrtodactylus consobrinus</i>	LC	NO	NO
V Viperidae				
8	<i>Trimeresurus hageni</i>	LC	NO	NO



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

References POJK No.51/POJK.03/2017

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GRI Standards Content Index

Statement of Use	PT Agincourt Resources has reported in accordance with the GRI Standards for the period 1 January 2024 – 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	GRI 14 Mining Sector

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	2-26	Mechanisms for seeking advice and raising concerns	39,42				
	2-27	Compliance with laws and regulations	50,51,37				
	2-28	Membership associations	32				
	2-29	Approach to stakeholder engagement	39				
	2-30	Collective bargaining agreements	39,96,97				



Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
Material Topics							
GRI 3: Material Topics 2021	3-1	Process to determine material topics	42-44				
	3-2	List of material topics	42-44				
Specific Disclosure							
Material Topic: Economic Performance							
GRI 3: Material Topics 2021	3-3	Management of material topics	42-44,71				
GRI 101: Biodiversity 2024	101-1	Policies to halt and reverse biodiversity loss	69, 73,				14.4.2
	101-2	Management of biodiversity impacts	75-78,81				14.4.3
	101-3	Access and benefit- sharing	77-78				
	101-4	Identification of biodiversity impacts	73-74				
	101-5	Locations with biodiversity impacts	81				
	101-6	Direct drivers of biodiversity loss	75, 77-79				
	101-7	Changes to the state of biodiversity	75, 81				
	101-8	Ecosystem services	77-79				14.9.2, 14.23.2, 14.23.7
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	54-55				14.23.2, 14.9.2, 14.23.2, 14.23.7
	201-2	Financial implications due to climate change	60				14.2.2
	201-3	Defined benefit plan obligations and other retirement plans	97				14.8.3
	201-4	Financial assistance received from government	56				
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	96				
	202-2	Proportion of senior management hired from the local community	99-100				
GRI 203: Indirect Economic Impact 2016	203-1	Infrastructure investments and services supported	118				14.17.9
	203-2	Significant indirect economic impacts	57				14.9.4, 14.9.3



Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	58				14.9.5
	205-1	Operations assessed for risks related to corruption	51-52				14.22.2
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	51				
	205-3	Confirmed incidents of corruption and actions taken	52				14.22.4
GRI 206: Anticompetitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	52				
	207-1	Approach to tax	56				14.23.4
	207-2	Tax governance, control, and risk management	56				14.23.5
GRI 207: Tax 2019	207-3	Stakeholder engagement and management of concerns related to tax	56				14.23.6
	207-4	Country-by-country reporting	56				14.23.7
GRI 301: Materials 2016	301-1	Materials used by weight or volume	29				
	301-2	Recycled input materials used	86				
	301-3	Reclaimed products and their packaging materials	86				
GRI 302: Energy 2016	302-1	Energy consumption within the organization	65				
	302-2	Energy consumption outside of the organization	65				
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	302-5	Reductions in energy requirements of products and services	68				14.1.2
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	82				
	303-2	Management of water discharge-related impacts	84				14.7.3
	303-3	Water withdrawal	83				14.7.4
	303-4	Water discharge	84				14.7.5
	303-5	Water consumption	83				14.7.6



Strategic Pillar:
Portfolio



Strategic Pillar:
People



Strategic Pillar:
Public Contribution

Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
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GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed by, or adjacent to, protected areas or not, but that are high in biodiversity value	73, 81				
	304-2	Significant impacts of activities, products and services on biodiversity	75				
	304-3	Habitats protected or restored	79-80				
	304-4	IUCN Red List species and national conservation list species with habitats affected by operations	75-76				
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	63				14.1.5
	305-2	Energy indirect (Scope 2) GHG emissions	63				14.1.6
	305-3	Other indirect (Scope 3) GHG emissions	63				14.1.7
	305-4	GHG emissions intensity	64				14.1.8
	305-5	Reduction of GHG emissions	63				14.1.9
	305-6	Emissions of ozone-depleting substances (ODS)	64				
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GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	89				14.7.2
	306-2	Management of significant waste-related impacts	88				14.5.2
	306-3	Waste generated	87				14.5.3
	306-4	Waste diverted from disposal	87				14.5.5, 14.5.2
	306-5	Waste directed to disposal	87				14.5.6
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers using environmental criteria	57				
	308-2	Negative environmental impacts in the supply chain and actions taken	57				
GRI 401: Employment 2016	401-1	Benefits provided to full-time employees that are not provided to temporary or part-time employees	95				14.17.3
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GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	97				14.17.6
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	105				14.16.2
	403-2	Hazard identification, risk assessment, and incident investigation	106				14.16.3
	403-3	Occupational health service	108-109				14.16.4
	403-4	Worker participation, consultation, and communication on occupational health and safety	105				14.16.5
	403-5	Worker training on occupational health and safety	98-99,107				14.16.7
	403-6	Promotion of worker health	108-109				14.8.2
	403-7	Prevention and mitigation of occupational health and safety impacts linked by business relationships	107				14.16.9
	403-8	Workers covered by an occupational health and safety management system	105				14.16.9
	403-9	Work-related injuries	106				14.16.10
	403-10	Work-related ill health	108-109				14.16.11
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	99				14.17.7, 14.21.4
	404-2	Programs for upgrading employee skills and transition assistance programs	97-98, 101				14.18.8
	404-3	Percentage of employees receiving regular performance and career development reviews	98				14.17.8
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	93-95, 102				14.17.8, 14.17.5
	405-2	Ratio of basic salary and remuneration of women and men	96				14.21.6



Index	Indicator	Disclosure	Page	Omission			GRI SECTOR STANDARD REF. NO.
				Requirement(s) Omitted	Reason	Explanation	
GRI 2016 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	102				14.21.5
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Right to freedom of association and collective bargaining risks at operations and suppliers	97				14.21.7
GRI 408: Child Labor 2016	408-1	Significant risks related to child labour at operations and suppliers	96				14.20.2
GRI 409: Forced or Compulsory Labor 2016	409-1	Forced or compulsory labour risks at operations and suppliers	96				14.18.2
Security Practices 2016	410-1	Human rights policy or procedure training for security officers	101				14.19.2
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	121				14.11.2, 14.11.3, 14.11.4, 14.12.2, 14.12.3
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	116, 118				14.10.2,
	413-2	Operations that have or potentially cause significant adverse impacts on the local community	118				14.10.3
GRI 414: Supplier Social Assessment 2016	414-1	Social criteria for new supplier screening	57				
	414-2	Negative social impacts in the supply chain and actions taken	57				
GRI 415: Public Policy 2016	415-1	Political contributions	52				14.24.2
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service	58				
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	50				
GRI 14: Mining Sector 2024	14.6.1, 14.6.2	Management of Tailings	86-88				



Glossary

General Terms

All-in Sustaining Cost (AISC)

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

Biodiversity

The variety of plants and animals within an ecosystem and the way they live and interact.

Biodiversity Offsets

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

Contractors

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

Sustainability Governance

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

Downstream Waters

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

Environmental Impact Assessment (AMDAL)

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

Haul Roads

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

Lost Time Injuries (LTI)

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

Lost Time Injury Frequency Rate (LTIFR)

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

Mineral Resource

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

Mine Closure Plan

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

Ore Reserve

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

Oxidation

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

Plant Nursery

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

Processing Plant

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

Raw Water

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



Rehabilitation

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

Remuneration

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

Tailings Dams

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

Social licence to operate

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

Suppliers

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

Surface Mining

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

Sustainability

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

Tailings

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

Tailing Storage Facility (TSF)

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

Waste Rock

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

Water Balance

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

Water Polishing Plant

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

GRI Terms

Disclosures

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

General Disclosures

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

Global Reporting Initiative (GRI)

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

Indicators

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

Material Topic

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

Stakeholders

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



Independent Assurance Statement ^(G.1)



Independent Assurance Statement The 2024 Sustainability Report of PT Agincourt Resources

Number	: 18/000-758/VII/2025/SRAI
Assurance Type	: Type 1 and Type 2 for the specific topic of Community Development and Biodiversity and Land Management
Assurance Level	: Moderate
Reporting Standards	: GRI Universal Standard 2021 Consolidated, GRI 14: Mining Sector 2024, and GRI 101: Biodiversity 2024
Reporting Regulation	: Otoritas Jasa Keuangan Regulation (POJK) Number 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021

Dear stakeholders,

PT Sejahtera Rambah Asia is issuing an **Independent Assurance Statement** (“the Statement”) of the **2024 Sustainability Report** (“the Report”) of **PT Agincourt Resources** (“the Company” or “the Reporting Organization”). The Company carries out the business of gold and silver mining in Indonesia. The Report presents the commitment and efforts of the Company in managing its sustainability performance for the reporting period of **January 1 to December 31, 2024**. As agreed with Management, PT Sejahtera Rambah Asia’s responsibility is to make an assessment based on the data and content of the Report for the year.

Intended User and Purpose

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

Responsibilities

Our responsibilities to the Management are to evaluate the Report content, come up with findings and recommendations, and issue the Statement. We are also responsible for coming up with conclusions and recommendations based on the agreed standards, methods, and approaches. Hence, PT Sejahtera Rambah Asia only evaluated the latest received editorial and data on the final draft as of July 2nd, 2025. PT Sejahtera Rambah Asia is only responsible for delivering assurance work, NOT an audit, by following the Non-Disclosure Agreement, the Assurance Engagement Agreement, Representation Letter, and Subsequent Event Testing. The Management has its sole responsibility for the presentation of data, information, and disclosures in the Report content. Therefore, any parties who depend on the Report and this Statement shall bear and manage their risks.

Independence, Impartiality, and Competency

PT Sejahtera Rambah Asia confirms NO relationships between the assessor team and the clients that can influence their independence and impartiality to conduct the assessment and generate the Statements. The assessor team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the independence and impartiality of the team. The assessor team members have knowledge of ISO



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Portfolio



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People



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Public Contribution



26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations, standards, and principles.

Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content
2. **Type 2 assurance** on Community Development and Biodiversity and Land Management
3. **A moderate level of assurance** to the procedure on the Report content and evidence, where the risks of information and conclusions of the Report being error is reduced, but not to very low, but not zero.

Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1st to December 31st, 2024**.
2. Material topics presented in the Report: **Biodiversity and Land Management, Tailings Management, Water Resources, Energy and Emissions, Occupational Health and Safety, Diversity and Equity, Human Capital Management, Community Development, Indirect Economic Impact and Local Communities**.
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. PT Sejahtera Rambah Asia does NOT include financial data, information, and figures in the Report content. We assume that the Company, independent parties, or other parties associated with the Company have verified and/or audited financial statements, data, and information.
5. Adherence to the reporting principles, standards, and regulations of POJK Number 51/POJK.03/2017 and SEOJK No. 16/SEOJK.04/2021 and GRI Standards.

Exclusion

1. The expression of opinion, belief, expectation, advertisement, and also forward-looking statements, including future planning of the Company as specified in the Report content.
2. Analysis or assessment against regulations, principles, standards, guidelines, and indicators other than those indicated in the Statement.
3. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.

Methodology and Source Disclosure

1. Form an Assurance Team whose members are capable in sustainability report development and assurance.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the Assuror Team.
3. Hold a kick-off meeting and initial analysis of the Report draft based on the PT Sejahtera Rambah Asia Protocol on Assurance Analysis refers to the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Verify evidence and trace data and information as covered in the Report.
6. The Company incorporated our recommendations in the draft Report and released the final Report content.
7. Prepare the Statement and send it to AA1000 AccountAbility for review to get approval before submitting it to the Company.



8. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance to the Management of the Company for further improvement of sustainability processes.

Adherence to AA1000AP (2018) and GRI Universal Standards

Inclusivity – The Company has identified a wide range of stakeholder groups, from shareholders, employees, local communities, government agencies, suppliers and work partners to educational institutions and media, based on a mapping analysis performed. The Company also implements various engagement methods to ensure active collaboration with both internal and external stakeholders, such as regular meetings, safety briefings and site visits. Moreover, the Company ensures local community members stay informed through its ongoing dialogue by offering employment, training, and issuing reports in their local language.

Materiality – The Company’s material topics cover the aspects of environmental, social, and economic dimensions, ensuring the report aligns strategic priorities with measurable outcomes across its portfolio, people, and public contribution. In each topic, the Company provides a concise rationale on why it matters and highlights the policies and actions in place to monitor and report on effectiveness. By selecting material topics that directly reflect stakeholder priorities and maintaining open channels for feedback, the Company has shown its effort in providing their information needs.

Responsiveness – The Company has a structured grievance mechanism which provides clear process flows with defined timelines on how complaints are resolved based on priority, followed by a multi-step escalation, managed by the Community Relations Department and reported directly to the Board of Directors. This channel is available to external parties reporting social and environmental issues. The Company also has an established Whistleblowing System to address reports of alleged violations in its corporate governance practices, run by a dedicated Special Whistleblowing Team, showing the Company’s effort in handling complaints from stakeholders.

Impact – The Company consistently strives to generate positive impacts through a range of initiatives. In 2024, the Company invested in Renewable Energy Certificates (RECs) and is currently conducting a feasibility study which underscores their efforts in reducing greenhouse gas emissions. The Company also managed to safely place tons of tailings without any incidents, maintaining stability of its Tailings Storage Facility (TSF). Regarding workplace safety, the Company recorded a lost time injury frequency rate of 0.1 and maintained zero work-related illnesses. In the social aspect, the Company has targeted Community Development and Empowerment Programmes (CDEP) designed to extend its positive impact to the community’s economy which outlines priority programmes across eight pillars from education, health, to infrastructure development.

Statement of Use: “In accordance with the GRI Standards” – We evaluated the Report content according to the GRI Universal Standards principles, disclosures, and requirements for reporting. The Company has complied with nine requirements: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use, and notify GRI.

GRI Standards Principles – As the assurance work was taken, the report content sufficiently indicates its adherence to sustainability reporting principles (accuracy, balance, clarity, comparability,



completeness, sustainability context, timeliness, and verifiability). The Management has provided adequate support during the assurance work by submitting evidence/documents as requested.

Type 2 Assurance – The Company implemented the "No Net Loss" and "Net Positive Impact" principles. These principles applied through biodiversity codes of ethics, conservation areas for natural breeding, fauna monitoring with thermal drones and cameras, and wildlife bridges to facilitate fauna mobility. Independent verification by academics, research institutions, and NGOs occurs periodically, with reports submitted to the Ministry of Environment and Forestry. In future Report, the Company may start to report conservation outcomes based on specific metrics, such as species population trends or habitat quality changes. The Company also engaged stakeholders via public consultations and synchronizes programs with local government initiatives, allowing community proposals to be evaluated by the Community Relationship Department. For monitoring and evaluation, the Company employed tools like Social Return on Investment (SROI) and Problem Identification and Corrective Action (PICA) forms to assess program effectiveness. In future Report, the Company may consider to disclose SROI results and examples of program adjustments based on PICA evaluations in the report.

Recommendation

1. In the future Report, we recommend the Company to disclose measurable impact metrics, including the actual and anticipated impact of community investment on local economies.
2. To provide quantifiable metrics showing the result of energy-efficiency and carbon-emissions reductions achieved by each initiative.
3. To conduct a review to assess whether each material topic remains aligned with evolving stakeholder priorities and emerging risks.

The assurance provider,

Jakarta, July 2nd 2025

Dr. Lim Hendra, LCSAP
Assurance Director of
PT Sejahtera Rambah Asia







Feedback Form [G.2]

YOUR PROFILE

Name :
 Institution/Company :
 Email :
 Telephone :

STAKEHOLDER GROUP TO WHICH YOU BELONG:

- Shareholder Employee Government Media Supplier
 Local Community Contractor Educational Institution Other, please state :

The 2024 PT Agincourt Resources Sustainability Report aims to provide an overview of the financial and sustainability performance. We would like to receive your input, criticisms and suggestions by e-mail or through this form.

1. The Report is Easy to Understand.

- Disagree Neutral Agree

2. This report describes the Company's performance in sustainability development.

- Disagree Neutral Agree

3. This report is useful to you.

- Disagree Neutral Agree

4. Material topic(s) which is (are) the most important to you: (score 1=most important up to 9 = Least important)

- Land Management and Biodiversity ()
- Tailings Management ()
- Water Resources ()
- Energy and Emission ()
- Occupational Health and Safety ()
- Diversity and Equity ()
- Human Capital Management ()
- Community Development ()
- Indirect Economic Impact ()

5. Kindly provide your inputs/suggestions/comments about this report

.....



Please return this feedback form to:

PT Agincourt Resources
 Pondok Indah Office Tower II 12th Floor Suite 1201
 Jl Sultan Iskandar Muda Kav V-TA Pondok Pinang,
 Kebayoran Lama, Jakarta Selatan DKI Jakarta 12310
 email : martabe.corporatecommunications@agincourtresources.com



PT Agincourt Resources

Pondok Indah Office Tower II,
12th Floor Suite 1201

Jl Sultan Iskandar Muda Kav V-TA Pondok Pinang,
Kebayoran Lama, Jakarta Selatan,
DKI Jakarta 12310 Indonesia
www.agincourtresources.com



Agincourt Resources