

Towards a Better Society **2030**



The Bigger Picture

Why Are We Doing This?

We live in times of challenge and opportunity: our best chance for change is now. We are unlocking our own true potential to grow our business, reshape our industry, and enable transformation towards a better society. We do this by leveraging our unique position to make lasting and positive contributions to the environment and society.



Vision

Be an Integrated Energy Company
Centered on Sustainability

Who Are We?

At TBS, we see sustainability as an essential part of who we are. Today, we are taking sustainability to new heights, one that integrates respect for the environment, care for our people, and responsible business conduct. Sustainability is not how we spend our money, but how we make our money.



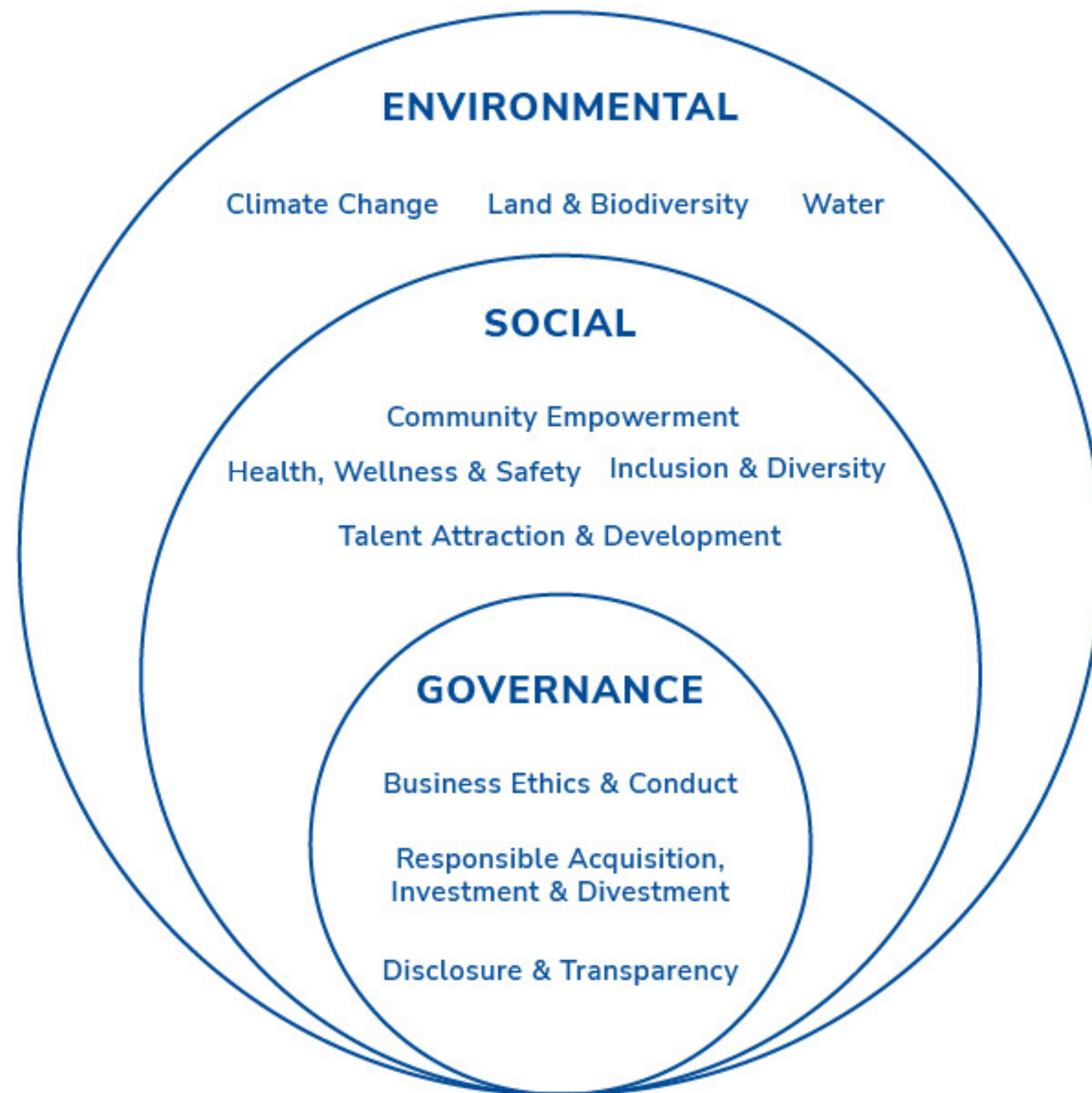
We are driven by the vision of a healthy, safe and sustainable future. We are phasing out coal and advancing into renewable energy and electric vehicles. But, we recognize that our societal role also goes beyond increasing access to clean energy and low-carbon transportation solutions. We want to lead the way in shaping our energy future that benefits society. And we need to make sure that in doing so, we are also empowering people and becoming a trusted partner for all.

Transforming Our Futures Together with **TBS2030**

As we want to enable transformation Towards a Better Society by 2030, bold action is needed to transform our futures together. There will be challenges on our way to 2030, there always are, but only by identifying them can we start to solve them. TBS2030 is a direct reflection of our vision to become the leading integrated energy company in Indonesia centered on sustainability. With our TBS2030 framework, we have developed The Stretch Goals in the three dimensions of Thriving Environment, Empowered People and Trusted Partner to deliver step change and meaningful results across our business.

TBS2030 is the force beyond us, one that carries us, an energy that brings us together.

Towards a Better Society 2030



THRIVING ENVIRONMENT

We will need a **Thriving Environment** to co-exist with. We are striving to become carbon neutral by 2030 -- our part in securing a better tomorrow for generations to come.



Climate



Land & Biodiversity



Water



EMPOWERED PEOPLE

We will acknowledge that **Empowered People** are key to future resilience in a changing world. We are committed to championing a culture of safety, health, and well-being wherever we do business.



Community Empowerment



Health, Wellness, and Safety



Inclusion & Diversity



Talent Attraction & Development



TRUSTED PARTNER

We will be a **Trusted Partner** by leading the organization in the best interests of our stakeholders. We are dedicated to prioritizing transparent reporting and making compliance an integral part of our everyday activities.



Business Ethic & Conduct



Responsible Acquisition, Investment & Divestment

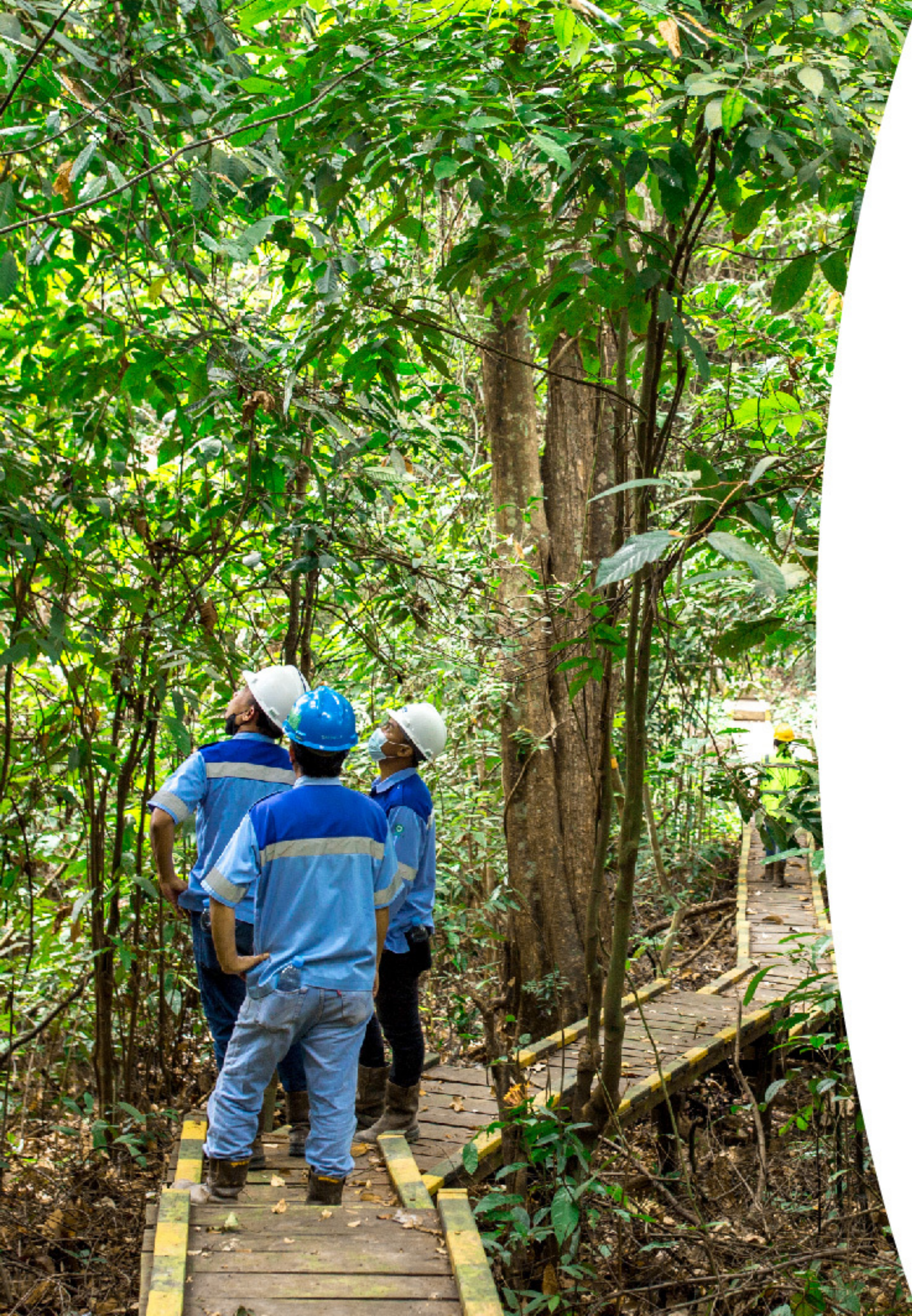


Disclosure & Transparency



Thriving Environment

Strech Goals	Accounting Metrics	Baseline
Carbon Neutral Company	GHG Emissions (Scope 1 + 2) tCO2eq	2021: 526.4 k tCO2e 2022: 1,474 k tCO2e
Increase energy efficiency across operations	Percentage of RE usage for internal operations %	2021: 0.48%
	Percentage of increased energy efficiency on YoY basis against baseline year %	2022 Baseline
Revegetate and/or conserve lands to restore origin habitat	Total area of land revegetated and/or conserved within our portfolio ha	2021 Conserved: 95.2 ha Revegetated: 1,050 ha
Ensure biodiversity impacts are assessed in all new commissioned projects	Percentage of biodiversity impact assessment completed prior to new project commissioned %	2022
Advance Good Water Stewardship across operations	Water consumption and the type of water used m3	2021: Surface water: 58,119 m3 Groundwater: 37,145 m3 Sea water: 179,670, 720 m3
	Percentage of water recycled and reused within our operations %	5%
	Quality of water before released (at the outlet) pH, TSS, BOD, COD	2022 Baseline





Empowered People

Strech Goals	Accounting Metrics	Baseline
Increase impact from our social investment	For livelihood intervention: IDR generated / IDR invested	2022 Baseline
	For education intervention: Scores of post-intervention survey from student learning outcomes #	2022 Baseline
Promote safe and healthy work environment	Total Recordable Incident Rate (TRIR) per 100 employees #	2021: 4.55
	Percentage of highly engaged employees in Employee Engagement Survey %	2022 Baseline
Promote gender balance across our business	Percentage of women in leadership (manager & above) %	2021: ~11%
	Percentage of women in total workforce %	2021: ~20%
Enable our people to grow and be resilient to change	Average training hours per employee per year hr	2022 Baseline
	Percentage of local workers/local community reskilled or upskilled %	2022 Baseline



Trusted Partner

Strech Goals	Accounting Metrics	Baseline
Conduct business ethically	Percentage of resolved whistleblowing cases %	2022 Baseline
Ensure low carbon solutions growth in our business	Revenue contribution from low carbon portfolio USD	2021 Baseline
Provide value to our stakeholders through transparent and accountable reporting	Number of reporting standards applied #	2021: 2





Our Local Targets

To achieve our goals, we will develop and implement local sustainability plans. Each of our operating sites will tailor their own action plan with clear milestone and targets. This plans will respond to an operation's local context, priorities, and opportunities.

PT TBS Energi Utama Tbk

Office District 8, SCBD Lot 28, Treasury Tower, Level 33,
Jl. Jenderal Sudirman No.5, RT.5/RW.3,
Senayan, Kec. Kby. Baru, Kota Jakarta Selatan,
DKI Jakarta 12190

For more info:

sustainability@tbsenergi.com

www.tbsenergi.com/sustainability/tbs2030
