



Sustainability

REPORT 2020

**ENVIRONMENTAL,
SOCIAL AND
CORPORATE
GOVERNANCE**

Driving and deriving value
through better environmental
and social responses

ESG

We evaluate the potential risk and impacts from activities associated with our operations by conducting the ESG risk assessment to mitigate and reduce risk while creating value to community and the environment.

NOT LOSING SIGHT ON THE IMPORTANCE OF SUSTAINABILITY

THERE IS NO MORE IMPORTANT TASK THAN TO NURTURE AND REFRESH THE CULTURE AND VALUES IN AN ORGANISATION, ESPECIALLY AMID THESE CHALLENGING TIMES. WE CONTINUE TO KEEP SUSTAINABILITY AT THE HEART OF THE BUSINESS AND REINFORCE ETHICAL STANDARDS OF CONDUCT INTO OUR BUSINESS.



[The biggest takeaway of 2020 is to not lose sight on the importance of sustainability.](#)

Should Geo Energy prioritise profits or pursue goals that improve society? Many potential investors, partners and even banks have increasingly stringent requirements on sustainability.

[COVID-19 was an extraordinary window into the cultures of companies:](#)

How do companies treat their customers, their employees, and their communities? Beyond a focus on health and safety, investors are increasingly turning their focus toward employee and stakeholders' engagement. Efforts to provide better benefit and training demonstrate values alignment between a company and its worker, and increased employee well-being and satisfaction can have positive return on investment through marked increases on productivity

and decreases in turnover rates. Investors taking a sophisticated approach to ESG recognise that social issues are a lens for finding untapped values in a rapidly changing world.

[Sustainability leadership during COVID-19 pandemic challenges](#)

us to re-examine the fundamentals that are critical to the sustainability of our business, to ask the right questions and reinforce resilience. There is no more important task than to nurture and refresh the culture and values in an organisation. While we prioritise the safety, health and well-being of our employees and stakeholders, our operations continue to progress in a safe and responsible manner. We will continue to remain vigilant and reinforce social distancing and hygiene practices, and ensure our operations are not compromised.

[Support for our local communities remains a critical part of our wider sustainability objectives.](#)

We engage and support local communities through beneficial social investment programmes. We have invested over US\$600,000 towards community well-being, particularly through supporting education, public

"WORKING AS A TEAM TO DO WHAT IS RIGHT, AND NOT WHAT IS EASY. HUMAN CAPITAL IS THE MOST IMPORTANT RESOURCE AND IS NOT EASILY REPLACEABLE."

infrastructure and healthcare response to COVID-19. This is also our 3rd year of sponsorship and donation to the Run for Hope organised by the National Cancer

Centre Singapore ('NCSS') to raise much needed awareness and support for cancer research. It was great to get involved and bring positive change to lives of others. We will do our best to support charities in the unique work they do. We will continue to explore opportunities to enhance our social value contribution.

"Working as a team to do what is right, and not what is easy." Human capital is important for Geo Energy. It's the key to the Group's success and is not easily replaceable. In order to analyse the capabilities and skills of our employees, we have a sound Human Resource Management system in place. Our focus is to recruit and retain diverse talents who can support our vision, mission and values. We take an active role in encouraging our employees to grow, develop and retain our employees by providing a competitive remuneration package aligned with their contributions to the Group.

We set up health and safety practices to identify risks and hazards, and to propose mitigation controls and measures. In 2020, we have zero fatalities and work related incidents in our mines.

[Climate change has become a global phenomenon and is one of the most pressing challenges we face today.](#)

"CLIMATE CHANGE HAS BECOME A GLOBAL PHENOMENON AND IS ONE OF THE MOST PRESSING CHALLENGES WE FACE TODAY. DIRECTORS PLAY A CRUCIAL ROLE IN THE GOVERNANCE AND SHOULD GENERALLY ENSURE THAT A COMPANY CONDUCTS ITS BUSINESS IN ACCORDANCE WITH THE APPLICABLE LAWS, TAKING INTO ACCOUNT THE INTERESTS OF ITS SHAREHOLDERS."

WE ARE DEDICATED TO STRENGTHENING OUR GOOD CORPORATE GOVERNANCE ('GCG') PRINCIPLES AND FRAMEWORK AND CONTINUE TO FOCUS ON UPHOLDING PRINCIPAL OF ETHICS AND INTEGRITY IN OUR BUSINESS AND THROUGHOUT OUR OPERATIONS.



"We understand the importance of balancing the economic development needs while mindful that our business operates in an energy-intensive industry."

During these unprecedented times, we remain committed to manage climate change as the global economy shifts towards a low carbon and green economy. We understand the importance of balancing the economic development needs while mindful that our business operates in an energy-intensive industry. We take a proactive stance by increasing disclosure of climate metrics, including emissions data, and setting targets to reduce overall carbon footprint, by working closely with our partners and mining services contractor. In 2020, we managed to reduce both energy and carbon intensity by 26%. We are always committed to manage these impacts through best practices, take operational initiatives where possible, and comply with applicable environmental regulations.

Directors play a crucial role in the governance and should generally ensure that a company conducts its business in accordance with the applicable laws, taking into account the interests of its shareholders.

We are dedicated to strengthening our Good Corporate Governance ('GCG') Principles and Framework and continue to focus on upholding principles of ethics and integrity in our business and throughout our operations.

Geo Energy's initiative and push for change towards achieving its sustainability goals won the Singapore Business Review Listed Companies Awards 2020 (Metals & Mining category). The Group also won the prestigious Asia Pacific Enterprise Awards (APEA) 2020 (corporate excellence in Mining & Energy category) for demonstrating sustainable growth, responsible leadership and operational excellence. In recognition of our stakeholder engagement, IR Magazine of London in association with the SGX has also awarded a certificate for excellence in investor relations to Geo Energy in their IR Magazine Awards South East Asia 2020.

We will continue to keep sustainability at the heart of the business and reinforce ethical standards of conduct into our business. The Board also engaged regularly with management and stakeholders for more informed decision making and enhanced business performance.

Year 2021 is synonymous with hard work, determination, strength, and resilience to achieve the things that we want to accomplish. It's important that we go into 2021 with an open mind and a new way of thinking, make wise decisions and choices that will enable us to achieve our goals. We set a goal and do not give up until the goal and objective are attained.

Dato' Charles Antony Melati
Executive Chairman

Tung Kum Hon
CEO and Executive Director

ABOUT THIS REPORT

WE KEEP ABREAST OF THE GLOBAL STANDARDS OF SUSTAINABILITY REPORTING TO PROVIDE A FAIR COMPARISON BETWEEN INDUSTRY PEERS, BETTER CLARITY OF CONTENT AND ENSURE IT MEETS AND EXCEEDS STAKEHOLDERS' EXPECTATION.

[GRI 102-52, 102-54]

[Geo Energy publishes a sustainability report annually to illustrate the progress in achieving sustainability goals.](#) The performance indicators disclosed in this report are in accordance with the sustainability reporting listing rules of the Singapore Exchange ('SGX') and the Global Reporting Initiatives ('GRI') Standards: Core Option. Should you have any questions on our report, please contact us at investor_relations@geocoal.com.

REPORTING BOUNDARY AND CONTENT

[GRI 102-48 to 102-54]

[This Report sets out Geo Energy's sustainability management approach,](#) performance data, as well as risks and opportunities for our material economic, environmental, governance and social matters for the reporting period of 1 January to 31 December 2020. There have been no significant changes to Geo Energy's size, structure, ownership and supply chain during the reporting period, as presented in About Geo Energy: Our Operations. We have excluded our mine sites BEK and STT, as BEK has just recommenced mining operations, while STT has not commenced production yet. The most recent publication of our sustainability report was in 2019.

"THE CONTENT OF THIS REPORT IS PREPARED IN ACCORDANCE TO THE GRI STANDARDS CORE OPTION."

The list of our performance asset calculations disclosed in this report are provided in the Sustainability Performance section at page 28 to 30 and includes data from Geo Energy as well as our business partner, BUMA. Our impact boundary information is also presented in the materiality section of this report.

Geo Energy keeps abreast of the global standards of sustainability reporting to provide a fair comparison between industry peers, better clarity of content, and ensure that it meets and exceeds all stakeholder expectations. The content of this report is prepared in accordance to the GRI Standard Core Option. Definitions are set out in the Sustainability Performance and GRI Index of this report, unless otherwise stated. The GRI Content Index can be found from page 31 to page 33.

There are no significant differences in material topics compared to the previous year. Some material topics have been renamed and grouped together to be more relevant to Geo Energy's current sustainability context.

Health and Safety

0 • Zero Fatality
• Zero work-related ill health incidents
• Zero reported incidents

Employees

1,305 total training hours provided to employees

- 6.83 average training hours per employee
- 1:2.6 female-to-male ratio across all our operations

Community

US\$0.6 million

investment towards community well-being

- Focused on supporting community through education and public infrastructure

Environment

Total energy consumption of

1.64 million GJ

- Directly emitted 121,646.75 tCO₂e of greenhouse gas ('GHG')
- Both energy and carbon intensity reduced by 26% compared to 2019



ABOUT THIS REPORT

THIS REPORT HAS NOT BEEN EXTERNALLY ASSURED, HOWEVER DATA COLLECTED MEETS GEO ENERGY'S VERIFICATION SYSTEM AS EACH DEPARTMENT HEAD HAS BEEN RESPONSIBLE FOR DATA COLLECTION.

REPORTING ASSURANCE

[GRI 102-56]

This sustainability report has not been externally assured, however [data collected meets Geo Energy's verification system as each department head has been responsible for data collection](#). We will review the need to engage an external assurer for the report in the coming years.

ABOUT GEO ENERGY

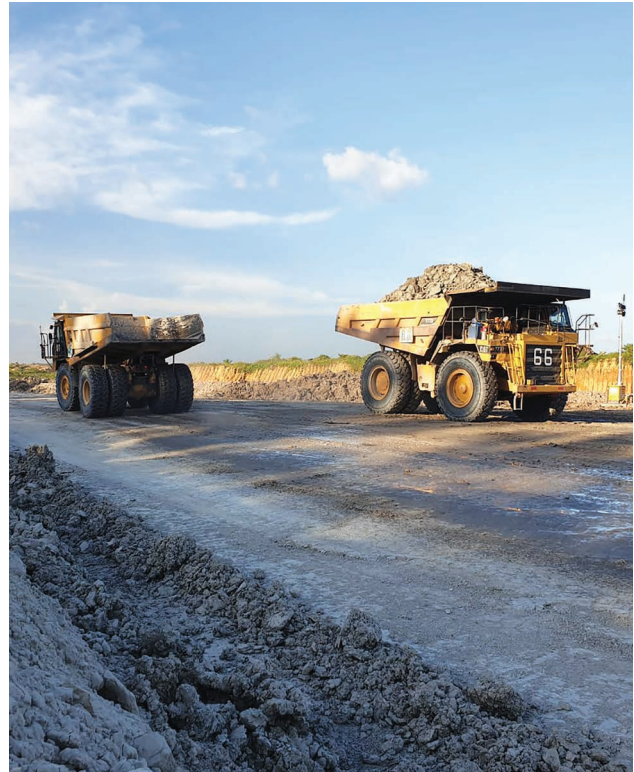
[GRI 102-1 to 102-7, 102-13]

[Geo Energy Resources Limited \('Geo Energy', together with its subsidiaries the 'Group'\) is a major Indonesian coal producer with an established track record in operating coal mines, coal production and selling coal throughout the region](#). Geo Energy commenced business in 2008 and became a listed company on the Mainboard of Singapore Stock Exchange in 2012 "RE4" and is part of the Singapore FTSE-ST Index.

Starting the business as primarily a coal mining services provider in 2008, the Group has transformed to be one of Indonesia's leading coal producers. This transition has allowed us to change the business model from operating as a

"WE WILL REVIEW THE NEED TO ENGAGE AN EXTERNAL ASSURER FOR THE REPORT IN THE COMING YEARS."

relatively small-scale mining services provider in an environment of high capital expenditure and relatively low operational efficiency, with high dependence on owners of coal mining concessions, to being a low-cost coal producer with high quality coal mining assets. Our corporate offices are based in Singapore and Jakarta while our mining operations are in Kalimantan, Indonesia. The Group owns four mining concessions located in South and East Kalimantan, namely SDJ and TBR (actively in operation), BEK (re-commenced operations) and STT (undergoing drilling and development).



	SDJ	TBR	BEK	STT
Location	Angsana and Sungai Lohan district, Tanah Bumbu regency, South Kalimantan	Angsana and Sungai Lohan district, Tanah Bumbu regency, South Kalimantan	Tering and Long Iram districts, Kutai Barat regency, East Kalimantan	Kutai Barat regency, East Kalimantan
Mining Permit (Izin Usaha Pertambangan – IUP)	Extended to May 2027	Extended to January 2028	Valid until April 2031	Valid until October 2032
Total Concession Area	235 ha	489 ha	4,570 ha	4,600 ha
2020 Production (million tonnes)	4.9	7.7	Recommended mining operation	Undergoing drilling and development ¹



² STT mine has commenced drilling and development to ascertain its coal quality and reserves, for preparation of its feasibility study for mining its coal.

[GRI 102-4]

Geo Energy has two headquarter locations:

Singapore Office

12 Marina Boulevard
#16-01 Marina Bay
Financial Centre Tower 3
Singapore 018982

Jakarta Office

The Suites Tower, Lantai
17 Jl. Boulevard Pantai
Indah Kapuk, No. 1
Kav. OFS
Jakarta 14470

[The Group has received the prestigious award as one of the Singapore Fastest Growing Companies in 2019 and 2021](#), presented by The Straits Times and Statista based on the strong revenue growth in the preceding years.

The focus of our coal sales remains on Indonesia and China as core markets. Geo Energy has also scaled up its presence in other markets such as South Korea, Pakistan and Vietnam. Total coal sales in 2020 was 10.7 million tonnes, which is 45% higher than 2019.

Geo Energy has yet to become a member of industry or other relevant associations, or national or international advocacy organisations.

**OUR VISION
[GRI 102-16]**

To become one of Indonesia's top ten coal producers by embarking on a series of acquisition opportunities.

Geo Energy commits to sustainable growth and enhancing shareholder value. We will continue

to pursue opportunities to expand our mining operations and grow our coal reserves through strategic acquisitions and vertical integration.

**OUR MISSION
[GRI 102-16]**

"Growing Up Together in Harmony" with all our stakeholders, including employees, offtakers, contractors and communities.

We are committed to running our business with corporate social responsibility concepts firmly embedded within our daily operations to protect our people, the environment and the local communities in which we operate.

We review and analyse all of our business risks and opportunities, looking beyond economic, strategic and operational factors to include social and environmental considerations.

**CORE VALUES
[GRI 102-16]**

Accountable

We are responsible for our actions, our performance and our products in conducting our business, and we are committed to continuous improvements and learning.

Competence

We employ the best people, engage the top mining contractors and work with respected international traders.

Teamwork

We cooperate, communicate and support each other in achieving our vision and mission in this competitive environment.

Responsive

We strive to achieve the best possible outcome in everything we do, for the benefit of our people, our business partners and our communities.

**SHARED ECONOMIC VALUE
[GRI 201-1]**

To achieve sustainability in our business, we need to provide what we can to all of our Shareholders and society, including the communities where we operate.

We created economic value for stakeholders by paying dividends to our shareholders and payment of taxes and fees to the government and local authorities. For the community, we maximise the employment of local workers and suppliers as well as investing in its infrastructure. Despite the challenging year, we remained committed to our employees and contractor's welfare by providing rewards to those who perform well.

SHARED ECONOMIC VALUES (USD MILLION)

Revenues	Operating Costs	Employee Wages and Benefits
306.8	243.7	9.4
Tax Payment to Government	Payments to Providers of Capital	Community Investments
3.3	11.9	0.6



SUSTAINABILITY AT GEO ENERGY

WE HAVE INTEGRATED SOCIAL AND ENVIRONMENTAL CONSIDERATIONS INTO THE BUSINESS, THROUGH OUR STRATEGY, CULTURE, OPERATIONS AND DECISION-MAKING PROCESS.

"Driving and deriving value through better environmental and social responses has been part of Geo Energy's DNA."



APPROACH TO SUSTAINABILITY

[Driving and deriving value through better environmental and social responses has been part of Geo Energy's DNA](#) since the founding of our Group. We have integrated social and environmental considerations into the

business, through our strategy, culture, operations and decision-making process. This 2020 Sustainability Report shows the accumulation of our work over the past four years. We understand that as a resource-based company, our impacts on society and the environment can be

substantial. We constantly evaluate the potential risks and impacts from activities associated with our operations by using the Environmental, Social and Governance ('ESG') risk assessment to mitigate and reduce risks while creating value for the community and the environment.

SUSTAINABILITY STRATEGY AND MANAGEMENT

[GRI 102-18]

The core of our business strategy is meeting shareholder expectations, creating innovative products and operating in a responsible manner.

The Enterprise Risk Management ('ERM') Working Group is part of our Sustainability Framework, which identifies sustainability risks and opportunities across our operations enabling us to deliver tailored solutions to meet our objectives. We work collaboratively with stakeholders to ensure that we keep channels of communication open

and talk about issues that are important to our stakeholders. To ensure the sustainability of our business, we recognise that communicating with our stakeholders is imperative. We ensure continual communication with regulators and investors, which is central to our ambition to be our industry's trusted partner.

Improving our ESG, our targets, and our commitments towards the community have always been a priority in our business. In 2020, we continue to maintain and improve the implementation of the Environment and Social Management System

('ESMS') by working collaboratively with BUMA to ensure that all environmental, health and safety risks are managed well for the entire group. We also aim to improve our health and safety performance through the migration from OHSAS 18001 to ISO 45001 for our mining contractors. We support and align our policies and management approach to United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization ('ILO') Conventions and International Standardisation Organisation ('ISO').

"Communicating with our stakeholders is imperative. We ensure continual communication with regulators and investors, which is central to our ambition to be our industry's trusted partner."



SUSTAINABILITY AT GEO ENERGY

WE CONDUCTED A MATERIALITY ASSESSMENT AND MAPPED OUT KEY ISSUES, WHICH WERE BENCHMARKED AGAINST GLOBAL INITIATIVES AND INDUSTRY PEERS IN ASIA THAT ARE IMPORTANT TO OUR STAKEHOLDERS AND GEO ENERGY.

MATERIALITY [GRI 102-47]

We conducted our first materiality assessment in 2017 and mapped out key ESG issues that are important to our stakeholders and Geo Energy. Each material issue was benchmarked against global initiatives, namely the Sustainability Accounting Standards Board ('SASB'), Dow Jones Sustainability Index ('DJSI'), and World Coal Association. Benchmarking was also done against industry peers in Asia.

First, we identified the material sustainability issues relevant to our industry, strategy, business model and key stakeholders affected by our business. We then defined the issues and engaged with relevant stakeholders through direct interviews. Since 2017, we have reported our material issues based on the GRI Standards and followed the AccountAbility ('AA') 1000 recommended guidelines.

Criteria was set out to measure the material issue's impact and the importance on business success and its influence on the stakeholder's decision of whether to engage with Geo Energy. We process the results of the stakeholder engagement and produce our materiality matrix.

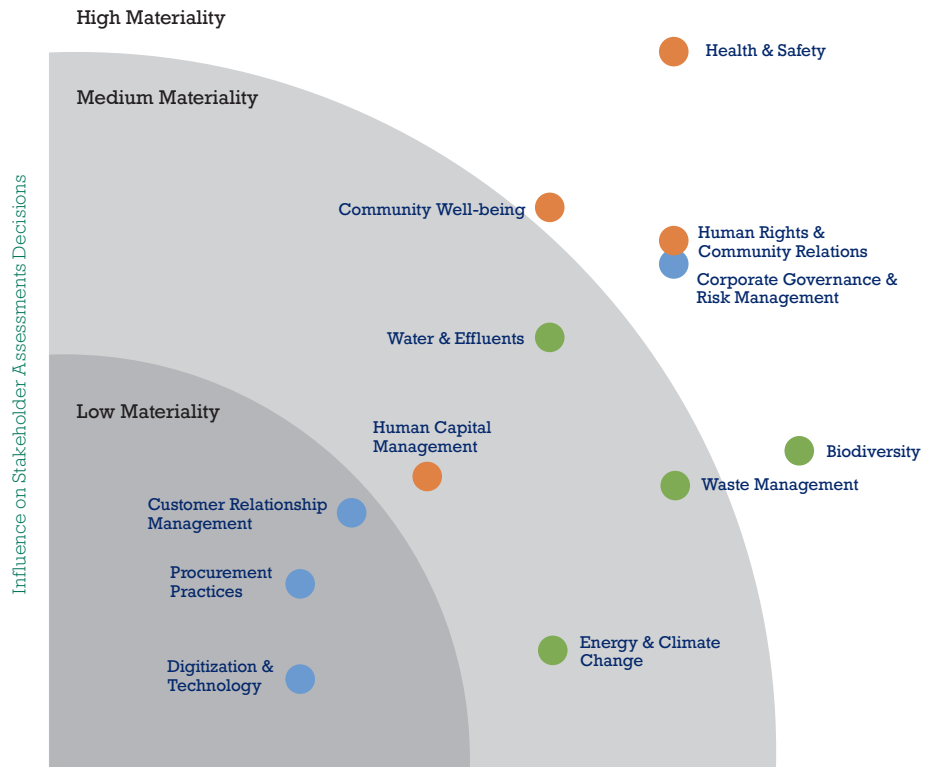
MATERIALITY ASSESSMENT

Our identified material ESG issues are still relevant to our business context and key stakeholders today. We identified new material issues and made minor changes in categorising the material issues. These changes include:

- Adding a "medium" materiality to accurately reflect the materiality level of each ESG issue;
- Moving Energy and Climate Change from low to medium materiality;

- Including Digitalisation and Technology and Customer Relationship Management as the new materiality issues in 2020 and categorised as low materiality;
- Merging Compliance, Economic Performance, and Ethics and Integrity into Corporate Governance and Risk Management;
- Adding a community element into Human Rights, renaming it as Human Rights and Community Relations;
- Renaming Employment Practices to Human Capital Management; and
- Renaming Effluents and Waste to Waste Management.

High Materiality	Medium Materiality	Low Materiality
<ul style="list-style-type: none"> • Health and Safety • Human Rights and Community Relations • Corporate Governance and Risk Management • Biodiversity • Community Well-being 	<ul style="list-style-type: none"> • Water and Effluents • Waste Management • Human Capital Management • Energy and Climate Change 	<ul style="list-style-type: none"> • Customer Relationship Management (new) • Procurement Practices • Digitalisation and Technology (new)



Significance of the Group's Economic, Environmental and Social Impacts

CORPORATE GOVERNANCE AND RISK MANAGEMENT

WE AIM TO ENSURE ACCOUNTABILITY AND TRANSPARENCY IN OUR OPERATIONS THROUGH THE GCG PRINCIPLES AND FRAMEWORK. WE BELIEVE GCG CULTIVATES SUSTAINABLE GROWTH AND VALUE FOR OUR STAKEHOLDERS.



MANAGEMENT APPROACH AND COMMITMENT [GRI 103-1 to 103-3, 419-1]

[Geo Energy is dedicated to create long-term sustainable value for our business and protect our stakeholders' interests.](#)

We implement best-practice standards for GCG to safeguard our transparency and accountability. Our commitment and approach together foster a belief that we can create long-term value for our stakeholders.

GCG is integral for a resilient corporation and enables it to be more transparent and forward-looking. It safeguards against fraud and dubious financial engineering, protects shareholders' interests and creates long-term value and returns for shareholders. The Board of Directors

"GCG SAFEGUARDS AGAINST FRAUD AND DUBIOUS FINANCIAL ENGINEERING, PROTECTS SHAREHOLDERS' INTERESTS AND CREATES LONG-TERM VALUE AND RETURNS FOR SHAREHOLDERS."

("the Board") recognises the importance of risk management practices in protecting shareholders' interests and the Group's assets, as well as to minimise negative impacts on the environment and society. It provides reasonable assurance of the integrity and reliability of the financial information, and safeguards and maintains assets' accountability.

In 2020, we sustained our good performance in term of socioeconomic compliance.

No non-compliance notice was issued by the regulators during the reporting year.

GCG PRINCIPLES AND FRAMEWORK [GRI 102-18]

[We aim to ensure accountability and transparency in our operations through the GCG principles and framework.](#) Our corporate governance is constantly reviewed and evaluated to maintain compliance with relevant regulations. We believe GCG cultivates sustainable growth and value for our stakeholders.

We are committed to complying with the SGX Listing Rule, the Principles and Practice Guidance outlined in the Code of Corporate Governance 2018, and Indonesian laws and regulations. Geo Energy has adhered to the guidelines and principles set out in

the Code 2018 in 2020, as confirmed by the Board.

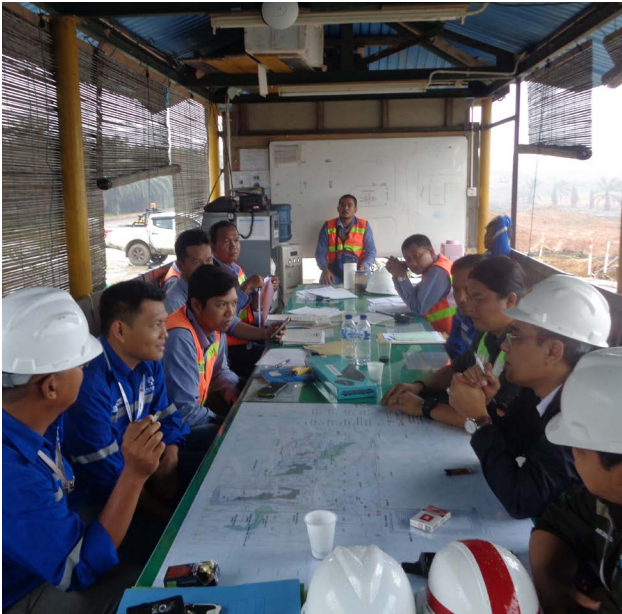
The Group has conducted a review of all operations and governance and developed an overarching system, the ESMS, following the International Finance Corporation ("IFC") Performance Standards ("PS"). The implementation of ESMS was led by our Head of Technical and Engineering across our operations. The ESMS states our commitment to environmental and social management, which enhances the processes to identify, assess and manage our environmental and social risk. The Group also manages the material issues with the Code of Ethics and Conduct, Whistleblowing Policy, and ERM Framework.

Geo Energy strives to achieve the following goals and targets:

- Protect stakeholders' interests and create long-term sustainable value;
- Ensure accountability and transparency throughout the business operations;
- Establish appropriate culture, values and ethical standards of conduct at all levels;
- Uphold business integrity, including zero tolerance of fraud, bribery, and corruption;
- Provide a channel for employees and external parties to raise concerns of business ethics and non-compliance; and
- Implement a clear and robust ERM Framework to safeguard the company against risks.

CORPORATE GOVERNANCE AND RISK MANAGEMENT

WE IMPLEMENT A CLEAR AND ROBUST ERM FRAMEWORK TO SAFEGUARD THE COMPANY AGAINST RISKS, CONDUCT RIGOROUS CYCLICAL ANNUAL RISK IDENTIFICATION AND ASSESSMENT ALONG WITH MONITORING AND REPORTING ACROSS ALL ASPECTS OF OUR OPERATIONS.



ETHICS AND INTEGRITY
[GRI 102-16, 205-3]

Fundamentally, our operations are based on having ethics and integrity incorporated throughout our business. These principles are vital to sustaining a relationship with our stakeholders and shareholders.

We outline the principles and expectations for daily decisions and interactions in our Code of Ethics and Conduct. We focus on high standards of business integrity to enforce our zero-tolerance for fraud, bribery and corruption. Should any employee breach our anti-corruption and bribery policy, they shall face prompt disciplinary actions or termination, regardless of their role or status.

We are proud that we have no confirmed cases of corruption and bribery in 2020.

WHISTLEBLOWING POLICY
[GRI 102-16]

Our whistleblowing policy aims to provide an avenue for employees and external parties to raise concerns and offer reassurance that they will be protected from reprisals or victimisation for whistleblowing in good faith. It also outlines the channels where employees or external stakeholders are able to express concern about non-compliance within the operations and business ethics. All concerns raised by whistleblowers will be treated with strict confidentiality.

Our Audit and Risk Committee ('ARC') reviews significant reports to ensure timely and adequate investigation and resolution. This mechanism ensures that we continually maintain our business ethics and integrity while protecting our employees. Our ARC received zero

whistleblowing reports during this reporting period.

RISK MANAGEMENT APPROACH

[GRI 103-2, 103-3]

The Board and Senior Management oversee the Group's corporate governance and risk management. We implement a clear and robust ERM Framework to safeguard the company against risks.

Our ERM Working Group reviews all significant control policies and procedures on an ongoing basis and highlights all significant matters, mitigating actions, and monitoring mechanisms to the ARC and the Board.

"WE OUTLINE THE PRINCIPLES AND EXPECTATIONS FOR DAILY DECISIONS AND INTERACTIONS IN OUR CODE OF ETHICS AND CONDUCT."

We conduct rigorous cyclical annual risk identification and assessment, along with monitoring and reporting across all aspects of our operations. The steps are as follows:

- At the operational level, key management personnel of the respective business units, who are the risk owners, together with the ERM Working Group, identify potential risks.
- An annual risk workshop is held to prioritise the risks affecting the Group and provide countermeasures for the risks identified.

All identified risks are assessed, analysed and prioritised by their level of importance.

- The ERM Working Group outlines a course of action to minimise the impact of these risks and the expected costs related to the mitigating actions.
- Each prioritised risk is then assigned to its respective Risk Owner, who is responsible for monitoring, controlling and reporting on the status and effectiveness of each risk response action to the ERM Working Group.
- The identified top risks will be presented to the ARC and the Board for review and approval for the adequacy and effectiveness of the Group's risk management and internal control.

Our Initiatives

KPMG, our ERM Consultant, assists in refreshing the Group's risk universe and facilitates workshops with key stakeholders (including the Board, ARC, Management and Heads of Departments) to prioritise key risks, discuss and generate the action plans to minimise the risks.

Shareholders are increasingly looking at ESG factors and business growth to increase value and meet shareholders' expectations. Our sustainability consultant, Environmental Resources Management Ltd, assists in the materiality assessment process and develops our sustainability report. The report includes key themes, chapters and case studies addressing

the material issues using the GRI sustainability reporting guidelines and aligning with SGX listing requirements. The report serves to communicate ESG factors and business growth to shareholders. We believe that disclosing our sustainability performance will increase our value add and shareholders' satisfaction.

Sustainable Mining – Emerging Risks in the Future

As risks are dynamic, we continuously monitor our operating and external environments to identify any emerging risks. Special attention is given to global and industrial trends before

"SHAREHOLDERS ARE INCREASINGLY LOOKING AT ESG FACTORS AND BUSINESS GROWTH TO INCREASE VALUE AND MEET SHAREHOLDERS' EXPECTATIONS."

they becomes a threat and impact to our business. These emerging risks are discussed at the Board and Management levels. If the emerging risk poses a real threat, we will escalate and develop an appropriate response and mitigation plans. The following emerging risks were monitored closely.

Emerging risks and potential impact on Geo Energy:

Emerging Risk Event	Potential Impact
<p>Regulatory Risk As Geo Energy continues to grow, compliance is increasingly a challenge, especially in an environment where laws and regulations are getting more stringent. Any change in laws or regulations may have an impact to our operations and for future investment opportunities.</p>	<ul style="list-style-type: none"> • Penalties and damage to reputation if non-compliant • Reduced profit and loss of business or market share • Decrease in the confidence of our stakeholders (customers, suppliers, investors)
<p>Access to Capital Risk As the world transitions to a low carbon economy, investors are increasingly taking a sustainable approach to pursue their investment goals. This leads to an inability to raise sufficient capital and poses a challenge to business sustainability.</p>	<ul style="list-style-type: none"> • Difficulty accessing capital, disrupting trade financing • Unable to fully fund our operations or execute our business plan • Inability to create value for stakeholders (customers, suppliers, employees)
<p>Strategic Investment Risk Every business carries risks. Geo Energy is looking for business diversification and expanding its value chain to minimise the environmental impact. The Group aims to ensure the planned/targeted projects are completed as planned to sustain its business.</p>	<ul style="list-style-type: none"> • Inability to implement business strategy, business diversification and minimising environmental impact • Loss of business opportunities



"The report serves to communicate ESG factors and business growth to shareholders. We believe that disclosing our sustainability performance will increase our value added and shareholders' satisfaction."

DIGITALISATION AND TECHNOLOGY

ADOPTING DIGITAL INNOVATION AND TECHNOLOGY IS CRUCIAL FOR GEO ENERGY TO ENHANCE OPERATIONAL AND RESOURCE EFFICIENCIES. WE BELIEVE DIGITALISATION AND IMPROVED TECHNOLOGY WILL BECOME INCREASINGLY IMPORTANT IN THE COAL INDUSTRY IN THE FUTURE.



"We strive to provide stable and secure access to our internal networks, IT and data systems".

MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 to 103-3]

[Adopting digital innovation and technology is crucial for Geo Energy to enhance operational and resource efficiencies.](#)

While digitalisation enhances efficiencies, it carries an inherent risk of cyber intrusion and cyber-attacks. COVID-19 has increased our reliance on remote working and as a result, cybercrime cases may increase, a threat to the organisation.

To ensure business continuity, we strive to provide stable and secure access to our

"WE ENSURE EFFECTIVE RISK MANAGEMENT AT ALL TIME TO AVOID ANY POTENTIAL DISRUPTIONS TO OUR DIGITAL SYSTEMS OR SERVICES."

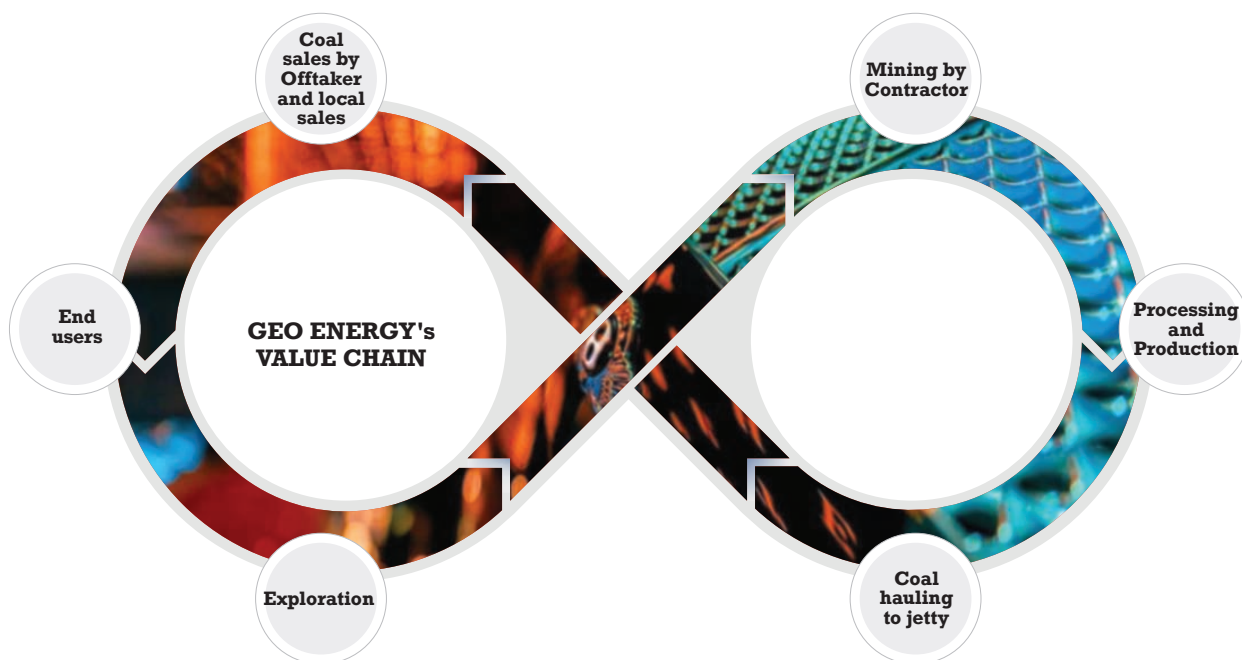
internal networks, IT and data systems. We ensure effective risk management at all time to avoid any potential disruptions to our digital systems or services.

While we understand the importance of digitalisation and technology especially in the current COVID-19

pandemic, the coal mining industry is however lacking advancement in this area. At Geo Energy, we continue to focus on strengthening our risk management and securing our data systems to ensure business continuity. We believe digitalisation and improved technology will become increasingly important in the coal industry in the future.

OUR SUPPLY CHAIN

WE ARE COMMITTED TO MAINTAIN THE HIGHEST LEVEL OF INTEGRITY IN OUR DEALINGS WITH SUPPLIERS. WE SEEK TO WORK WITH SUPPLIERS WHO SHARE OUR VALUE OF INTEGRITY, COMMIT AND CONTRIBUTE TO SUSTAINABLE DEVELOPMENT.



OUR SUPPLY CHAIN [GRI 102-9, 102-10, 308-1]

[Supply chain management is vital for Geo Energy's growth and ability to deliver world-class products and services to our customers.](#)

We are committed to maintain the highest level of integrity in our dealings with suppliers. We seek to work with suppliers who share our value of integrity, commit and contribute to sustainable development.

We seek to create strong and independent local communities by focusing on social, economic and environmental aspects where we operate and create financial conditions to help local communities to improve their standard of living.

MANAGEMENT APPROACH AND COMMITMENTS [GRI 102-9, 201-10]

[Geo Energy has established sound processes and solid governance structures around its procurement activities.](#)

We provide guidance on all purchasing activities to prevent all forms of unethical behaviour in our procurement.

Our procurement policies include:

- Selection and assessment of vendors;
- A Local Recruitment and Procurement Plan; and
- Criteria standards and procedures for purchases and payables.

Our goal is to continually create an independent and

strong local communities that generate lasting improvements in their standard of living. Going forward, Geo Energy aims to align procurement practices with Human Resources policy and the overarching ESMS, following IFC PS. We will continue to implement clear processes.

PERFORMANCE AND CASE STUDIES [GRI 308-1, 414-2]

[In 2020, SDJ and TBR sourced 100% of the products and services from local suppliers located in South Kalimantan province.](#) We have also improved our cost base

through negotiations with our service providers. As most of our costs are linked to the coal prices and market conditions, we will continue to monitor the coal price movement and market conditions and negotiate our costs when necessary.

We do not have any new suppliers for the reporting period. At Geo Energy, we assess our new suppliers using environmental and social criteria. We will continue to take actions, when needed, to ensure our suppliers are aligned with the Group's policy and all applicable environmental and social regulations.

Proportion of spending on local suppliers

Operation Site	Product (%)	Services (%)
SDJ Site	81.0	19.0
TBR Site	74.0	26.0

CUSTOMER RELATIONSHIP MANAGEMENT

WE ARE COMMITTED TO UNDERSTAND OUR CUSTOMERS' NEEDS, IMPROVE CUSTOMER SATISFACTION, AND SAFEGUARD CUSTOMER PRIVACY AND END-USER DATA AGAINST SECONDARY PURPOSES.



MANAGEMENT APPROACH AND COMMITMENTS [GRI 103-1 TO 103-3]

[We value our customers.](#)

We strive to maintain good relationships with our customers by regularly engaging them to understand their views, expectations and perspectives. We share the specifications of our products and any associated risks with our customers. We are committed to understand our customers' needs, improve customer satisfaction, and safeguard customer privacy and end-user data against secondary purposes. Our marketing department and senior management team are responsible for ensuring this value creation.

"WE RECOGNISE THAT CUSTOMERS ARE AT THE CORE OF OUR BUSINESS STRATEGY TO ACHIEVE COMMERCIAL EXCELLENCE"

We adopted the following standards:

- Compliance with all relevant regulations; and
- Compliance with Ethical Conduct.

We follow the Stakeholder Engagement process and aim for two-way communication with our stakeholders, which allow them to provide feedback in term of our operations.

We ensure all feedback is handled appropriately.

We are committed to continuously improve our customer relationship management approach. At Geo Energy, we recognise that customers are at the core of our business strategy to achieve commercial excellence. Strong partnerships with customers bring added value to our business. This is a new materiality issue for 2020. We aim to understand the priorities on ESG set by our customers and safeguard customers' privacy and end-user data against secondary purposes.

OUR EMPLOYEES

WE ARE FULLY COMMITTED TO DIVERSITY AND INCLUSION IN OUR BUSINESS AND OPERATIONS BY PROVIDING EQUAL OPPORTUNITIES FOR ALL ROLES IN OUR COMPANY.

MANAGEMENT APPROACH AND COMMITMENTS

[GRI 103-1 to 103-3]

Human capital is important for Geo Energy. It is the Group's most important resource and is not easily replaceable. Our people are the key to our Group's success. In order to analyse the capabilities and skills of our employees, we have a sound Human Resource Management system in place. Our focus is to recruit and retain diverse talents who can support our vision, mission, and values.

The implementation of Human Capital Management at Geo Energy is based on equal employment opportunities. We are fully committed to diversity and inclusion in our business and operations by providing equal opportunities for all roles in our Company. We recruit and develop people regardless of race, colour, religion, gender, age, and disability. Employees are hired according to their abilities and skills as well as job requirements.

We ensure that all labour relations and human resource procedures align with the best practice standards and applicable regulations. We aim to ensure that we remain competitive regarding our employment practices and ensure that employees complete good quality work.

We adopt the following policies:

- Company regulations approved by the Indonesia government for human resource mechanisms;
- Human Resource policy;
- Whistleblowing policy;
- Grievance mechanism policy; and
- Stakeholder engagement policy.

Our human capital management goals and targets:

- Encourage employees to have a compelling mix of skills, attributes and attitudes;
- Encourage employees to develop their skills in order to function successfully in their roles;

"WE ARE COMMITTED TO FOSTERING A NON-DISCRIMINATORY WORKPLACE ENVIRONMENT."

- Ensure equal opportunities in receiving professional development and career progression; and
- Tailor training and education based on roles and responsibilities to make the greatest impacts.

COVID-19 Challenges

COVID-19 pandemic has impacted businesses in Indonesia and Singapore with dire effects on human health and economies. Aligning with the World Health Organization ("WHO") guidelines, a strategic objective of Geo Energy's is to interrupt human-to-human transmission amongst our workforce to limit the spread of the virus. In 2020, we immediately implemented preventive measures, including employee work rotations and work from home arrangements, initiation of virtual meetings, self-isolation arrangements and socialisation of preventative actions. General self-care and hygiene campaigns were also established, such as making hand sanitisers available at all of our offices and site locations and administering personal temperature tests for both staff and visitors. We remain committed to these measures to help ensure the health and safety of all employees and contractors.

Our People at a Glance

In 2020, 171 out of 191 employees are based in Indonesia, where our mining operations are located, with 20 employees based in our Singapore office. Most of our employees in Indonesia are in non-executive positions, making up 66% of total employees. We have talented young individuals working in Indonesia, with 29% of employees less than 30 years old.

Due to the nature of our business, the female-to-male ratio across all our operations is 1:2.6. This can be seen in our mining operations in Indonesia which altogether have 127 males and 44 females. We acknowledge that we can contribute more by encouraging more females to join and stay within the fields of Science, Technology, Engineering and Mathematics ('STEM').

We are committed to fostering a non-discriminatory workplace environment. Going forward, we want to streamline the communication between the executive and non-executive employee levels as we commit to improve our human resources performance.

Talent Attraction and Retention

We always seek talented individuals wherever we operate and provide equal opportunities for all genders based on their qualifications. In 2020, we hired 17 new employees, with females making up of 24%, and our operations maintained an approximate turnover rate of 10.6% of total employees.



OUR EMPLOYEES

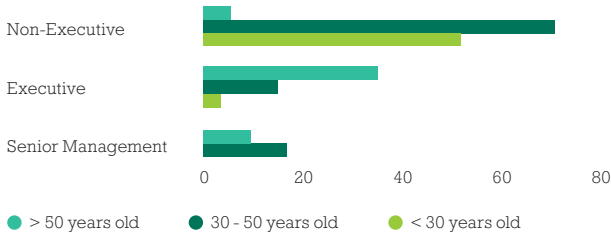
THE DEVELOPMENT OF OUR EMPLOYEES IS FUNDAMENTAL TO OUR BUSINESS SUSTAINABILITY. IN ORDER TO MAINTAIN AND GROW THE BEST TALENT, WE PROVIDE TRAINING AND EDUCATION TO OUR EMPLOYEES.

We retain employees by providing competitive remuneration and generous benefits, including disability coverage, healthcare and life insurance, retirement provision, employee share option schemes and performance bonus (dependent on the Company's and individual's performance).

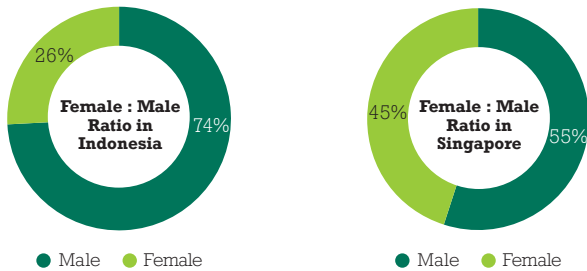
As part of our human resource strategy, we conduct a company-wide engagement survey for our employees to express their opinions and concerns relating to work conditions. This ensures that we can manage our employees' expectations so that we can maintain a sustainable relationship.



EMPLOYEES BY AGE GROUP AND POSITIONS



FEMALE-TO-MALE RATIO IN SINGAPORE AND INDONESIA



NEW HIRE AND TURNOVER BY REGIONS



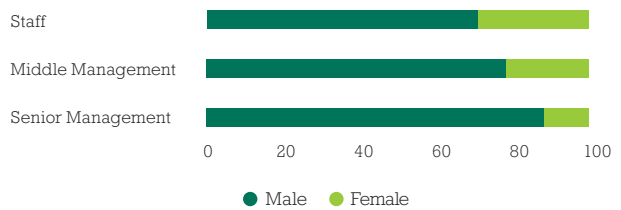
HUMAN CAPITAL DEVELOPMENT [GRI 404-1, 404-3]

The development of our employees is fundamental to our business sustainability. In order to maintain and grow the best talent, we provide training and education to our employees. The training and educational opportunities are customised to the employee based on their role and responsibilities, providing growth in specific areas for the greatest contribution to the Group. All employees have access to professional

career development and progression guidance. Performance reviews are conducted regularly to focus on employee development and achieving work-related goals.

In 2020, we have provided a total of 1,305 training hours to our employees in Singapore and Jakarta offices, an average of 6.83 hours per employee. Attendees included 19% of senior management, 71% of middle management, and 10% of staffs.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY EMPLOYMENT CATEGORY AND GENDER



HEALTH AND SAFETY

IT IS OUR RESPONSIBILITY TO MAINTAIN A SAFE WORKPLACE AND ENCOURAGE SAFETY BEHAVIOUR IN ALL WORKERS WITHIN OUR SITES, OUR EMPLOYEES, CONTRACTORS AND COMMUNITIES TO MINIMISE ANY ACCIDENTS, INJURIES AND OCCUPATIONAL ILLNESSES.

MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 to 103-3]

[We understand that health and safety are integral to our business operations.](#)

We are committed to creating a safe and comfortable working environment. It is our responsibility to maintain a safe workplace and encourage safety behaviour in all workers within our sites, our employees, contractors and communities to minimise any accidents, injuries, and occupational illnesses.

To achieve this goal, we adopted the following policies for all of our mine operations:

- Occupational Safety, Health and Environment ('OHSE') policy;
- Environmental, Health and Safety, and Social Management System ('EHS&SMS'); and
- Contractor Health, Safety and Environment ('HSE') Evaluation policy (2018).

Our policy is a guideline that outlines our commitment to protect our employees, contractors and communities and to comply with applicable legislation. Our target is to maintain at zero injuries, zero accidents, and no or low negative environmental impacts.

COVID-19 Challenges

We are committed to ensure a healthy and safe operation during this COVID-19 pandemic. We have implemented additional health and safety protocols in line with WHO guidelines. We have implemented preventive measures, including work rotation/work from home arrangements, virtual meetings and self-isolation arrangements in addition to the preventative actions, maintain safe social distancing, wear mask and practise good personal hygiene. General self-care and hygiene campaigns have also been established, such as making hand sanitisers available

at all of our offices and site locations and administering personal temperature tests for both staff and visitors. We remain committed to these measures to help ensure the health and safety of all employees and contractors. As at the date of this report, no significant health and safety disruptions were identified.

Health and Safety Compliance and Management System

At a minimum, we comply with all national laws related to health and safety to protect our employees. Our health and safety management programs are based on applicable local laws and regulations. Additionally, we follow international best practice frameworks such as OHSAS 18000 and other international standards that are applicable to us. Currently, we are adjusting our standards to meet ISO 45001, the best practice standard in occupational

health and safety, which will improve our management system and ensure our people are protected.

Our EHS&SMS identifies and evaluates the potential risks, hazards and impacts within our operations, along with the corresponding controls and mitigation measures required. It sets out the health and safety management plans, procedures and provisions on monitoring review. We developed the EHS&SMS based on relevant national regulations, international financing standards such as IFC PS and international standards for management systems: OHSAS 18001:2007 (Occupational Health and Safety Assessment Series). We follow the internal standard operating procedure, SOP-008-HSE-2017, to report any hazards. Our employees perform their work in accordance with the Job Safety Analysis ('JSA').

As part of the implementation of EHS&SMS, we are committed to conduct monitoring and reviewing processes to maintain our ongoing improvement, performance and effective management system in accordance with the Plan-Do-Check-Act ('PDCA') model.

OCCUPATIONAL HEALTH AND SAFETY PROGRAMMES

[GRI 403-1 to 403-7]

[Our health and safety programmes are established to increase awareness and the overall safety culture within our operations.](#) The programmes aim to prevent accidents by minimising the occurrence of unsafe conditions and unsafe actions.



HEALTH AND SAFETY

OUR SAFETY PERFORMANCE ACHIEVEMENT IS AN EFFORT MADE TOGETHER WITH BUMA TO ACHIEVE ZERO INJURIES, ZERO ACCIDENTS AND NO OR LOW NEGATIVE ENVIRONMENTAL IMPACTS.

We provide health insurance to our workers using a state-led scheme through Badan Penyelenggara Jaminan Sosial ('BPJS') and Mandiri health services. These include annual medical check-up and follow up treatments. We provide medical and emergency equipment at our offices and mine site areas.

The Group also holds safety talks, coordination meetings and daily meetings to promote health and safety. Together with our mining contractor, BUMA, we provide medical consultation and knowledge on health and safety, especially fatigue management, to our workers and their families.

CONTRACTOR HSE MANAGEMENT SYSTEM

[GRI 403-1 to 403-7]

[BUMA, our business partner and mining contractor, works with us on our employees' safety.](#) Contractor management system plays an important role given the number of workers working at our mining sites, which is around 3,000 workers.

Our Contractor HSE Evaluation Policy (2018) enable us to supervise, monitor, oversee and manage our contractor's selection appointment process and to evaluate the existing contractors appointed in terms of HSE requirements.

In addition to the Contractor HSE Evaluation Policy (2018), BUMA has developed robust policies and programmes that enhance our health and safety management

system, such as Joint Observation Safety Health and Environment ('JOSHE'), Zero Incident Awareness Programme ('ZIAP'), and a daily five-minute safety meeting before the start of operations ('P5M'). BUMA also applies international standards - ISO 45001:2018 and complies with Indonesian regulations - Permen ESDM 26/2018 & Kepmen 1827/2018. There is also a HIRADC procedure - Hazard Identification, Risk Assessment, and Determining Control in place for work-related hazards and a JSA procedure for non-daily routine activities.

OPERATIONAL HEALTH AND SAFETY PERFORMANCE

[GRI 403-1 to 403-7]

[Monitoring our health and safety performance is a key factor to evaluate that our health and safety programmes are well implemented.](#) Through our strong commitment and health and safety programmes, we are proud to achieve zero fatalities and work-related injuries from about 3 million hours of work at the SDJ mine and about 4 million hours at the TBR mine in 2020. We are grateful that no occupational illnesses occurred during the reporting period.

INTERNAL SAFETY TRAINING

[GRI 403-1 to 403-7]

[Internal safety training sessions are often organised to enhance the mine area's safety culture.](#) Topics include basic occupational health and safety, first aid, housekeeping, working at heights, fire prevention and

working near water. The internal training is carried out based on a Training Need Analysis according to each worker's position and exposure to potential hazards. A minimum pass test score of 80% is necessary to ensure a proper understanding of the training material.

In 2020, we conducted at least six training sessions, namely hazard identification and risk assessment, mining safety basics, occupational health fundamentals, environmental fundamentals, accident investigation techniques and work on the water surface. Additionally, BUMA also gives periodic refreshers on emergency training and special training to those who work in a high-risk area.

EVALUATION OF MANAGEMENT APPROACH

[GRI 403-1 to 403-7]

[Our safety performance achievement is an effort made together with BUMA](#) to achieve zero injuries, zero accidents and no or low negative environmental impacts. We regularly monitor and measure our programme's effectiveness and continually make improvements. There are daily safety patrols being performed to check on the mining environment and ensure the working area is safe.

We aim to increase employee engagement with safe work procedures and our HSE rules.

We aim to increase employee engagement with safe work procedures and our HSE rules.

HUMAN RIGHTS AND COMMUNITY RELATIONS

WE BELIEVE THAT STRONG RELATIONSHIPS ARE BUILT ON TRUST AND RESPECT, AS SUCH, OBTAINING AND MAINTAINING COMMUNITY SUPPORT AND A SOCIAL LICENSE TO OPERATE IS KEY FOR OUR CONTINUED SUCCESS.



MANAGEMENT APPROACH AND COMMITMENTS [GRI 103-1 to 103-3, 412-1]

[We uphold strong human rights practices in our operations and supply chain.](#) We respect our employees, mine site workers regardless of their status, and value our relationship with the communities where we operate. To achieve this goal, we tend to align our policies with human rights conventions such as the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization ('ILO') Conventions.

Mirroring our strong commitment to our stakeholders in creating long-term sustainable value, we are highly committed to create a

positive and lasting impact on the community where we operate. We believe that strong relationships are built on trust and respect. As such, obtaining and maintaining community support and a social license to operate is key for our continued success. Proactive approach toward community needs is always our focus in running our business. We will continue to carry out our corporate social responsibility ('CSR') programmes and maintain open communication with the community to understand their needs and provide assistance that is within our capacity.

We assess the impact to our business activities in relation to human rights. In 2020, we have conducted 30 social impact assessments (including gender impact assessments based on

"WE DEVELOPED A GRIEVANCE MECHANISM PROCESS FOR AFFECTED STAKEHOLDERS TO RAISE THEIR CONCERNS ASSOCIATED WITH OUR OPERATIONS."

participatory processes) and 30 stakeholder engagements at SDJ mine site. While our contractor, BUMA, has conducted an additional 30 social impact assessments (including gender impact assessments based on participatory processes), 30 stakeholder engagements, and 30 formal local community grievance mechanism processes at TBR mine site. We recorded zero non-compliance to the laws and regulations in the social and economic areas.

STAKEHOLDER ENGAGEMENT AND COMMUNITY RELATIONS [GRI 413-1]

[Our stakeholder engagement process is initiated by identifying and mapping relevant parties to form the foundation of our plans and strategies for engagement activities.](#) We utilise various tools to engage with our stakeholders such as websites, presentations, and interviews.

Our engagement process goes beyond information sharing and consultation to provide an opportunity for participation, negotiation and understanding of partnerships. The two-way approach means that stakeholders can provide feedback through communication channels and ensure all feedback is recorded and handled appropriately.

Our Stakeholder Engagement Plan ('SEP') provides guidance for consultation and information disclosure with all our stakeholders. We developed a grievance mechanism process for affected stakeholders to raise their concerns associated with our operations. This process is designed to provide an effective engagement and disclosure programme. We regularly monitor our grievance redress to identify areas of improvement for better engagement and support our affected stakeholders.

HUMAN RIGHTS AND COMMUNITY RELATIONS

OUR STAKEHOLDER ENGAGEMENT PROCESS IS INITIATED BY IDENTIFYING AND MAPPING RELEVANT PARTIES TO FORM THE FOUNDATION OF OUR PLANS AND STRATEGIES FOR ENGAGEMENT ACTIVITIES.

Key stakeholder engagement framework

Stakeholder Group	Subgroup	Key Issues to be Addressed	Approach and Tools	Frequency
Business Partners	Supplier/ Contractors	<ul style="list-style-type: none"> Planning and coordination Improving our partner's sustainability performance Compliance with all relevant regulations 	<p>Approach: Assessment, Consultation, Collaboration and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Site inspections Direct one-on-one meetings Workshops 	<ul style="list-style-type: none"> Quarterly Ad hoc
Employees		<ul style="list-style-type: none"> Maintaining a qualified, reliable, and motivated workforce Skills development Fair, non-discriminatory employment practices that embrace diversity and equal opportunity 	<p>Approach: Assessment, Consultation, Collaboration, and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Appraisal Employee feedback channels Direct one-on-one meetings Workshops 	<ul style="list-style-type: none"> Annual Ad hoc
Government Institutions	Law Enforcement Agencies	<ul style="list-style-type: none"> Project design and development, impacts and opportunities Opportunity for partnership related to security aspects of the project assets and safety throughout the construction and operation of the project Policy and regulations 	<p>Approach: Consultation and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Socialisation forum in each village or district, involving village and district's governments 	<ul style="list-style-type: none"> Annual Ad hoc
	Provincial/ Regency Government	<ul style="list-style-type: none"> Obtaining all regulatory permits and licensing requirements for the developed sites (TBR, SDJ, and BEK) and undeveloped site (STT) Continue to conduct quarterly environment monitoring report including social monitoring as mandatory in AMDAL report and report to the relevant agencies (Ministry of Environment and Forestry, 'MoEF', Ministry of Energy and Mineral Resources, 'MEMR') 	<p>Approach: Consultation, Collaboration and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Direct one-on-one meetings with relevant government agencies as required Focus group discussions at the regency level Workshop 	<ul style="list-style-type: none"> Annual Ad hoc
Investors		<ul style="list-style-type: none"> Facilitate a strong understanding of our organisation's economic and operational performance Address concerns around ESG related risks 	<p>Approach: Consultation and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Annual General Meeting Analysts' briefings with investors Communication via Geo's website Investor roadshows 	<ul style="list-style-type: none"> Annual Ad hoc
	Land Owners	<ul style="list-style-type: none"> Land owners who might be impacted by the land acquisition process Disagreements over compensation for land prices 	<p>Approach: Consultation, Collaboration, and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Direct one-on-one meetings as required Socialisation forum at village level Public displays 	<ul style="list-style-type: none"> Annual Ad hoc
	Local Communities	<ul style="list-style-type: none"> Final project design, identified impacts and proposed mitigations Project's local labour requirements and procurement mechanism Opportunities for project involvement in community development 	<p>Approach: Communication, Consultation, Collaboration, and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Focus group discussion and socialisation forum in each impacted village Posters and brochures in a location where they are easily accessible to the community Public displays 	<ul style="list-style-type: none"> Annual Ad hoc
NGOs	Domestic	<ul style="list-style-type: none"> Project development, impacts and opportunities Management of adverse environmental and social impacts Project's social investment/community development programs Project local labour requirements and procurement mechanism and opportunity for the local workforce to be involved in the project 	<p>Approach: Consultation, Collaboration/Partnership and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Direct one-on-one meetings with relevant NGOs as required Focus group discussion at the regency level Presentations Workshop 	<ul style="list-style-type: none"> Annual Ad hoc
Scientific Community		<ul style="list-style-type: none"> Suitable CSR/Community development village-level initiatives Protection of cultural sites and practices Establishment of appropriate communication channels to/from community Project benefits and opportunities, e.g. local labour requirements and procurement Community safety Village infrastructure being disrupted by project activities Social conflicts between villagers 	<p>Approach: Consultation, Collaboration, and Information Disclosure</p> <p>Tools:</p> <ul style="list-style-type: none"> Direct one-on-one meetings with relevant government agencies as required Focus group discussion at the regency level 	<ul style="list-style-type: none"> Annual Ad hoc

"We use various tools to engage with our stakeholders such as websites, presentations and interviews."

SUPPORTING COMMUNITY WELL-BEING

WE SUPPORT COMMUNITY DEVELOPMENT THROUGH PROGRAMMES OF EMPLOYMENT, BUSINESS OPPORTUNITIES, TRAINING AND CAPACITY BUILDING THAT IS WITHIN OUR EFFORT TO IMPROVE THE LIVELIHOOD AND RAISE THE LIVING STANDARDS OF THE LOCAL COMMUNITIES.



"Our focus is always a proactive approach toward community needs."

MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 to 103-3]

[We are highly committed to create a positive and lasting impact on the communities where we operate.](#) Our focus is always a proactive approach toward community needs. Trust and respect are the foundation for strong relationships. Our approach is to build and maintain a harmonious environment and relationship through active engagement with the community, especially during the preparation, execution and rehabilitation of mine areas. During this pandemic, we provided financial assistance to help those in need, and medical

aids and supplies to prevent the spread of COVID-19 in Indonesia and Singapore.

We adopt the following:

- Implement Stakeholder Engagement Policy in all our operational areas; and
- Develop grievance mechanism process for stakeholders to raise concerns associated with our operations.

SUPPORTING COMMUNITY LIVELIHOODS

[GRI 413-1]

[In all our community activities, we strive to support community involvement in our operation areas.](#)

We support community development through programmes of employment, business opportunities, training and capacity building that is within our effort to improve the livelihood and raise the living standards of the local communities. Our local CSR teams frequently engage with the village heads and local government authorities on what we can do to assist in a collaborative manner. Regular meetings are held with representatives from surrounding villages to discuss progress and implementation of community assistance plans, CSR programmes and to address any issues, concerns or complaints arisen.

SUPPORTING COMMUNITY WELL-BEING

IN ALL OUR COMMUNITY ACTIVITIES, WE STRIVE TO SUPPORT COMMUNITY INVOLVEMENT IN OUR OPERATION AREAS. WE ENGAGE AND SUPPORT LOCAL COMMUNITIES THROUGH BENEFICIAL SOCIAL INVESTMENT PROGRAMMES.

We engage and support local communities through beneficial social investment programmes. Our approach is by conducting social mapping to every operation that is in line with the Musyawarah Rencana Pembangunan/Deliberation on Development Plans in the area. It is our pleasure to support the needs of the villages, where we contributed approximately US\$400,000 to the welfare of the communities in the seven villages located around our mining operations. Together with the other community development programmes, the Group has in total US\$600,000 investment towards community well-being.

COMMUNITY DEVELOPMENT PROGRAMMES

[GRI 413-1]

[Our community development programmes conducted in 2020:](#)

Singapore

- 3rd year of sponsorship and donation to the Run for Hope organised by the National Cancer Centre Singapore ('NCCS') to raise much-needed awareness and support for cancer research.
- Bursary scholarships for university students through our partnership with the Singapore Institute of Technology ('SIT').
- Participated in and donated to the Bluestar 2020 Virtual Charity Walk to raise awareness and crucial funds for the Red Cross Home for the Disabled ('RCHD').
- Donation in the fundraising campaign by SIT to provide some urgent relief to the undergraduates impacted by the COVID-19 pandemic.
- Donation to the Community Development and Welfare Fund ('CDWF') to support

community bonding programmes and welfare assistance for needy residents.

Indonesia

- Constructed a bridge between Karang Indah and Banjarsari villages to improve the communities' economy and welfare.
- Built school headmaster's room to provide a more appropriate workspace.
- Built classrooms (for 30 students) in Mekar Jaya village to improve children's learning activities and increase student admissions.
- Widened the bridge at Bayansari village for the safety and convenience of road users.
- Constructed mosques at Makmur and Bunati villages.
- Built community hall at Banjarsari village to provide a meeting space between the government

and the residents at the village.

- Provided social security assistance for non-wage workers as compensation for vulnerable workers to receive social security in the form of death insurance and work accident insurance for a period of 12 months.
- Conducted Economy Training Programme at Makmur village to improve the residents' knowledge of economic perspectives and chicken farming training.
- Built fences in Bunati village to prevent communities' livestock from entering the mosque area.
- Donated to the flood victims in Tanah Bumbu, South Kalimantan.
- Constructed market stalls at Banjarsari and Purwodadi villages.
- Developed a pre-school (PAUD) at Mekar Jaya village.



ENVIRONMENTAL MANAGEMENT

AS A RESOURCE-BASED COMPANY, WE REALISE THAT WE HAVE CONSIDERABLE ENVIRONMENTAL IMPACTS AND IT IS IMPERATIVE FOR US TO MANAGE THESE IMPACTS WITH UTMOST CARE.



We are proud to say that we have zero case of non-compliance with environmental laws and regulations in 2020

MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 to 103-3]

At Geo Energy, we are committed to minimise environmental risks and uphold high environmental standards wherever we operate. We always seek to manage our environmental footprints by employing the best environmental management practices. As a resource-based company, we realise that we have considerable environmental impacts and it is imperative for us to manage these impacts with utmost care.

We implement an integrated environmental management

system to manage complex environmental issues – from water and waste, to energy and climate change, and to ensure efficient resource use. Our approach is based on ISO 14001:2015 for EMS, and we are ISO 14001:2015 certified. Our certification shows our dedication to upholding the best international standards. We aim to conserve, restore and sustainably manage biodiversity and ecosystems. We strive to ensure strong environmental stewardship. We always focus on avoiding and preventing negative impacts, and we employ water and wastewater management based on best management standards and relevant water quality regulations.

ENVIRONMENTAL AND REGULATORY COMPLIANCE

[GRI 307]

We are committed to complying with all applicable environmental laws and regulations.

We are proud to say that we have zero case of non-compliance with environmental laws and regulations in 2020, and we will always be committed to upholding this high standard in all our assets.

BIODIVERSITY

WE BELIEVE THAT MANAGING BIODIVERSITY IMPACTS NOT ONLY BENEFITS THE ECOSYSTEM BUT ALSO REDUCES OUR BUSINESS RISKS AND ENHANCES THE COMPANY'S COMMERCIAL ACTIVITIES.

MANAGEMENT APPROACH AND COMMITMENT
[GRI 103-1 to 103-3, 304-1]

As a resource-based company, it is crucial that we and our mining contractor understand the impacts on biodiversity, and it is imperative for us to manage our ecological footprint across our mining areas. We believe that managing biodiversity impacts not only benefits the ecosystem but also reduces our business risks and enhances the Company's commercial activities.

In addition to our ISO 14001:2015 certified EMS and overarching ESMS across all assets, the following approach is adopted across our operations to manage biodiversity impacts:

- Avoid selecting assets located at or near areas of high biodiversity value; and
- Mitigate and remediate environmental and ecological impacts where impacts are unavoidable.

We continue to achieve the following goals and targets:

- Avoid and prevent negative ecological impacts by considering potential impacts when selecting mining sites;
- Maximise mitigation and remediation of environmental and ecological impacts, when impacts are unavoidable; and

"OUR ASSETS DO NOT RESIDE IN NOR ARE SITUATED NEAR PROTECTED AREAS OR AREAS OF HIGH BIODIVERSITY VALUE. THEY ARE LOCATED IN PLANTATION AREAS, WHERE THERE IS MINIMAL IMPACT ON BIODIVERSITY."

- Preserve good stakeholder relationships and implement environmental stewardship principles.

Avoiding and preventing impact on biodiversity through asset selection

Our assets do not reside in nor are situated near protected areas or areas of high biodiversity value. They are located in plantation areas, where there is minimal impact on biodiversity. Nonetheless, we recognise that the nature of our operations will cause some negative impacts on biodiversity. With unavoidable negative impacts, we optimise our mitigating and remediating efforts to minimise the impact to as low as practicable.

Mitigating and remediating environmental and ecological impacts that are unavoidable through land reclamation and rehabilitation

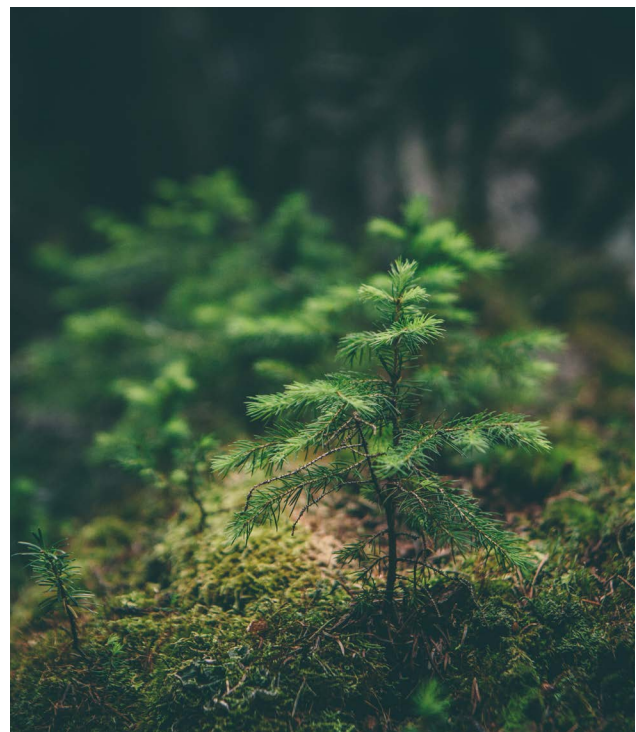
We believe that a strategic approach to post-mining reclamation is the cornerstone to good environmental management in our

industry. Our coal reserves are located underneath a previous palm oil plantation where we have agreed with the landowner to borrow, use, and return the land once mining activities are completed. This means that every time we initiate mining activities, we excavate and store the topsoil for land reclamation purposes. We are fortunate that due to previous land use activities, the impacts of our operations on local biodiversity is kept at a minimum.

Together with BUMA, we employ an industry-standard approach in land reclamation by preserving materials above the

coal seam or ore body. Once a mining activity is completed, we return the preserved materials and rehabilitate the landscape by spreading topsoil and cover crop to improve soil quality and reduce soil erosion.

In 2020, the total land reclamation for SDJ (87 ha) and TBR (49 ha) is approximately 136 ha, an increase of 44.6% total land reclaimed from the previous year. As part of our land reclamation plan, we proactively reclaim and rehabilitate land once an operation in a particular area has finished. This has allowed us to minimise and mitigate the impacts swiftly.



WATER AND EFFLUENTS

OUR OPERATIONS EMPLOY WATER AND WASTEWATER MANAGEMENT BASED ON BEST MANAGEMENT STANDARDS AND APPLICABLE WATER QUALITY REGULATIONS. WE CAREFULLY MANAGE AND MINIMISE OUR IMPACT TO WATER IN THE AREAS WE OPERATE THROUGH STRINGENT MANAGEMENT PROCESSES.



MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 to 103-3 303-1, 303-2]

[Geo Energy is committed to protect and preserve shared water resources.](#)

Our operations employ water and wastewater management based on best management standards and applicable water quality regulations. Measuring, monitoring, and evaluating water quality is a part of our standard procedure to ensure that every wastewater discharge complies with applicable water quality standards. All our operations source its water from municipal suppliers and a wellbore in our operation area.

We carefully manage and minimise our impact to water in the areas we

operate through stringent management processes. Our integrated management approach ensures efficient water usage, sound treatment of wastewater and proper management of risks to the environment and public health.

Going forward, we will continue to implement our management system to ensure we minimise our impacts to water resources. Our daily and monthly water quality measurements help us monitor our progress.

WATER AND EFFLUENTS PERFORMANCE

[GRI 303-1, 303-2]

[At Geo Energy, we understand the impact that water and effluents have on the ecosystem](#) and that is why we conduct stringent management

implementation to ensure we minimise our impacts to water resources.

We conduct daily and monthly monitoring for our effluent water and apply treatment to ensure its water quality are up to standards before discharge. Our treatment process involves the removal of hazardous pollutants, normalisation of pH, and required treatments as per applicable water quality regulation at our settling pond before release.

In 2020, the amount of water withdrawn from groundwater at TBR site decreased slightly by 1.53%. The water consumed at SDJ site almost doubled the consumption in 2019. We, together with BUMA, continue our efforts to reduce the water

consumption at SDJ and TBR site. 67,078 m³ of water has been discharged and over 90% of water discharged to surface water sources were categorized as freshwater ($\leq 1,000$ mg/L Total Dissolved Solids). There were no significant water-related impacts to communities and there were no incidents of non-compliance regarding the discharge limits. Due to the pandemic in 2020, our mine site workers are required to stay at the mine site and on-site quarantine zones were also set up for workers returning from leave. Further, our coal production in 2020 is higher compared to 2019.

WASTE MANAGEMENT

THE HANDLING AND DISPOSAL OF OUR WASTE IS MANAGED BY AN APPROVED WASTE MANAGEMENT CONTRACTOR WITH A STRICT ADHERENCE TO INDUSTRY STANDARDS AND LOCAL ENVIRONMENTAL REGULATIONS.

Our operations strictly implement an international guideline on waste management, in addition to complying with applicable local regulations.



MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 TO 103-3, 306-2, 306-3]

[Our mining operations deal with many forms of waste on a daily basis from liquid to solid waste.](#)

Our operations strictly implement an international guideline on waste management, in addition to complying with applicable local regulations. The Material Safety Data Sheet ('MSDS') is the foundation of our waste management and streamlines the processes in handling and storing the waste of our production by-products. The handling and disposal of our waste is managed by an approved waste management contractor with a strict adherence to industry standards and local environmental regulations.

We ensure our employees are fully trained, with suitable personal protective equipment ('PPE') being provided to handle and manage hazardous and non-hazardous waste. We are committed to continue to uphold the international guideline on waste management for internal operations, comply with all applicable local regulations, and further improve the waste management processes through MSDS.

In 2020, 517.74 tonnes of hazardous and non-hazardous waste were generated from SDJ and TBR, 21.9% less than the previous year.

Hazardous Waste

Hazardous waste includes waste coal, coal gangue, anthracite culm and coal

tailings. In 2020, there was a slight increase by 5.9% (426 tonnes) of hazardous waste compared with the previous year given the increase in production in 2020. Together with our mining contractor, we have implemented a policy to minimise the hazardous waste from our production.

Non-hazardous Waste

Non-hazardous waste includes domestic waste, including paper, glass, wood, kitchen waste, and rubber. Our waste contractor handles all of our non-hazardous waste disposals. In 2020, a total of 158.74 tonnes of non-hazardous waste have been generated, a 39.3% decrease from the previous year. Together with our mining contractor, we have also implemented a policy to minimise the non-hazardous waste from our production.

ENERGY AND CLIMATE CHANGE

WE UNDERSTAND THE IMPORTANCE OF BALANCING THE NEEDS FOR AN ECONOMIC DEVELOPMENT AND ENVIRONMENTAL PROTECTION WHILE BEING MINDFUL THAT OUR BUSINESS OPERATES IN AN ENERGY-INTENSIVE INDUSTRY.

MANAGEMENT APPROACH AND COMMITMENT

[GRI 103-1 to 103-3]

[Climate change is a global phenomenon and is one of the most pressing challenges we face today.](#)

Apart from physical risks such as increased extreme weather events, transition risks driven by policy and regulatory changes, market and technology disruptions and reputational concerns are increasing as the global economy shifts towards a low carbon and green economy.

At Geo Energy, we recognise that our business is energy-intensive and emits Greenhouse Gases ('GHG'). We understand the importance of balancing the needs for an economic development and environmental protection while being mindful that our business operates in an energy-intensive industry. As such, we are always

committed to manage these impacts through the best practice EMS approach, take operational initiatives where possible and comply with applicable environmental regulations.

ENERGY PERFORMANCE

[GRI 302-1, 302-3, 305-2]

[We always monitor our energy consumption, which includes fuel sources used to power our mobile and operational equipment.](#)

We also regularly monitor our electricity consumption and fuel gas used for our supporting facilities. Our operations employ energy efficiency measures such as reducing lighting and air conditioner usage and utilising energy-efficient equipment for our supporting facilities. Energy conservation campaigns to improve awareness by reducing fuel consumption for mobile equipment are conducted yearly.

"ENERGY CONSERVATION CAMPAIGNS TO IMPROVE AWARENESS BY REDUCING FUEL CONSUMPTION FOR MOBILE EQUIPMENT ARE CONDUCTED YEARLY."

In 2020, there is an increase of 10.7% (1,642.75 TJ) of the total non-renewable energy fuel consumed at our SDJ and TBR mine. We have increased our coal production in 2020 and due to the COVID-19 pandemic, most of our workers resided at the mine site area to avoid human-to-human transmission to limit the spread of the virus. As such, more energy was consumed.

GREENHOUSE GAS EMISSIONS PERFORMANCE

[GRI 305-1, 305-4]

[Our GHG inventory includes scope 1 and scope 2 emissions.](#)

Our fuel (diesel and LPG) usage and electricity usage are consolidated on an annual basis.

Scope 1 GHG emissions cover direct emissions from owned or controlled sources, including diesel-fuel consumption and the small amount of fuel gas used in supporting facilities. Scope 2 GHG emissions cover indirect emissions from the generation of purchased electricity, steam, heating and cooling. Scope 2 emissions are calculated based on electricity purchased from the national grid for site offices. Emission factors of all sources are considered based on the best measurement practice (CDP Technical Note: Conversion of fuel data to MWh 2019; GHG Protocol Emission Factors from Cross-Sector Tools 2017; Indonesia National Grid 2016 Data from Ministry of Energy and Mineral Resources).

Scope 1 and scope 2 GHG emissions from SDJ and TBR mines have increased significantly compared to the previous year due to higher production in 2020 and our workers residing at the mine site to avoid the spread of the virus. We will continue our efforts in reducing our electricity consumptions by implementing more energy-efficient equipment at our site office.



SUSTAINABILITY PERFORMANCE

Economic Performance [GRI 201]

	2018	2019	2020
In USD million, unless otherwise stated			
Revenue	299.2	249.1	306.8
Operating Costs	222.7	222.9	243.7
Employee Wages and Benefits	7.9	6.9	9.4
Tax Payment to Government	8.8	1.4	3.3
Payments to Providers of Capital	24.0	24.0	11.9
Community Investment	0.5	0.4	0.6
Other Performance Metric			
Coal Production (Million tonnes)	7.9	7.2	12.6

Energy [GRI 302-1, 302-3]

	2018	2019	2020
SDJ Mine			
Total Energy Consumption (GJ)	1,116,246.01	494,231.56	810,052.60
- Non-renewable fuels purchased and consumed	12,397.11	9,536.04	10,885.02
- Non-renewable electricity purchased	98.31	58.95	148.34
- Non-renewable fuels purchased and consumed (contractor)	1,103,685.25	484,606.51	798,962.84
- Non-renewable electricity purchased (contractor)	65.34	30.06	56.40
Energy Intensity (GJ/man-hour)	0.24	0.20	0.26
TBR Mine			
Total Energy Consumption (GJ)	727,502.00	879,063.94	833,169.59
- Non-renewable fuels purchased and consumed	9,604.12	13,997.74	16,695.33
- Non-renewable electricity purchased	42.13	88.43	188.80
- Non-renewable fuels purchased and consumed (contractor)	717,812.76	864,893.40	816,203.64
- Non-renewable electricity purchased (contractor)	42.99	84.37	81.82
Energy Intensity (GJ/man-hour)	0.31	0.21	0.20

Emission [GRI 305-1, 305-3, 305-4]

	2018	2019	2020
SDJ Mine			
Total GHG Emission (tCO₂e)	82,651.30	36,558.33	59,985.05
- Scope 1	800.62	612.22	697.34
- Scope 2	40.61	24.35	61.27
- Scope 3 (contractor)	81,810.07	35,921.76	59,226.44
Emission Intensity (tCO₂e/man-hour)	0.018	0.018	0.018
TBR Mine			
Total GHG Emission (tCO₂e)	53,838.97	65,058.98	61,661.68
- Scope 1	613.89	899.00	1,069.22
- Scope 2	17.40	36.53	77.98
- Scope 3 (contractor)	53,207.68	64,123.45	60,514.48
Emission Intensity (tCO₂e/man-hour)	0.023	0.015	0.015

Water Consumption and Discharge [GRI 303-3, 303-4, 303-5]

	2018	2019	2020
SDJ Mine			
Total Water Withdrawal (m³)	21,270.58	18,289.82	34,481.06
- Groundwater	19,775.72	16,893.80	33,902.26
- Municipal water supplies	1,494.86	1,396.02	578.80
Total Water Discharge (m³)	20,896.24	17,963.62	27,315.73
- Surface water	20,896.24	17,963.62	27,315.73
TBR Mine			
Total Water Withdrawal (m³)	16,140.83	47,720.77	46,753.32
- Groundwater	16,140.83	47,479.21	46,753.32
- Municipal water supplies	-	241.56	-
Total Water Discharge (m³)	16,429.73	47,922.20	39,782.50
- Surface water	16,429.73	47,922.20	39,782.50

Waste Disposal [GRI 306-2]

	2018	2019	2020
SDJ Mine			
Total Hazardous Waste (t)	334.80	113.46	178.00
- Other: Transport to hazardous waste vendor	334.80	113.46	178.00
Total Non-Hazardous Waste (t)	109.60	58.61	64.30
- Landfill: Transport to waste vendor	109.60	58.61	64.30
TBR Mine			
Total Hazardous Waste (t)	218.56	287.66	248.00
- Other: Transport to hazardous waste vendor	218.56	287.66	248.00
Total Non-Hazardous Waste (t)	105.60	202.81	94.44
- Landfill: Transport to waste vendor	105.60	202.81	94.44

Environmental Compliance [GRI 306-3, 307-1]

	2018	2019	2020
SDJ and TBR Mines			
Reported incident of non-compliance	0	0	0
Reported incident of significant fines	0	0	0
Reported incident of spills events	0	0	0

Employee [GRI 102-8, 202-2, 405-1]

	2018	2019	2020
Employee - Total	197	188	191
Employee – by Region			
Singapore	20	19	20
Indonesia	177	169	171
Employee – by Gender			
Male	147	138	137
Female	50	50	54
Employee – by Level			
Senior management	20	21	23
Middle management	49	46	48
Staff	128	121	120
Employee – by Contract			
Permanent	173	172	168
Temporary	24	16	23
Employee – by Nationality (Singapore office)			
Singaporean	50%	52.6%	50%
Indonesian	35%	31.6%	35%
Others	15%	15.8%	15%
Employee – by Nationality (Jakarta office)			
Singaporean	0%	0%	0%
Indonesian	100%	100%	100%
Others	0%	0%	0%

Collective Bargaining Agreements [GRI 102-41]

	2020
Total employees covered by collective bargaining agreements	0%

SUSTAINABILITY PERFORMANCE

Training [GRI 404-1]

	2018	2019	2020
Average hours of training – by level			
Senior management	15.5	3.65	18.29
Middle management	7.43	1.44	27.28
Non-executive	0	0	1.59
Employee received regular performance and career development			
Senior management	Not disclosed	20	23
Middle management	Not disclosed	46	48
Staff	Not disclosed	116	120

Occupational Health and Safety* [GRI 403-9, 403-10]

	2018	2019	2020
Number of hours worked			
Employee	404,978	386,048	392,757
Contractor	6,707,915	6,707,431	6,860,582
Number of fatalities (work-related injury)			
Employee	0	0	0
Contractor	0	0	0
Number of fatalities (work-related ill health)			
Employee	0	0	0
Contractor	0	0	0
Number of high-consequence work-related injuries (excluding fatalities)			
Employee	0	0	0
Contractor	0	0	0
Number of recordable work-related injuries			
Employee	0	0	0
Contractor	3	0	0
Number of recordable work-related ill health cases			
Employee	0	0	0
Contractor	0	0	0
Fatality Rate (person/million hour)			
Employee	0	0	0
Contractor	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities) (person/million hour)			
Employee	0	0	0
Contractor	0	0	0
Rate of recordable work-related injuries (person/million hour)			
Employee	0	0	0
Contractor	0.45	0	0

* Occupational health and safety data is presented based on total from SDJ and TBR performance

Community Engagement [GRI 413-1]

(Number)	2018	2019	2020
Social impact assessment	Not disclosed	Not disclosed	30
Local community development	Not disclosed	Not disclosed	30
Stakeholder engagement	Not disclosed	Not disclosed	30

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SHAREHOLDER INQUIRIES

Information about the Company,
including all quarterly earnings release
and financial results, can be accessed
via our website at www.geocoal.com.

Shareholder inquiries can also be
directed to Investor Relations via
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ABOUT GEO ENERGY RESOURCES LIMITED

(Bloomberg Ticker: GERL SP)

GEO ENERGY GROUP is a coal mining group,
established since 2008, with offices in Singapore
and Jakarta, Indonesia and production
operations in Kalimantan, Indonesia. Geo Energy
has been listed on Singapore Stock Exchange's
Mainboard since 2012 and is part of the Singapore
FTSE-ST index.

NOT LOSING SIGHT ON THE IMPORTANCE OF SUSTAINABILITY

Geo Energy Resources

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