



GEO ENERGY GROUP
天然煤矿集团

STRONG FOUNDATIONS



SUSTAINABLE PROGRESS

SUSTAINABILITY REPORT 2025

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SUSTAINABILITY REPORT

BOARD STATEMENT

Dear Shareholders,

The Board of Directors is pleased to present Geo Energy's 2025 Sustainability Report, which outlines the Group's continued efforts to integrate sustainability into our business strategy and operations. Guided by our Annual Report theme, *Solid Grounds. Steady Growth.*, we remain focused on strengthening the foundations that support long-term value creation for growth, while advancing our commitments across three core pillars: Environmental Stewardship, Social Responsibility and Governance Excellence. These pillars are regularly reviewed to ensure they remain relevant, aligned with our business objectives and responsive to evolving stakeholder expectations.

GOVERNANCE AND OVERSIGHT

The Board recognises that strong governance and effective oversight are fundamental to sustainable performance. We provide directions on the Group's sustainability strategy and risk management through a robust Enterprise Risk Management (ERM) framework, enabling the identification, assessment and mitigation of material risks, including those related to climate-change.

Our sustainability management team conducts regular reviews of material ESG factors affecting both our operations and the wider community. This ensures that our focus areas remain relevant, aligned with our strategic direction and responsive to the expectations of key stakeholders, including investors, employees, local communities, and regulatory bodies.

The Board also oversees the Group's approach to climate-related risks and opportunities. In this regard, we enhanced our qualitative climate scenario analysis to include the Triaryani (TRA) coal mine and continued its gradual transition from the Task Force on Climate-related Financial Disclosures (TCFD) recommendations towards alignment with the IFRS S1 and S2 Standards.

We have also continued to strengthen our environmental management practices, with ongoing focus on greenhouse gas emissions, waste management, water usage and biodiversity considerations. As no projects were in the post-mining stage during the reporting period, land rehabilitation or restoration activities were not undertaken. Nevertheless, the Board remains committed to responsible land management and biodiversity protection and will ensure appropriate rehabilitation measures are implemented at the relevant stages of the mining life cycle.

Our people remain at the core of our operations. The Board places strong emphasis on occupational health and safety, employee

well-being and community engagement. These priorities are supported by structured training programmes and regular performance monitoring to foster a safe and healthy working environment across all operations.

ADOPTION OF GLOBAL REPORTING FRAMEWORKS

The Board is committed to transparent, consistent and decision-useful sustainability disclosure. This report has been prepared with reference to established frameworks, including GRI 12 (Coal Sector) and the SGX Core ESG Metrics, providing stakeholders with a balanced and comparable view of the Group's sustainability performance.

As sustainability reporting standards continue to evolve, we remain committed to progressively aligning with internationally recognised frameworks, ensuring our disclosures remain relevant and meaningful to shareholders and other stakeholders.

LOOKING AHEAD

Looking forward, the Board will continue to reinforce the Group's foundations while guiding a disciplined and measured path of growth. By embedding sustainability considerations into our strategic decision-making, governance practices and risk management processes, we are confident in our ability to deliver steady, sustainable progress and long-term value for all shareholders.

On behalf of the Board, I would like to express our sincere appreciation to our shareholders, management team, employees, customers, partners and communities for their continued trust and support. Together, we will continue to build on solid grounds and advance towards steady, sustainable growth.

Yours sincerely,



Dato' Charles Antony Melati
Group Executive Chairman and CEO



ABOUT GEO ENERGY

GRI 2-1, 2-2

Geo Energy Resources Limited (Geo Energy and together with its subsidiaries, the Group), a leading Indonesian energy group with a successful track record spanning more than 15 years. Geo Energy was listed on the Mainboard of the SGX in 2012 (stock code: RE4) and is part of the Singapore FTSE-ST Index.

The Group's growth strategy is anchored on three key segments: coal mining, road and jetty infrastructure and marine logistics.

- The coal mining segment remains the primary growth driver as the Group ramps up its production of premium quality with low-ash and low-sulphur thermal coal. The Group owns three coal mines, namely PT Sungai Danau Jaya (SDJ), PT Tanah Bumbu Resources (TBR) and PT Triaryani (TRA); and a non-controlling stake of 49% in PT Internasional Prima Coal (IPC).

- The road and jetty infrastructure development under PT Marga Bara Jaya (MBJ) is targeted for completion in June/July 2026. The Integrated Infrastructure is expected to generate significant cost savings of over US\$10 per tonne on the transportation costs while supporting operations at the Group's TRA coal mine, enhancing long-term operational efficiency. It will also provide a streamlined and cost-effective logistical solution to third party users, generating scalable revenue streams.
- The marine logistics segment is crucial to the entire logistics chain of the Group. It will support the increased transshipment requirements from the ramping up of TRA coal production and MBJ jetty, enhancing overall operational and cost efficiency.

Geo Energy's corporate offices are located in Singapore and Jakarta, Indonesia, while the production operations are based in Kalimantan and Sumatera, Indonesia.

Singapore Office

8 Temasek Boulevard
#36-02 Suntec Tower Three
Singapore 038988

Jakarta Office

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

The location of our mining operations:

Mining Concessions	SDJ	TBR	TRA
Location	Angsana and Sungai Lohan sub districts, Tanah Bumbu regency, South Kalimantan Province, Indonesia	Angsana and Sungai Lohan sub districts, Tanah Bumbu regency, South Kalimantan Province, Indonesia	Beringin Makmur II village, Rawas Ilir district, Musi Rawas Utara Regency, South Sumatera Province, Indonesia
Mining Permit (Izin Usaha Pertambangan – IUP)	Extended to May 2027	Extended to January 2028	Valid until May 2030
Total Concession Area	235.5 ha	489 ha	2,143 ha
Status	Operational	Operational	Operational

PORTFOLIO ASSETS



VISION

To become one of Indonesia's top five coal producers. We are committed to sustainable growth and enhancing shareholder value, through prudent capital allocation and long-term planning.

MISSION

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 are creating value for our shareholders and investors through a dividend policy of at least 30% of the Group's profit attributable to Owners of the Company, subject to capital requirements needed to support growth and investments.

CORE VALUES

Accountability

We are responsible for our actions and performance when conducting our business.

Competency

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

Teamwork

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

Commitment

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

GEOGRAPHY

Our core markets remain as Indonesia and China, while we have maintained our presence in other markets, such as South Korea, Philippines and India. The Group's total coal sales volume in 2025 was 12.8 million tonnes, which was an approximately 62% increase from 7.9 million tonnes in 2024.



Revenue for 2025 was USD 562.7 million, of which Indonesia and China accounted for 28% and 66% respectively.

Our supply chain mainly comprised suppliers from Indonesia and Singapore, providing the following services as stated below:

Geography	Nature of Services	Description of Services
Indonesia	Mining Contractors	Responsible for the provision of mining activities in the SDJ, TBR and TRA mines
	Landowner	Owner of the plantation area that granted permission to SDJ and TBR to conduct mining activities within the plantation area
	Infrastructure	Provision of the integrated coal mining support and infrastructure services from mine to anchorage for the export of coal for SDJ, TBR and TRA
Singapore	JORC Consultants	Provide Independent Qualified Person's Reports for the Group's SDJ, TBR and TRA coal concessions in compliance with the Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves prepared by the Joint Ore Reserve Committee (JORC Code)
	Auditors, Legal Counsels, Risk and Sustainability Consultants	Where required, the Group solicits auditors, legal counsels, risk and sustainability consultants to carry out specific services and needs

DISTRIBUTING ECONOMIC VALUE

GRI 2-2, 3-3, 201-1

At Geo Energy, we believe that the economic value we create should be distributed equitably. Beyond financial performance, supporting local employment, supply chains and community development are responsible business practices that drive shared prosperity. This section presents a breakdown of our financial contributions.



Revenues	Operating Costs	Employee Wages and Benefits
USD 562.7 millions	USD 438.1 millions	USD 20.5 millions
Tax Payment to Government	Payments to Providers of Capital	Community Investments
USD 18.1 millions	USD 28.1 millions	USD 0.5 millions

OUR TAX APPROACH

GRI 207-1, 207-2

The Group maintains robust tax governance founded on transparency, compliance, and ethical practices. Our tax strategy aligns with the principles set out in the Annual Report 2025 and is reviewed annually to ensure relevance. We adhere to all applicable tax laws and regulations, engaging external advisors where specialist expertise is required to address evolving requirements and complex matters.

We fulfil our tax obligations responsibly, considering available incentives where appropriate and ensuring that tax

planning reflects genuine commercial and economic activities. Oversight of tax functions rests with the Group CFO, supported by the the Assistant Group Financial Controller for Singapore operations and General Manager Tax for Indonesian operations. Close collaboration between Tax and Finance teams enhances efficiency, supported by regular training and discussions to maintain alignment with the Group's business strategy.

Our compliance framework includes continuous monitoring of regulatory changes by Legal and Tax teams. Where necessary, external consultants assess the impact of new legislation, with findings reviewed by the Board to determine

appropriate actions. Independent audit by the external auditors on tax liabilities and deferred taxes, as well as independent review by the tax consultants on transfer pricing policies are conducted annually to ensure compliance.

Strong governance underpins our approach. A whistleblowing policy provides a secure channel for employees and external parties to report concerns, with safeguards against retaliation. We prioritise transparent engagement with stakeholders through open communication platforms, fostering dialogue and collaboration beyond compliance. Feedback mechanisms ensure stakeholder input is captured and addressed effectively.



ABOUT THIS REPORT

REPORTING SCOPE AND BOUNDARY

GRI 2-2, 2-3, 2-5

Our annual Sustainability Report demonstrates the progress we have made towards achieving our sustainable development objectives by outlining our approach and performance. It highlights the key ESG priorities that reflect the Group's values, stakeholder expectations, and business operations. The information presented covers the Group's activities for the financial year from 1 January 2025 to 31 December 2025, consistent with disclosures in our Annual Report 2025. This report was published on the Company's website and uploaded to SGXNet on 13 April 2026.

Referencing the Greenhouse Gas (GHG) Protocol, we used an operational control approach to establish the boundaries for our reporting organisations' data consolidation. The data from the operational mining concessions, owned by the Group, and from our mining contractors, BUMA, PKA and KTA, are included in this report. Singapore and Indonesia are the countries of operation captured within this report.

RESTATEMENT OF INFORMATION

During the reporting period, Geo Energy made several restatements to the FY2024 data to reflect its operations data more accurately and consistently:

- Greenhouse gas emission data for one of its subsidiaries, TRA, was adjusted to reflect the operational reality. Specifically, its Scope 2 emissions in 2024 were reclassified to Scope 1, because it does not procure emissions from the state-owned utility company, Perusahaan Listrik Negara (PLN). Instead, electricity for the mining operations was generated from on-site diesel generators.
- Scope 3 emission for 2024 has been restated to align with the 2025 data. Specifically, the source for the emission factors have been changed to Open CEDA by Watershed, allowing for Indonesia-specific emission factors to be used.
- For TRA, the total withdrawal from surface water has been recalculated to better reflect its nature and use. The total withdrawal for 2024 now exclude water from the sedimentation ponds, which are primarily designed for the treatment and management of wastewater generated from mining operations, rather than as a source of water withdrawal for operational consumption.
- Subsequent to a review and re-computation of workplace health and safety figures, inaccuracies were identified in the calculation of the fatality rate and the rate of recordable work-related injuries, both expressed per million hours worked. The relevant information has been restated accordingly.

REPORTING FRAMEWORK

This sustainability report has been prepared with reference to the Global Reporting Initiative (GRI) Standard 2021, and GRI 12: Coal sector standards. Further details can be found in the GRI Content Index from pages 58 to 61.

As a Mainboard-listed company on the Singapore Exchange (SGX), Geo Energy complies with SGX Listing Rule 711(A) and (B), as well as SGX's enhanced climate-related disclosure requirements. Since 2021, we have incorporated climate-related disclosures into our reporting, initially guided by the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

With the adoption of the International Sustainability Standards Board (ISSB) Standards under the International Financial Reporting Standards (IFRS) Foundation in 2024, our climate-related disclosures are now aligned with ISSB Standards, which build upon and integrate the TCFD framework. This transition reflects the latest global best practices in climate-related financial reporting. A summary of our Climate-Related Disclosures (CRD) is available on pages 23 to 25.



ASSURANCE

GRI 2-5

We engaged an independent consultant to periodically review Geo Energy's policies, internal controls, and risk management practices related to our sustainability reporting process. While external assurance was not obtained for this reporting cycle, we intend to pursue external assurance once it becomes mandatory under future regulatory requirements.

FEEDBACK

GRI 2-3

We would appreciate any queries, observations, or recommendations to further strengthen our sustainability reporting. Kindly contact us at: investor_relations@geocoal.com.

OUR PROACTIVE SUSTAINABILITY



GRI 3-1 to 3-3

At Geo Energy, we understand the importance of managing emissions from our operations and remain committed to responsible business practices. Guided by our corporate social responsibility principles, we prioritise the safety and well-being of our people, protect the environment, and actively support the local communities where we operate.

SUSTAINABILITY FRAMEWORK

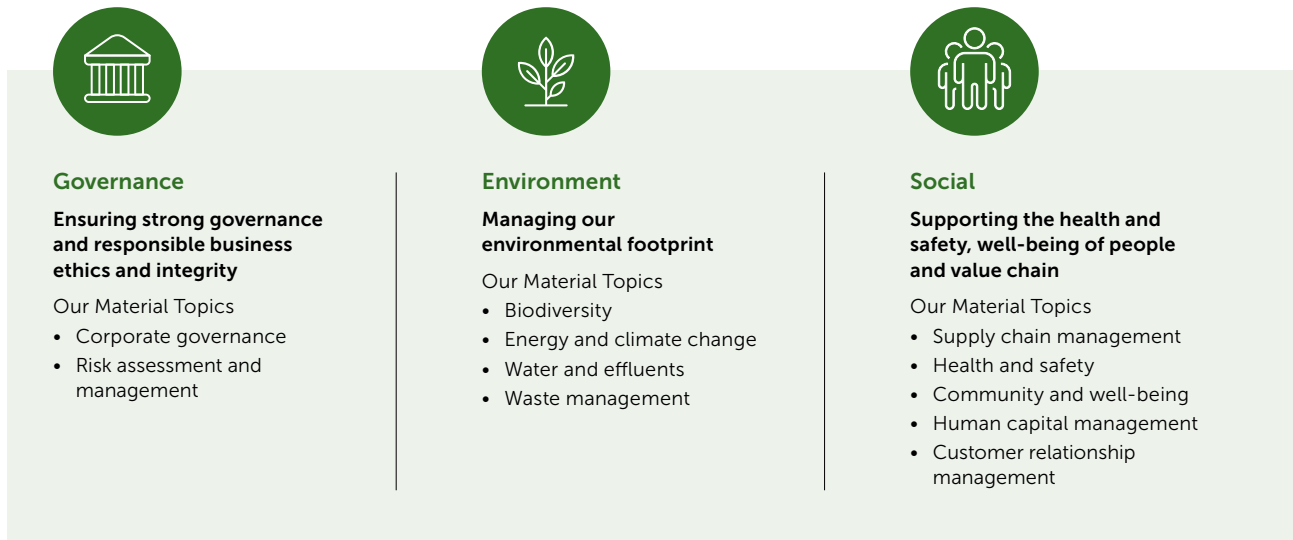
Materiality Assessment

GRI 3-1, 3-2

In 2025, we carried out a benchmarking exercise to evaluate our performance against industry peers and engaged internal stakeholders to assess both the positive and negative impacts of our operations. This process enabled us to identify and validate material topics, ensuring that we focus on issues with the greatest impact on people, the environment, and the economy. These material topics were subsequently reviewed and approved by the Board.

Geo Energy's materiality assessment was prepared with reference to the GRI Standards 2021. In line with the GRI 3 guidelines, we assessed our material topics alongside the SGX 27 Core Metrics to ensure continued relevance. The outcome of this assessment remains consistent with the material topics identified in 2024 and we continued aligning them under the three key pillars of our sustainability framework.

Figure 1. Geo Energy's Sustainability Framework



SUSTAINABILITY GOVERNANCE

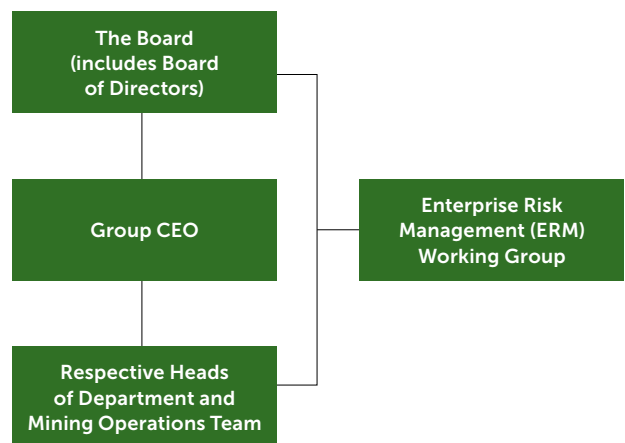
GRI 2-9 to 2-20

Our sustainability framework is integrated into our management structure and overseen by the Enterprise Risk Management (ERM) Working Group. This group is responsible for identifying sustainability-related risks and opportunities across our operations, enabling us to develop tailored solutions and create long-term value.

The Board serves as Geo Energy's highest governance body and acknowledges the importance of managing the Group's impacts on people, the environment, and the economy. The Board is supported by the Group CEO, who oversees the implementation of sustainability strategies, key ESG matters including climate-related issues and their associated impacts, reviews the materiality assessment, and ensures that material topics remain relevant to our business context. The Group CEO also manages stakeholder expectations and approves any updates to material topics when significant changes or concerns arise.

Together with the respective Heads of Departments and the Mining Operations Team, the Group CEO is responsible for addressing sustainability-related matters across day-to-day operations and ensuring that areas of concern are effectively managed.

Figure 2. Geo Energy Sustainability Governance



The Board

The Board is responsible for overseeing the Group's corporate governance. Its principal functions include:

- Guiding the Group's long-term strategic objectives and direction, with due consideration of sustainability matters;
- Overseeing the management of business operations, financial controls, performance, and resource allocation;
- Establishing prudent and effective controls to assess and manage risks, safeguard shareholders' interests, and protect the Group's assets; and
- Setting Geo Energy's values and standards, including ethical standards, ensuring that obligations to shareholders and other stakeholders are understood and fulfilled.

The Board has established three dedicated committees, each tasked with specific governance and decision-making functions.

Audit and Risk Committee

The Audit and Risk Committee (ARC) is responsible for reviewing the Group's top risks, including climate-related risks identified by the ERM Working Group. The ARC also evaluates and approves the adequacy and effectiveness of Geo Energy's risk management framework and internal controls for key risks, including those related to climate.

Nominating Committee

The Nominating Committee (NC) is responsible for the selection, appointment, and re-appointment of directors. In this process, the NC reviews and shortlists candidates with relevant expertise and experience, while ensuring they demonstrate an understanding of key climate issues affecting the coal industry and Geo Energy's operations.

Remuneration Committee

The Remuneration Committee (RC) reviews and recommends the remuneration framework for the Board and key management personnel, ensuring that rewards are aligned with both corporate and individual performance.

As at the date of this report, the Board comprises five directors, three of whom are independent. The composition of the Board is as follows:

- Mr Charles Antony Melati (Group Executive Chairman and CEO)
- Mr Dhamma Surya (Executive Director)
- Mr David Yan Kin Pung (Lead Independent Director)
- Mr Ali Hery (Independent Director)
- Mr Tai Mern Sze (Independent Director) (appointed on 2 March 2026)

ERM Working Group

The ERM Working Group, comprising the Group CEO, Group CFO, and various Heads of Department identifies sustainability and climate-related risks and opportunities across our operations, enabling the Group to develop tailored solutions that support strategic objectives.

The ERM Working Group conducts regular risk assessment updates to help management identify strategic, financial, operational, IT, and regulatory and compliance risks that may hinder the achievement of the Group's business goals and recommends appropriate mitigation measures. Designated Risk Owners are responsible for monitoring and managing these risks.

The top risks, along with the full risk register, are presented to the ARC and the Board for review and approval.

Nomination Process of Board of Directors

GRI 2-10

The NC collaborates closely with the Board in the selection, appointment, and re-appointment of Directors. To identify qualified and experienced candidates, the NC leverages executive recruitment services, recommendations, and professional networks.

The NC reviews candidates' résumés, evaluates their skills, knowledge, and experience, conducts interviews with shortlisted candidates, and recommends the most suitable individuals to the Board for approval. In line with our commitment to sustainability, candidates are expected to demonstrate awareness of key ESG issues impacting the coal industry and Geo Energy's operations. Board appointments are formalised through a Board resolution.

The NC conducts an annual review of the Board's composition to ensure an appropriate mix of expertise, experience, diversity, and knowledge of the Group, collectively possessing the core competencies required for effective governance and informed decision-making. The Board comprises members with competencies in accounting and finance, business management, industry knowledge, strategic planning, and customer-focused experience.

To maintain relevance and capability in overseeing the Group's sustainability strategy and development, the Board undergoes annual evaluations. Additionally, all directors, particularly first-time appointees, are required to complete training on their roles and responsibilities as directors of an SGX-listed entity within one year of appointment, as prescribed by SGX. This training includes ESG Essentials.

In 2025, the external auditors of the Company briefed the Directors on changes to accounting standards. The Board, particularly first-time Directors who has no prior experience as a director of an entity listed on the SGX-ST will undergo training in the roles and responsibilities of a director of an entity listed on the SGX-ST as prescribed by the SGX-ST within one year from the date of his or her appointment to the Board. Such training includes ESG Essentials.

In accordance with Geo Energy's Constitution, each Director is required to retire at least once every three years. In connection with newly appointed Directors pursuant to Regulation 119 of the Constitution of the Company, they will offer themselves for re-election at the next Annual General Meeting (AGM) of the Company. Shareholders play an important role in determining whether a director is re-elected, and their views are sought during the AGM.

The independence of prospective candidates is assessed during recruitment, with the NC conducting detailed background checks to identify any potential conflicts of interest with Geo Energy. The independence of each Director is also reviewed annually by the NC. Directors are required to disclose any relationships with the Company, its related corporations, substantial shareholders, or officers that may affect their independence.

For Independent Directors, tenure on the Board is limited to nine years. Each Independent Director must complete an annual checklist to confirm their independence.

Conflict of Interest

GRI 2-11, 2-15

All Geo Energy's personnel, including the Board, are required to disclose any direct or indirect interests in the Group's suppliers, customers, or competitors that could create a conflict with the Group's best interests. For Directors deemed as independent, their independence is reviewed annually by the NC, and each independent Director must complete an annual checklist in accordance with the Code of Corporate Governance.

The Board has delegated the ARC to review any potential conflicts of interest in line with Geo Energy's Conflict of Interest Policy. Any Director facing an actual or potential conflict of interest must promptly declare the details and recuse themselves from related discussions and decisions. All identified conflicts of interest are disclosed in Geo Energy's Annual Report.

Evaluation of the Performance of Highest Governance Body

GRI 2-18

Geo Energy has a formal annual assessment process to evaluate the effectiveness of the Board, its Committees, and individual Directors. Each Director completes a self-assessment and self-evaluation form based on objective performance criteria, which include Board and Committee composition and effectiveness, quality of information and decision-making, Boardroom dynamics, relationship with Management, and individual attributes such as performance, expertise, experience and contributions, including oversight of the organisation's economic, environmental, and social impacts.

The assessment results are analysed to identify key areas for improvement, and follow-up actions are discussed at Board meetings.

Remuneration Policies

GRI 2-19 to 2-20

The RC reviews all aspects of remuneration, including director fees, salaries, allowances, bonuses, options, share-based incentives and awards, benefits-in-kind, and termination terms, to ensure fairness and alignment with performance.

Geo Energy follows a structured process in determining remuneration packages, taking into account industry competitiveness, the Group's overall performance, and the individual performance of Directors and key management personnel. For further details on the level and mix of remuneration, please refer to our Annual Report 2025, pages 32 to 33.

STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-3

Stakeholder Group	Engagement Methods	Key Topics of Interest	Frequency
Business Partners <i>Includes suppliers and contractors</i>	<ul style="list-style-type: none"> • Site inspections • In-person meetings • Workshops 	<ul style="list-style-type: none"> • Planning and coordination • Improving our partner's sustainability performance • Compliance with all relevant regulations 	<ul style="list-style-type: none"> • Quarterly • Ad hoc
Employees	<ul style="list-style-type: none"> • Appraisal • Employee feedback channels • In-person meetings • Workshops 	<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 	<ul style="list-style-type: none"> • Annual • Ad hoc
Government Institutions	<p><i>Law Enforcement Agencies</i></p> <ul style="list-style-type: none"> • Socialisation forum in each village or district, involving village and district's governments <hr/> <p><i>Provincial & Regency Government</i></p> <ul style="list-style-type: none"> • Direct one-on-one meetings with relevant government agencies, as required • Focus group discussions (FGDs) at the regency level • Workshops 	<p><i>Law Enforcement Agencies</i></p> <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 <hr/> <p><i>Provincial & Regency Government</i></p> <ul style="list-style-type: none"> • Obtaining all regulatory permits and licensing requirements for the developed sites (SDJ, TRA, TBR) • Continuing to conduct quarterly environment monitoring report, including social monitoring that is mandatory in Analisis Mengenai Dampak Lingkungan (AMDAL) report and report to the relevant agencies (Ministry of Environment and Ministry of Forestry, Ministry of Energy and Mineral Resources (MEMR)) 	<p><i>Law Enforcement Agencies</i></p> <ul style="list-style-type: none"> • Annual • Ad hoc <hr/> <p><i>Provincial & Regency Government</i></p> <ul style="list-style-type: none"> • Quarterly • Ad hoc

Stakeholder Group	Engagement Methods	Key Topics of Interest	Frequency
Investors	<ul style="list-style-type: none"> Annual General Meeting Analysts' briefings with investors Communication via Geo Energy's website Investor roadshows 	<ul style="list-style-type: none"> Facilitate a strong understanding of our organisation's economic and operational performance Address concerns around ESG-related risks 	<ul style="list-style-type: none"> Annual Ad hoc
Landowners	<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"> Landowners who might be impacted by the land acquisition process Disagreements over compensation for land prices 	<ul style="list-style-type: none"> Annual Ad hoc
Local Communities	<ul style="list-style-type: none"> FGDs and socialisation forum in each impacted village Posters and brochures in a location where they are easily accessible to the community Public display 	<ul style="list-style-type: none"> Final project design, identified impacts and proposed mitigation plans Project's local labour requirements and procurement mechanism Opportunities for project involvement in community development 	<ul style="list-style-type: none"> Annual Ad hoc
Non-Governmental Organisations (NGOs) <i>Domestic</i>	<ul style="list-style-type: none"> Direct one-on-one meetings with relevant NGOs, as required FGDs at the regency level Presentations Workshop 	<ul style="list-style-type: none"> Project development, impacts and opportunities Management of adverse environmental and social impacts Project's social investment and community development programmes Project's local labour requirements and procurement mechanism, and opportunity for the local workforce to be involved in the project 	<ul style="list-style-type: none"> Annual Ad hoc

ENSURING STRONG
GOVERNANCE AND



RESPONSIBLE BUSINESS
ETHICS & INTEGRITY

CORPORATE GOVERNANCE

GRI 2-17, 3-1 to 3-3, 205-1 to 205-3

Geo Energy acknowledges its responsibility to uphold strong sustainability stewardship. We have established robust processes for risk identification and assessment to manage our environmental and social impacts effectively.

Conducting business with integrity and fairness remains a key priority as we strive to maintain trust with our stakeholders. We are committed to maintaining sound governance practices that ensure accountability and transparency across our operations with principles that underpin strict business integrity and support the creation of long-term sustainable value.

To achieve this, we have set the following strategic goals:

- Protect stakeholder interests and create long-term sustainable value;
- Uphold accountability and transparency throughout all business operations;
- Foster a culture of integrity, ethical conduct, and shared values at every level;
- Maintain zero tolerance for fraud, bribery, and corruption;
- Provide a confidential channel for employees and external parties to report concerns related to ethics and non-compliance;
- Establish a robust ERM framework to safeguard the Group against risks; and
- Prevent and manage conflicts of interest through our Conflict of Interest Policy.

Policies, Procedures, and Practices

Geo Energy complies with the Employment Act, Singapore's primary labour law, which sets out the basic terms and conditions of employment. Foreign employees holding work passes are also covered under the Employment of Foreign Manpower Act, which defines employers' responsibilities and obligations when hiring foreign workers.

We are fully committed to respecting the human rights of all employees and contractors, including the rights of indigenous communities, in alignment with international conventions such as the International Labour Organization (ILO) Conventions and the Singapore Employment Act.

Policy documents are communicated to all employees upon commencement of employment, and both the Employment Act and the Employment of Foreign Manpower Act are accessible online. Policies and standard operating procedures (SOPs) are developed collaboratively by the respective department's in-charge and Senior Management to ensure accountability and effective implementation.

The Group CFO oversees policy implementation with support from the respective department's in-charge. To ensure compliance, an independent internal auditor conducts annual audits and evaluations across our operations in Singapore and Indonesia. Findings are reported to the Audit and Risk Committee and the Board.

Our Code of Ethics and Conduct Policy and Supplier Code of Conduct Policy

Geo Energy's Code of Ethics and Conduct provide guidance on legal, ethical, and risk-related issues that may arise in the course of work, helping employees consider the broader impact of their actions on stakeholders.

Our Code of Conduct ensures that decisions are guided by integrity, honesty, and compliance. We are committed

to adhering to all Health, Safety, and Environmental (HSE) policies, standards, and practices.

As our operations are primarily based in Indonesia, we recognize that conflicts may occasionally arise between local laws, the Code, or Company policies. In such cases, employees must consult the Group Legal Team or Management before taking any action. All employees, including the Board of Directors, are required to comply with the Code.

The Supplier Code of Conduct applies to all current and future suppliers, setting expectations for adherence to the highest ethical standards. It covers areas such as professional conduct, confidentiality, ethical dealings, conflict of interest, compliance with competition laws, fair practices, health and safety, and adherence to all applicable laws and regulations.

For new vendor selection, the Group applies criteria including cost competitiveness, credit terms, product quality and availability, and vendor reputation (including trade sanctions). Existing vendors undergo annual evaluations based on pricing, service quality, responsiveness, delivery performance, and compliance checks to determine continued engagement. These criteria also apply to bidding processes.

For investment opportunities, a preliminary analysis is conducted to ensure alignment with corporate strategy, followed by a comprehensive due diligence exercise.

We operate under Good Corporate Governance (GCG) principles, embedding accountability and transparency throughout our operations. Our adherence to the Code of Corporate Governance 2018 (Code 2018), as detailed in our Annual Report, is substantial and regularly reviewed to reflect regulatory updates.

Geo Energy strictly complies with all mandatory legislation, including SGX Listing Rules, the Principles and Practice Guidance outlined in the Code of Corporate Governance 2018, and the laws and regulations of jurisdictions where we operate.

To further strengthen our governance framework, we have implemented additional policies, which we are committed to fully complying with:

Policy Name	Description of the Policy
Code of Ethics and Conduct (the "Code")	<ul style="list-style-type: none"> The Code provides guidelines, principles and expectations on professional conduct that should be upheld. The Code contains clear guidelines on how the Board of Directors, employees and associated guests are expected to behave, as well as disciplinary actions taken in the event of non-compliance. Prohibition on anti-competitive behaviour has also been stipulated in the Code.
Whistleblowing Policy	<ul style="list-style-type: none"> The Policy establishes a formal channel for employees and relevant stakeholders to report occurrences of malpractice within the organisation. The Policy ensures that all reports received through this channel are treated with confidentiality and impartiality, with no employee or third-party subject to consequence or retaliation for a report made in good faith. Whistleblowing reports are reviewed by the ARC to facilitate investigative action and resolution. The ARC received zero whistleblowing reports during this reporting period.
Anti-Bribery and Corruption (ABC) Policy	<ul style="list-style-type: none"> The ABC Policy outlines rules surrounding money laundering, gifts, entertainment and hospitality expenses. Employees who violate the ABC Policy will be subject to prompt disciplinary action or termination. The Group's anti-corruption policies and procedures have been communicated to all governance body members and employees, including new joiners, in Singapore and Indonesia. All employees are mandated to undergo anti-corruption and bribery training.

Performance and Initiatives

The Group has implemented an annual declaration process to identify and monitor exposure to sanction-related risks through its Conflict of Interest Declaration Form. Directors and employees are required to disclose any activities, relationships or circumstances that may give rise to risks under applicable sanctions laws.

Where potential sanction-related risks (Sanctions Activities) are identified, a

formal assessment is undertaken jointly by the Group Chief Financial Officer and the Human Resources department. The findings of the assessment are submitted to the ARC and the Board of Directors for further review and, where appropriate, follow-up investigation or mitigating action.

This structured assessment process enhances the Group's governance and risk management framework by enabling the timely identification, assessment and management of potential financial

and operational impacts arising from sanction-related risks. It further enables the Group to provide transparent and accurate information to stakeholders on sanction-related risk exposure, impacts and mitigation measures, in line with its continuing disclosure obligations under SGX Listing Rule 703.

In 2025, the Group reported:

- Zero cases of corruption and bribery
- Zero incidents of conflicts of interest
- Zero cases of non-compliance with applicable laws and regulations

Our Goals and Targets

Going forward, the Group remains committed to upholding the principles and guidelines set out in the Code. The Group also aims to continue maintaining zero cases of corruption and bribery, as well as zero incidents of conflicts of interest.

In addition, the Group seeks to enhance Board diversity through the appointment of a director with relevant skills and experience across environmental, social and governance (ESG) matters, with particular emphasis on expertise related to the coal and commodities sectors. This will be complemented by the continued objective of ensuring the presence of at least one female director on the Board. Further details on the Group's Board diversity objectives are set out on pages 26 to 27 of the Annual Report.

RISK ASSESSMENT AND MANAGEMENT

Policies, Procedures, and Practices

The Board and Management recognise the critical role of effective risk management in protecting the interests of stakeholders and safeguarding the Group's assets. These practices provide reasonable assurance over the integrity and reliability of financial information, as well as the proper stewardship and accountability of the Group's assets.

Geo Energy's Enterprise Risk Management (ERM) Framework is overseen by the ERM Working Group, which comprises the Group Chief Executive Officer, Group Chief Financial Officer, and Heads of various departments. The ERM Working Group is responsible for the development, implementation and ongoing enhancement of the ERM Framework.

Under the ERM Framework, a structured risk identification and assessment process is carried out alongside continuous monitoring and reporting across all areas of the Group's operations. Key components of the process include:

- Risk identification and assessment:** At the operational level, annual risk workshops are conducted with key management personnel from the respective business units (the Risk Owners) and members of the ERM Working Group. These sessions identify the Group's key risks, including climate-related risks, and corresponding mitigation measures. All identified risks are assessed, analysed and prioritised based on their relative significance.
- Risk mitigation planning:** The ERM Working Group formulates action plans to mitigate the identified risks, taking into consideration the potential impact, likelihood and cost of implementation.
- Risk monitoring and reporting:** Each Risk Owner is assigned responsibility for monitoring specific prioritised risk indicators and reporting on the status and effectiveness of the corresponding mitigation actions to the ERM Working Group on a regular basis.
- Board and Committee oversight:** The Group's principal risks are reported annually to the Audit and Risk Committee (ARC) and the Board of Directors for review. The ARC and the Board assess the adequacy and effectiveness of the Group's risk management framework, internal controls and risk response measures.

Performance and Initiatives

Key events and evolving trends faced by the Group in 2025 include ongoing coal price volatility, supply chain and transportation disruptions affecting the timely delivery of products to customers, changes in government policies and regulatory requirements, heightened cybersecurity and data protection risks, continued exposure to tighten financing and interest rate conditions, and the ongoing management of climate-related and sustainability-related risks and impacts across the Group's operations.

- The ERM Working Group, in consultation with the Company's ERM consultant, reviewed the Group's existing risk management processes to identify gaps in current practices and to recommend enhanced practices and appropriate countermeasures for the risks identified. In response to these risks, as well as changes in the Group's operations and the external business environment, suitable mitigation actions and monitoring mechanisms have been established.
- Management, together with the ERM Working Group, conducted a risk assessment update to identify strategic, financial, operational, information technology and regulatory or compliance risks that may impede the achievement of the Company's strategic business objectives. The identified risks and corresponding mitigation measures were assessed, and the Board and Management reviewed the adequacy, effectiveness and integrity of the Group's overall risk management framework.
- The Group manages its environmental and social impacts through its Environmental and Social Management System (ESMS). Supported by structured and systematic processes, the ESMS enables the Group to identify, assess, manage and mitigate material environmental and social risks across its operations.

Our Goals and Targets

For the year ahead, the Group remains committed to maintaining high standards in its risk assessment and risk management practices. The Group will continue to monitor and address gaps identified within its risk management framework and to implement appropriate countermeasures aimed at strengthening the transparency, robustness and comprehensiveness of its governance practices, in support of responsible and sustainable business conduct.

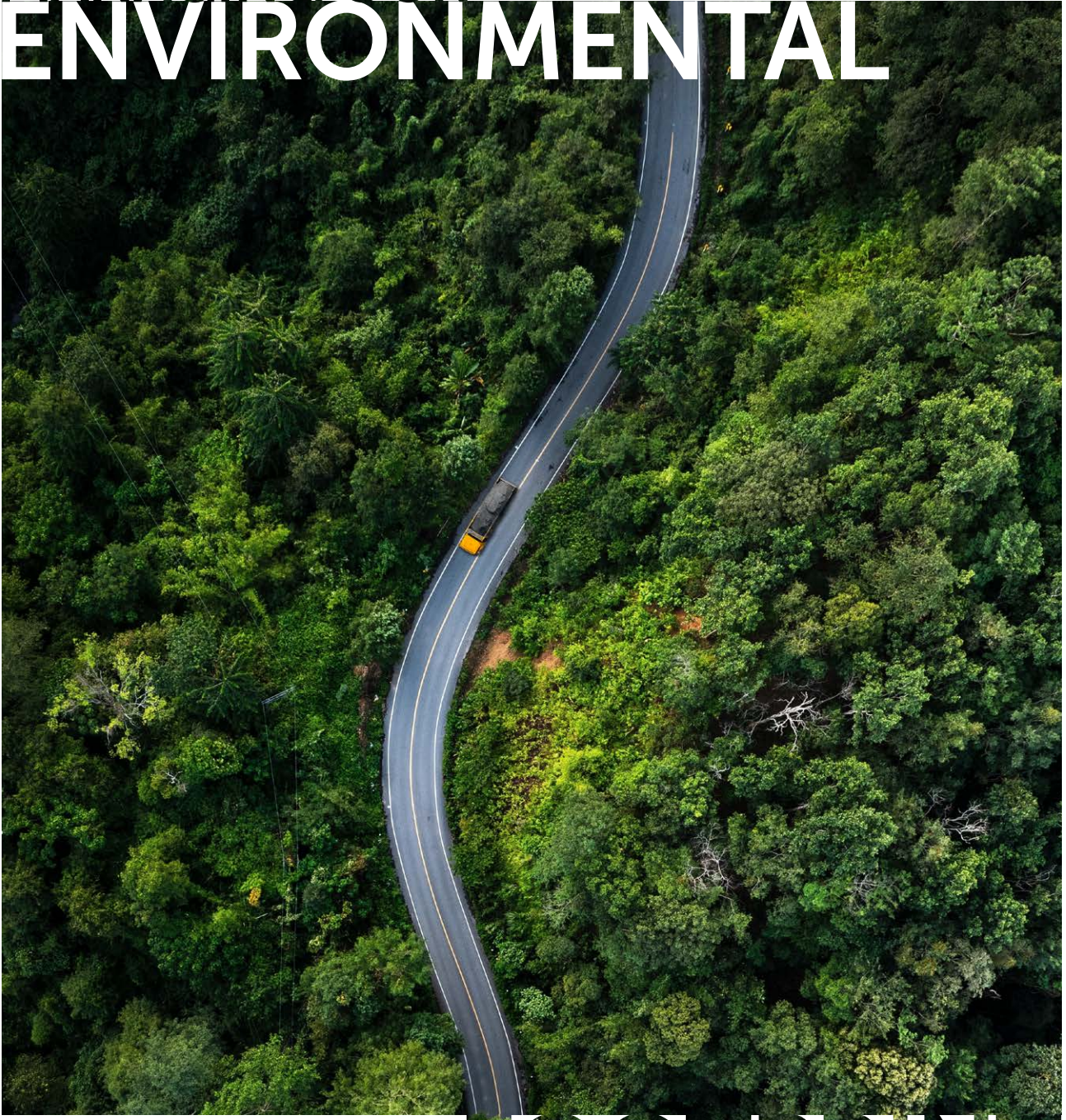
As a leading mining company operating in Indonesia, the Group recognises the inherent environmental risks associated with mining activities, including risks arising from oil, fuel, waste and chemical spills. Where adverse environmental impacts are unavoidable, the Group works closely with on-site personnel and contractors to minimise potential risks and mitigate impacts.

The Group's environmental management approach is aligned with international best practices, including compliance with the ISO 14001:2015 Environmental Management Systems (EMS) standard. In addition, an Environmental and Social Management System (ESMS) has been implemented across all assets, in alignment with internationally recognised frameworks such as the Equator Principles and the International Finance Corporation (IFC) Performance Standards.

Environmental Audit

At the Group's mining sites, an environmental audit is conducted on an annual basis. The audit, known as the Audit Sistem Manajemen Keselamatan Pertambangan, is carried out in accordance with Decree of the Director General of Energy and Mineral Resources No. 185 of 2019 (Kepdirjen ESDM No. 185 Tahun 2019). This decree provides the regulatory framework for the implementation, assessment and reporting of the Mining Safety Management System (SMKP) for mineral and coal mining operations in Indonesia.

MANAGING OUR ENVIRONMENTAL



FOOTPRINT

BIODIVERSITY

GRI 3-3, 304-1, 413-1

Policies, Procedures, and Practices

Biodiversity is identified as a material sustainability issue for Geo Energy, given the potential impacts of mining activities on surrounding ecosystems. The Group is committed to minimising its environmental footprint and managing biodiversity-related risks through robust environmental management practices, and with reference to ISO 14001:2015 as the guidance.

To mitigate biodiversity impacts, the Group has implemented a comprehensive Environmental Management System (EMS) aligned with ISO 14001:2015, complemented by an integrated Environmental and Social Management System (ESMS). Together, these systems support the identification, assessment and management of biodiversity risks, while contributing to improved ecosystem outcomes, reduced operational risks and enhanced overall business performance.

The Group's mining operations in Indonesia, including those undertaken by contractors, are strategically located to avoid protected areas and regions of high biodiversity value. By prioritising site selection outside environmentally sensitive areas, the Group seeks to minimise ecological disruption. Where environmental impacts are unavoidable, appropriate mitigation and remediation measures are applied to protect biodiversity to the greatest extent practicable.

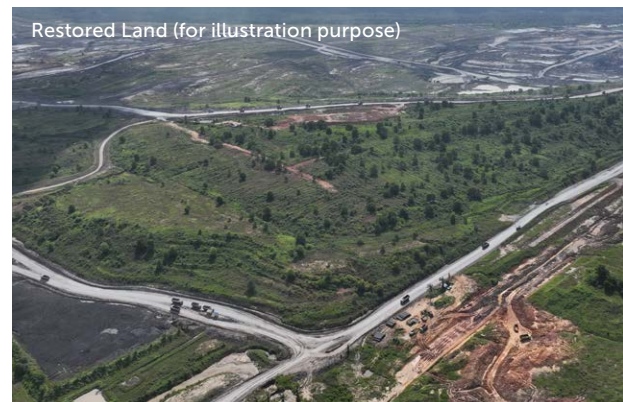
Post-mining land rehabilitation forms a key component of the Group's biodiversity management strategy. The Group enters into agreements with landowners to temporarily use land for mining purposes and to return the land upon completion of operations. During mining activities, topsoil is carefully excavated and stored for subsequent rehabilitation, preserving soil quality and fertility. The Group works closely with contractors to implement industry standard reclamation practices, with the objective of restoring landscapes and revitalising affected ecosystems.

Performance and Initiatives

In 2025, no revegetation activities were carried out as none of the Group's projects had entered the post-mining or rehabilitation phase.

Continuous Improvements

Geo Energy remains dedicated to managing and minimising the ecological impacts associated with its operations. The Group will continue to implement responsible land rehabilitation practices following mining activities and to enhance stakeholder engagement through adherence to sound environmental stewardship principles. These initiatives support the Group's objective of achieving sustainable business outcomes while contributing to the protection of biodiversity for future generations.



CLIMATE RELATED DISCLOSURE

Geo Energy is committed to addressing climate change and aligning our operations with global efforts to limit the rise in global temperatures. Recognising the energy consumption and greenhouse gas (GHG) emissions associated with our activities, we seek to minimise our environmental footprint through compliance with relevant environmental regulations¹ and by identifying feasible operational improvements.

Climate change presents both physical and transition risks to our business. These include acute and chronic physical risk to our business such as extreme heat, flooding, and long-term shifts in weather patterns, as well as evolving regulatory and market challenges, including carbon pricing. In line with the SGX requirements and the recommendations of the Task Force on Climate-related Financial Disclosure (TCFD), we have conducted a climate risk assessment to better understand manage these risks.

As global sustainability reporting standards continue to evolve, we are transitioning to the IFRS S2 Climate-related Disclosures, which builds in the TCFD framework². We acknowledge that climate-related risks and opportunities change over time, with certain risks materialising over longer horizons due to regulatory developments, technological change, and the long-term nature of physical climate

impacts. This underscores the importance of regularly reviewing and updating our strategies.

We have conducted a qualitative assessment to account for changes in asset coverage and will continue to refine our climate-related analysis. Going forward, we plan to incorporate quantitative financial metrics³ to more robustly assess the potential impacts of climate-related risks and opportunities on our business.

Further information on our governance structure, strategy, risk management approach and metrics for managing climate-related risks is set out on pages 11 to 14 of this report. Our approach is supported by a dedicated governance structure comprising the Board, relevant Board committees, and the Enterprise Risk Management (ERM) Working Group. These bodies oversee the identification, assessment, and management of climate-related risks, helping to ensure that our business remains resilient and aligned with our long-term sustainability objectives.

Climate Scenario Analysis

In our 2025 climate risk assessment, a scenario analysis was conducted based on the parameters outlined in Figure 2. BEK and STT were disposed during the year and have been excluded from this assessment.

Figure 2. Scenario Analysis Framework

Parameter	Transition Scenarios	Physical Scenarios
Scenarios Considered	IEA Announced Pledges Scenario (APS) IEA Stated Policies Scenario (STEPS)	IPCC SSP 1-2.6 (Low Emissions) IPCC SSP 5-8.5 (High Emissions)
Time Horizons	2030 (near-term) 2050 (medium-term)	2030 (near-term) 2050 (medium-term) 2100 (long-term)
Asset Coverage	SDJ TBR TRA	SDJ TBR TRA
Risk Considered	<ul style="list-style-type: none"> • Carbon pricing • Climate-related Litigation • Coal Demand • Access to Coal Finance • Shift for Renewables, Electrification, and Low-Carbon Technologies • Fleet Electrification (Low-Carbon) • Methane Recovery & Utilisation • Energy Efficiency in Mining • Stigmatisation of Coal Industry 	<ul style="list-style-type: none"> • Extreme Heat • Flooding • Extreme Rainfall

¹ These include the UU No. 32 Tahun 2009 (PPLH), Permen LH No. 3 Tahun 2014 (PROPER), UU No. 7 Tahun 2004 Sumber Daya Air, UU No. 18 Tahun 2008, amongst others.

² The TCFD was officially disbanded in October 2023 and its responsibilities were taken over by the International Sustainability Standards Board (ISSB) under the IFRS Foundation. However, TCFD's framework remains the foundation of ISSB's IFRS S2 (Climate-Related Disclosures). The ISSB fully incorporated TCFD's recommendations into IFRS S2, meaning that companies already aligned with TCFD should not see significant changes in reporting structure.

³ These include assessing climate-related revenue exposure, capital and operational expenditure impacts, carbon pricing exposure, asset impairment, and depreciation risks. Analysing revenue loss due to physical climate risks, risk-adjusted return on investment, and insurance cost changes of the business under different climate scenarios could help us understand and quantify the financial risks and opportunities associated with climate change, enabling informed decision-making and strategic planning.

Figure 3. Scenario Analysis Results

Our scenario analysis highlights both transition risks that could impact our mining operations at SDJ, TBR, TRA and the Singapore and Indonesia offices. These risks severity varies across mine sites, office locations and time horizons, with longer-term impacts expected to be more pronounced. The results underscore the need for adaptive strategies to enhance resilience to a changing climate risk profile.

Category	Risk & Opportunity	Definition	Scenario	Time	Geo Energy Group		
Transition Climate-Related Risks							
Policy & Legal	Mandatory Carbon Pricing	A risk that government-imposed carbon taxes or emissions trading systems increase operating costs and reduce profitability for coal-related activities	APS	2030	●		
				2050	●		
			STEPS	2030	●		
				2050	●		
			Climate change-related litigation and investigations	A risk of legal actions, lawsuits, or regulatory investigations targeting companies for their environmental impacts, disclosures, or contributions to climate change	APS	2030	●
						2050	●
	STEPS	2030			●		
		2050			●		
	Policy-driven decrease in coal demand	A risk that national or international climate policies, such as renewable targets, coal phase-out plans, or emissions caps, significantly reduce demand for coal	APS	2030	●		
2050				●			
STEPS			2030	●			
			2050	●			
Market	Strained access to coal finance	A risk that banks, investors, and insurers restrict funding for coal operations due to ESG mandates, climate commitments, or sector exclusion policies.	APS	2030	●		
				2050	●		
			STEPS	2030	●		
				2050	●		
	Structural shift in global demand toward renewables, electrification, and low carbon technologies	A risk that falling renewable energy costs and growing clean-energy competitiveness erode coal's market share and economic viability	APS	2030	●		
				2050	●		
STEPS			2030	●			
			2050	●			
Technology	Low-carbon transport and machinery for mining operations and logistics	A risk that emerging low-carbon equipment and transport standards make existing diesel-based machinery costly or obsolete	APS	2030	●		
				2050	●		
			STEPS	2030	●		
				2050	●		
			Methane recovery and utilisation opportunities	A risk that tightening methane regulations require investment in methane capture or utilisation systems, affecting operational costs	APS	2030	●
						2050	●
	STEPS	2030			●		
	2050	●					
	Energy efficiency in mining operations	A risk that increasingly stringent energy-efficiency standards require operational upgrades and capital investment	APS	2030	●		
2050				●			
STEPS			2030	●			
			2050	●			
Reputation	Stigmatisation of the coal industry and stakeholder exclusion	A risk that negative public perception, investor pressure, and stakeholder expectations reduce opportunities for coal companies to operate or partner.	APS	2030	●		
				2050	●		
			STEPS	2030	●		
				2050	●		

Risk Factor	Scenario	Asset Coverage				
		Singapore Office	Indonesia Office	SDJ	TBR	TRA
Physical Climate-Related Risks						
Extreme Heat	SSP1-2.6	2030: ●	2030: ●	2030: ●	2030: ●	2030: ●
		2050: ●	2050: ●	2050: ●	2050: ●	2050: ●
		2100: ●	2100: ●	2100: ●	2100: ●	2100: ●
	SSP 1-8.5	2030: ●	2030: ●	2030: ●	2030: ●	2030: ●
		2050: ●	2050: ●	2050: ●	2050: ●	2050: ●
		2100: ●	2100: ●	2100: ●	2100: ●	2100: ●
Flooding	SSP1-2.6	2030: ●	2030: ●	2030: ●	2030: ●	2030: ●
		2050: ●	2050: ●	2050: ●	2050: ●	2050: ●
		2100: ●	2100: ●	2100: ●	2100: ●	2100: ●
	SSP 1-8.5	2030: ●	2030: ●	2030: ●	2030: ●	2030: ●
		2050: ●	2050: ●	2050: ●	2050: ●	2050: ●
		2100: ●	2100: ●	2100: ●	2100: ●	2100: ●
Extreme Rainfall	SSP1-2.6	2030: ●	2030: ●	2030: ●	2030: ●	2030: ●
		2050: ●	2050: ●	2050: ●	2050: ●	2050: ●
		2100: ●	2100: ●	2100: ●	2100: ●	2100: ●
	SSP 1-8.5	2030: ●	2030: ●	2030: ●	2030: ●	2030: ●
		2050: ●	2050: ●	2050: ●	2050: ●	2050: ●
		2100: ●	2100: ●	2100: ●	2100: ●	2100: ●

Building on the outcomes of the climate scenario analysis, our focus will be on improving data quality, further integrating climate considerations into decision-making, and developing practical actions to address climate-related risks and opportunities. While progress during the reporting period has been gradual, work will continue to better understand climate-related impacts and strengthen our approach over time.

Legend: ● Low Risk ● Moderate Risk ● High Risk



ENERGY AND CLIMATE CHANGE

GRI 3-3, 302-1, 302-3, 305-1 to 305-4

Policies, Procedures, and Practices

Most of our energy consumption is associated with mining operations, primarily fuel used by mining equipment. Additional energy is required for supporting activities, including lighting in mining areas, employee accommodation, and canteens. The coal we produce has low sulphur and ash content and relatively low energy intensity, which helps us comply with applicable emissions requirements.

To reduce energy consumption, we have replaced older equipment with more energy-efficient models, switched off machinery when not in use, and regularly monitor energy use across mobile equipment and fixed facilities. We also promote energy efficiency through annual awareness programmes for internal and external stakeholders. In addition, we work with relevant government agencies, including the Regional Environmental Protection Agency (BLHD) and the Ministry of Energy and Mineral Resources (ESDM), to support inspections and ongoing data monitoring.

Performance and Initiatives

Energy Usage

Energy consumption decreased by 3% in 2025, reaching over 2.1 million GJ. Energy intensity decreased by 38% to 0.1709 GJ per tonne of coal produced. Diesel and LPG continue to make up the largest share of our energy use.

Going forward, our initiatives aimed at improving energy efficiency and reducing consumption includes the following, some of which have been implemented in 2025:

- switch off the light, aircon and machinery when not in use

Using biodiesel in heavy mining equipment, to reduce reliance on conventional fossil fuels. Our contractors are using B40 biodiesel which produce less emissions than regular diesel fuel

Greenhouse Gas (GHG) Emissions

An in-depth carbon inventory exercise was conducted to update our Scope 1 and Scope 2 GHG emission figures in 2025. We rely on fuel combustions for our emission factors from the United Kingdom's Department for Environment, Food & Rural Affairs (DEFRA) emission factor database and grid emission factor from the Indonesia National Grid 2019 and Singapore's Energy Market Authority 2024 data. For Scope 3 emissions, we utilised the Open CEDA methodology for emissions estimation, an emission factor database provided by Watershed.

For greenhouse gas emissions calculations, we apply the global warming potential (GWP)⁴ rates from the IPCC 5th Assessment Report⁵. Since 2023, we have adopted a GHG intensity metric "tCO₂e per ton of coal produced" which will continue to be used as a key indicator of our emissions performance. Fuel activity data are converted into energy using DEFRA-provided fuel conversion factors. Scope 3 emissions largely stem from contractor operations and are estimated using data from certified vendors, in line with industrial hygiene monitoring standards^{6,7}.

In 2025, our GHG emissions are reported as follows:

- Scope 1 emissions amounted to 1,037 tCO₂e, which is a 55% decrease compared to 2024;
- Scope 2 emissions were 321 tCO₂e, 4% increase compared to 2024; and
- Scope 3 emissions were 134,769 tCO₂e, a 13% increase compared to 2024 due to increased coal production volume and expanded Scope 3 operational boundary.

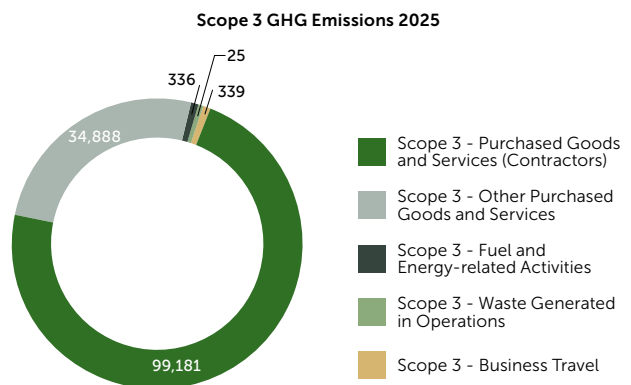
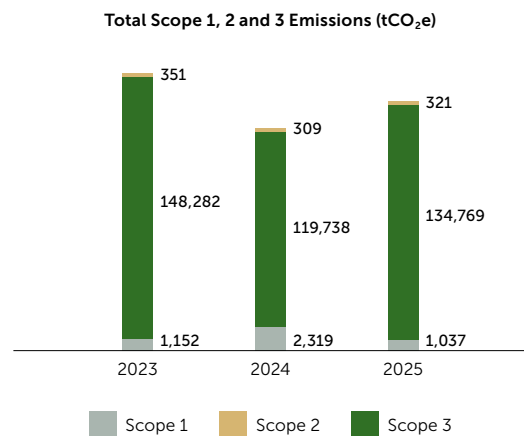
Additionally, we have restated the Scope 2 emissions data from the reported figures in 2024. The emission data was adjusted to reflect the operational reality. Specifically, TRA's 2024 Scope 2 emissions were reclassified as Scope 1 emissions, as electricity used in mining operations was generated by on-site diesel generators rather than procured from an external utility. Scope 3 emission for 2024 has also been restated to align with the 2025 data. Specifically, the source for the emission factors has been changed to Open CEDA by Watershed, allowing for Indonesia-specific emission factors to be used.

In 2025, we continue to monitor our Scope 3 emissions, including Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods), which were expanded in 2024 using data from our internal

procurement system. Consistent tracking of these categories enables improved identification of emissions hotspots across our value chain, with contractor-related emissions remaining the largest contributor to Scope 3 emissions, as shown in the graph below.

Continuous Improvement

We continue to pursue opportunities to improve energy efficiency and reduce energy consumption, while assessing the feasibility of lower-carbon energy options such as solar power and biodiesel for lighting, communications, and water heating at our existing mines.



⁴ 5 Global Warming Potential (GWP) is a metric used to compare the heat-trapping ability of different greenhouse gases over a specific period, typically 100 years. The GWP of carbon dioxide is 1.

⁵ The Intergovernmental Panel on Climate Change (IPCC) is a United Nations body that assesses the latest scientific research on climate change, its impacts, and potential solutions. It provides policy-relevant reports based on global scientific consensus to guide governments and organisations in climate action and adaptation.

⁶ For movable units, the measurement criteria and reference standards used are as follows:
Minister of Environment Regulation No.05-2006 concerning threshold of exhaust gas emissions for old motorised vehicles; Governor of South Sumatra Regulation No.06-2012 concerning emission quality standards from stationary sources and thresholds for motor vehicle exhaust emissions.

⁷ For immovable units, the measurement criteria and reference standards used are as follows:
Minister of Environment Regulation No.04-2014 concerning quality standards for emissions for mining activities emission sources for supporting activities; Minister of Environment Regulation No.11-2021 concerning quality standards for emissions for internal combustion machines.

WATER

GRI 3-3, 303-2 to 303-5

Policies, Procedures, and Practices

Water is essential to our operations, and effective wastewater management is important to protect public health and the environment. We manage wastewater quality by complying with local regulatory requirements and applying good water and wastewater management practices to minimise impacts on local water resources and surrounding communities.

To ensure consistent implementation, we have established water quality guidelines across our operations and contractor activities, including:

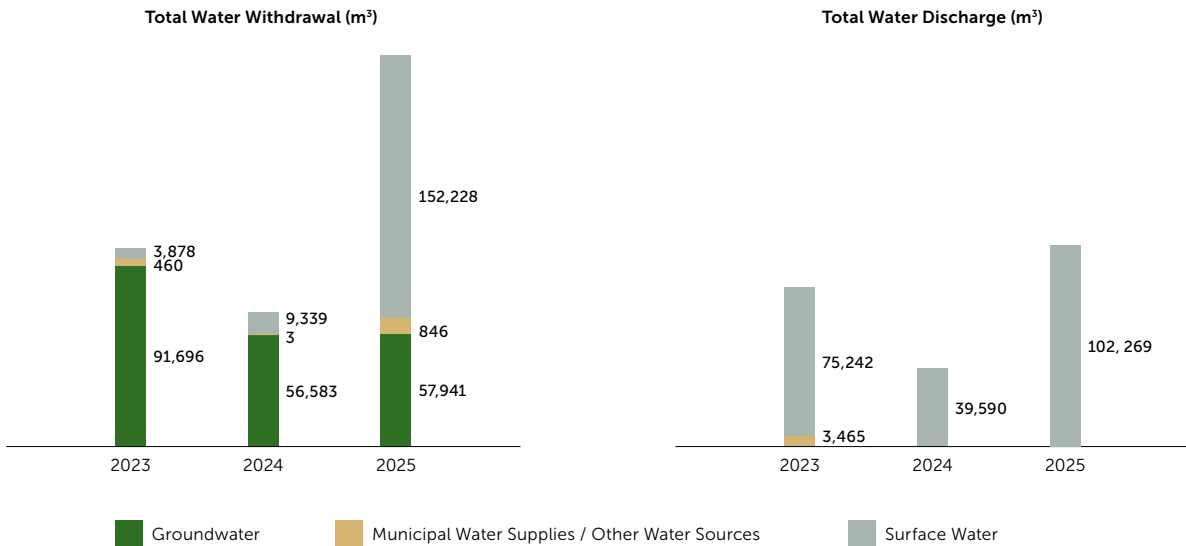
- Mine Waste Emergency Management (INK-HSE001-SDJ, INK-HSE-001-TBR)
- Wastewater Sampling Method (SOP-037-HSE-2022)
- Domestic Wastewater Treatment Plant Guidelines (24/SOP-SHE/III/2020)
- Kuriflock Usage Manual (41/SOP-SHE/II/2022)
- Mine Water Liquid Waste Management Procedure (SOP-014-HSE-2018)
- BUMA Management System for water quality standards

Water Sources and Usage

Water for our operations is primarily sourced from groundwater through boreholes and from municipal supplies provided by vendors for domestic use. At certain mines, surface water is also used to meet clean water requirements. In 2025, water withdrawal from harvested rainwater is added to better reflect operational reality. This is categorised as surface water, following the GRI standard, and is used in water trucks for dust suppression. Greywater from sanitary facilities is treated in settling ponds prior to discharge.

Effluent water is monitored on a daily and monthly basis to ensure compliance with local water quality standards. Where required, treatment processes are applied to meet applicable regulatory requirements, including:

- Minister of Environment and Forestry Decree No. 68-2016
- Decree of the Minister of State for the Environment No. 113 of 2003
- South Kalimantan Governor Regulation No. 036 of 2008



Performance and Initiatives

To strengthen wastewater monitoring and management, settling ponds have been installed at key locations. These ponds are designed to separate solid pollutants from mining wastewater, helping to ensure that discharge quality standards are met before release into public systems.

Expanded Scope and Key Metrics

Since 2023, we have continued to broaden the scope of our water discharge monitoring, improving the coverage and quality of our water-related data. In 2025, we made further progress by strengthening the tracking of water withdrawal and discharge across our mining operations, incorporating additional operational insights and environmental performance indicators. These enhancements support more consistent reporting and enable earlier identification of water-related risks. We will continue to build on these efforts by advancing our monitoring practices and enhancing the transparency of our water-use reporting to meet regulatory requirements and support responsible resource management.

Commitment to Compliance

We manage and minimise significant water-related impacts by maintaining zero incident of non-compliance with discharge limits. All water-related activities are carried out in accordance with the requirements of the Regional Environmental Agency (Badan Lingkungan Hidup Daerah, BLHD), and periodic monitoring reports are submitted to the agency as part of our regulatory obligations.

Continuous Improvement

To reduce the impact of our activities on water resources, our efforts focus on:

- Strengthening the monitoring of water usage across all operations
- Applying more stringent controls to manage and reduce overall water consumption

WASTE

GRI 3-3, 306-1 to 306-3, 306-5

Policies, Procedures, and Practices

Our mining activities generate substantial volumes of liquid and solid waste, which, if not properly managed, could pose environmental risks. To mitigate these impacts, we align our waste management practices with international standards and comply with all relevant local regulations, including but not limited to:

- Minister of Environment Regulation No. 14 of 2013 regarding the Symbols for Hazardous and Toxic Substances
- Government Regulation No. 101 of 2014 regarding Management of Hazardous and Toxic Waste
- Minister of Environment and Forestry Regulation No. 55 of 2015 regarding the Procedures for Testing the Characteristics of Hazardous Waste
- Minister of Environment and Forestry Regulation No. 56 of 2015 regarding Procedures and Requirements for the Management of Hazardous Waste from Healthcare Facilities
- Minister of Environment and Forestry Regulation No. 95 of 2018 regarding Licensing for the Management of Hazardous Waste
- Minister of Environment and Forestry Regulation No. 12 of 2020 regarding Storage of B3 Waste

All waste, including hazardous (B3) and non-hazardous materials, is managed by authorised waste management contractors in full compliance with industry standards and environmental regulations. Management of hazardous waste is prioritised through the provision of appropriate personal protective equipment and structured training for relevant personnel. Material Safety Data Sheets are utilised to support the safe and efficient storage and handling of waste generated as by-products of operational activities.

Hazardous Waste

We adopt a precautionary approach in the management of hazardous waste, guided by the SOP-015-HSE-2017 Hazardous Waste Management Standard Operating Procedures and applicable local regulations. All required documentation is maintained in accordance with regulatory requirements, including the Technical Details for Hazardous Waste (Rincian Teknis Limbah B3) for our SDJ, TRA, and TBR mines.

Key measures include:

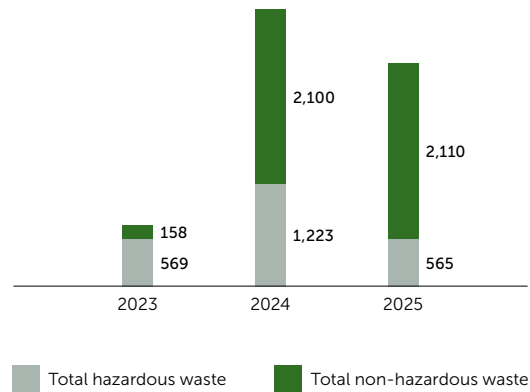
Packaging and Labelling	All B3 waste is securely contained using rust-resistant, non-reactive packaging materials designed to prevent leakage and to meet the requirements set by the Environmental Impact Management Agency.
Special Handling for Explosives	Explosive waste is stored in pressure-resistant, double-layered containers to ensure secure and safe containment.
Dedicated Storage Facilities	B3 waste is stored in waterproof, corrosion-resistant, and fire-resistant facilities that are equipped with adequate ventilation.
Trained Personnel	Employees responsible for handling B3 waste hold relevant certifications, including PLB3 (Person Responsible for Hazardous Waste Management) and OPLB3 (Hazardous Waste Processing Operations).
Monitoring via Sistem Pelaporan dan Evaluasi Digital (SPEED)	The Electronic Manifestation Application (SPEED) is used to monitor B3 waste operations, ensuring regulatory compliance and preventing improper disposal.

Our operations team actively works to minimise the generation of hazardous waste by optimising processes, substituting raw materials, and adjusting operational procedures.

Non-Hazardous Waste

We work closely with mining contractors to minimise non-hazardous waste. Initiatives include implementing a centralised collection system for non-hazardous waste generated at office and dormitory facilities, where waste is collected daily and transported to government-designated Final Disposal Sites (FDS).

Total Waste Generated (tonne)



Performance and Initiatives

In 2025, 565 tonnes of hazardous waste were generated from SDJ, TBR and TRA sites, representing a decrease compared to the previous year. The inorganic waste from mine sites constitutes a substantial portion of non-hazardous waste was added to the reporting boundary in 2025. No hazardous waste was disposed of in public bins or exported overseas.

Throughout the reporting period, we recorded zero incidents of non-compliance with waste management regulations and incurred zero significant fines.

Continuous Improvement

To further reduce our environmental impact from waste, we will:

- Maintain full compliance with all applicable local waste management laws and regulations.
- Introduce additional measures to minimise waste generation, including assessing and adopting innovative solutions.
- Continue collaborating with reputable and accredited waste management service providers.
- Enforce strict safety procedures for the storage and handling of hazardous waste.

SUPPORTING THE
HEALTH & SAFETY,



WELL-BEING
OF OUR PEOPLE AND VALUE CHAIN

SUPPLY CHAIN MANAGEMENT

GRI 3-3, 204-1

We maintain a robust supply chain management system designed to ensure the delivery of high-quality products to our customers while meeting environmental and social responsibilities.

Policies and Procedures

Main Suppliers

Geo Energy manages a diverse supply chain across multiple regions, supporting the delivery of high-quality products to customers. Key suppliers include energy providers, fuel suppliers, infrastructure solution and maintenance providers, distributors, and contractors. At the same time, we acknowledge the potential environmental risks associated with supply chain activities, such as oil and fuel spills or chemical leaks, which may also pose health risks to nearby communities.

To address these risks and support the ongoing demand for coal, Geo Energy undertakes the following measures:

- Conducting thorough evaluations of suppliers' environmental performance.
- Protecting the health, safety, and well-being of workers throughout the supply chain.
- Reducing negative environmental impacts in the regions where we operate.

Responsible Procurement

Geo Energy has established a governance framework and policies that guide procurement and supply chain management. These policies promote transparency, fairness, and the adoption of sustainable practices. Where feasible, we also prioritise engagement with local businesses to support community livelihoods and strengthen collaborative relationships.

For reporting purposes, "local" suppliers include those located in the same country as our corporate office in Singapore, within the same region as our Jakarta office, or in proximity to our mining operations in Kalimantan and South Sumatera, Indonesia.

Senior Management, Human Resources, and the Operations Department routinely review and enhance our procurement processes, which encompass:

- Purchasing and payment criteria.
- Annual vendor evaluations.
- A Local Recruitment and Procurement Plan.
- Compliance with the Supplier Code of Conduct (CoC)⁸.

Performance and Initiatives

All suppliers are required to adhere to our Supplier Code of Conduct, which covers the following principles:

- Protecting the health, safety, and well-being of workers.
- Minimising environmental impacts associated with operations.
- Conducting business ethically and fairly.
- Complying with all applicable local laws and regulations.
- Upholding labour standards and respecting human rights.

Local Recruitment and Procurement

As part of our Local Recruitment and Procurement Plan, we prioritise employing local workers and sourcing goods and services from local suppliers. In 2025, we assessed our ten most significant suppliers to ensure alignment with these standards. This resulted in 0.7% (Singapore office) and 41% (Indonesia office) of our procurement budget being directed towards local products and 77.2% (Singapore office) and 36% (Indonesia office) towards local service providers.

Human Rights and Labour Standards

We adhere to international labour standards, including the International Labour Organisation (ILO) Conventions and Singapore's Employment Act. Employment within our organisation and across our supply chain is strictly voluntary, with all contracts aligned with applicable local labour laws. Ongoing monitoring is conducted to ensure that third-party contractors comply with these requirements.

Our Goals and Targets

Geo Energy aims to uphold responsible supply chain management practices, ensure the delivery of high-quality products, and support local communities through responsible procurement.

⁸ This includes general conduct, where we expect suppliers to perform their work in a reasonable, competent, and professional manner, demonstrating respect, integrity, courtesy, and collaboration. The Supplier Code of Conduct (CoC) also addresses confidentiality, ethical business dealings, and conflicts of interest that may adversely affect our business relationship. Additionally, suppliers are required to comply with applicable competition laws, equality and fair labour standards, health and safety regulations, and all relevant laws and regulations in the regions where they operate.



HEALTH & SAFETY

GRI 3-3, 403-1 to 403-10

Health and safety remain a fundamental aspect of Geo Energy's operations, particularly given the inherent risks associated with the mining sector. In 2025, we continued to focus on identifying and mitigating safety risks while promoting a secure and injury-free working environment.

Policies and Procedures, and Practices

Managing employee health and safety is a material issue for the company due to the risks inherent in mining operations. Without adequate precautionary measures, both workforce safety and environmental sustainability may be compromised. Our health and safety framework is built around three core objectives:

- Protect employees from workplace injuries and hazards.
- Reduce environmental degradation.
- Maintain stakeholder confidence through strong safety practices.
- To achieve these objectives, we comply with national regulations, international best practices, and group-wide policies, including:
 - Occupational Safety, Health and Environment (OSHE) Policy.
 - Environmental, Health, Safety and Social Management System (EHS&SMS).
 - Contractor Health, Safety and Environment (HSE) Evaluation Policy.

Since 2022, our contractor BUMA has aligned their practices with ISO 45001, adopting a proactive approach to identifying and addressing potential risks. This standard surpasses the requirements of OHSAS 18000 and strengthens our ability to prevent accidents and injuries.

At our mine sites, safety teams from Geo Energy and BUMA conduct daily safety patrols to ensure compliance with speed limits, hazard signage, and other safety protocols. The K3LH committee conducts monthly reviews, monitors safety performance, and oversees worker training, helping to reinforce a strong safety culture across operations.

Performance and Initiatives

Employee Health and Safety

- **Regulatory Compliance:** Safety policies are aligned with applicable regulations, including Indonesian Law No. 32/2009, as well as recognised international standards such as IFC Performance Standards and OHSAS 18001:2007.
- **Training and Awareness:** Mandatory safety inductions, standard operating procedure (SOP) training, and targeted programmes developed through a Training Needs Analysis help ensure that workers understand and follow required safety practices.
- **Reward Programmes:** Monthly safety awards for incident-free performance encourage proactive hazard identification and reinforce safe work behaviours.

Safety Training Programmes

To foster a robust safety culture, Geo Energy conducts regular training sessions tailored to roles and site-specific requirements. In 2025, topics included:

- Hazard Identification & Risk Assessment (IBPR)
- Mining Safety Basics
- Accident Investigation Techniques
- Environmental and Occupational Health Fundamentals

Access to Quality Health Services

Employees are provided with comprehensive health benefits, including:

- **BPJS and Mandiri Health Services:** Covering non-occupational health concerns.
- **Annual Medical Check-Ups (MCU):** With follow-ups for flagged health conditions.
- **On-Site Health Services:** Emergency response teams and medical facilities are available at all active sites.
- **Regular health bulletins and mobile communications** to keep employees informed about health initiatives.

In 2025, our continued emphasis on workplace safety contributed to maintaining a low accident rate, with only two first-aid-level incidents recorded throughout the year.

Contractor Health and Safety

We enforce rigorous health and safety requirements for contractors through our Contractor HSE Evaluation Policy, with alignment to standards such as ISO 45001:2015, Occupational Safety Law 13/2003, Mineral and Coal Mining 4/2009, Mineral and Coal Mining 3/2020, Permen ESDM 26/2018, and Kepmen 1827/2018, Keputusan Dirjen Minerba Kementerian ESDM 185/2019.

Our contractors and subcontractors are required to submit monthly reports detailing their total workforce and, when applicable, incident reports for any workplace occurrences. This process ensures accountability and supports a proactive approach to managing occupational health and safety across all personnel operating within our sites.

Achievements and Recognition

Alignment with ISO 45001 standards: Reflects our ongoing efforts to adopt a proactive and systematic approach to health and safety management, even though formal certification has not yet been obtained.

Safety Recognition Programmes: Showcasing employee participation in hazard reporting and mitigation efforts.

New Initiatives: The expansion of safety reward programmes and the introduction of targeted health education initiatives have contributed to a measurable reduction in workplace hazards and strengthened the overall safety culture.

To address work-related hazards, all our contractors, BUMA, PKA and KTA, have implemented comprehensive risk management systems across our operations. Contractors apply the Hazard Identification, Risk Assessment, and Determining Control (HIRADC) framework to identify and assess risks. For non-routine activities, all contractors are required to conduct a Job Safety Analysis (JSA) to ensure hazards are systematically evaluated before work begins.

The HIRADC control system follows a hierarchy-based approach to managing risks, prioritising the following controls:

1. Elimination
2. Substitution
3. Engineering controls
4. Administrative measures
5. Use of personal protective equipment (PPE)

These systems apply across multiple operational areas, including mining sites, plant workshops, warehouses, coal mining and hauling roads, and various support facilities such as offices, accommodation areas, and worker transportation. They also extend to subcontractor performance evaluations.

Contractors have established collective labour agreements covering safety, health, and environmental protections to safeguard employees working under high-risk conditions. Workers are encouraged to report any work-related hazards through formal reporting channels, which are actively monitored and addressed by HSE teams in real time. In addition, section leaders communicate identified hazards at the start of each shift to facilitate prompt mitigation and ensure appropriate follow-up actions.

The number of employees and non-employees whose work is controlled by our organisation and who are covered under these systems is as follows:

Project Sites	Number of employees and workers	Percentage of employees covered
SDJ	63	100%
TRA	516	100%
TBR	1,866	100%

Health and Wellness Monitoring

Employee well-being is a priority, and we adopt a proactive approach to monitoring and managing health-related risks. Measures in place include:

- Annual Medical Check-Ups (MCU): Regular health assessments aimed at early detection of potential illnesses.
- Health Insurance: Comprehensive medical coverage, including hospital treatment and reimbursement options.
- Emergency Response Centre: Onsite first aid support to respond promptly to emergencies.
- Routine Health Monitoring: Ongoing evaluations for employees with medical conditions that require continued attention.

Training and Competency Development

Our employees participate in comprehensive training programmes tailored to their roles and job requirements. Newly hired and reassigned personnel receive first aid and emergency response training as part of their induction. Workers operating in high-risk areas undergo specialised safety training delivered by the HSE teams. In addition, a door-to-door health education programme is provided to raise awareness among employees' families on fatigue management and general health topics.

To further reduce workplace risks, employees also receive training on:

- Proper operational procedures, including safe driving practices.
- Ergonomic exercises to prevent musculoskeletal injuries.
- Regular participation in safety briefings and medical checkups.

Addressing Work-Related Hazards

At our SDJ, TBR and TRA mines, we have identified key work-related hazards and implemented measures to address them.

The most common injury was open wounds that occurred during machine operation. All injuries were minor, requiring only first aid and basic medical intervention. The main identified cause of these injuries was employee safety awareness and inadequate safety training.

High-risk hazards were identified through risk assessments, site inspections, and incident investigations, primarily involving machinery, heavy equipment, work at heights, and hazardous energy sources. Although no high-consequence injuries occurred, several minor incidents indicated potential areas of concern. Risk controls were implemented through machine guarding, strengthened standard operating procedures, enhanced safety training, high-risk work permit requirements, and the proper use of personal protective equipment in line with the hierarchy of controls.

The organisation applies the hierarchy of controls by installing machine guards, strengthening standard operating procedures and supervision, enhancing safety training, reinforcing the permit to work system, and ensuring the proper use of personal protective equipment to minimise exposure to high-risk hazards. Adequate onsite supervision is also maintained to ensure that all employees and contractors comply with established SOPs.

Participation and Engagement

We encourage active participation in OHS initiatives by holding monthly safety meetings led by project managers. These meetings serve as a forum for employees to raise health and safety concerns. Any deviations from the safety management system are documented in the Project Issues, Changes, and Actions (PICA) log or recorded in the meeting minutes.

Performance and Monitoring

We aim to maintain a strong and reliable safety record through the implementation of our occupational health and safety management system, which is structured around the Plan-Do-Check-Act (PDCA) model. This framework supports continuous monitoring and regular updates to our safety practices.

However, in 2025, despite these efforts, a fatality occurred involving a contractor worker from a water-pump vendor whose activities were under our operational control. Four first aid incidents were also recorded during the year.

This incident underscores the importance of extending robust safety oversight to all personnel working within our operations, including contractors and third-party workers. Following the event, the Group undertook a comprehensive review of its safety procedures, contractor management practices, and risk mitigation measures to prevent similar occurrences. Additional corrective actions and strengthened monitoring mechanisms were also implemented to reinforce safety performance across all work groups operating under our supervision.

Continuous Improvement

Through continuous assessments and targeted training, we seek to strengthen our OHS systems and overall safety performance. By fostering a strong safety culture, the company remains focused on protecting the health and well-being of all employees and contractors.

COMMUNITY & WELL-BEING

GRI 2-23 to 2-26, 3-3, 203-1, 413-1

We seek to create long-term sustainable value and support positive outcomes for all stakeholders, particularly the local communities in which we operate.

Policies, Procedures, and Practices

Supporting Local Communities

Engaging in community development initiatives build strong and positive relationships with the communities located near our mining sites. These efforts support the well-being of local stakeholders and contribute to the long-term sustainability of our operations. To support this approach, we follow the following key practices:

Stakeholder Engagement Policy	We implement this policy consistently across all operational areas to ensure meaningful and transparent engagement with stakeholders.
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Grievance Mechanism	We maintain a robust process to address concerns raised by stakeholders, ensuring that all voices are heard and acted upon.
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Grievance Mechanisms

Our grievance mechanism provides a safe and accessible channel for stakeholders to raise concerns related to our mining operations. Aligned with IFC Performance Standards, the mechanism supports timely and effective resolution of issues.

Geo Energy's Grievance Tracking Redress Mechanism (GTRM) is a structured process that manages the receipt, investigation, and resolution of stakeholder grievances. The process includes:

1. Receipt of grievance
2. Recording and assignment of the case to the appropriate responsible party
3. Fact-finding and investigation involving all affected stakeholders
4. Resolution and, where necessary, an appeals process
5. Feedback collection and case closure

All grievances are documented and monitored through a centralised database maintained by the Operations team, ensuring consistent tracking and systematic followup. In 2025, three grievances were received through our grievance channel concerning:

1. Mud Flowing onto Villagers' Land: Reports were submitted regarding mud entering villagers' land, a situation that also involved other mining companies operating in the surrounding area.
2. Dust Along Village Roads: Residents raised concerns about dust accumulation along village roads caused by frequent passage of mining vehicles.

There are two cases currently being addressed through mediation process, supported by an ongoing survey to identify and confirm the households affected.

Performance and Initiatives

Community Development Programmes

In Indonesia

Solar Lighting Project

Installed 17 solar-powered public streetlights in the Beringin Makmur II village, Simpang Tebing village, Bumi Makmur Village and Sumber Sari Village. The result of this project has significantly enhanced comfort and a sense of safety within the community.

Many of the areas surrounding the mining site remain outside the reach of the national electricity grid (PLN), leaving residents without adequate lighting after dark. Introducing these solar-powered units help to illuminate key public spaces, reducing safety risks, and creating a more secure environment for daily activities.



Public Park and Landmark

A new public park and landmark developed in the Angsana District to create a meaningful shared space for the community. The project is designed to serve as a gathering place where people can connect, celebrate traditions, and strengthen social bonds.



MSME building in Makmur Village

The construction of the MSME building in Makmur Village supports the regional development vision of Tanah Bumbu Regency, which prioritises the local economy and rural communities. This facility is intended to serve as a hub for small businesses, supporting villagers to develop their enterprises and economic resilience.

Provision of waste collection vehicle

The provision of a waste collection vehicle for Beringin Makmur II Village in Rawas Ilir to improve the efficiency of local waste management efforts. This vehicle supports more systematic and timely waste collection, helping to maintain cleaner surroundings.



Providing a source of livelihood

In Karang Indah Village, Angsana District, 500 ducklings were provided along with feed and duck housing to support the community's entry into independent duck farming. This initiative serves as a starting stimulus for residents to develop sustainable small-scale livestock businesses.



Social Security coverage (JAMSOSTEK)

Social security coverage (JAMSOSTEK) was provided for 200 informal workers, supporting their enrollment into the national social protection scheme.

Corporate Social Responsibility (CSR) Investment

In Singapore

Geo Energy Bursary

Awarded bursaries to financially disadvantaged and deserving full-time undergraduates enrolled in the Information Communications Technology or Allied Health degree programmes at the Singapore Institute of Technology (SIT).

Donations to National Kidney Foundation (NKF)

Made contributions at two fundraising events, NKF Race Inspired! 2025 and Swing for Hope: Charity Golf 2025, in support of their charitable efforts. Donations will go toward sustaining NKF's mission of providing affordable, high-quality dialysis treatment and comprehensive renal care for patients in need. This helps ensure that individuals with kidney-related conditions continue to receive essential medical treatment and well-being support.



Donations to Queenstown CCC

Supported initiatives centered on social bonding and directed toward community-bonding programmes that bring residents together through shared activities.

In addition, we supported welfare assistance schemes aimed at improving the well-being of low-income and elderly residents facing financial or social challenges. These initiatives help ensure that vulnerable individuals receive the practical support and care necessary to enhance their quality of life.





HUMAN CAPITAL MANAGEMENT

GRI 2-7, 2-26, 2-30, 3-3, 401-1 to 401-3, 404-1 to 404-3, 405-1

The workforce is one of our most important assets. Human capital forms a key foundation for the Group's continued success, and this perspective shapes our approach to people and talent management.

Policies, Procedures, and Practices

Inclusivity and Diversity

The company's recruitment process follows a merit-based approach, ensuring that all candidates are assessed on their qualifications and competencies, regardless of race, gender, nationality, religion, or disability. Further details can be found in our Human Resource Policy.

Human Rights Practices

Aligned with international conventions and local regulations to ensure fair treatment of all employees, including protections for foreign workers under the Employment of Foreign Manpower Act.

HR Management Systems

Utilising Power Plus (Indonesia) and Times Software (Singapore) HR management systems to track and optimise employee processes, such as training, leave, and payroll.

Policies

Our policies ensure compliance with relevant local labour laws and regulations, including those issued by the Ministry of Manpower, the Employment Act (Singapore), and the Employment of Foreign Manpower Act (Singapore). In addition, we have established a Whistleblowing Policy, a Grievance Mechanism, and a Stakeholder Engagement Policy.

Compliance with Local Regulations

Operating in Singapore and Indonesia, Geo Energy ensures compliance with all local regulations governing human resources, including those related to worker rights, training, and occupational health and safety. Beyond meeting legal requirements, our policies and practices are aligned with recognised human capital management standards, helping us maintain a supportive and rewarding work environment for employees.

Employee Benefits

Our employees receive a comprehensive benefits package that includes healthcare coverage, life insurance, retirement plans, and parental leave. These benefits are designed to support employee well-being and provide the security necessary for them to thrive both personally and professionally.

Grievance Mechanism and Whistleblowing

To maintain a transparent and respectful workplace, we have established a grievance mechanism that enables employees to raise concerns related to our mining activities. In alignment with our values, the Whistleblowing Policy ensures that employees and external parties can report issues in good faith without fear of retaliation. This mechanism supports a safer and more ethical work environment by empowering individuals to speak up and contribute to continuous improvement.

Performance and Initiatives

Human Rights and Fair Treatment

Respect for human rights is central to our operations. We uphold international human rights standards, including the International Labour Organisation (ILO) Convention⁹ and Singapore's Employment Act¹⁰, to ensure fair and equitable treatment for all employees, regardless of their employment category. In addition, we protect the rights of foreign workers in accordance with the Employment of Foreign Manpower Act¹¹, which sets out clear responsibilities for employers.

In 2025, we are pleased to report that there were no incidents of discrimination or human rights violations within our workforce, including cases involving indigenous peoples. We firmly believe that a culture grounded in mutual respect builds trust and strengthens our relationships with all stakeholders.

Fair Compensation and Career Development

Ensuring fair and competitive compensation is a key element of our strategy to attract and retain high-caliber talent. Our remuneration framework includes base salary, allowances, and performance-based bonuses, determined by an employee's role, experience, and skills. We regularly review compensation metrics to ensure they remain aligned with industry practices and local market benchmarks.

In Indonesia, where most of our workforce is located, all employees receive wages that fully comply with applicable minimum wage regulations. In Singapore, where minimum wage requirements do not apply, compensation is structured based on market competitiveness and internal equity. All full-time employees at Geo Energy are included in the calculation of compensation metrics¹².

As the employees at Geo Energy are not unionised, none of them are covered by collective bargaining agreements. As of 2024, Geo Energy does not mandate a minimum number of weeks' notice provided to employees prior to implementation of significant operational changes.

In 2025, the Group has a total of 296 permanent employees, comprising of 271 male employees and 25 female employees across Singapore and Indonesia. The Group's senior management at significant locations of operation (being Singapore and Indonesia), which comprises of the Executive Chairman and CEO, Executive Director, and other key management personnel, are not hired from the local community.

In the reporting period we welcomed 58 new employees to our team, consisting of 44 male employees and 14 female employees. Out of these new hires, 2 are based in Singapore, while 56 are based in Indonesia. Additionally, the Group experienced a turnover of 5.41%, which represented a minor increase compared to previous years. Notably, the Singapore office reported no turnover during the period.

During the reporting period, the company continued its regular recruitment cycle in both Singapore and Indonesia to replace departing staff and to support the ongoing expansion of our operations. Most of our workforce comprises permanent employees, helping us maintain stability and continuity across the organisation.

Geo Energy is committed to fostering a workplace grounded in equality and nondiscrimination. We continue to enhance communication between executive and non-executive employees to support ongoing improvements in performance and overall employee development.

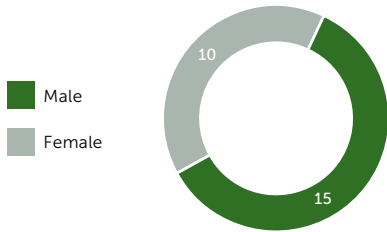
⁹ The ILO is an internationally recognised labour standard, ensuring fair and equitable treatment of workers. This includes safeguarding workers' rights on issues such as working conditions, wages, child labour, and workplace safety.

¹⁰ By adhering to Singapore's Employment Act, Geo Energy ensures compliance with local labour laws, protecting employees' basic rights regarding working hours, pay, leave entitlements, and fair treatment. This Act promotes a balanced work environment, fostering both employee welfare and economic competitiveness.

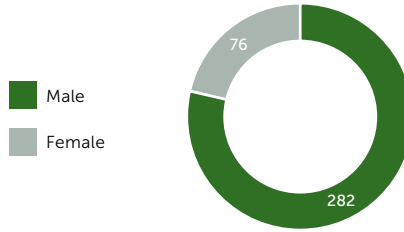
¹¹ The Employment of Foreign Manpower Act (EFMA) regulates the employment of foreign workers in Singapore, ensuring that employers comply with work pass requirements, fair treatment, and labour standards. It covers work pass issuance, employer responsibilities regarding worker welfare, and penalties for non-compliance, balancing the need for foreign labour with workers' rights and fair practices.

¹² Factors that could have potentially influenced compensation include industry standards, salary benchmarks based on location, job responsibilities, and employees' previous experience. The components of employees' compensation encompass base salary, transport allowance, variable bonus, annual wage supplement (applicable to the Singapore office), Central Provident Fund contribution (applicable to the Singapore office), social security program (JAMSOSTEK) (applicable to the Jakarta office), and religious holiday allowance (THR) (applicable to the Jakarta office).

Female-to-Male Ratio in Singapore



Female-to-Male Ratio in Indonesia

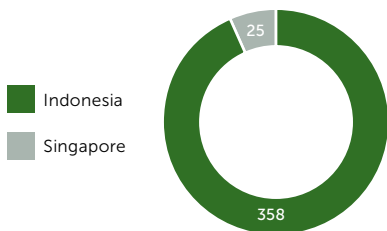


Employee Distribution by Gender and Region (2025)

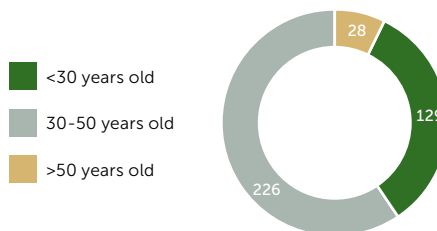
GRI 2-7, 405-1

Total Number of Employees	Male	Female	Total
Permanent and Full-Time Employees			
Total	225	71	296
Singapore	15	10	25
Indonesia	210	61	271
Temporary Employees			
Total	72	15	87
Singapore	0	0	0
Indonesia	72	15	87

Employee Composition by Region



Employee Composition by Age Group



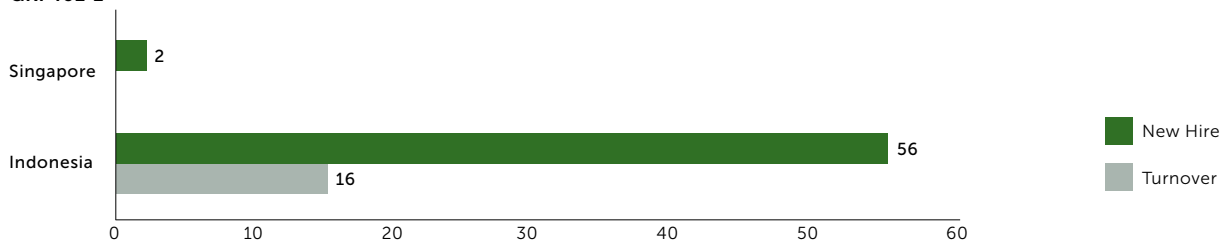
Diversity of Governance Bodies (Board of Directors, Management Committee) and Employees (2025)

GRI 405-1

	Governance Bodies			Employees	
	Board Level ¹³	GEE ¹⁴ Board Level	Senior Management	Middle Management	Staff
Gender					
Male	2	2	13	85	199
Female	0	1	2	28	56
Age Group (Years of Age)					
< 30	0	0	0	8	121
30 – 50	1	3	9	94	123
>50	1	0	6	11	11
Citizenship					
Singapore	1	1	3	5	7
Indonesia	1	2	12	108	247
Other	0	0	0	0	1

New Employee Hire and Employee Turnover (2025)

GRI 401-1



	Number of New Hires	Rate of New Hires	Number of Turnover ¹⁵	Rate of Turnover
Gender				
Male	44	14.86%	12	4.05%
Female	14	4.73%	4	1.35%
Total	58	19.59%	16	5.41%
Age Group (Years of Age)				
<30 years old	41	13.85%	10	3.38%
30-50 years old	16	5.41%	6	2.03%
>50 years old	1	0.34%	0	0%
Total	58	19.59%	16	5.41%

¹³ The Board Level consists of the Governance Body Members, who are the Group Executive Chairman and CEO and Executive Director.

¹⁴ GEE: PT Golden Eagle Energy Tbk (listed on the Indonesia Stock Exchange), the subsidiary of the Group.

¹⁵ Turnover includes both voluntary and non-voluntary turnover.

In 2025, 100% of employees who went on parental leave returned to work and continued working with us. A breakdown of this figure is presented in the following table.

Parental Leave (2025)

GRI 401-3

	Male	Female
Total number of employees that were entitled to parental leave	128	16
Total number of employees that took parental leave	7	2
Total number of employees that returned to work in the reporting period after parental leave ended	7	2
Return to work rate of employees that took parental leave	100%	100%
Retention rate of employees that took parental leave	100%	100%

Upskilling our People

We recognise that continuous learning is essential to the success of both our employees and the Group. To support this, we offer tailored training programmes designed to meet the specific requirements of each role within our organisation. These programmes not only provide employees with a clear pathway for career development but also equip them to contribute effectively to the Group's overall performance.

Each year, we conduct performance and career development reviews for employees across our Singapore and Indonesia offices. These assessments offer meaningful insights into individual achievements and development opportunities, enabling us to provide targeted guidance that supports employee growth and long-term progression within the company.

List of Training and Development Opportunities

- Microsoft Excel Basic to Advance
- Certification on Post Reclamation Planning
- Coal Quality Management
- Hazardous Waste Management Operator (OPLB3)
- Effective Strategy to Using Coretax
- Mandarin Course

In 2025, Geo Energy provided a total of 5,024 hours of training covering various functional areas such as finance, governance, and operations management.

On average, each employee received 13.11 hours of training with a strong emphasis on empowering staff through training programmes tailored to their specific development needs. These learning initiatives were strategically delivered across different organisational levels, with 4% allocated to senior management, 25% allocated to middle management and 71% dedicated to general staff.

Total Training Hours (2025)

	Male	Female
Training Hours (Total)		
Senior Management	72	63
Middle Management	1,330	383
Staff	2,086	1,090
Training Hours (Averaged)		
Senior Management	5.54	31.38
Middle Management	15.65	13.68
Staff	10.48	19.46

Employee Engagement and Satisfaction

Conducting regular surveys to assess employee satisfaction and engagement ensures that we, as an organisation, remain responsive to their needs and expectations. These surveys help us proactively identify opportunities for improvement and reinforce our commitment to making employees feel heard and valued. By actively gathering feedback, we strive to cultivate a positive, supportive, and collaborative workplace culture.

Continuous Improvement

- Continue maintaining zero incidents of discrimination or human rights violations in the workplace.
- Expand and enhance skills development, leadership training, and career advancement opportunities for employees.
- Strengthen employee retention by fostering a supportive environment, improving career growth pathways, and reinforcing a strong organisational culture.



CUSTOMER RELATIONSHIP MANAGEMENT

GRI 3-3, 416-1, 418-1

At Geo Energy, we remain firmly committed to creating long-term, sustainable value for our customers. By focusing on understanding their needs, enhancing satisfaction, and protecting their privacy, we demonstrate our dedication to building strong, trust-based relationships. This section highlights the initiatives we are undertaking to consistently meet and exceed customer expectations.

Policies, Procedures and Practices

Effective stakeholder engagement is essential to building strong and enduring customer relationships. Our engagement process is designed to be interactive and comprehensive, involving multiple stages—from sharing information and seeking feedback to actively involving stakeholders in decision-making. Through various channels such as our website, online presentations, and interviews, we create meaningful opportunities for customers to communicate their views, which we handle with utmost care and responsibility.

Alongside regular engagement efforts, safeguarding customer privacy remains a core priority. We implement stringent measures to prevent the use of customer data for secondary purposes and strictly adhere to the following standards:

Compliance with Regulations	Our operations fully comply with all relevant data protection and privacy regulations, ensuring that customer information is safeguarded at all times.
Code of Ethics and Conduct	Our Code of Ethics and Conduct set out clear guidelines for the responsible handling of customer information and underscores the importance of safeguarding customer privacy.

Although none of the company’s products or services underwent health and safety assessments in 2025, we remain proud of the stringent safety standards applied across our operations. Our mines

and employee work environments consistently meet strict air quality and noise requirements, supporting the well-being of both our workforce and nearby communities. Furthermore, results from the Annual Medical Check-Up indicated no significant health issues among employees. Our strong commitment to full compliance with safety regulations helps minimise accident risks and ensures the highest standards of operational safety.

We also maintain a comprehensive, two-way engagement process with stakeholders, including regular consultations with our customers to encourage meaningful dialogue. Through digital platforms and other communication channels, we actively seek customer feedback, ensuring that their concerns and suggestions are addressed promptly. This collaborative approach strengthens our relationships and supports continuous improvement.

Performance and Initiatives

In 2025, we are pleased to report that no significant customer complaints were received. Additionally, there were no incidents involving the leakage, theft, or loss of customer data, reaffirming our commitment to safeguarding customer privacy and upholding their trust.

Comprehensive assessments of the health and safety standards of our finished goods were also carried out to ensure full regulatory compliance. No instances of noncompliance were identified, further demonstrating our dedication to delivering safe, reliable products that provide customers with peace of mind.

Continuous Improvement

Looking ahead, we aim to sustain our strong track record of zero complaints related to customer relationships, data security breaches, and product health and safety issues. We will continue to uphold strict regulatory compliance, ensuring that our products undergo regular assessments to support ongoing health and safety enhancements. Our overarching goal is to deliver longterm, sustainable value to our customers while maintaining the highest standards of safety, trust, and privacy.

APPENDICES

SUSTAINABILITY PERFORMANCE¹⁷

Economic Performance [GRI 201-1, GRI 2-2]

	2023	2024	2025
In USD million unless otherwise stated			
Revenue	489.0	401.9	562.7
Operating Costs	386.5	321.6	438.1
Employee Wages and Benefits	18.5	19.6	20.5
Tax Payment to Government	26.7	1.1	18.1
Payments to Capital Providers (Lenders and Shareholders)	61.5	29.8	28.1
Community Investment	0.4	0.4	0.5
Other performance metric			
Coal Sales (Million tonnes)	8.4	7.9	12.8

Energy [GRI 302-1, 302-3]

	2023	2024 ¹⁶	2025
Group – mining concessions, mining contractors, and corporate offices			
Total energy consumption (GJ)	2,139,977	2,202,866	2,138,136
Non-renewable fuels purchased and consumed	16,558	29,759	19,761
Non-renewable electricity purchased (SDJ, TBR, BEK and TRA Mines, BUMA, LMA, and PKA, and offices in Singapore and Indonesia)	1,436	2,257	2,482
Non-renewable fuels purchased and consumed (BUMA, LMA, PKA and KTA)	2,121,983	2,170,851	2,115,893
Total coal production volume (tonnes)	8,646,282	7,934,956	12,508,625
Energy intensity (GJ/tonne of coal produced)	0.250	0.278	0.171
Corporate offices			
Total energy consumption (GJ)	729	1,343	1,145
Non-renewable fuels purchased and consumed	-	597	480
Renewable fuel purchased and consumed	-	-	-
Non-renewable electricity purchased	729	746	665
Total man hours worked	4,344	3,388	3,976
Energy intensity (GJ/man-hour)	0.170	0.396	0.288

¹⁶ Energy consumption (GJ) for 2024 has been restated due to reclassification of energy source.

¹⁷ The Appendices present detailed sustainability performance data to support the disclosures in this report. Unless otherwise stated, the tabulated figures for 2023 and 2024 include performance data from BEK Mine. In 2025, BEK Mine was sold and, accordingly, its operations have been excluded from the 2025 reported data. This change in operational boundary should be considered when comparing year-on-year performance trends.

	2023	2024 ¹⁶	2025
SDJ mine			
Total energy consumption (GJ)	590,369	582,477	200,044
Non-renewable fuels purchased and consumed	851	2,220	2,113
Non-renewable electricity purchased	103	197	299
Non-renewable fuels purchased and consumed (BUMA-SDJ)	589,380	579,800	196,346
Non-renewable electricity purchased (BUMA-SDJ)	35	260	1,286
Total coal production volume (tonnes)	2,131,637	1,360,243	1,513,134
Energy intensity (GJ/tonne of coal produced)	0.277	0.428	0.132
TBR mine			
Total energy consumption (GJ)	1,511,370	1,441,904	1,636,718
Non-renewable fuels purchased and consumed	513	1,184	1,117
Non-renewable electricity purchased	172	233	233
Non-renewable fuels purchased and consumed (BUMA-TBR)	1,510,597	1,439,695	1,635,368
Non-renewable electricity purchased (BUMA-TBR)	88	792	-
Total coal production volume (tonnes)	6,038,090	5,130,454	8,495,790
Energy intensity (GJ/tonne of coal produced)	0.250	0.281	0.193
TRA mine			
Total energy consumption (GJ)	37,265	176,733	300,230
Non-renewable fuels purchased and consumed	14,975	25,377	16,051
Non-renewable electricity purchased	246	-	-
Non-renewable fuels purchased and consumed (LMA-TRA)	10,679	-	-
Non-renewable electricity purchased (LMA-TRA)	4	-	-
Non-renewable fuels purchased and consumed (PKA-TRA)	11,327	151,356	284,091
Non-renewable electricity purchased (PKA-TRA)	34	-	-
Non-renewable fuels purchased and consumed (KTA-TRA)	-	-	88
Non-renewable electricity purchased (KTA-TRA)	-	-	-
Total coal production volume (tonnes)	266,790	1,275,748	2,499,701
Energy intensity (GJ/tonne of coal produced)	0.140	0.139	0.120
BEK mine			
Total energy consumption (GJ)	245	410	-
Non-renewable fuels purchased and consumed	219	381	-
Total coal production volume (tonnes)	209,765	168,511	-
Energy intensity (GJ/tonne of coal produced)	0.001	0.002	-

APPENDICES

Emissions [GRI 305-1, 305-2, 205-3, 305-4]

	2023	2024	2025
Group – mining concessions, mining contractors, and corporate offices			
Total GHG Emissions (tCO₂e)	149,785	122,366	136,127
Scope 1	1,152	2,319	1,037
Scope 2	351	309	321
Total Scope 3	148,282	119,738	134,769
Scope 3 Category 1 and 2 (Purchased Goods and Services, other than the contractors, Capital Goods)	-	16,230	34,888
Scope 3 Category 1 (BUMA, PKA and KTA entities)	147,905	103,010	99,181
Scope 3 Category 3 (Fuel- and Energy-Related Activities)	365	493	336
Scope 3 Category 5 (Waste Generated in Operations)	12	6	25
Scope 3 Category 6 (Business Travel)	-	-	339
Total coal production volume (tonnes)	8,646,282	7,934,956	12,508,625
Emission intensity (tCO₂e/tonne of coal produced)	0.017	0.015	0.011
Corporate offices			
Total GHG Emissions (metric tonnes CO₂e)	208	537	799
Scope 1	-	40	34
Scope 2	158	156	144
Total Scope 3	50	341	621
Scope 3 Category 1 and 2 (Purchased Goods and Services, other than the contractors, Capital Goods)	-	305	341
Scope 3 Category 3 (Fuel- and Energy-Related Activities)	50	34	30
Scope 3 Category 5 (Waste Generated in Operations)	-	2	2
Scope 3 Category 6 (Business Travel)	-	-	249
Total man-hours worked	4,344	3,388	3,976
Emission intensity (tCO₂e/man-hour)	0.048	0.159	0.201
SDJ mine			
Total GHG Emissions (tCO₂e)	41,211	30,748	15,748
Scope 1	59	178	158
Scope 2	48	66	100
Total Scope 3	41,104	30,504	15,490
Scope 3 Category 1 and 2 (Purchased Goods and Services, other than the contractors, Capital Goods)	-	2,957	6,038
Scope 3 Category 1 (BUMA-SDJ)	41,076	27,503	9,390
Scope 3 Category 3 (Fuel- and Energy-Related Activities)	23	42	46
Scope 3 Category 5 (Waste Generated in Operations)	5	1	2
Scope 3 Category 6 (Business Travel)	-	-	15
Total coal production volume (tonnes)	2,131,637	1,360,243	1,513,134
Emission intensity (CO₂e/tonne of coal produced)	0.019	0.023	0.010

	2023	2024	2025
TBR mine			
Total GHG Emissions (tCO₂e)	105,422	78,156	100,059
Scope 1	35	82	83
Scope 2	79	78	78
Total Scope 3	105,306	77,996	99,899
Scope 3 Category 1 and 2 (Purchased Goods and Services, other than the contractors, Capital Goods)	-	9,616	23,303
Scope 3 Category 1 (BUMA-TBR)	105,278	68,351	76,530
Scope 3 Category 3 (Fuel- and Energy-Related Activities)	23	26	26
Scope 3 Category 5 (Waste Generated in Operations)	5	3	4
Scope 3 Category 6 (Business Travel)	-	-	35
Total coal production volume (tonnes)	6,038,090	5,130,454	8,495,790
Emission intensity (CO₂e/tonne of coal produced)	0.017	0.015	0.012
TRA mine			
Total GHG Emissions (tCO₂e)	2,911	12,845	19,522
Scope 1	1,043	1,993	763
Scope 2	53	-	-
Total Scope 3	1,815	10,852	18,759
Scope 3 Category 1 and 2 (Purchased Goods and Services, other than the contractors, Capital Goods)	-	3,313	5,207
Scope 3 Category 1 (LMA-TRA)	746	-	-
Scope 3 Category 1 (PKA-TRA)	805	7,156	13,257
Scope 3 Category 1 (KTA-TRA)	-	-	4
Scope 3 Category 3 (Fuel- and Energy-Related Activities)	263	383	234
Scope 3 Category 5 (Waste Generated in Operations)	2	-	18
Scope 3 Category 6 (Business Travel)	-	-	39
Total coal production volume (tonnes)	266,790	1,275,748	2,499,701
Emission intensity (CO₂e/tonne of coal produced)	0.011	0.010	0.008
BEK mine			
Total GHG Emissions (tCO₂e)	33	81	-
Scope 1	15	26	-
Scope 2	12	9	-
Total Scope 3	6	46	-
Scope 3 Category 1 and 2 (Purchased Goods and Services, other than the contractors, Capital Goods)	-	39	-
Scope 3 Category 3 (Fuel- and Energy-Related Activities)	6	7	-
Scope 3 Category 5 (Waste Generated in Operations)	-	-	-
Total coal production volume (tonnes)	209,765	168,511	-
Emission intensity (CO₂e/tonne of coal produced)	0.000	0.000	-

APPENDICES

Water Withdrawal and Discharge [GRI 303-3, 303-4]

	2023	2024	2025
Corporate Office (Singapore & Jakarta)			
Total Water Withdrawal (m³)	-	3	27
Groundwater	-	-	-
Municipal water supplies	-	3	27
Surface water	-	-	-
Total Water Discharge (m³)	-	-	-
Surface water	-	-	-
Other water sources	-	-	-
Total Water Consumption (m³)	-	3	27
SDJ, TBR, BEK and TRA mines			
Total Water Withdrawal (m³)	96,034	65,922	210,988
Groundwater	91,696	56,583	57,941
Municipal water supplies	460	-	819
Surface water	3,878	9,339	152,228
Total Water Discharge (m³)	78,707	39,590	102,269
Surface water	75,242	39,590	102,269
Other water sources	3,465	-	-
Total Water Consumption (m³)	17,327	26,332	108,719
SDJ mine			
Total Water Withdrawal (m³)	27,897	15,145	23,577
Groundwater	27,452	1,924	1,090
Groundwater (SDJ-BUMA)	-	13,221	16,292
Municipal water supplies	445	-	15
Surface water	-	-	6,180
Total Water Discharge (m³)	22,720	8,203	17,382
Surface water	21,773	1,924	1,090
Surface water (SDJ-BUMA)	-	6,279	16,292
Other water sources	947	-	-
Other water sources (SDJ-BUMA)	-	-	-
Total Water Consumption (m³)	5,177	6,942	6,195

	2023	2024	2025
TBR mine			
Total Water Withdrawal (m³)	64,244	41,412	55,014
Groundwater	64,244	2,886	2,544
Groundwater (TBR-BUMA)	-	38,526	38,015
Municipal water supplies	-	-	35
Surface water	-	-	14,420
Total Water Discharge (m³)	54,146	22,022	40,559
Surface water	-	2,886	2,544
Surface water (TBR-BUMA)	51,628	19,136	38,015
Other water sources	2,518	-	-
Other water sources (TBR-BUMA)	-	-	-
Total Water Consumption (m³)	10,098	19,390	14,455
TRA mine			
Total Water Withdrawal (m³)	3,893	8,684	132,398
Groundwater	-	-	-
Municipal water supplies	3,878	-	770
Surface water	15	8,684	10,128
Surface water (TRA-PKA)	-	-	121,500
Total Water Discharge (m³)	1,841	8,684	44,328
Surface water	1,841	8,684	10,128
Surface water (TRA-PKA)	-	-	34,200
Surface water (TRA-KTA)	-	-	-
Other water sources	-	-	-
Total Water Consumption (m³)	2,052	-	88,070
BEK mine			
Total Water Withdrawal (m³)	-	681	-
Groundwater	-	26	-
Municipal water supplies	-	-	-
Surface water	-	655	-
Total Water Discharge (m³)	-	681	-
Surface water	-	681	-
Other water sources	-	-	-
Total Water Consumption (m³)	-	-	-

APPENDICES

Waste Directed to Disposal [GRI 306-5]

	2023	2024	2025
SDJ mine			
Total Hazardous Waste (t)	342	535	185
Other: Transport to hazardous waste vendor	342	535	185
Total Non-Hazardous Waste (t)	49	505	625
Landfill: Transport to waste vendor	49	505	625
TBR mine			
Total Hazardous Waste (t)	218	662	307
Other: Transport to hazardous waste vendor	218	662	307
Total Non-Hazardous Waste (t)	109	1,568	1,459
Landfill: Transport to waste vendor	109	1,568	1,459
TRA mine			
Total Hazardous Waste (t)	9	26	72
Other: Transport to hazardous waste vendor	9	26	72
Total Non-Hazardous Waste (t)	-	27	26
Landfill: Transport to waste vendor	-	27	26
BEK mine			
Total Hazardous Waste (t)	-	0.39	-
Other: Transport to hazardous waste vendor	-	0.39	-
Total Non-Hazardous Waste (t)	-	0.1	-
Landfill: Transport to waste vendor	-	0.1	-

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

	2023	2024	2025
SDJ, TBR, TRA 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

Training [GRI 404-1]

	2023	2024	2025
Total hours of training – by level			
Senior Management	-	120	135
Middle Management	1,273	861	1,713
Staff	1,220	1,729	3,175
Total hours of training – by gender			
Male	2,269	2,378	3,488
Female	224	332	1,535
Average hours of training – by level			
Senior Management	-	9	9
Middle Management	19	9	15
Staff	5	7	12
Average hours of training – by gender			
Male	8	9	12
Female	3	4	18

Employee Received Regular Performance and Career Development [GRI 404-3]

	2023	2024	2025
Number – by level			
Senior Management	32	13	14
Middle Management	61	98	56
Staff	218	239	278
Number – by gender			
Male	247	269	270
Female	64	81	78

APPENDICES

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

	2023	2024	2025
Number of hours worked			
Employee	545,544	662,037	740,088
Contractor	7,844,023	8,212,535	9,499,357
Number of fatalities (work-related injury)			
Employee	0	0	0
Contractor	1	0	1
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	2
Contractor	1	0	4
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	0.1275	-	0.1053
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	-	-	2.7024
Contractor	0.1275	-	0.4211

Employee [GRI 2-7, 405-1]

	2023	2024	2025
Employee - Sum Total	343	350	383
Employee – by Region			
Singapore	21	24	25
Indonesia	322	326	358
Employee - by Gender			
Male	270	269	297
Female	73	81	86
Employee – on Contract			
Permanent	277	289	296
Temporary	66	61	87
Employee - by Nationality (SG office)			
Singaporean	62%	67%	60%
Indonesian	33%	29%	36%
Others	5%	4%	4%
Employee - by Nationality (ID office)			
Singaporean	0%	0%	0%
Indonesian	100%	100%	100%
Others	0%	0%	0%

Percentage of individuals within the organisation's governance bodies, by gender	2023	2024*	2025*
Male	100%	88%	80%
Female	0%	12%	20%
Total	100%	100%	100%

*Includes Board of Directors from both Geo Energy Resources Limited and PT Golden Eagle Energy Tbk

Percentage of individuals within the organisation's governance bodies, by age group	2023	2024*	2025*
<30 years old	0%	0%	0%
30-50 years old	0%	50%	80%
>50 years old	100%	50%	20%
Total	100%	100%	100%

*Includes Board of Directors from both Geo Energy Resources Limited and PT Golden Eagle Energy Tbk

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Percentage of employees per employee category, by gender	2024			2025		
	Male	Female	Total	Male	Female	Total
Senior Management	4%	0%	4%	3%	1%	4%
Middle Management	20%	8%	28%	22%	7%	29%
Staff	53%	15%	68%	52%	15%	67%

Percentage of employees per employee category, by age group	2024				2025			
	<30 years old	30-50 years old	>50 years old	Total	<30 years old	30-50 years old	>50 years old	Total
Senior Management	0%	2%	1%	3%	0%	2%	1%	3%
Middle Management	2%	23%	3%	28%	2%	25%	3%	30%
Staff	31%	34%	4%	69%	32%	32%	3%	67%

Percentage of employees per employee category, by other indicators of diversity (i.e. citizenship)	2024				2025			
	Indonesia	Singapore	Others	Total	Indonesia	Singapore	Others	Total
Senior Management	2%	1%	0%	3%	3%	1%	0%	4%
Middle Management	29%	1%	0%	30%	28%	1%	0%	29%
Staff	65%	2%	0%	67%	65%	2%	0%	67%

GRI CONTENT INDEX

Statement of use	Geo Energy has reported the information cited in this GRI content index for the period of 1 January 2025 to 31 December 2025 with reference to the GRI Standards.
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Application standards	GRI 1: Foundation
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2-6	Activities, value chain, and other business relationships	About Geo Energy; About this Report	5-10
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2-8	Workers who are not employees	-	Not applicable
2-9	Governance structure and composition	Sustainability Governance	12-14
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2-11	Chair of the highest governance body	Sustainability Governance	12-14
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance	12-14
2-13	Delegation of responsibility for managing impacts	Sustainability Governance	12-14
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	12-14
2-15	Conflicts of interest	Sustainability Governance	12-14
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2-18	Evaluation of the performance of the highest governance body	-	12-20
2-19	Remuneration policies	Sustainability Governance	14
2-20	Process to determine remuneration	Sustainability Governance	14
2-21	Annual total compensation ratio	-	NA
2-22	Statement on sustainable development strategy	Board Statement	3-4
2-23	Policy commitments	Disclosed throughout Sustainability Report 2025	
2-24	Embedding policy commitments	Disclosed throughout Sustainability Report 2025	
2-25	Processes to remediate negative impact	Disclosed throughout Sustainability Report 2025	

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Disclosure	Description	Section Reference	Page & Commentary
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2-28	Membership associations	-	Not applicable - Geo Energy is not a member of any association
2-29	Approach to stakeholder engagement	Stakeholder Engagement	15-16
2-30	Collective bargaining agreement	Human Capital Management	41 None of our employees are covered by collective bargaining agreements
GRI 3: Material Topics 2021			
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3-3	Management of material topics	Our Sustainability Approach	11-12
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GRI 203: Indirect Economic Impacts 2016			
203-1	Infrastructure investments and services supported	Community & Well-being	36-39
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GRI 205: Anti-Corruption 2016			
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Singapore Office

8 Temasek Boulevard #36-02
Suntec Tower Three,
Singapore 038988

Jakarta Office

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

Shareholder Inquiries

Information about the Company can be
accessed via our website at www.geocoal.com.

Shareholder inquiries can also be
directed to Investor Relations via
email at investor_relations@geocoal.com

Design Agency

Mag SG Pte Ltd
1 Chang Charn Road OC Building,
#04-01/02
Singapore 159630

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 and Sumatera, Indonesia. Geo Energy has
been listed on Singapore Stock Exchange's Mainboard
since 2012 and is part of the Singapore FTSE-ST Index.