

2022 SUSTAINABILITY REPORT

SHAPING A  
GREENER FUTURE

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This Sustainability Report has been prepared by Wilton Resources Corporation Limited (the “Company”) and its contents have been reviewed by the Company’s sponsor, ZICO Capital Pte. Ltd. (the “Sponsor”), in accordance with Rule 226(2) (b) of the Singapore Exchange Securities Trading Limited (“SGX-ST”) Listing Manual Section B: Rules of Catalyst.

This Sustainability Report has not been examined or approved by the SGX-ST and the SGX-ST assumes no responsibility for the contents of this Sustainability Report, including the correctness of any of the statements or opinions made or reports contained in this Sustainability Report.

The contact person for the Sponsor is Ms Goh Mei Xian, Director, ZICO Capital Pte. Ltd. at 77 Robinson Road, #06-03 Robinson 77, Singapore 068896, telephone (65) 6636 4201.

# SUSTAINABILITY STATEMENT

## About this Sustainability Statement

Wilton Resources Corporation Limited (the "Company") and together with its subsidiaries (the "Group"), "Wilton", "we", "us" or "our" are pleased to present the Group's sustainability report for the financial year ("FY") ended 31 December 2022, which highlights our sustainability efforts and practices over the course of the year. This sustainability report covers the environmental, social and governance ("ESG") risk and opportunities that we considered material to our business operation and significant to our stakeholders.

## Reporting Framework

We have prepared this report with reference to the Sustainability Reporting Guide in Practice Note 7F of the Singapore Exchange Securities Trading Limited ("SGX-ST") or "Singapore Exchange" Listing Manual Section B: Rules of Catalist ("Catalist Rules"), Technical Guidelines on Sustainable Finance Implementation for the Financial

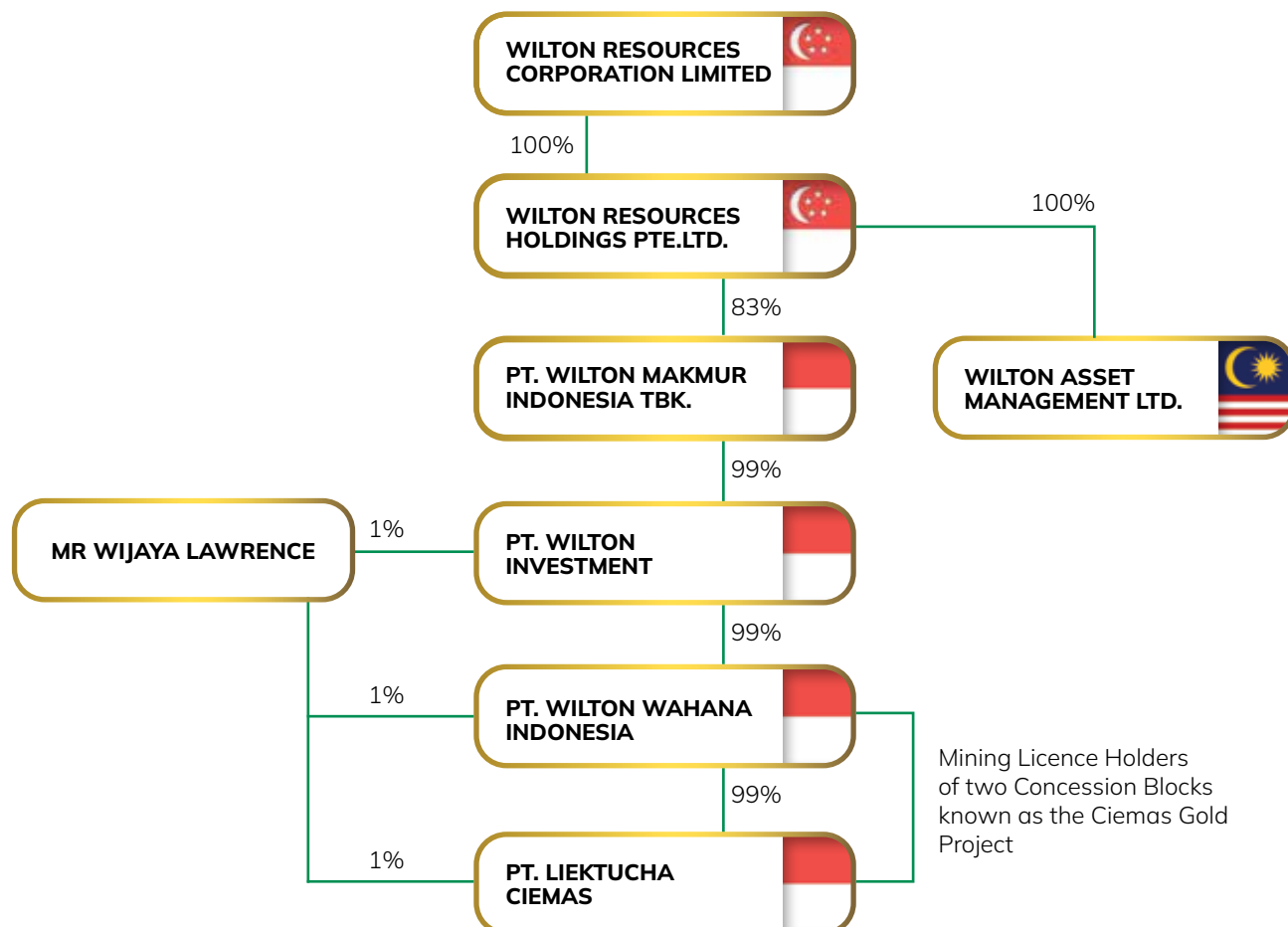
Service Institutions ("FSI"), Issuers and Public Companies that is set out in Regulation of Financial Services Authority ("POJK") Number 51 / POJK.03/2017 and the Global Reporting Standards ("GRI Standards") (latest update 2021).

We have chosen GRI Standards as it reflects the best practices for reporting on an organisation's sustainability impact. Efforts were made to meet the core principles of the GRI standards and improve the sustainability disclosure.

## Reporting Scope and Period

Unless otherwise stated, this Sustainability Statement presents the Group's sustainability performance of the operations of the Group. The scope of Wilton's Sustainability Report for FY2022 covers our headquarter and operations in Indonesia and our corporate office in Singapore, for the reporting period from 1 January 2022 to 31 December 2022.

## WILTON'S GROUP STRUCTURE



Wilton Resources Corporation Limited's effective shareholding interest in PT. Wilton Makmur Indonesia Tbk. is 83% as it takes into account reconciliation for shares that have been disposed and accounted for as a debt obligation.

# SUSTAINABILITY STATEMENT

## Reporting Feedback

All feedback is immensely valuable in order to improve our performance and disclosure of our sustainability efforts. Please send any feedback or suggestions you may have to [email@wilton.sg](mailto:email@wilton.sg) (Shareholders of Wilton Resources Corporation Limited) or [email@wilton-groups.com](mailto:email@wilton-groups.com) (Shareholders of PT. Wilton Makmur Indonesia Tbk).

## Board Statement

On behalf of the Board of Directors ("Board") of Wilton Resources Corporation Limited, we are pleased to present the Sustainability Report for FY2022. This report presents the Group's sustainability strategy and performance as the Group embarks on a journey to capture, create value and promote sustainable development.

In FY2022, Wilton has completed the installation, commissioning, and trial production of its 500 tonnes per day ("tpd") flotation and carbon-in-leach processing plant. Commercial production at 250 tpd has commenced and is expected to increase monthly by 50 tpd to 500 tpd by July 2023.

We remain committed to the wellbeing of our employees and the local community. We are dedicated to providing a safe and healthy work environment for all our workers and contractors. Daily work safety briefings are conducted to reinforce the importance of workplace safety and adherence to health and safety procedures. We believe

that prioritizing safety and employees' wellbeing is critical to achieving our goals and ensuring a successful future for our Company.

Wilton will remain vigilant and responsive to the ever-changing environment. We will also continue to uphold our commitment to ensure that our operations are sustainable and that we will create positive impacts for our environments, employees, as well as the local communities.

## About Wilton

Wilton is listed on the Catalist of the Singapore Exchange, and our subsidiary, PT. Wilton Makmur Indonesia Tbk., is listed on the Development Board of the Indonesian Stock Exchange.

The Group is engaged in the exploration and mining of gold, and production of gold dore in Indonesia. We are proud to contribute to the country's economic growth through responsible mining practices.

Rich in ore reserves and mineral resources, the Group's Ciemas Gold Project, covering a total of 3,078.5 hectares, is located in West Java, Indonesia. We are committed to responsible mining practices and are proud of our positive impact we would have on the local community.

## LOCATION OF THE CIEMAS GOLD PROJECT



## VISION

To be an accomplished gold mining group in Asia

## MISSION

We are committed to provide sustainable value to our stakeholders and be socially responsible

## CORE VALUES

### Pledge of partnership

We adopt a “Partnership” approach to achieve a “win-win” situation in all our relationships

### Sense of conviction

Our passion and sense of conviction in our business inspires us to deliver our goals

### External Assurance

Although external assurance was not sought for this Sustainability Report, we view it as a stepping stone towards further enhancing our sustainability reporting. As we continue to make progress in this area, we remain open to the possibility of seeking external assurance in the future. The Group's sustainability reporting process was subject to internal review in FY2022.

### Policies and Procedures for Excellent Governance

Several policies and procedures were developed to support our sustainability approach, which are integrated into our daily operations. These policies and procedures supplement legislation to uphold ethical standards, support governance, and demonstrate the trustworthiness of our business.








### Stakeholder Engagement

At Wilton, we prioritize our core value of "Pledge of Partnership" by actively engaging and building positive relationships with our relevant stakeholder groups. Through regular engagement, we have gained a deeper understanding of their interests and concerns.

We are proud to outline below our approach to stakeholder engagement and the positive relationships we have established with our key stakeholder groups. By fostering these relationships, we are better equipped to address their needs and contribute to their success.

**Figure 1. Stakeholder engagement**

Stakeholder group	Stakeholder's expectations	Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
 Shareholders	<ul style="list-style-type: none"> <li>Wilton's financial performance</li> </ul>	<ul style="list-style-type: none"> <li>Formulation of strategies to enhance Wilton's financial performance</li> </ul>	<ul style="list-style-type: none"> <li>Updates and announcements on SGXNet and IDXNet</li> </ul>	<ul style="list-style-type: none"> <li>At least semi-annual, and as and when required</li> </ul>
	<ul style="list-style-type: none"> <li>Accountability of ESG performance</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of sustainable business practices</li> </ul>	<ul style="list-style-type: none"> <li>Annual reports</li> </ul>	<ul style="list-style-type: none"> <li>Annual</li> </ul>
	<ul style="list-style-type: none"> <li>Reliable and timely information to enable informed investment decisions</li> </ul>	<ul style="list-style-type: none"> <li>Appointment of dedicated Investor Relations team to provide information and attend to queries from shareholders</li> </ul>	<ul style="list-style-type: none"> <li>Meetings with shareholders</li> </ul>	<ul style="list-style-type: none"> <li>At least once a year</li> </ul>

Stakeholder group	Stakeholder's expectations	Response to stakeholder's expectations	Engagement platforms	Frequency of engagement
Employees and workers 	<ul style="list-style-type: none"> <li>Fair employment practices</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of whistleblowing policy</li> </ul>	<ul style="list-style-type: none"> <li>Internal communications through Intranet, e-mails, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
	<ul style="list-style-type: none"> <li>Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>Development of occupational health and safety procedures, including use of personal protective equipment, safety training, emergency response plans, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Training programmes, including safety briefings</li> </ul>	<ul style="list-style-type: none"> <li>Periodic</li> </ul>
	<ul style="list-style-type: none"> <li>Training and development</li> </ul>	<ul style="list-style-type: none"> <li>Safety guidance on equipment use</li> </ul>	<ul style="list-style-type: none"> <li>Performance appraisals</li> </ul>	<ul style="list-style-type: none"> <li>Semi-annual</li> </ul>
	<ul style="list-style-type: none"> <li>Employee welfare management</li> </ul>	<ul style="list-style-type: none"> <li>Provision of personal protection equipment</li> <li>Monitoring of health and safety performance on site</li> <li>Provision of employee benefits such as on-site housing, medical check-ups, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Engagement activities (e.g. breakfasting with staff)</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
Suppliers 	<ul style="list-style-type: none"> <li>Fair and transparent business conduct, including pricing expectation, delivery and support requirements, as well as payment terms</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of fair and transparent business conduct, including:               <ul style="list-style-type: none"> <li>Comparison of at least three vendors for all purchases</li> <li>Mandatory disclosure of conflict of interest</li> <li>Penalty of any ethics breaches</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Communications through e-mail, phone calls and meetings</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
Regulatory authorities 	<ul style="list-style-type: none"> <li>Regulatory compliance</li> </ul>	<ul style="list-style-type: none"> <li>Keeping abreast of regulatory requirements and complying with them</li> </ul>	<ul style="list-style-type: none"> <li>Statutory reporting</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
	<ul style="list-style-type: none"> <li>Community investment</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of CSR programmes and local employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>On-site inspections</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
Local communities 	<ul style="list-style-type: none"> <li>Socioeconomic development</li> </ul>	<ul style="list-style-type: none"> <li>Local employment and technical skills upgrading opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Meetings with local representatives</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
	<ul style="list-style-type: none"> <li>Environmental and social impact management</li> </ul>	<ul style="list-style-type: none"> <li>Construction of public infrastructures</li> </ul>	<ul style="list-style-type: none"> <li>Local employment</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>
		<ul style="list-style-type: none"> <li>Environmental protection measures to minimise pollution</li> </ul>	<ul style="list-style-type: none"> <li>Corporate social responsibility ("CSR") programmes</li> </ul>	<ul style="list-style-type: none"> <li>Regular</li> </ul>

**Materiality Assessment**

As a mining company, Wilton recognizes the spillover effects of our activities on the environment and society. These effects include the alteration of air, water, and soil quality as well as the influence on wildlife and the livelihoods of local communities. In the event that mining activities are inadequately managed, this would potentially heighten the operational and reputational risks of an organization. Thus, it is one of our objectives to manage these risks through identifying and addressing our material sustainable topics.

In FY2022, we have conducted our materiality re-assessment, of which we will continue to review annually. We are proud to share the steps we took to arrive at our list of material factors for reporting:

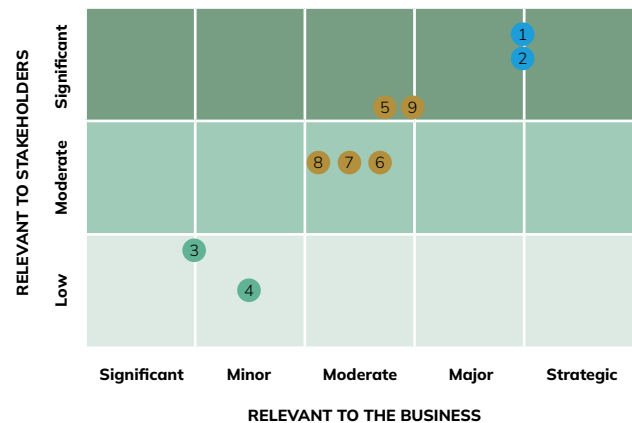
**Figure 2. Materiality assessment process**



We performed a re-assessment to identify and update the ESG material matters for FY2022. Our Vice Presidents were involved in shortlisting and prioritising the relevant material matters based on our business operations and stakeholders' needs. Through the assessment process, we have identified 9 material matters that are significant for Wilton.

As we embark on our growth journey, we plan to reassess our material sustainability topics and to progressively disclose more material sustainability topics in future reporting periods. We are committed to ensuring transparency and accountability in our ESG practices and will strive to communicate our progress to all our stakeholders.

**Figure 3. Sustainability Materiality Matrix**



Governance	Environment	Social
1. Regulatory Compliance	3. Climate Risk	5. Occupational Health and Safety
2. Whistleblowing	4. Land Management	6. Employment
		7. Diversity and Equal Opportunity
		8. Training and Education
		9. Local Communities



### Risk, Opportunities and Management Approach


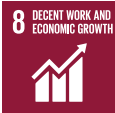



The following table summarises the top risks and opportunities of the material sustainability topics.





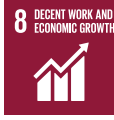








Material Sustainability Topics	Risks	Opportunities	Impact to Stakeholder Groups	Management Approach
<b>Governance</b>				
Regulatory Governance	Non-compliance will lead to reputation damage and regulatory fines	Dedicated compliance committee and/or hiring external consultants to review and update the policy regularly and provide training for employees	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Employees and workers</li> <li>Regulatory authorities</li> </ul>	<ul style="list-style-type: none"> <li>Identify regulatory risks</li> <li>Implement compliance policies</li> <li>Conduct awareness training</li> </ul>
Whistleblowing	Damage to the Group's reputation	Whistleblowing can benefit from increased transparency	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Employees and workers</li> <li>Regulatory authorities</li> </ul>	Ensure that the whistleblowing channel is working and effective
<b>Environment</b>				
Climate Risk	Non-compliance to regulatory changes will lead to regulatory fines and reputation damage	<ul style="list-style-type: none"> <li>Able to reduce greenhouse gas emissions while creating jobs and improving public health</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Employees and workers</li> <li>Regulatory authorities</li> </ul>	<p>Develop strategy to mitigate or adapt to climate-related risk</p> <p>To develop environment and climate-related policy</p>
Land Management	<ul style="list-style-type: none"> <li>Can cause significant environmental degradation, such as deforestation, erosion control, and water pollution</li> <li>Lead to the displacement of local communities, particularly indigenous communities</li> <li>Social and health impacts on local communities, including increased levels of poverty, disease, and violence</li> </ul>	<ul style="list-style-type: none"> <li>Able to facilitate the extraction of minerals and other resources that are essential to economic development and industrial production.</li> <li>Create employment opportunities for local communities, especially in rural areas.</li> <li>Contribute to community development through social programs, infrastructure investment, and community engagement</li> </ul>	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Employees and workers</li> <li>Regulatory authorities</li> <li>Local Communities</li> </ul>	To revisit our mine closure plan to mitigate any potential impact from our mining operations

Material Sustainability Topics	Risks	Opportunities	Impact to Stakeholder Groups	Management Approach
<b>Social</b>				
Occupational Health and Safety	Accidents and injuries lead to regulatory penalties and reputational damage	Reputation as a safe and reputable company attracts investors	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Employees and workers</li> <li>Regulatory authorities</li> </ul>	Regular briefing on health and safety to employees to raise awareness and minimise accident rates
Employment	Employee retention	Effective talent management methods and plans to create a reliable talent pipeline	<ul style="list-style-type: none"> <li>Employees and workers</li> </ul>	<ul style="list-style-type: none"> <li>Prioritise local employment</li> <li>Recruit and retain performing employees</li> </ul>
Diversity and Equal Opportunity	Challenges in recruiting the right talent	Gaining a competitive advantage in having a diverse pool of employees with various skills and experiences	<ul style="list-style-type: none"> <li>Employees and workers</li> </ul>	<ul style="list-style-type: none"> <li>To ensure zero discrimination in the company</li> <li>To achieve average gender ratio at employee</li> </ul>
Training and Education	Lack of relevant skills and competencies will hinder growth	Develop a learning culture in the organisation that is tied to KPI and career progression	<ul style="list-style-type: none"> <li>Employees and workers</li> </ul>	To continuously provide training for the employees
Local Communities	Estranged relationship with the local community may lead to unawareness of the Group's sustainable action	Social responsibility programmes increase visibility and safeguard reputation	<ul style="list-style-type: none"> <li>Shareholders</li> <li>Local communities</li> </ul>	To provide financial assistance and contribution

### FY2022 Sustainability Performance Measurement

Figure 4. Material matters and targets

Material Sustainability Topics	How Wilton defines the material matter	FY2022 Performance	Supporting the SDGs
<b>Regulatory compliance</b> 	Wilton's continuous approach in conforming to environmental and socioeconomic laws, regulations, standards, and other requirements to maintain its license to operate	Zero cases of non-compliance with laws and regulatory requirements	 
<b>Whistleblowing</b> 	A channel for stakeholders to report any malpractice without the fear of retaliation	Zero reported case requirements	

Material Sustainability Topics	How Wilton defines the material matter	FY2022 Performance	Supporting the SDGs
<b>Climate Risk</b> 	Financial and non-financial impacts that Wilton may face due to climate change	Not available as the commercial production phase has yet to commence	
<b>Land management</b> 	Wilton's long-term approach to restoring the mining area to a natural or economically usable state	Long-term target: Reclaim 230 hectares of land area at the post-mining stage	
<b>Occupational health and safety</b> 	Ensuring a safe and healthy working environment for Wilton's employees and miners	Zero cases of work-related incidents	 
<b>Employment</b> 	Measuring new employees and turnover	New employees hired: 21 Employees turnover: 14	 
<b>Diversity and Equal Opportunity</b> 	Diversity and provide equal opportunity to our employees	<ul style="list-style-type: none"> <li>Gender ratio in FY2022: 87% male and 13% female</li> <li>Zero discrimination case reported</li> </ul>	
<b>Training and Education</b> 	Providing training and education to employees to enhance their skills and knowledge	Average training hours provided per employee: 1.66 training hours	
<b>Local Communities</b> 	Creating positive contributions to communities through infrastructure investments, community programmes, and services supported by Wilton, including significant indirect economic contributions to local communities through job creation and local purchases	Conducted eight corporate social responsibility activities	 

### Governance Structure

Our Group has a governance structure in place to manage sustainability and maintain long-term competitiveness. This structure allows us to manage our business efficiently and make informed decisions, taking into account the impact on stakeholders, including the environment, society and the economy.

The Board acknowledges its responsibility, to understand and guide material sustainability matters, demonstrating our commitment to integrating sustainability into our decision-making processes and effectively identifying and managing potential risks and opportunities.



### Sustainability Governance Structure

The Group's efforts towards sustainable operation are driven by the directives and inputs from the Board and management. The Board sets Wilton's strategic directions and goals on sustainability, validates the Group's material sustainability topics annually, approves Wilton's annual management of the material sustainability topics. The management team works together with the Board to implement key initiatives to improve sustainability practices and is also involved in the review of the Sustainability Report annually.

The Executive Chairman and President who is responsible for the overall management of ESG topics, leads the implementation of sustainability policies and initiatives. The Vice President (General Administration), who is assisted by the Vice President (Operations) and the Vice President (Technical and Development), oversees the day-to-day management and monitoring of sustainability policies and initiatives, as well as ensures the implementation of the said initiatives in respective departments.



### The roles of each level of the structure are as follows:

#### Board of Directors:

The Group is headed by an effective Board, comprising individuals from diversified backgrounds and who collectively bring with them a wide range of experience, to lead and manage the Group. The Board's primary responsibilities is to protect and enhance long-term Shareholders' value. Its responsibilities are distinct from the responsibilities of the Management.

The Board sets the overall strategy for the Group and supervises the Management. To fulfil this role, the Board sets strategic directions, establishes goals for the Management and monitors the achievement of these goals, thereby taking responsibility for the overall corporate governance of the Group.

#### Senior Management:

Wilton's Senior Management comprises of the Executive Chairman and President, Vice President (Operations), Vice President (General Administration), Vice President (Technical and Development) and Group Financial Controller.

They set the strategies and action plans relating to sustainability topics to be presented to the Board for approval.

#### Operational Management:

- The Operational Management is responsible for the implementation and execution of the approved strategies and the day-to-day operations.
- The Operational Management reports the results of operational activities and sustainability topics to the Senior Management.

**GOVERNANCE**

**Regulatory Compliance**

Wilton is committed to upholding a high standard of corporate governance by adhering to the best practices outlined in the Singapore Code of Corporate Governance 2018, promoting transparency and fostering an ethical environment within the Group.

Additionally, we take responsibility for complying with applicable laws and regulations in the areas where we operate. The following are essential laws and regulations that we adhere to:

1. Catalist Rules of the Singapore Exchange
2. Securities and Futures Act 2001
3. Regulation of the Financial Services Authority (POJK) No. 21/POJK.04/2015
4. Listing Regulations on the Indonesia Stock Exchange (IDX)

In FY2022, we maintained our record of zero incidents of non-compliance, consistent with FY2021 and FY2020. We did not receive any penalties or fines from government agencies or authorities for violating laws and regulations.

Material Topic	Perpetual Target	Performance for FY2022
Regulator Compliance	Zero cases of non-compliance with laws and regulatory requirements  Zero fines imposed by environmental authorities	Zero case reported on non-compliance  Zero fines imposed by environmental authorities in FY2022

**Whistleblowing**

The Group has a whistle blowing policy which sets out the procedures for a whistleblower to make a report to the Company on misconduct or wrongdoing relating to the Company and its employees. The whistleblowing policy sets out channels for employees to raise concerns about possible improprieties in matters of financial reporting or other matters of which they become aware, and will be implementing the same whistle blowing policy to include stakeholders, to ensure that:

- (i) independent investigations are carried out in an appropriate and timely manner;
- (ii) appropriate action is taken to correct the weakness in internal controls and policies which allowed the perpetration of fraud and/or misconduct and to prevent a recurrence; and
- (iii) administrative, disciplinary, civil and/or criminal actions that are initiated following the completion of investigations are appropriate, balance and fair, while providing reassurance that employees will be protected from reprisals or victimisation for whistle blowing in good faith and without malice.

**Figure 5. Whistleblowing policy**

**Policy Scope**

- Applicable to all Wilton’s employees, including:**
  - Directors
  - Officers
  - Full-time Employees
  - Part-time Employees
  - Contract Employees
- Covers actions that:**
  - May lead to incorrect financial reporting, be questionable to accounting or auditing matters
  - Are unlawful, breaching legal obligations or Group policy
  - May pose dangers to the health and safety of any individual or damage the environment
  - May lead to professional or ethical malpractices
  - Amount to improper conduct or abuse of power
  - Conceals wrongdoings, malpractices or any of the above

## Reporting Procedures

### Reporting Procedures

- Complaints are to be addressed to the Chairman of Audit Committee of the Company with the relevant information and evidence to substantiate the complaint

### Handling Complaints

- Investigations may be conducted considering the:
  - Severity of the issue
  - Credibility of the concern/information
  - Likelihood of verifying the concern or information from attributable sources

### Report to Complainant

- Subject to legal constraints, the complainant will receive information on the outcome of the initial complaint

## Complainant Safeguards

### Harassment or Victimization

- Such practices are not to be tolerated and efforts are made to ensure that the complainant suffers no detriment or retaliation

### Confidentiality

- Efforts are made to protect the complainant's identity
- Identities may be made known to assist investigations

### Anonymous Allegations

- Employees are encouraged to put their names to allegations to facilitate investigations
- Anonymous concerns will be investigated subject to certain considerations

### Malicious Allegations

- Unsubstantiated concerns raised in good faith, will not result in actions against complainants
- Malicious allegations made in bad faith, may result in disciplinary actions taken

For FY2022, the Audit Committee of the Company and the Board noted that there were no whistle blowing reports received and no incidents in relation to whistleblowing matters have been raised during the year by any staff to indicate possible improprieties in matters of financial reporting, financial control, or any other matters.

Material Topic	Perpetual Target	Performance for FY2022
Whistleblowing	Zero whistleblowing case	Zero reported case on whistleblowing

## ENVIRONMENT

### Climate Risk

#### Addressing Task Force on Climate Related Financial Disclosures ("TCFD")

The Management has evaluated the risks in relation to climate change and had recognised the importance of understanding and working towards the recommendations of the TCFD. As part of our commitment to sustainability, we are actively gathering and analysing the necessary data to incorporate TCFD recommendations in our future sustainability reports. To achieve this, we are working closely with our teams to identify our climate-related risks and opportunities in accordance with the TCFD guidelines and are committed to taking proactive steps to managing them effectively.

Material Topic	Perpetual Target	Performance for FY2022
Climate Risk	NIL as we are compiling and analysing the data to establish realistic targets	Not available

### Land Management

Wilton recognizes the importance of proper land management in the mining sector and understands our responsibility to properly manage the impacts of our operations on the environment. Poorly managed mining operations can result in both short-term and long-term harm to the environment and the local communities living in close proximity to the mine. Therefore, Wilton takes all practicable efforts to ensure that all regulatory requirements are met through the lifecycle of its mine operations.

To achieve this, we have established a comprehensive mine closure plan that includes post-mining rehabilitation programs to mitigate any potential impacts from our mining activities. Our mine closure plan covers social and environmental management, including reclamation and revegetation plans.

**Figure 6. Wilton's land management plan at post-mining stage**

### A. Physical Environment Management

#### Demolition of mining facilities

- Wilton will demolish its mining and supporting facilities to prevent any risk to the surrounding community.
- The demolition will be conducted gradually to minimise risks.

#### Land reclamation

- Unused mining pit will be covered with topsoil and planted with selected vegetation.
- Mining area which inundated with water will be used for fish farming.

#### Erosion control

- Erosion control measures will be conducted using vegetative (planting of selected vegetation) and mechanical method (installing of selected structure).

#### Hydrology

- Drainage system and sedimentation pond will be constructed to flow the surface run-off water from the mining area.

#### Effluent management

- Effluent from mining activities is to be treated at sedimentation ponds prior to discharge into rivers.
- Regular monitoring will be conducted to ensure the compliance with relevant regulations.

#### Soil fertility control

- Introduction of organic materials as well as microorganism to improve soil fertility in the mine area.

### B. Revegetation Programme

- Revegetation programme is conducted to restore the function of the natural environment in the mining area. The success of the programme is highly reliant on the type of vegetation that is used for revegetation.
- The selection of vegetation is based on both ecological and economical value. Pine and rubber are amongst the suitable vegetations that have been planned to be planted in Wilton's mining area.

We have also received the "Clear and Clean" certification by the Directorate General of Minerals and Coal through our subsidiaries, PT. Wilton Wahana Indonesia and PT. Liektucha Ciemas. The certification was given by the Indonesian government to companies that have fully complied with the relevant environmental and mining laws and regulations in Indonesia.

It is a significant achievement and demonstrates our commitment to responsible mining practices and compliance with environmental and mining regulations in Indonesia. The certification helps to build trust and credibility with stakeholders, including local communities, investors and regulatory bodies.

Material Topic	Perpetual Target	Performance for FY2022
Land Management	To reclaim 230 hectares of land area at the post-mining stage, as laid out in Wilton's Reclamation Plan that was submitted to the Ministry of Energy and Mineral Resources (Mineral and Coal division) of Indonesia.	Wilton did not begin its commercial production phase in FY2022. Therefore, it can be inferred that no reclamation and rehabilitation activities were conducted during this period.

**SOCIAL**

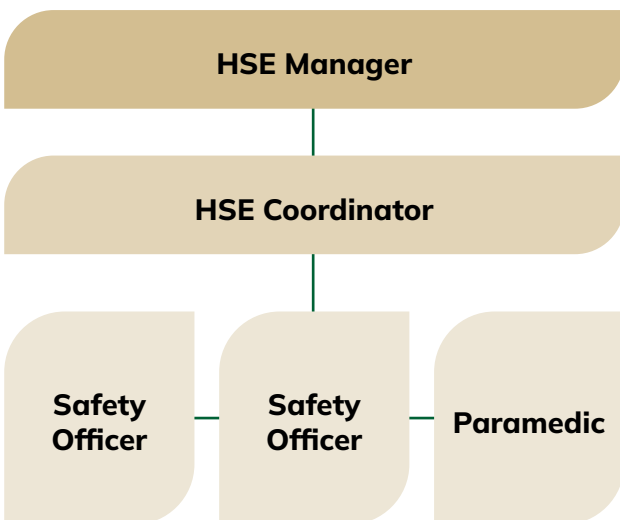
**Occupational Health and Safety (“OHS”)**

Wilton believes that the good management of Operational Health and Safety (“OHS”) is imperative to the sustainable growth of the Group. Due to the nature of work in the mining sector, the management of OHS is of critical importance. As mining is a high-risk activity, poor management of OHS can result in severe injury or even death, affecting all stakeholders. Therefore, promoting a healthy and safe workplace for all has always been our high priority, and we remain committed to working towards the goal of zero work-related incidents.

To ensure a safe and healthy work environment, we have implemented a Health, Safety and Environment (“HSE”) system, which covers the operations in Indonesia, including our headquarters in Jakarta and mining site in West Java.

The certification of our HSE system against the ISO45001:2018 certification has been postponed to the fourth quarter of 2023.

Our commitment to OHS is reflected in our health and safety policy and procedure that are designed to ensure the safety of our employees. By having the health and safety policy and procedure in place, we are able to identify and assess the potential HSE risks and hazards in the workplace. We also established an emergency response procedure to prepare for and respond to any emergency conditions that occur, so that it can minimise the losses from the emergency conditions.



We have established a HSE committee to ensure that we provide a safe and healthy work environment to our employees. The HSE committee is responsible for the implementation of the HSE management system that is modelled after the plan-do-check action framework. The framework aims to enhance the:

- (i) Hazard Identification, Risk Assessment and Risk Control (“HIRARC”).
- (ii) Implementation of appropriate measures to prevent incidents at the mining site.
- (iii) Monitoring and reviewing the process of HSE performance

In the event of a workplace incidence, committee members are to discuss and execute the relevant measures in reducing the re-occurrence of risk. Regular safety patrols and inspections will also be conducted regularly to identify any unsafe conditions that can potentially heighten accident rates at mining sites.

The HSE policy is reviewed annually to ensure continued relevance to our operations.

Further, as part of our efforts to minimise safety risks in our operations, we screen both our vendors and miners to ensure that they have relevant competencies and safety certifications in the mining sector prior to working with us.

We advocate the “safety first” culture to all levels of the workforce through several avenues such as daily safety talks, safety training and fire drills. We mandate that all our employees and contractors are responsible for their own safety as well as the safety of those working alongside them. We expect all employees to comply with the relevant safety regulations and standards.

For all workers on site, safety protocols and trainings are provided to minimize potential safety hazards and risks. Before the start of each shift, a safety briefing will be conducted for all workers by their respective team leaders and overseen by the mining technical head of the site. This would include:

- Issuance of safety gear such as: Safety Protective Helmets, Safety Boots, Safety Gloves, Reflective Safety Vests, Safety Goggles, Safety Masks & Ear Plug, Hazmat Suit
- Briefing of safe working protocols in respective working zones
- Location of the nearest first aid point or clinic



Wilton adopted a no alcohol and no drugs policy and is committed to providing a safe workplace that is free from alcohol and drugs. This policy aims to protect the health and safety of the employees while in the workplace and to ensure that all employees comply with the laws and regulations regarding the use of alcohol and drugs.

In FY2022, there were zero work-related injuries. Subsequent to commercial operations, we anticipate a higher risk of work-related injuries. We believe this approach to managing OHS risks helps to prevent incidents and ensure the safety and wellbeing of our employees.

The following table is our OHS Performance for the past three years:

For Employees	FY2020		FY2021		FY2022	
	Number	Rate	Number	Rate	Number	Rate
Fatalities	0	0%	0	0%	0	0%
High-consequence work-related industry	0	0%	0	0%	0	0%
Recordable work-related injuries	0	0%	0	0%	0	0%

**Diversity and Equal Opportunity**

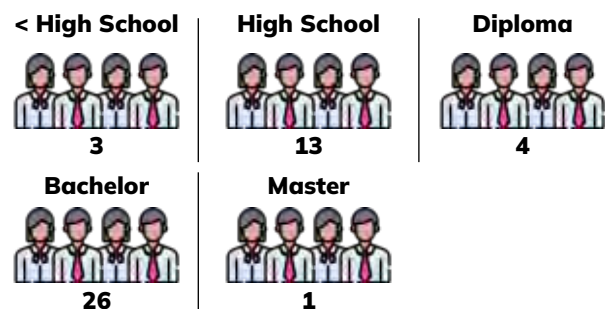
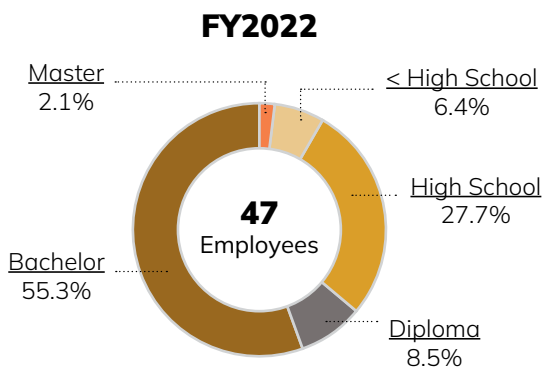
Wilton values diversity and equal opportunity and had implemented policies and practices to ensure that all employees are treated fairly and equitably. By fostering an inclusive workplace where every employee is valued and supported, we create a positive work environment that leads to better outcomes for our stakeholders. Various policies and procedures were outlined in the employee's handbook, which helps to ensure consistency and fairness across all aspects of human resources. In FY2022, there were zero discrimination case reported (FY2021: Zero case, FY2020: Zero case).

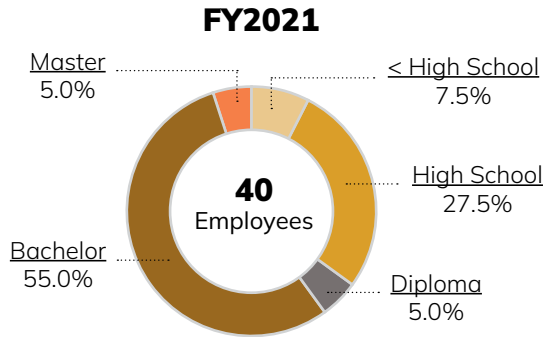
In FY2022, we recorded a total workforce of 47 (FY2021: 40, FY2020: 44) across our operations in Singapore and Indonesia, consisting of 87% male and 13% female (FY2021: 85% male and 15% female, FY2020: 82% male and 18% female) respectively. As the mining industry

Material Topic	Perpetual Target	Performance for FY2022
Occupational Health and Safety	Zero case of work-related accidents	Zero reported case on work-related injuries
	Zero case of fatalities	Zero fatalities case reported

traditionally attracts more male applicants, our employee profile reflects a higher proportion of males as compared to females. Despite the challenges of gender diversity in the mining industry, we do not discriminate between genders and remain committed. All of our employees are full-time staff, and we will continue to strive to maintain a diverse and inclusive environment.

**EMPLOYEE PROFILE BY EDUCATION BACKGROUND**





**< High School**



**High School**



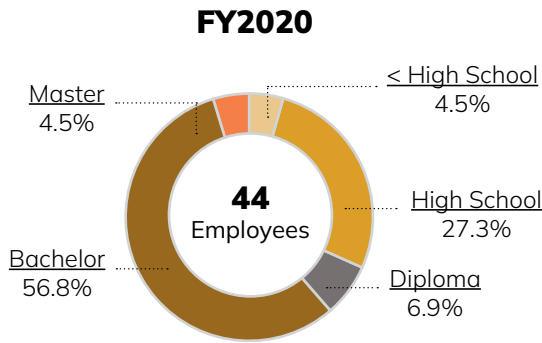
**Diploma**



**Bachelor**



**Master**



**< High School**



**High School**



**Diploma**



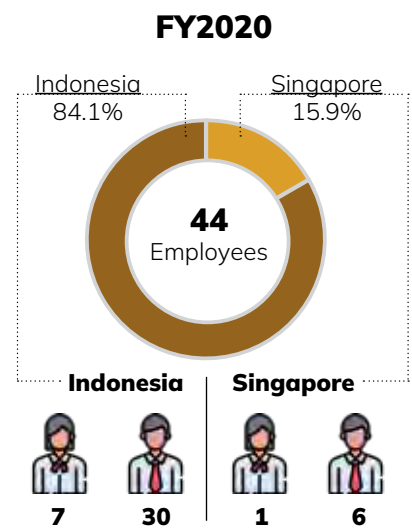
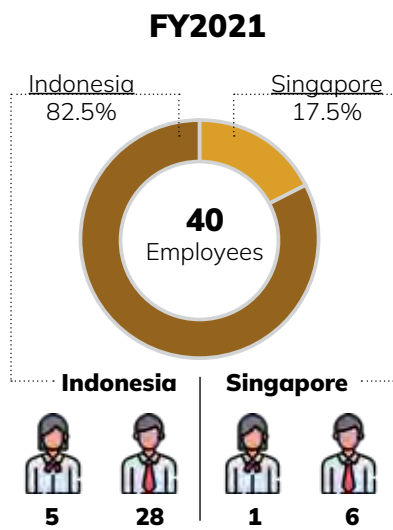
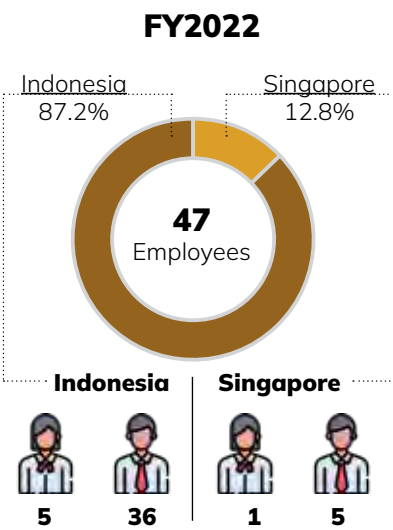
**Bachelor**



**Master**



**EMPLOYEE PROFILE BY GEOGRAPHY AND GENDER**

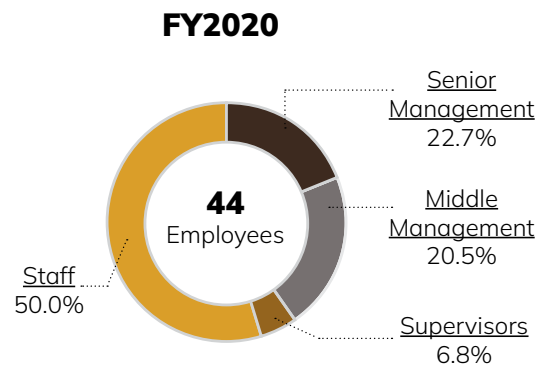
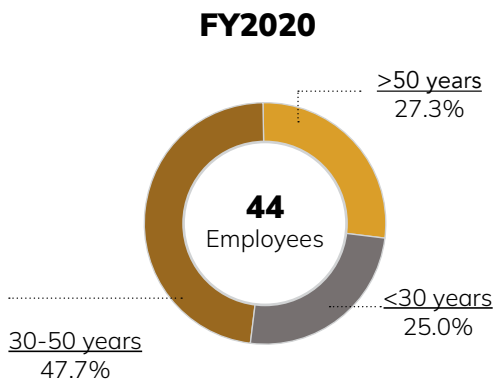
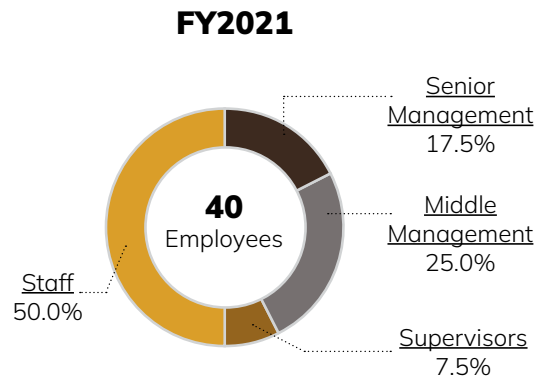
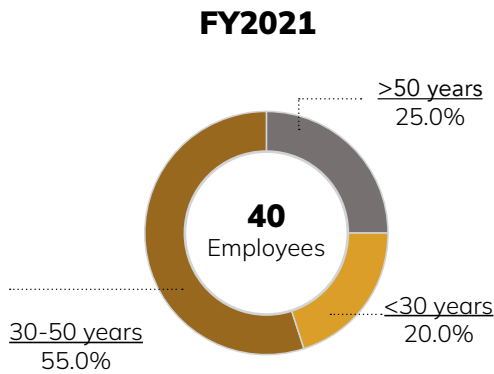
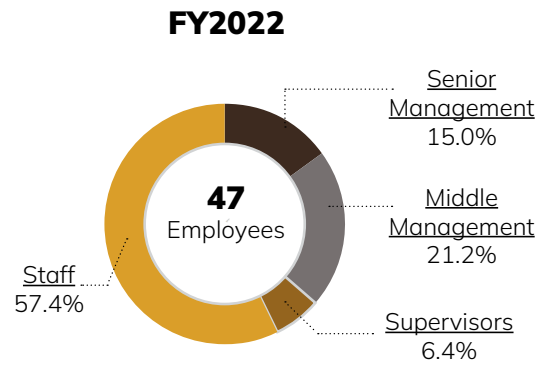
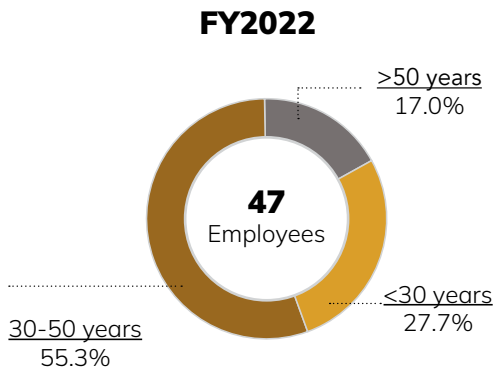


From age group perspective, about 83% of the workforce is below 50 years old. The young employees will be mentored by the senior employees by sharing their knowledge and experience to them.

Our workforce consists of different categories across the group that is presented in the following chart:

**EMPLOYEE PROFILE BY AGE GROUP**

**EMPLOYEE PROFILE BY WORKFORCE CATEGORIES**



**Employment**

Wilton is committed to provide equal employment opportunity to all as we emphasize that the organisation is an “equal opportunity employer”. We make every effort to ensure that we do not discriminate anyone in every phase of the recruitment and selection process.

In FY2022, we have hired a total of 21 new employees (FY2021: 3 new hires, FY2020: 5 new hires) comprising of 81% male and 19% female (FY2021: 66.7% male and 33.3% female, FY2020: 100% male and 0% female).

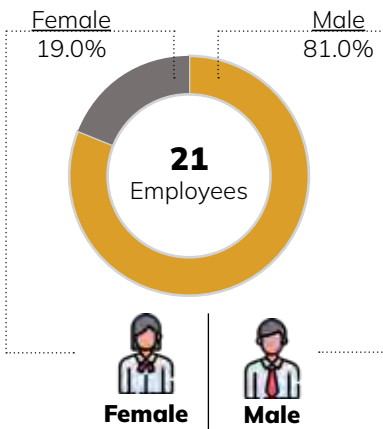
From an age group perspective, our new employees comprise of 47.6% of employees aged under 30 years old, 52.4% of employees aged between 30 and 50 years old, and 0% of employees aged above 50 years old (FY2021: 33% below 30 years old, 67% between 30 to 50 years old, and 0% above 50 years old, FY2020: 80% below 30 years old, 20% between 30 to 50 years old, and 0% above 50 years old).

Material Topic	Perpetual Target	Performance for FY2022
Diversity and Equal Opportunity	Zero discrimination case	Zero discrimination case reported  Gender ratio in FY2022: 87% male & 13% female

33% below 30 years old, 67% between 30 to 50 years old, and 0% above 50 years old, FY2020: 80% below 30 years old, 20% between 30 to 50 years old, and 0% above 50 years old).

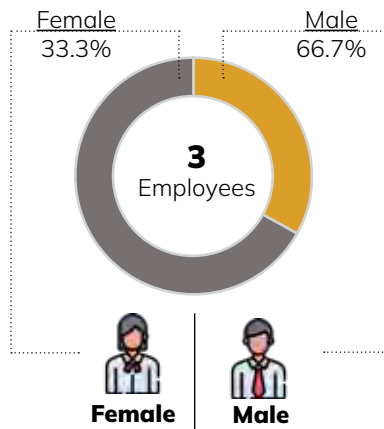
**EMPLOYEE NEW HIRES BY GENDER AND AGE GROUP**

**New Hires in FY2022**



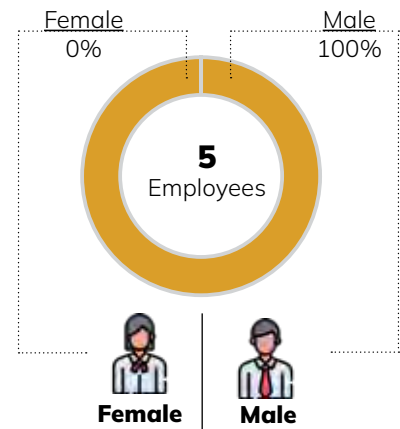
<b>Female</b>	<b>Male</b>
<30 years 2	<30 years 8
30-50 years 2	30-50 years 9
>50 years -	>50 years -

**New Hires in FY2021**



<b>Female</b>	<b>Male</b>
<30 years 1	<30 years -
30-50 years -	30-50 years 2
>50 years -	>50 years -

**New Hires in FY2020**



<b>Female</b>	<b>Male</b>
<30 years -	<30 years 4
30-50 years -	30-50 years 1
>50 years -	>50 years -

As for employee turnover, in FY2022, our total number of employee turnover is 14 (FY2021: 7 employees, FY2020: 17 employees) consist of 71% male and 29% female (FY2021: 57.1% male and 42.9% female, FY2020: 58.8% male and 41.2% female).

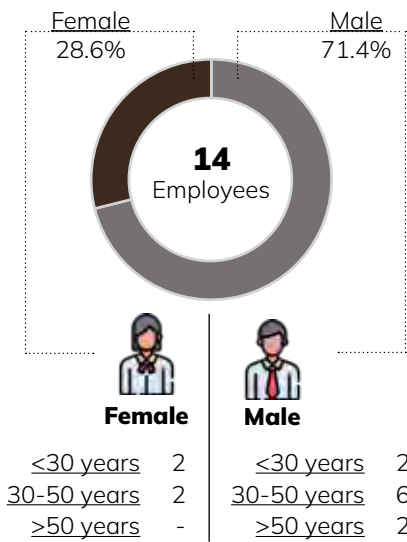
From age group perspective, 28.6% aged under 30 years old, 57.1% aged between 30 and 50 years old, and 14.3% aged 50 and above (FY2021: 57.1% below 30 years old,

42.9% between 30 to 50 years old, and 0% above 50 years old, FY2020: 76.5% below 30 years old, 17.6% between 30 to 50 years old, and 5.9% above 50 years old).

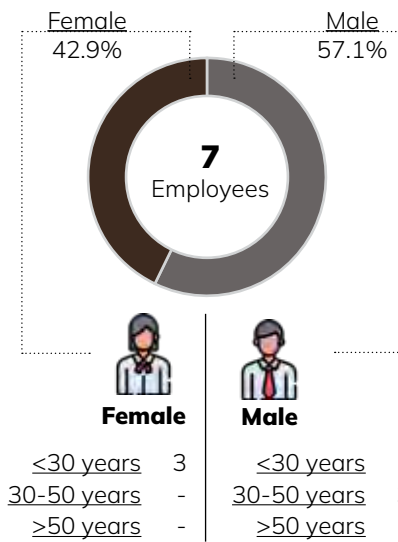
Wilton recognizes all employees' hard work and contributions and ensures that our employees are provided with competitive benefits to motivate them and boost productivity.

**EMPLOYEE TURNOVER BY GENDER AND AGE GROUP**

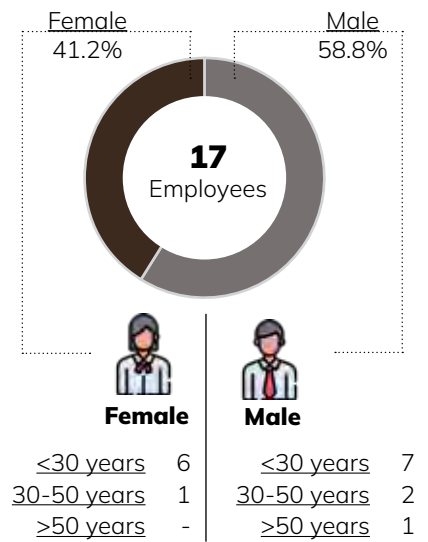
**Turnovers in FY2022**



**Turnovers in FY2021**



**Turnovers in FY2020**



**Training and Education**

Wilton recognises that employee training and development play a vital role in cultivating a competent and skilled workforce for the Group’s success. We are committed to providing ongoing training and development opportunities for all employees to ensure that they have the necessary skills and that their personal growth and advancement are supported. By investing in employee development, we believe that we can enhance employee engagement, productivity, and retention while contributing to the Group’s overall success.

In FY2022, we recorded a total of 10 training sessions of trainings provided and the total training hours achieved were 78 training hours (FY2021: 13 training hours provided, FY2020: 19.5 training hours provided), where the average training hours per employee is 1.66.

In future, we plan to provide more trainings to our employees for their personal growth and knowledge enhancement.

Material Topic	Perpetual Target	Performance for FY2022
Employment	NIL as we are still monitoring to establish realistic targets	Employee Turnover Rate is 29.8%

Material Topic	Perpetual Target	Performance for FY2022
Training and Development	NIL as we are still monitoring to establish realistic targets	Average of 1.66 training hours per employee



### Local Community

Through the Group's 'Wilton Care Programme' and its various Corporate Social Responsibility ("CSR") initiatives, we are able to work closely with the local communities to improve their overall welfare.

Wilton recognizes that it has a responsibility to support and empower the local communities where it operates by engaging with them regularly to understand their needs and concerns. Wilton strives to continuously enhance our CSR activities to assist the local communities in improving their standard of living and contribute to developing the local economy.

In FY2022, we contributed to the community by donating a total amount of Rp115,000,000.

### Idul Adha Celebration

Annually, the Group will donate a cow to the regent for the Idul Adha celebration which would then be distributed to the local community, allowing many families to gather and feast in celebration.



### Donation during Indonesia Independence Day

The Group has made donations to several areas in Indonesia to celebrate Independence Day, including Kecamatan Ciemas, Desa Mekarjaya and Desa Ciemas, with an estimated population of 50,000 people. The community members will raise red and white pennant flags and banners along streets and alleys, as well as decorate the community with shades of red and white to represent the colors of the national flag. This is a longstanding custom to celebrate and welcome Independence Day.

### Providing Livelihoods to the Local Villages

In FY2022, Wilton provided employment opportunities to local villagers as daily workers, who were engaged in ad-hoc work such as improving road infrastructure and constructing land slide prevention measures that also benefited the surrounding communities. This provided an opportunity for the local villagers to gain knowledge and skills in mining and construction, as our employees shared their knowledge with them.

**Donation to school**

Wilton donated to a local school, MI Al-Hidayah, located in the village, Bojong Genteng as it was lacking in infrastructure support. We helped to build proper toilets, refurbish the classrooms, provide tables and chairs, and supply stationery to improve the learning environment for local children. This initiative drives Wilton's commitment to supporting the education of young people in the communities where it operates.



**Fresh Water Supplies**

Wilton collaborated with the government institutions to utilize our heavy equipment to set up fresh water sources in various locations, providing the local villages with access to clean water for drinking, farming, and washing purposes.



**Donation to Mosque**

Wilton has donated and helped with the renovation of two run-down mosques in the Ciemas community, "Masjid Dusun Pamoyanan" and "Masjid At-Taqwa Kampung Pasirmanggu", as part of their efforts to give back to the community.



**Infrastructure Development and Improving the Accessibility and Connectivity of the Community**

In 2022, Wilton worked on road improvement projects with the help of the local workers in Ciemas, Indonesia to increase accessibility and connectivity in the area. The widened and newly built roads would facilitate the transport of materials and employees, but also indirectly benefit the Ciemas communities and villages located along these roads. An estimate of four villages and hundreds of families living near the mining site benefited from the improved accessibility and road conditions.



**Rice Distribution**

Other than creating jobs and providing livelihoods, we recognise that there are also less fortunate people that needed extra assistance, especially during the Covid-19 pandemic in early FY2022. Wilton ordered sacks of grains in bulk from the local suppliers on a monthly basis. Our staffs assisted in organization and distributing the grains to villages.

**Moving Forward Statement**

Wilton is committed to moving forward in a sustainable and responsible manner. We will continue to prioritise ESG considerations in our business operations, striving to reduce our environmental impact, promote social development, and ensure good governance practices. We recognize the importance of stakeholder engagement and transparency in achieving these goals, and will actively seek feedback and input from our stakeholders as we mover forward. By integrating sustainability into our business strategy and operations, we believe that we are not only creating long-term value for our shareholders, but also contribute to the well-being of the communities and environment in which we operate.

Material Topic	Perpetual Target	Performance for FY2022
Local Community	Conduct six corporate social responsibilities activities	Conducted eight (8) corporate social responsibilities activities  Rp115,000,000 was spent on our corporate social responsibilities' activities



# GRI CONTENT INDEX

GRI Standard	Disclosure Item	Section Reference	Page
<b>GRI 2: General Disclosure 2021</b>			
<b>1. The organisation and its reporting practices</b>			
2-1	Organisation details	About Wilton	02
2-2	Entities included in the organisation's sustainability reporting	Reporting Scope and Period	01
2-3	Reporting period, frequency and contact point	Reporting Scope and Period Reporting Feedback	01 02
2-5	External assurance	External Assurance	04
<b>2. Activities and workers</b>			
2-6	Activities, value chain and other business relationship	Other section of the Annual Report	WRC AR 02 - 10
2-7	Employees	Diversity and Equal Opportunity Employment Training and Education	15 - 17 18 - 19 19
<b>3. Governance</b>			
2-9	Governance structure and composition	Governance Structure	10
2-10	Nomination and selection of highest governance body	Sustainability Governance Structure	10
2-11	Chair of the highest governance body	Sustainability Governance Structure	10
2-12	Role of the highest governance body in overseeing the management of impacts	Other section of the Annual Report	WRC AR 19
2-13	Delegation of responsibility for managing impacts	Other section of the Annual Report	WRC AR 21
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance Structure	08
2-15	Conflict of interest	Other section of the Annual Report	WRC AR 19
2-16	Communication of critical concerns	Whistleblowing Other section of the Annual Report	09 - 10 WRC AR 42
2-17	Collective knowledge of the highest governance body	Other section of the Annual Report	WRC AR 20 - 21
2-18	Evaluation of the performance of the highest governance body	Other section of the Annual Report	WRC AR 35
2-19	Remuneration policies	Other section of the Annual Report	WRC AR 36 - 40
2-20	Process to determine remuneration	Other section of the Annual Report	WRC AR 37 - 38
2-21	Annual total compensation ratio	Other section of the Annual Report	WRC AR 38 - 39
<b>4. Strategy, policies and practices</b>			
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2-23	Policy commitments	Policies and Procedures for Excellent Governance	04
2-24	Embedding policy commitments	Other section of the Annual Report	WRC AR 20
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2-26	Mechanism for seeking advice and raise concerns	Whistleblowing	09 - 10

# GRI CONTENT INDEX

GRI Standard	Disclosure Item	Section Reference	Page
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<b>5. Stakeholder engagement</b>			
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<b>GRI 3: Material Topics 2021</b>			
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3-2	List of material topics	Materiality Assessment	06
3-3	Management of material topics	Materiality Assessment	06
<b>GRI 203: Indirect Economic Impacts 2016</b>			
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<b>GRI 401: Employment 2016</b>			
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401-3	Parental leave	Employment	18
<b>GRI 403: Occupational Health and Safety 2018</b>			
403-1	Occupational health and safety management system	Occupational Health and Safety	14 - 15
403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	14 - 15
403-3	Occupational health services	Occupational Health and Safety	14 - 15
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	14 - 15
403-5	Worker training on occupational health and safety	Occupational Health and Safety	14 - 15
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	14 - 15
403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety	14 - 15
403-9	Work-related injuries	Occupational Health and Safety	14 - 15
403-10	Work-related ill health	Occupational Health and Safety	14 - 15
<b>GRI 404: Training and Education 2016</b>			
404-1	Average hours of training per year per employee	Training and Education	19
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education	19
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunity	15 - 16
<b>GRI 413: Local Communities 2016</b>			
413-1	Operations with local community engagement, impact assessments, and development programs	Local Community	20 - 22

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