



PT MEPPU-GEN/SINTESA GROUP

DELIVERING CLEANER CLEANER FUTURE

Sustainability Report 2020

Highlight

We adopt of Clean Development Mechanism (CDM) as a part of Certified Emissions Reductions (CER) program



0 accident



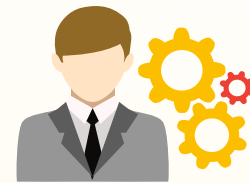
750 pieces cotton mask were donated



5 sets PPE (personal protective equipment) were donated



100 food donation packages were distributed to BPBD Muara Enim District



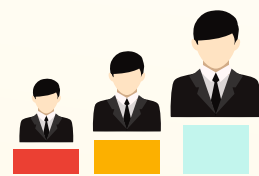
12 hours of Health and Safety Training



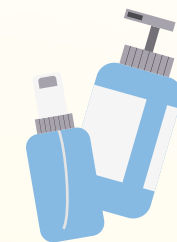
15 dozen mask were donated

4 set spray tool disinfectant were donated

50 food donation packages for Penang Jaya and Penanggiran Village



203,284 Total Hours Worked



30 L hand sanitizer were donated

Our silencer has successfully reduced production and process' noise

Contribute to maintaining the plant diversity near the Lematang River by planting water spinach alongside it

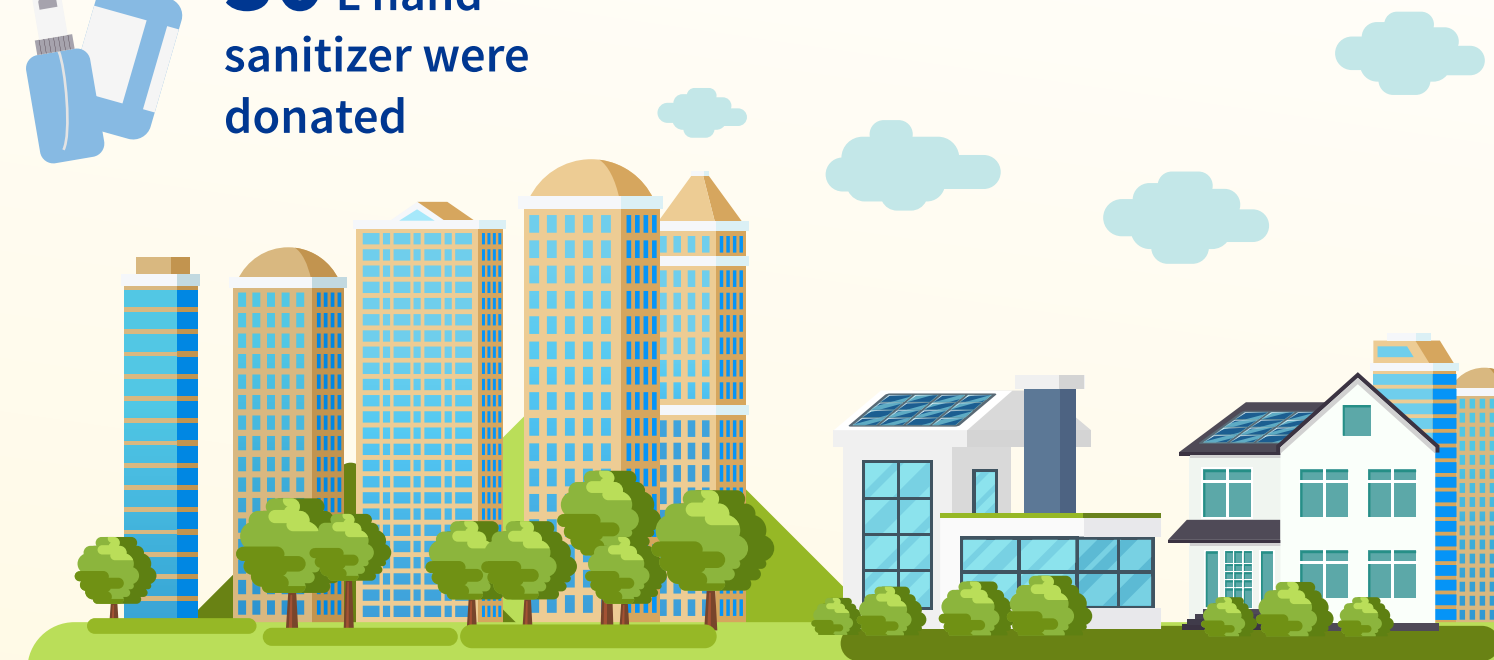


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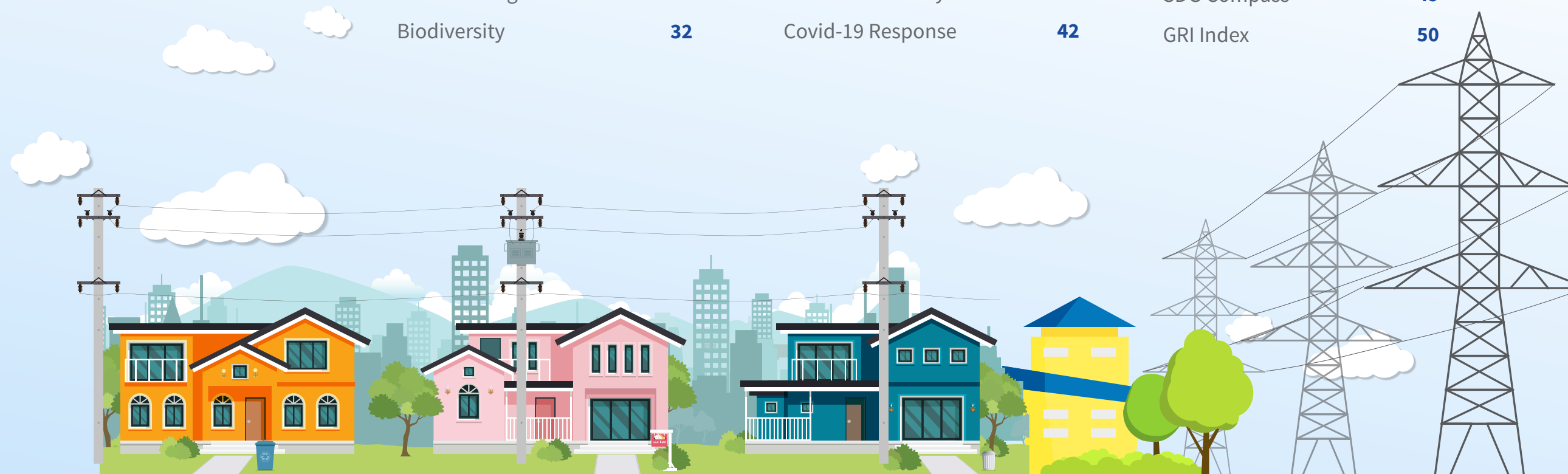
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President Director Message

Dear Readers,

On behalf of PT Meppo-Gen, I would like to officially welcome you to our first sustainability report. The year 2020 has been challenging for us. In addition to the COVID-19 pandemic, we also experienced an operational transition that put our resilience to a test.

Despite the enormous hurdles provided by the global COVID-19 pandemic, I am proud of the commitment and loyalty shown by the management and our employees that allow us to recuperate from our challenges. These experiences have demonstrated that our continuous engagement with our key stakeholders is immensely important for Meppo-Gen to power Indonesia continuously. The theme of this year's report is "Delivering Cleaner Future," reflecting how we are working tirelessly to provide clean, safe, reliable and affordable energy while staying resilient in facing the future.

Being an Independent Power Producer (IPP) that produces electricity through a gas-steam combined-cycle power plant, we efficiently provide cleaner energy to mitigate climate change through our technology. Our efforts in maintaining the environment, following the regulation, were recognized by the Ministry of Environment and Forestry in our environmental performance rating (Blue PROPER rating).

We operate in Gunung Megang, Muara Enim, South Sumatra and contribute to powering the villages and towns in the Sumatra electricity grid. Our existence has also improved the socio-economic condition of the surrounding communities through local employment. Investing in our employees and the communities around our operation sites will always be important to Meppo-Gen.

In response to the COVID-19 outbreak, health and safety were prioritised this past year.

We've been following COVID-19 guidelines and generating guides following government recommendations. The Company continues to raise employees' awareness on the risks of COVID-19 through various methods and platforms. Despite the difficulties posed by the COVID-19 pandemic, we managed to oversee training programs for our employees and distributed health care equipment during the COVID-19 pandemic to the local government and the surrounding areas, such as face masks, hand sanitizers, personal protective equipment (PPE), and sprayer tool disinfectant equipment.

As we continuously improve our management system, by the end of 2020, Meppo-Gen sold electricity up to 93.82% of the 2020 Company's Budget Plan (Rencana Kerja dan Anggaran Perusahaan/RKAP). This shows that Meppo-gen can provide a stable and reliable electricity generation, following the contract.



While Meppo-Gen continues developing and strengthening its sustainability journey, I am pleased to disclose our 2020 Meppo-Gen's Sustainability Report as a tribute to all of Meppo-Gen's employees' outstanding efforts.

Rosar Mamara
President Director

About Our Company

01

As one of Indonesia's Independent Power Producer, our vision is to lead the industry in environmental stewardship by strengthening our commitment to delivering reliable and sustainable energy solutions.

The Company aims to provide electricity sustainably to Indonesia. It is our commitment to play an active role in the future.

RESTRICTED AREA
DAERAH TERTUTUP

About Our Company

[GRI 102-1, GRI 102-2, GRI 102-4, GRI 102-6, GRI 102-7, GRI 102-12]

PT Meppo-Gen is Indonesia's Independent Power Producer, focusing on delivering Clean Energy through the Gas Fire Power Plant.

Established on January 31, 2005, PT Meppo-Gen, formerly named PT Metaepsi Pejebe Power Generation. In November 2005, PT Meppo-Gen signed Power Purchase Agreement with PT PLN (Persero) for 20 years with a capacity of 2x40 MW as a friendly, environmentally Independent Power Producer (IPP).

In 2007, our first Commercial Operation Date 2x40 MW at Gas Fire Power Plant had contributed to supply electricity and support economic growth while creating jobs in Gunung Megang, South Sumatera. In 2013, our next Commercial Operation Date, we continued our commitment to deliver a Clean and Sustainable Energy Solution by expanding Gas Fire Power Plant from Simple Cycle 2x40 MW into 2x40 MW + 1x30 MW Combined Cycle technology. Gas fuel tends to be cleaner than coal and diesel, where gas fuel only emits 40.81% of CO₂ emissions when compared to coal.

“

Our fleet of one power plant represents 110 megawatts (MW) of generation capacity and uses advanced technologies to generate power in a low-carbon and environmentally responsible manner.

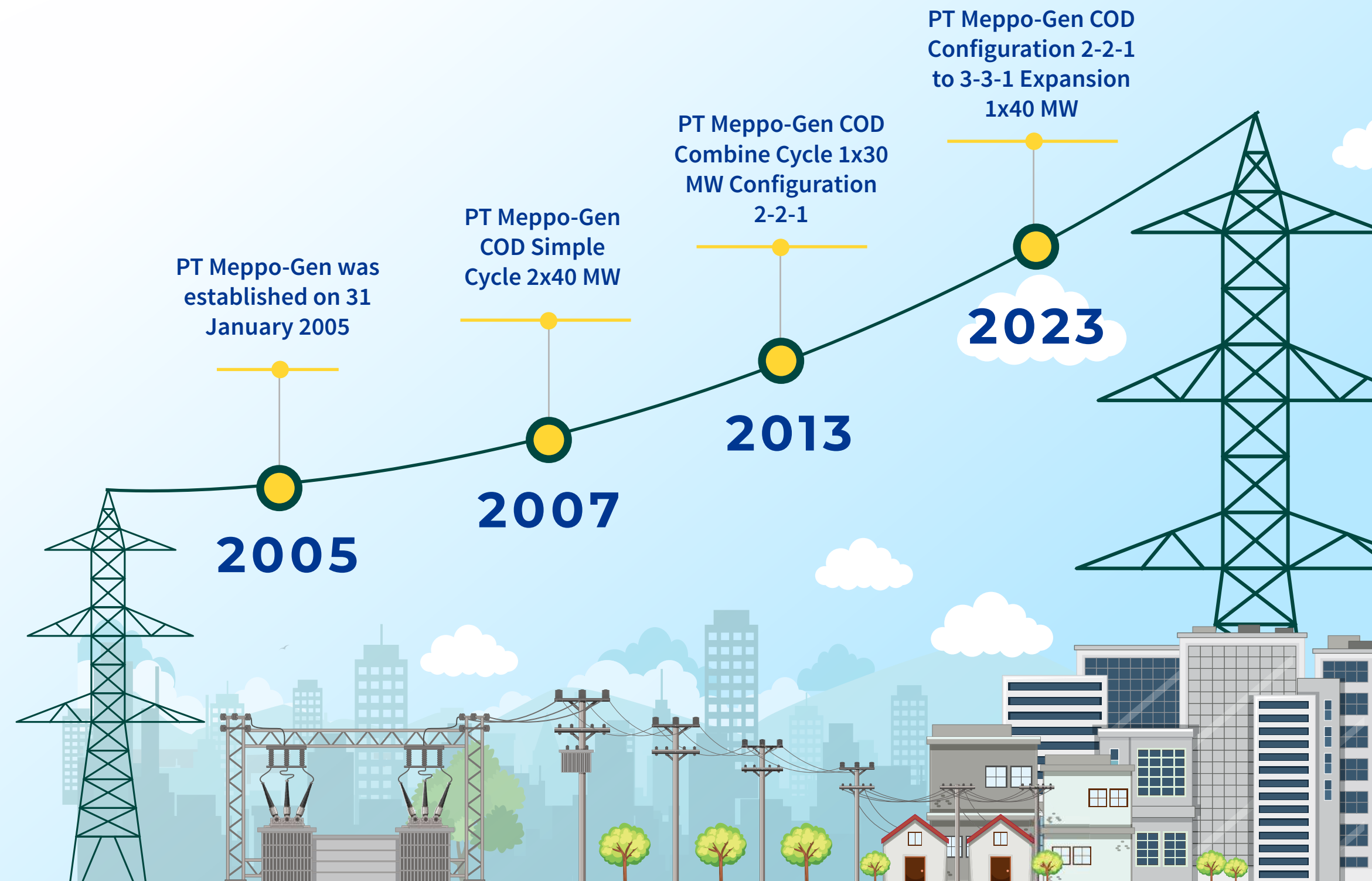


Company Milestone

As we dedicate ourselves to provide clean energy, we continually strive to improve the efficiency of our production system over the years, not only to provide affordable and reliable electricity, but also to mitigate our impact. We constantly innovate through research and technology to increase the efficient use of resources while minimising waste and emissions from our activities.

By 2023, we aim to expand our production by expanding our operation to 1 x 40 MW and implementing the COD Configuration 3-3-1.

PT Meppo-Gen is proud to be acknowledged as one of the business electricity providers in Indonesia. In 2020, we have been rewarded Blue PROPER from the Ministry of Environment and Forestry.



Vision, Mission, Values

[GRI 102-16]

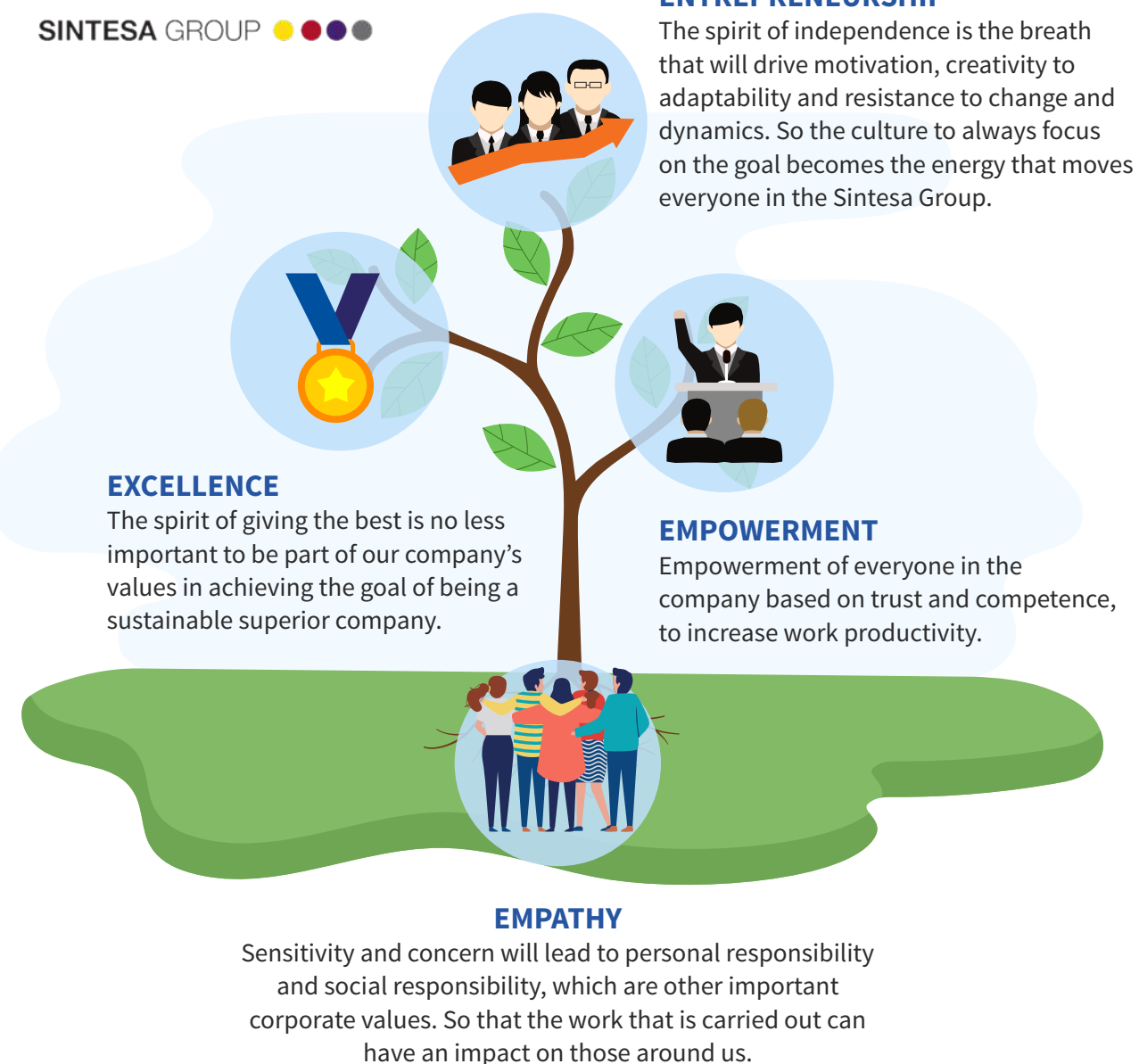
Company Value

Aligning with Sintesa Group as our parent company, we uphold Sintesa Group's value throughout our operation.

We believe to be able to compete in a very dynamic business world, we must continue to improve the way we create and develop a work culture and practice our company values which are all packaged into the 4E.

This is our consistent effort to strengthen the collective leadership mindset and culture within the company.

4EVER
SINTESA GROUP



Vision

To leading Gas Fire Power Plant industry stewardship by strengthening our commitment to delivering reliable and sustainable energy solutions.

Mission

1. To innovate in effective and efficiency electricity business process management
2. To create more economic valuable electricity business through high available and accuracy
3. To Build Professional Human Resources with:
 - Challenged in term of knowledge
 - Reputable / Valued in Society
 - Maintain a harmonious progress of Company and Employees
 - Moral Ethics Profession
 - Creating a comfortable and safe working environment
4. To concern environment balance
5. To make PT Meppo-Gen as National Asset

Our Operations

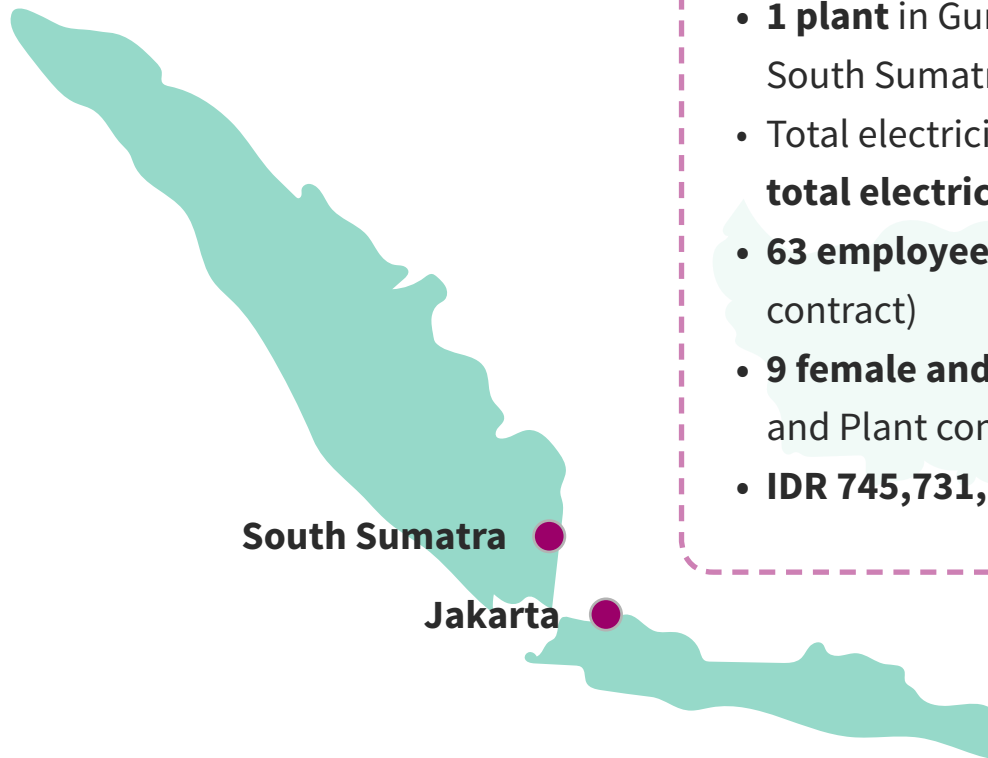
[GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-8]

We pledge to operate efficiently, sustainably, and ethically, emphasizing our dedication to continual development and innovation to meet stakeholder demands.

Headquartered in Jakarta, PT Meppo-Gen has a gas-fired power plant (PLTG) with a capacity of 2 X 40 MW Simple-cycle (80 MW) legally operated in November 2007.

PT Meppo-Gen and PLN cooperated on the Power Purchase Agreement based on the company's expansion for 1X30 MW Combined-cycle to a net capacity of 110 MW.

In the midst of Coronavirus Disease 2019 (COVID 19) challenge occurring since in the beginning of 2020, We continue to record positive achievement on operational and social responsibility activities that emphasize the balance of performance in three aspects namely Economics, Social and Environmental or popularly abbreviated as 3P (Profit, People, Planet).



South Sumatra

Jakarta

- **1 plant** in Gunung Megang, Muara Enim Regency, South Sumatra
- Total electricity exported during 2020 is **97.49% of total electricity** produced
- **63 employees** in Plant (total permanent & contract)
- **9 female and 54 male employees** (in Head Office and Plant combined)
- **IDR 745,731,818,974 Net Sales**

Production

Electricity Production
495,168 MWh

As a form of operational achievement, we always ensure the availability of electricity that is safe, reliable, clean and efficient. We also highly focus on the health and safety of our employees.

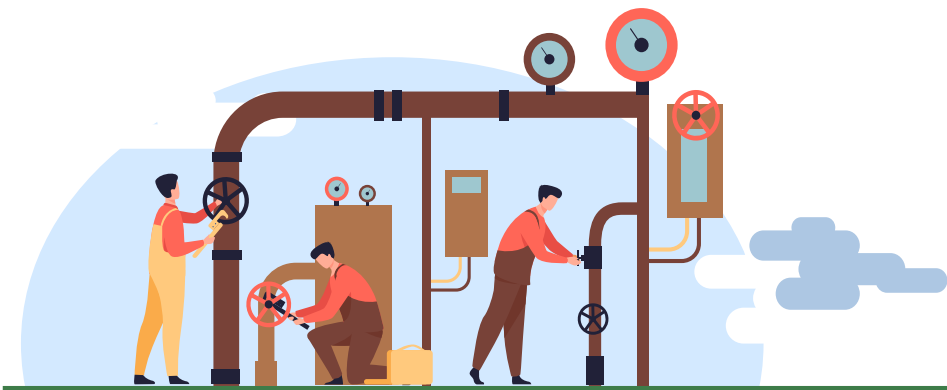
Head Office



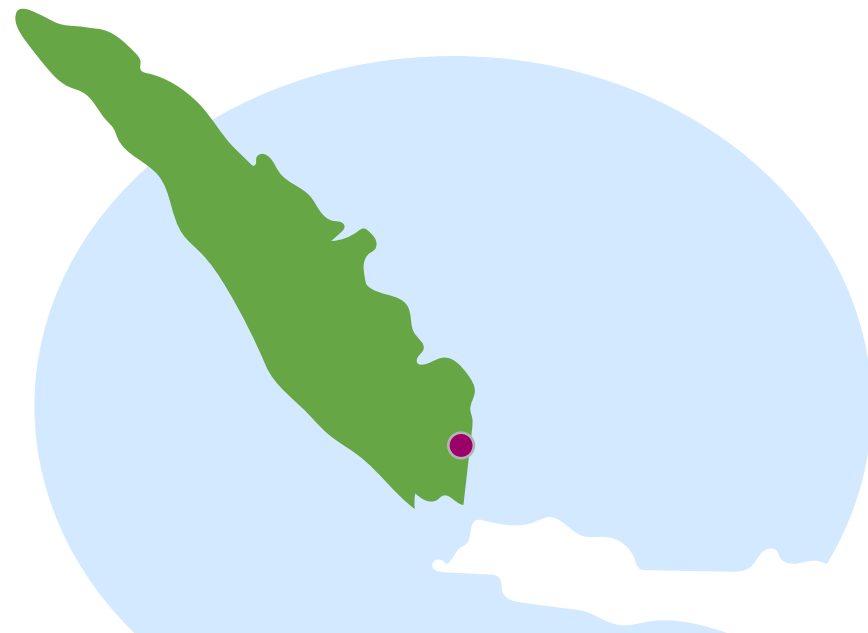
Menara Duta 3rd floor,
JL. H.R. Rasuna Said Kav B/9
Kuningan, Setiabudi
South Jakarta, 12910, DKI
Jakarta - Indonesia

Our Supply Chain

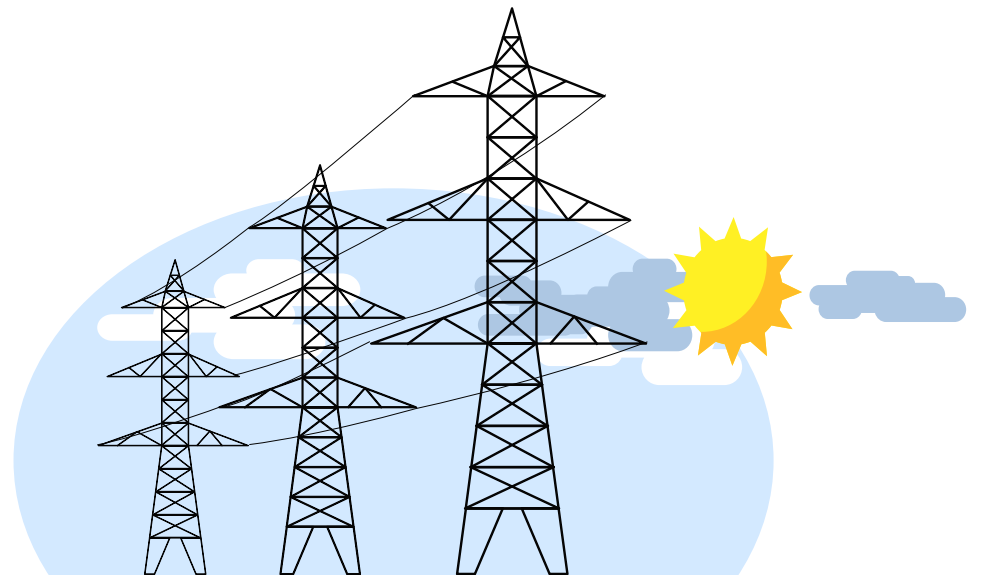
[GRI 102-9]



PT. Medco Energi International Tbk operates compression with three main gas compressors and a 17.5 km pipeline facility at Gunung Megang, Muara Enim Regency, South Sumatra, operating since 17 August 2009.



PT Meppo-Gen generates electricity using combined-cycle system in a 110 MW gas and steam-powered power plant.



Electricity generated by PT Meppo-Gen is transmitted through PLN to light the island of Sumatra.

Shareholder

[GRI 102-5]



PT Meppo-Gen



SINTESA GROUP

PT Widjajatunggal Sejahtera
80% share ownership

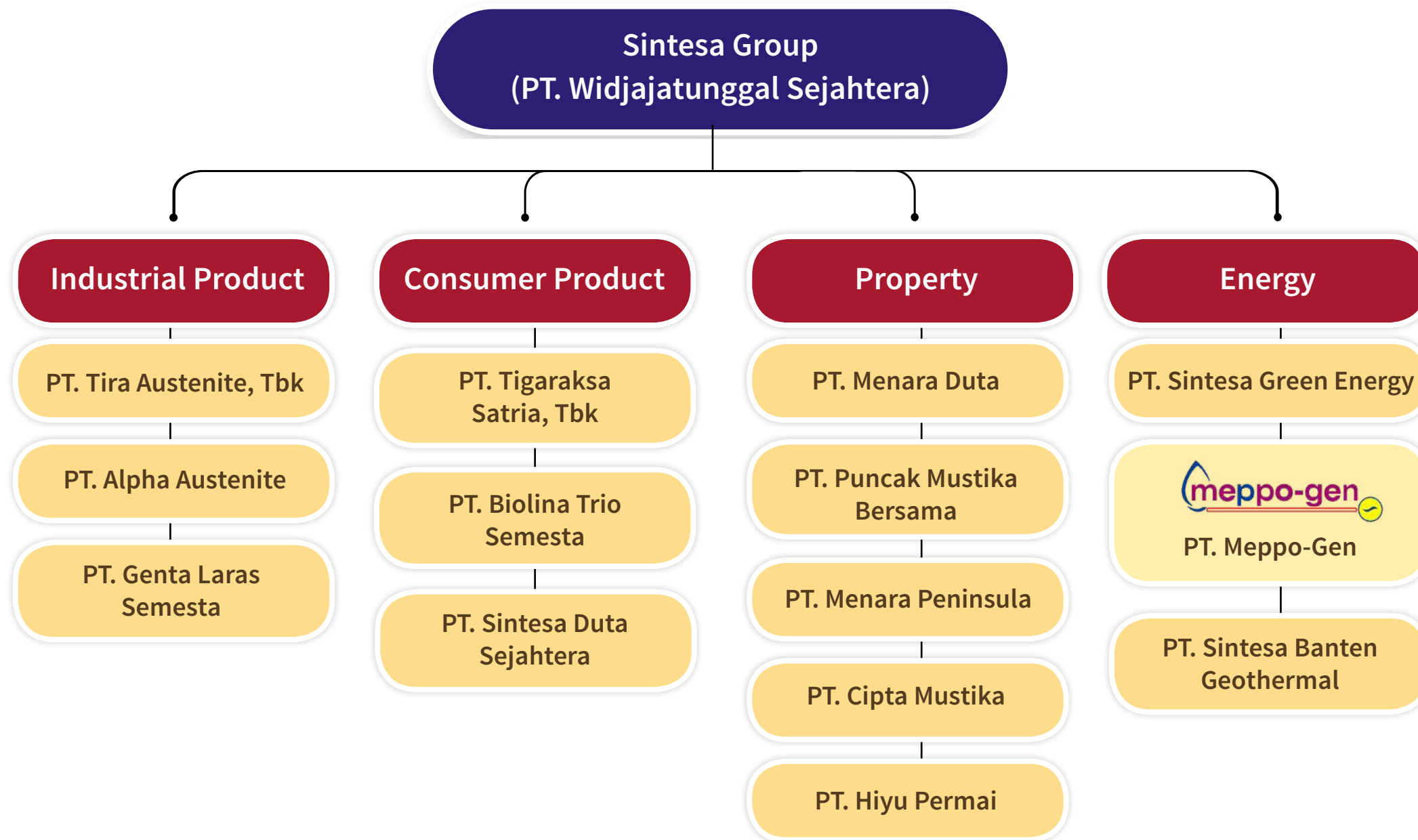


PT Sumberdaya Sewatama
20% share ownership



Sintesa Group Company Structure

[GRI 102-18, GRI 102-45]



Board of Commissioner & Board of Director



Johnny Widjaja
President Commissioner



Shinta Widjaja Kamdani
Commissioner



Agus H.S. Reksoprodjo
Commissioner



Suryantoro Prakoso
Commissioner



Rosar Mamara
President Director



Soekarman Wiraatmadja
Director



Edih Setiadi
Director

Governance

[GRI 103-2, GRI 205-2]

Company Code of Conduct

The foundation of our commitment to a culture of compliance is our Code of Conduct (Code). The Code, which has been endorsed by the Management Board, defines the basic principles of conduct that everyone at our company must abide by.

The Code reflects our commitment to one another, our business, and our communities. It serves as a compass to guide our decisions and to help us do the right thing in difficult situations. Each year, the members of the Management Board members, as well as senior managers, sign a written pledge to adhere to the Code. The Code is reviewed and updated periodically to ensure appropriateness and compliance with company and regulatory requirements.

The Code addresses a wide range of issues, including compliance, anti-corruption, and respect for human rights. It

also describes in detail the consequences of improper conduct toward business partners, third parties, and government institutions, as well as the procedures to be followed in such cases. This applies, in particular, to violations of laws combating corruption, money laundering, anti-competitive practices, and the financing of terrorism.

Integrity Pact

As PLN's partner in powering Indonesia, we signed the Integrity Pact. The PT PLN (Persero) Partner Integrity Pact is an important part of the implementation of the Anti-Bribery Management System (ABMS) ISO 37001:2016 in order to support the implementation of ABMS to create an anti-bribery culture within PT PLN (Persero). As a partner with Power Purchase Agreement (PPA) with PT PLN (Persero), Meppo-Gen provides full support in its implementation efforts.

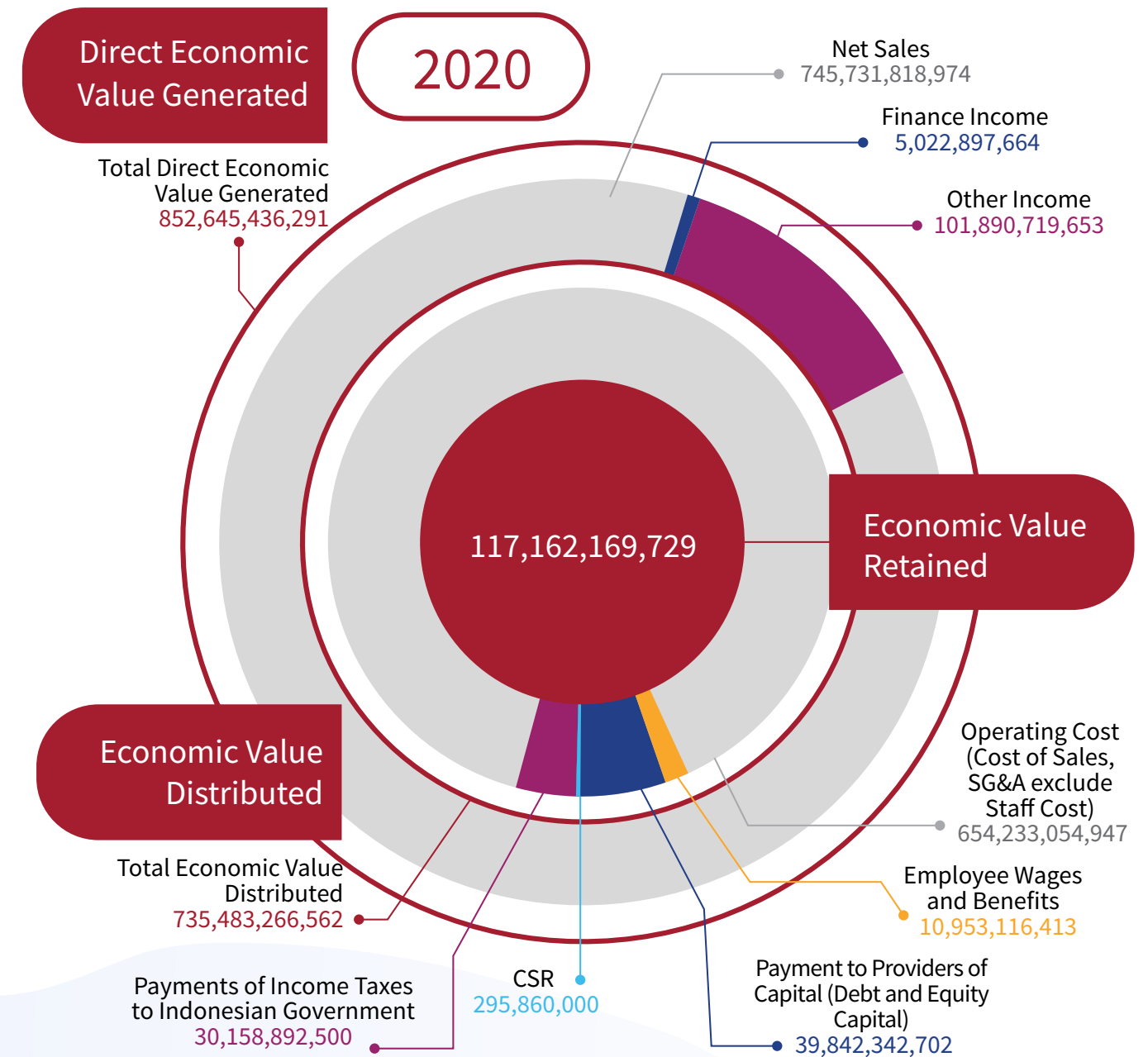


Economic Performance

[GRI 201-1, GRI 419-1]

Despite the global economic disruption caused by Covid-19, Meppo-Gen is still able to deliver a satisfying economic performance, with good revenue.

Through our responsible business practices, we believe we can turn the crisis into an opportunity for us to become more reliable and sustainable. During this reporting period, we always comply with applicable laws and regulations in the social and economic area.



About this Report

[GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54]

We are PT Meppo-Gen (“Meppo-Gen” or “The Company” or “we/our/us”). This is our first sustainability report, covering the reporting period from 1st January to 31st December 2020. Our sustainability report is released yearly.

This report has been prepared in accordance with the GRI Standards: Core option. GRI refers to the Global Reporting Initiative, an independent international standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on climate change and human rights. To improve readability, we included the disclosure number in the relevant sections in this report along with a GRI Content Index at the end of this report. This report also aligns with the GRI G4 Electric Utilities Sector Disclosures and the Sustainable Development Goals.

“

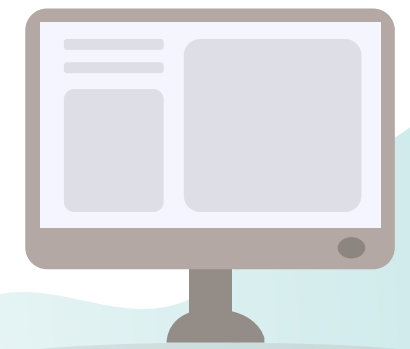
The development of our first sustainability report is an opportunity to better understand the environmental, social and governance issues that can have a material impact on our company, which will allow us to better manage risks and capture growth opportunities contributing towards Meppo-Gen’s business success over the long term.

Meppo-Gen Sustainability Report 2020 aims to provide, reliable, and balanced information on the economic, social, and environment matters identified as the most important and relevant for the business as well as its stakeholders.

To improve readability, we include the GRI disclosure number at relevant sections of this report. A GRI content index is presented at the end of this report listing all disclosures contained in the report.

At Meppo-Gen, we constantly seek to evolve and improve our sustainability performance. Therefore, we greatly value our stakeholders’ feedback. We welcome your comments, questions, or suggestions for improvement with regards to our first sustainability report to our official email address at info@meppogen.com

Please note that an electronic version of this report can be found on our group website: sintesagroup.com



Stakeholder Engagement

[GRI 102-40, GRI 102-42, GRI 102-43]

As a company that supplies electricity, we understand that our decisions and activities affect all individuals from society directly. We have our own procedure for firming commitment and amplifying each stakeholder’s desires.

Throughout 2020, we used various channels to communicate with stakeholders. The frequency of communication with each stakeholder group is diverse, relying upon our work plan and our comprehension of stakeholders’ needs and concerns. At the moment, Meppo-Gen is not associated with any industrial association, but the Company closely work with all stakeholders listed.



Topic Boundary

[GRI 102-44, GRI 102-46, GRI 102-47]

 : Contribute




















 : Cause

 : Linked to

The results of the materiality topic are linked with GRI Standards and its boundary.

The topic boundaries describe the location of impacts for a material topic and also Meppo-Gen's involvement. The origin of impacts is classified into 3 categories: caused by, contributed by, and linked to activities through a business relationship.

These topic boundaries may provide insights for risk assessment and implementation of precautions for the business.

No.	List of Material Topic	GRI Topic	Supplier	Meppo-Gen	Customer
1.	Company provides a reliable electricity supply	Energy			
2.	The company complies with international and national trade agreements/regulations on energy	Trade agreements on energy			
3.	Efforts (including policy) to combat corruption practices and conflict of interest within organization and its supply chain	Anti-corruption			
4.	Company maintains good corporate governance	Governance			
5.	Power generation efficiency rate	Energy			
6.	Company manages and monitors water consumption within the organisation	Water and Effluents			
7.	Company manages the impact of its operational activities on the surrounding ecosystem including biodiversity and habitat	Biodiversity			
8.	The company's strategy in ensuring the continuity of the company's production activities	Economic Performance			
9.	Anti-monopoly behavior/business competition is carried out in a healthy manner, without any cartels or monopolies	Anti-competitive behaviour			
10.	Company has a policy on wastewater management from the organization's activities	Water and Effluents			
11.	Company cares for on health and safety of employees through a comprehensive occupational health and safety management system based on applicable regulations or standards (e.g., ISO 45001), including to provide training and have OHS Committee in place	Occupational Health and Safety			

Providing Cleaner Electricity

02

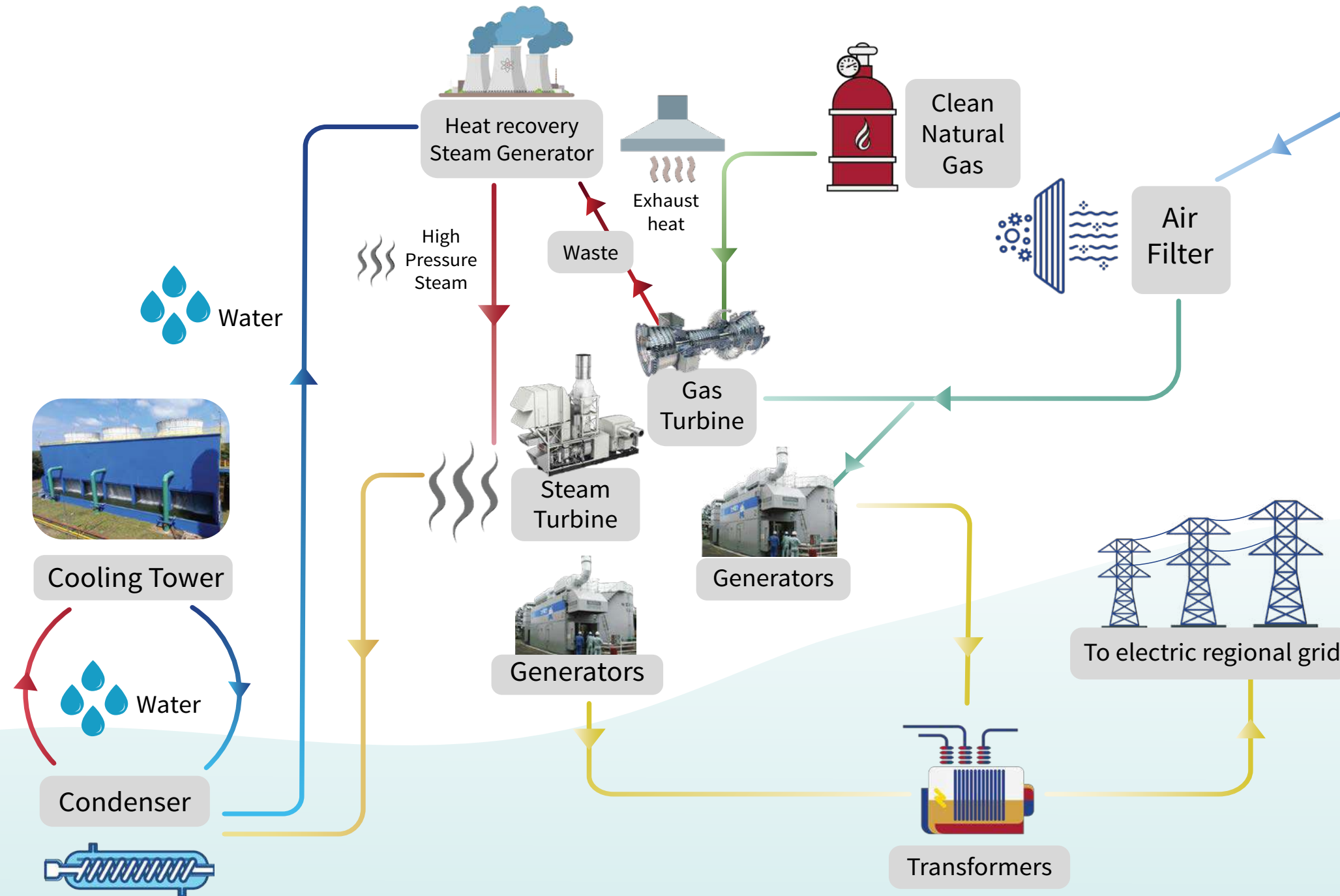
As one of Indonesia's Independent Power Producer, we recognize the impact of our operations on the environment and the strategic role we have regarding Indonesia's ambitions towards clean energy.

Focusing in thermal and combined cycle power plants, our mission is to contribute to national economic development through the stable supply of power. To enhance our capacity to understand, fulfil, and improve on our environmental-related responsibilities, we build a culture that is rich in behavior by instilling the importance of man, method and machine.



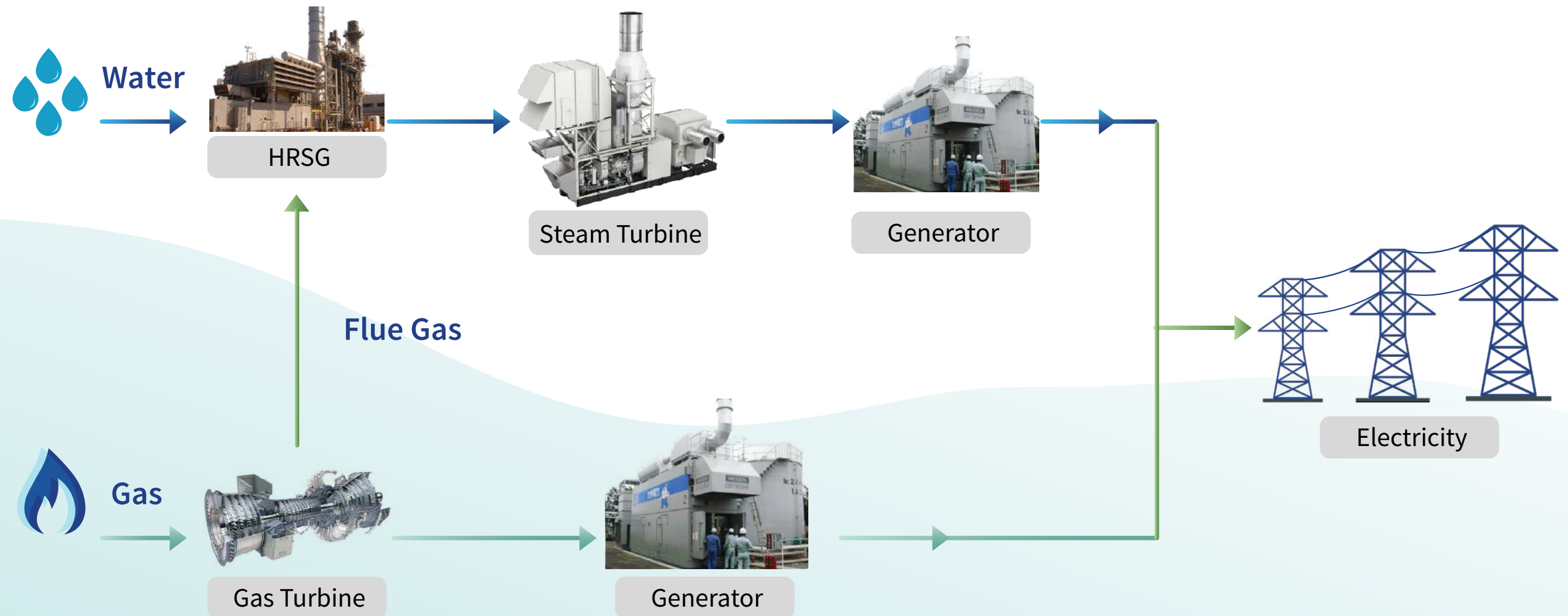
Providing Cleaner Electricity

Combined Cycle Power Plant Process Flow Diagram



Providing Cleaner Electricity

Combined Cycle Power Plant Process Flow Diagram



Dependable Energy Generation

[EU1, EU10, G4-DMA (FORMER EU6)]

The Company strives to be environmentally friendly through the usage of natural gas as an engine fuel and the adoption of Clean Development Mechanism (CDM) as a part of Certified Emissions Reductions (CER) program.

As expressed by RUPTL 2019-2028, the interest for power in Indonesia will ascend by around 6.43% every year, with about 56 GW of power needed to be installed. As Independent Power Producer (IPP), we contributed through the construction of a 110 MW powered power plant. We understand that to reach an environmentally friendly status, we must adapt and evolve, which is why the implementation of a Combined Cycle is critical. With Combined Cycle, exhaust gas will be reused to generate power.

By putting it in a high temperature boiler, steam will be generated and later will be condensed again to produce water. With this, minimal waste and resources is used to achieve the production target.

“ We use machines produced by well-established companies

Our engines are fully equipped with an NOx reduction system. We spray our boiler room with demineralized water, to reduce the emission and increase our power output. We monitor our emissions (NOx, SOx Particulate, CO₂) continuously and accumulate those for a yearly data report. To further ensure optimal reduction of emission in our system, we conducted a Major Overhaul (MOH) as a preventive measure in 2020, ensuring optimal performance of our system and therefore reducing emission to a minimum level.

No	Emission	Result	Standard
1	NOx (as NO ₂)	169 mg/m ³	400 mg/m ³
2	SO ₂	9 mg/m ³	150 mg/m ³
3	CO ₂	0.63 mg/m ³	-
4	CO	4 mg/m ³	-
5	Particulate	15.9 mg/m ³	30

Source :
Ministry of Environment and Forestry Regulation : No. P.15/MENLHK/SETJEN/KUM.1/4/2019

Transmission and Distribution

[EU3, EU4, EU12]

The electricity we generate from our power plants is purchased by the Indonesian government (Perusahaan Listrik Negara / PLN). The power generated at the plant is distributed through PLN to the Sumatra power grid. Our plant provides a transmission line of 0.5 km with the voltage level of 150 kV.

Sustaining the Environment

03

The most important aspect of clean energy for us are the environmental benefits as part of a global energy future.

While clean, renewable resources also preserve the world's natural resources, they also reduce the risk of environmental disasters. We believe that striving for a cleaner and more sustainable energy is what's most important to us.

Our Approach

Energy efficiency
Pollution Management
Water Management
Water Treatment process
Waste Management
Biodiversity



Why It Matters

[GRI 103, GRI 301, GRI 302, GRI 303, GRI 305, GRI 306, GRI 307, GRI 308]

Our company believes in incorporating technologies designed to reduce environmental impacts of our operations by reducing emissions. To ensure this, we regularly monitor our emissions, air ambient, water, domestic waste, hazardous waste, and our fully functioning temporary waste disposal site (TPS).

We also strive to attain the PROPER rating, earning our second blue PROPER credential. Year by year, we are always open to room for improvements and we are willing to grow with it. Eventually, our efforts are directed to accomplish the United Nation's 7th Sustainable Development Goals to produce affordable and clean energy for all while also paying special attention to the 13th Sustainable Development Goals of climate action.

“

We aim to deliver electricity that produce less carbon footprint, by the use of modern and efficient power plants equipped with simple and combined-cycle technologies to produce electricity fueled by natural gas.

Our target is to fully immerse the company and participate in PROPER, by evaluating based on existing quality standards. Not only quality standards will be evaluated, but also certain procedures and other activities. As compliance to the Government's quality standards, the company is committed to doing a tri-monthly emission evaluation that includes noise, air, ground, and the surrounding water biota.

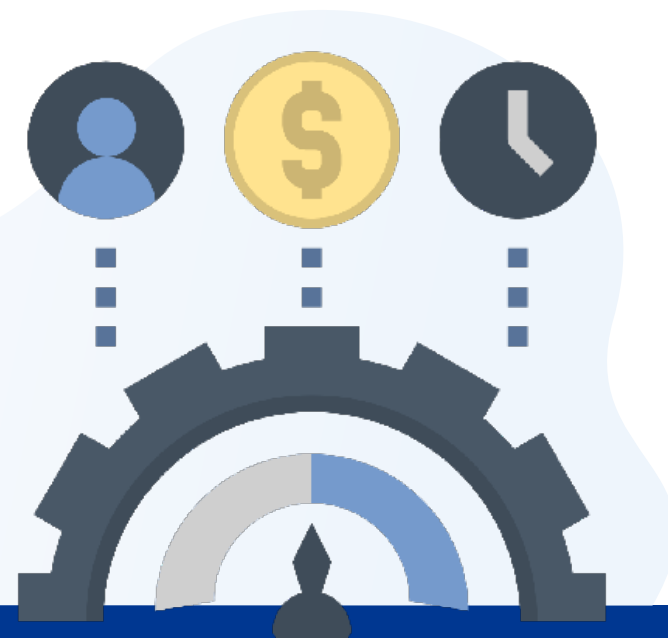


Energy Efficiency

[GRI 102-11, GRI 301-1, GRI 302-1, GRI 302-3]

Our goal is to derive as much energy out of each unit of fuel as feasible. This lowers our carbon impact and reduces our costs. The process of upgrading is ongoing.

We invest periodically in upgrading the technology in a number of our power plant in order to improve its efficiency, flexibility, and availability. We uncover potential savings by methodically examining how our plants consume energy in various operational modes. When a plant is in reserve mode or at a standstill, the focus is on making the power-production mode as efficient as possible and decreasing auxiliary power usage. In addition, when components need to be replaced, we seek to replace them with more energy-efficient models. With minimal natural gas as our fuel, maximum electricity was produced and delivered by our company each month.



Consumption within the Organization

Source	Unit	2018	2019	2020
Electricity	GWh	50.44	46.73	37.62

“

In 2020, we were able to use an average of only 411,582.94 MMBTU monthly of natural gas to produce 41,264,017 kWh of electricity.

This result reflects greatly on what our company believes in, deriving electricity from natural gas with a low carbon footprint.

Pollution Management

[GRI 102-11, GRI 305-1]

Emission Reduction

To ensure the environmental impact and quality performance of our operation, we have several standards adopted from the United Nations Program based on Sustainable Development Goal's with a point for "affordable and clean energy" therefore, Clean Development Mechanism (CDM) is one of the standards that we approved for certificated emission reduction.

Efforts were sought to reduce our environmental footprint. We maintained a high level of pollution control equipment performance in our units while utilizing Indonesia's abundant natural gas and steam supply. We always maintain the ash and dust fall below the threshold by implementing two ash and dust fall detectors inside our site, and two outside of our site.


Power Plant Emission

Unit	CO ₂ eq. (ton)	CH ₄ (ton)	N ₂ O (ton)
PLTGU Meppo-Gen GT1	162,789.01	2.82	0.28
PLTGU Meppo-Gen GT2	115,972.95	2.01	0.20
PLTGU Meppo-Gen ST	0	0	0
Total	278,761.96	4.83	0.48

For exhaust emissions, we have used and installed Continuous Emission Monitoring System (CEMS), which is monitored directly online by the Ministry of Forestry and Environment. Currently, exhaust gas emissions are monitored below the threshold/ standard provisions of the Ministry of Forestry and the Environment (fairly healthy category).

Our facilities engulf technologies to lessen the environmental impact of our operations by lowering pollution emissions into the air and lowering fresh water demand for power plant cooling. Our plants are equipped with advanced emission controls, including low NOX burners which reduce emissions of NOX to levels significantly lower than other forms of fossil-fired generation.

The table below presents data on electricity generation and CO₂ emissions from electric utility and independent power producer power plants (excluding combined heat and power plants), and a CO₂ emission factor (pounds of CO₂/kWh) for coal, natural gas, and petroleum. Actual CO₂ emissions per kWh from specific power plants may vary considerably from the factors in the table.

	Electricity Generation	CO ₂ Emissions			Emission compared to coal
	million kWh	million metric tons (M/T)	million short tons (S/T)	pounds per kWh	
Coal	757,763	767	845	2.23	∅
Natural gas	1,402,438	576	635	0.91	59.19% lower than coal
Petroleum	13,665	13	15	2.13	4.48% lower than coal

- U.S. electric utility and independent power electricity generation and resulting CO₂ emissions by fuel in 2020.
- Electricity generation is net electricity generation.
- Includes electricity-only power plants.
- Combined heat and power plants are excluded because some of their CO₂ emissions are from fuel consumptions for heating purposes.



Noise Reduction

Gas turbines are particularly noisy machines. In order to meet the stringent requirements for modern gas turbine power plants with regard to environmental protection, special silencers for gas turbines are necessary. This applies to the air intake as well as the exhaust system.



Before the installation of silencer inside the steam vents, the noise reaches 85dB. Whereas with the silencer it has been significantly reduced.

Exhaust will be repurposed into steam, where it will go through our Heat Recovery System Generator (HRSG) before going out. There is a significant decrease in exhaust gas after the application of HRSG. Our clean technology has contributed to our emission reduction goal.

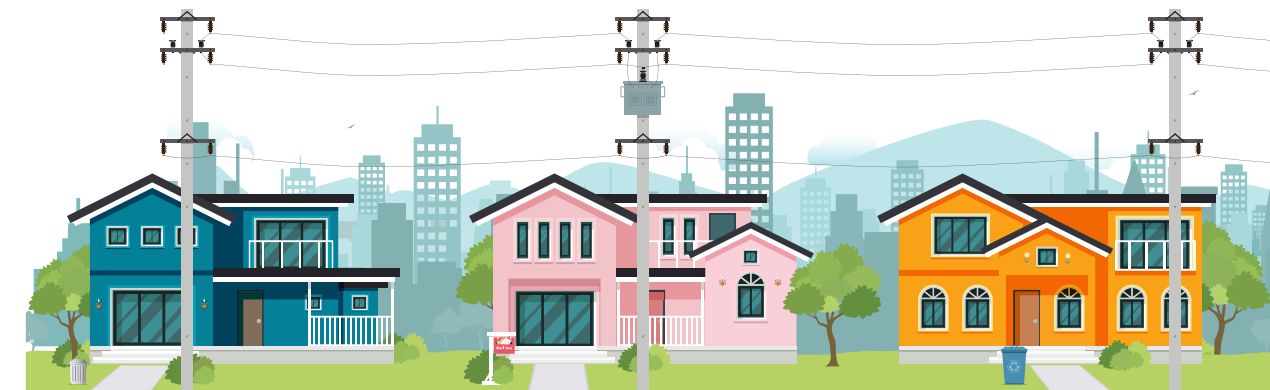
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To reduce production and process noise, a silencer is installed in HRSG & GT.



Greenhouse Gas Emissions [GRI 305-1]

Scope	Unit	2018	2019	2020
Direct Emissions (Scope 1)	Ton CO ₂ Eq	250,215.7	305,913.8	262,388.0



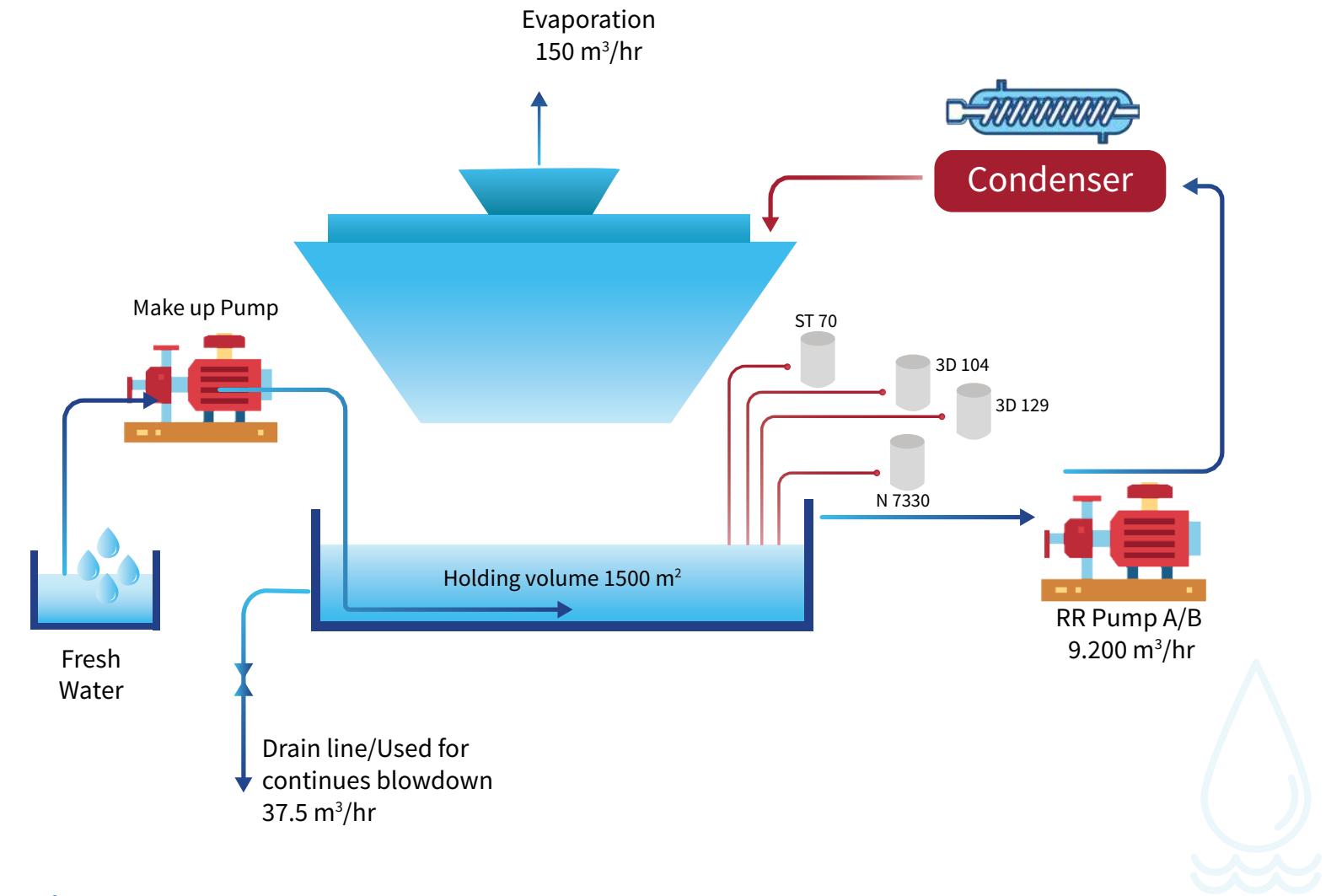
Water Management

[GRI 303-1, GRI 303-3]

The Company utilized two groundwater wells and the river as the main water supply. Usually, around 6000 m³ tons of water per day is used.

“ We implement a Closed-Cycle system, where water from the cooling pond is taken back into the system. As a result, over 4,000 L/hour of water can be repurposed.

We intend for the concept of sustainability to be ingrained in our employees’ daily life. In our office, additional efforts were made to reduce water consumption, including, but not limited to, organizing water-saving campaigns by reducing water usage at the sink, as well as engaging employees by placing standing banners in various locations. We believe that an empowering culture leads to ethical behavior. When we all work together to preserve water, we will also create a greater impact.



Water Withdrawal [GRI 303-3]

Source	Unit	2018	2019	2020
Ground water	m ³	6,644	5,711	24,905
Municipal Water	m ³	586,763	523,308	240,581
Grand Total	m ³	593,407	529,019	265,486

Waste Water Treatment Process

[GRI 303-2, GRI 303-4, GRI 303-5]

In the water treatment process, coagulation, flotation and sedimentation are used. From then on, clean water from WTP is reprocessed in the Demineralization Unit system. This process is also equipped with an oil separator that would separate the oil from water. This processed water will then be put in the Wastewater Treatment Process pond and emergency pond to be quality checked.

The environment near the discharging area is kept clean and proper. It is apparent and shown by the growth of grasses and other plants and also animals. The people around also use water near the discharge area for their tilapia and catfish farms.

Our plant has two main domestic wastewater treatment plants, located in two different areas.



Oil Separator



Emergency Pond



Wastewater pond

Water Discharge by Quality and Destination

[GRI 303-4]

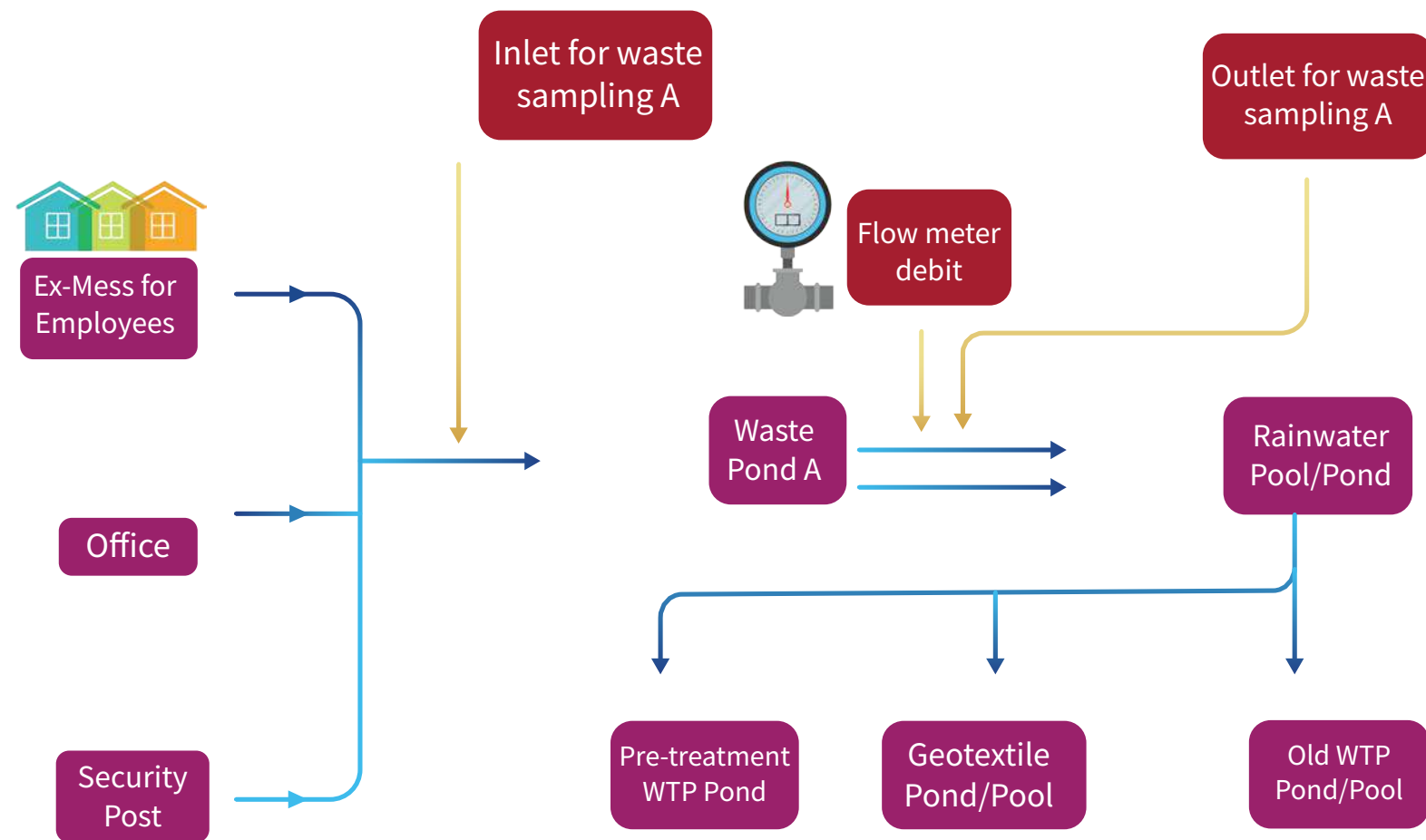
Destination	Unit	2018	2019	2020
River water	m ³	5,296.2	3,334	5,193

Water Consumption

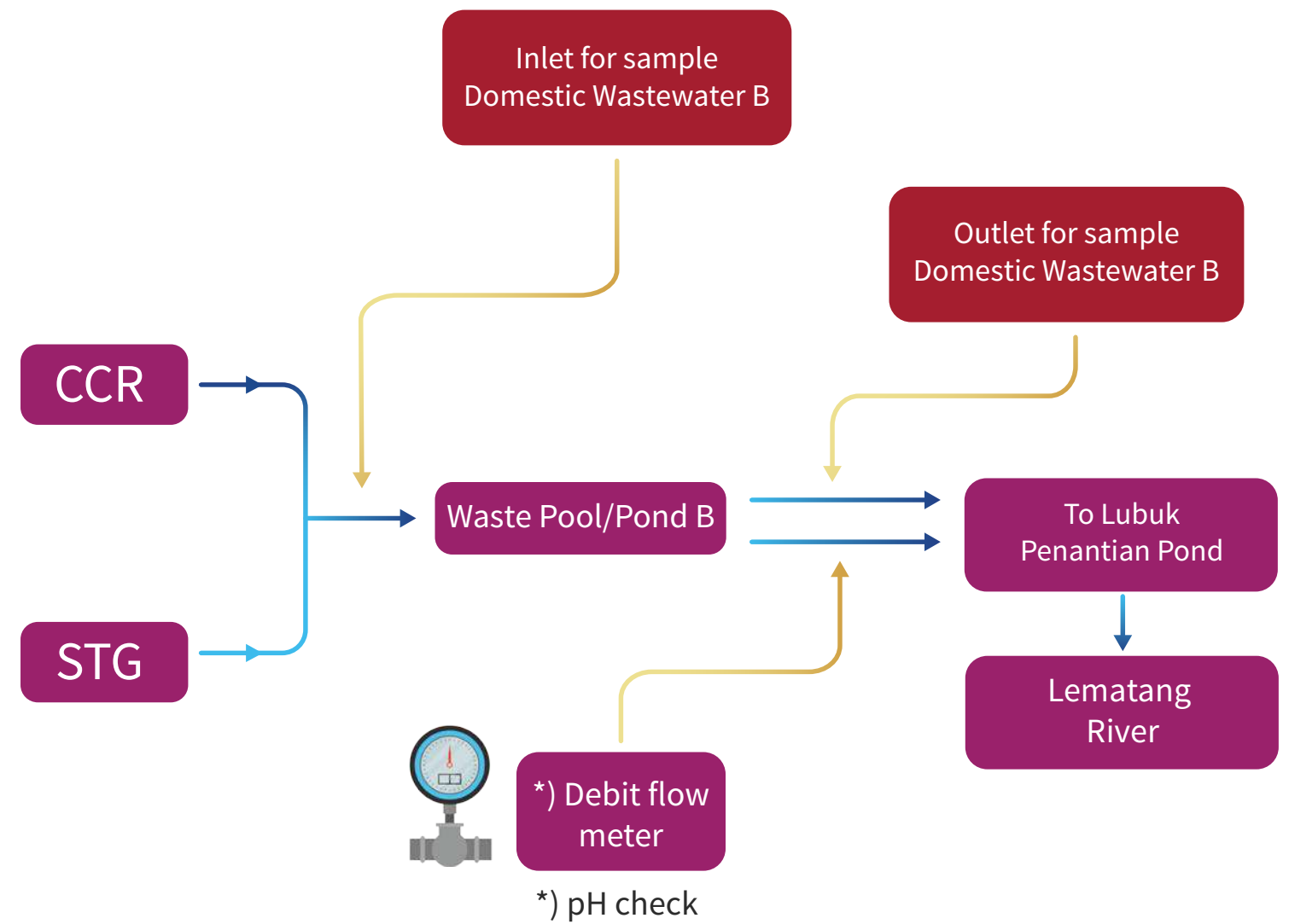
[GRI 303-5]

Water Consumption	Unit	2018	2019	2020
Grand total	m ³	588,110.8	525,685.0	260,293.0

Domestic Wastewater Treatment Plant A



Domestic Wastewater Treatment Plant B



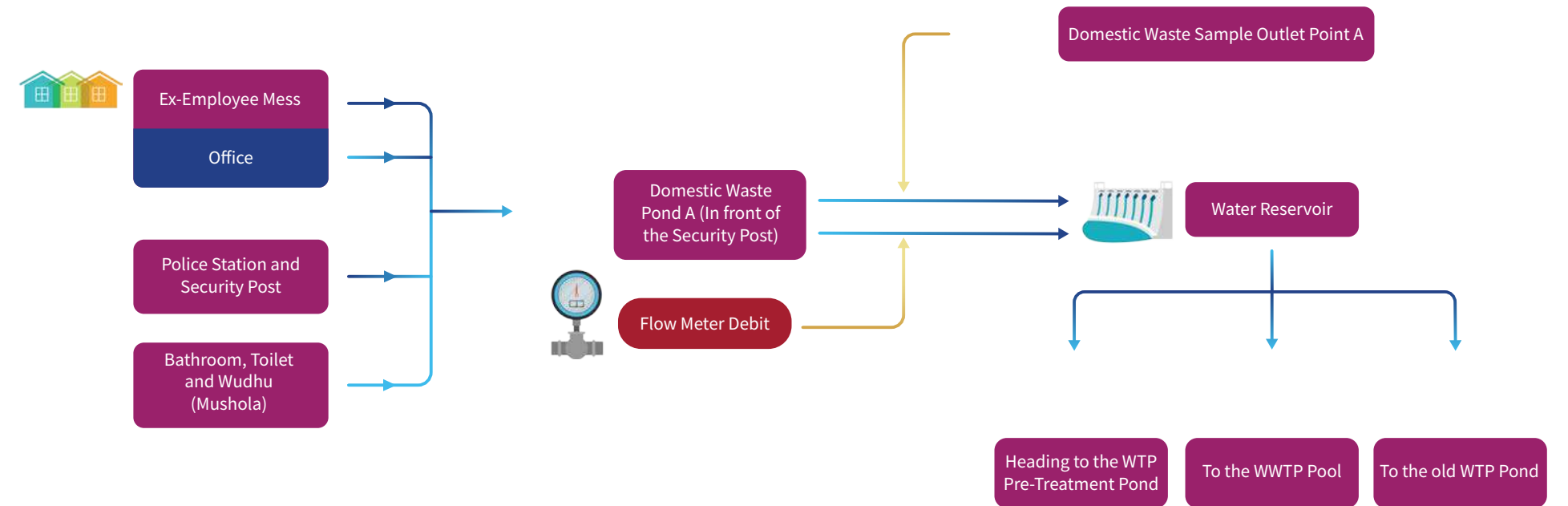
Waste Management

[GRI 306-1, GRI 306-2, GRI 306-4]

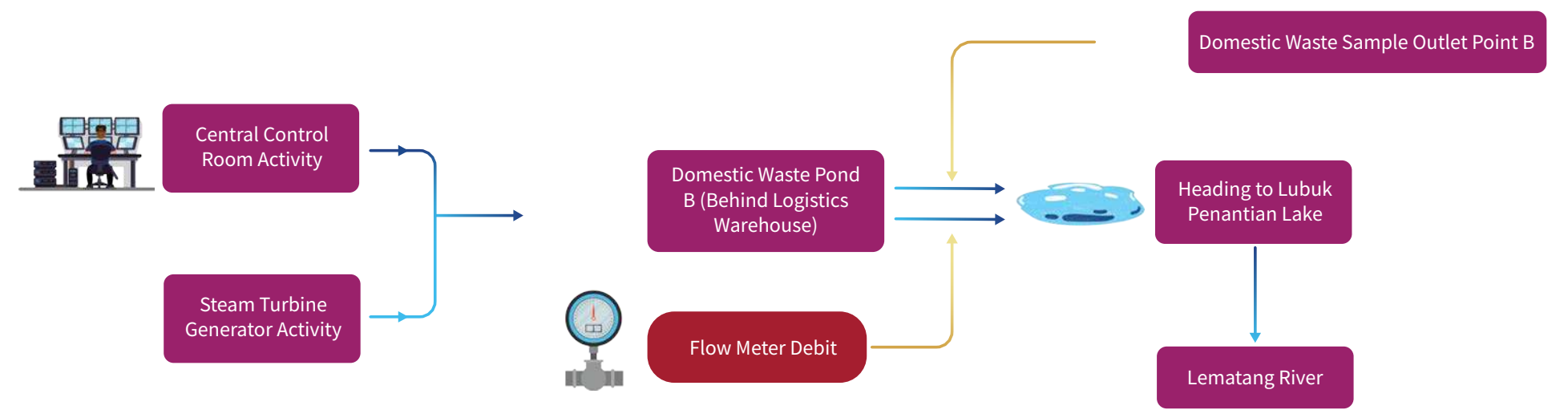
Meppo-Gen generates 2 different types of waste, namely hazardous and non-hazardous waste. Domestic waste by the company will be stored in an in-site temporary disposal site (TPS) and will be delivered to the nearest final disposal site (TPA).

For hazardous waste, it is stored temporarily in an in-site licensed hazardous temporary disposal site (TPS B3) and later will be sent to a licensed third party.

DOMESTIC WASTE TREATMENT SYSTEM AND FLOW CHART A (IN FRONT OF SECURITY POST)



DOMESTIC WASTE TREATMENT SYSTEM AND FLOW CHART B (BEHIND THE LOGISTICS WAREHOUSE)

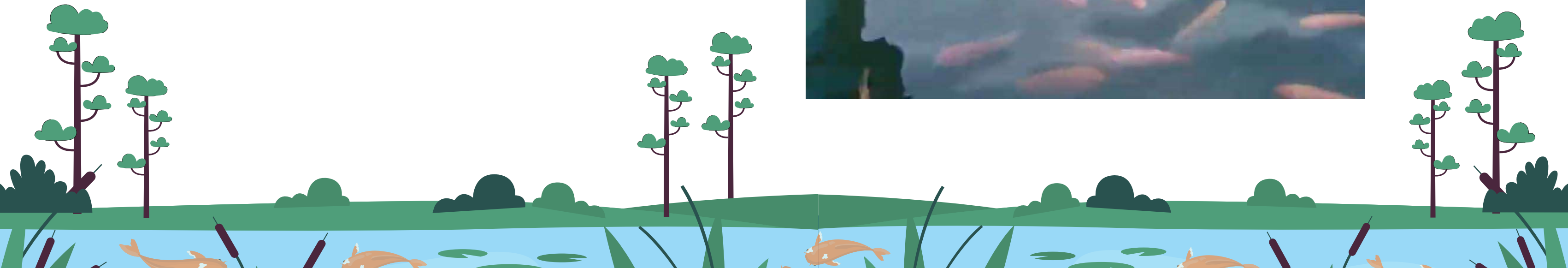


Biodiversity

[GRI 306-5]

The company is committed to monitoring the biodiversity in the upstream and downstream of Lematang and Belanti river, where treated wastewater is discharged. The company also ensures that the treated domestic wastewater discharged is of compliance to the existing government rules, by testing effluent and repurposing it as a fishpond.

Meppo-Gen is also committed to maintaining the plant diversity near the Lematang River by planting water spinach alongside it.



Alongside Our People

04

The year 2020 provides us with an excellent opportunity to reflect on and evaluate the success of our employees.

Our main goal is to continue to look after and safeguard our personnel by enforcing strong health protocols and selectively hiring the most qualified candidates for each position.

Our Approach

Training and development
Diversity and Inclusion
Employee Benefits
Engaging with Employee
Health and Safety
Covid-19 Response



Why It Matters

[GRI 102, GRI 205, GRI 401, GRI 403, GRI 404, GRI 405]

Meppo-Gen understands that as companies that produce energy, there are many health and safety risks. Since our first establishment, we want to ensure that our people are protected throughout our operations. Therefore, we prioritize occupational health and safety by several means. Our organisation is lean and efficient and we make sure we only hire the most competent person for the job and we also strengthening our training. Eventually, all of our commitment and efforts resulted in Zero Accident which is in line with 3rd Sustainable Development Goals: Ensure Healthy Lives and Promote Well-being for All at All Ages.

“ Meppo-Gen believes that people are the heart of a company to achieve our goal together.

We also want to make sure that our people are respected in our operations, therefore we based our training and development on human rights and committed to provide training to all of our employees without any discrimination to gender, race, or religion. We believe that our efforts are aligned with the 5th SDGs which is to Achieve Gender Equality and Empower all Women and Girls. Incentives are given to our employees to promote development-oriented policies and ensure our employees to achieve higher levels of economic productivity to support 8th Goal on Decent Work and Economic Growth.



Training and Development

[GRI 404-2]

We provide our employees with internal and external training that eventually will contribute to the company’s productivity. Despite the unprecedented Covid-19 pandemic, Sintesa Group has managed to conduct the Sintesa Executive Development Program (SEDP) via online meetings.

Through this training, we embedded in our employees Meppo-Gen’s 4 core values: Empathy, Empowerment, Excellent, and Entrepreneurship.



“

Our success can never be separated from our people. We recognized that one of the keys to success is by improving our employee’s skills.

Sintesa Group as the holding company conducted the training by involving employees from different units in Sintesa Group as the facilitators. By doing so, we present the trainees with relevant people that they can relate to, while as the facilitators, they are given a new set of skills to hone their creativity through Training of Trainers (ToT).

By the end of the training, we conduct a post test with a point system to ensure that our training made a significant impact on our employees’ performance. There is always room for improvement in every area, thus we welcomed feedbacks regarding the materials, trainers, facilities and their satisfaction from the trainees.



Diversity and Inclusion

[GRI 205-2, GRI 405-1]

We greatly consider that diversity, equality, and inclusivity should be embedded in our office culture. Believing that diversity will make our employees feel more welcomed and boost their performance, we recruit our employees from various backgrounds to create a fair decision that eventually will lead to their well-being.

We also understand the importance of gender equality to improve our organizational performance and to retain talents. Our commitment to creating diversity, equality, and inclusivity is implemented in our company policy concerning child labor and non-discriminative action. Hence, we are obliged to ensure that all recruitments are based on experience and skills regardless of gender, ethnicity, religion, and race.

“ Meppo-Gen believes that diversity and inclusivity are essential in the business. By having people from various background, we will gain wider perspective to create a fair work environment

Anti-Corruption Policy



Corruption is one of the most serious issues around the world and it disproportionately impacts the most vulnerable in society. Therefore, Meppo-Gen takes this issue seriously by signing the Integrity Pact concerning corruption. We pledge to be proactive in preventing and eradicating corruption, collusion and nepotism as well as not involving ourselves in fraudulent acts. Meppo-Gen as the partner of PLN also supports their principles of 4 NO's namely: No Bribery, No Kickback, No Gift, and No Luxurious Hospitality.



Local Recruitment

We believe that engaging with the local communities will strengthen our company culture. For this reason, we prioritize local communities by hiring local people from the community to work in the company's sites. This policy is also applied to our Sintesa group where we prioritize locals in our hiring.

Covid-19 has been affecting all aspects of lives like never before, and consequently many initiatives need to be taken to maintain the sustainability of the business. However, we are proud to say that amidst the uncertainty, there are no layoffs in Meppo-Gen during the pandemic and keep providing for the community through our business.

Employee Diversity

2020

	Permanent	Contract
Male	0	54
Female	6	3

Total number of employees by employment type (full-time and part-time), by gender

	Male	Female
Full time	54	9

1 of our **4** Commissioners is Woman
Our Employees in the Head Office are **100%** women

Employee Category	2020		30-50	
	Male	Female	Male	Female
Board of Directors	3			
Senior Managers	3			
Middle Managers	11			
Functional Staff	36	3		

Employee Benefits

[GRI 401-2, GRI 401-3]

In Meppo-Gen, we believe that the employees are the future of our company. They are important to sustain the business and to keep growing together. For this reason, we provide benefits and compensations to our permanent workers to retain their talents and to ensure their future in our company.

Our benefits and compensations include:

Benefits & Compensations

- Life Insurance
- Healthcare
- Disability & Invalidity coverage
- Maternity Leave
- Pension Package
- Condolence Money



Engaging with Employee

[GRI 102-41]

By engaging with our employees, they will feel respected and keep them enthusiastic in their work which is important to sustain our business. Therefore, we held many events to engage with our employees before the Covid-19 pandemic.

Tea Lounge is our monthly event which was usually being held at the end of the month. During the Tea Lounge, our employees may enjoy various entertainments like watching movies together, book discussions, or just chilling and having a coffee break with other employees and management. We also celebrate national commemorative days such as Independence Day, Kartini Day, and having iftar together during the fasting month.

“ Meppo-Gen always believes that engaging with employees is a way to keep growing together.

In 2019 the anniversary of Meppo-Gen was held together with Sintesa Group's 100th anniversary. The anniversary was celebrated by having morning exercise together. We also held a gathering with the theme “Valued Person” to remind us of the importance of people in Meppo-Gen. However, since the Covid-19 pandemic hit us in 2020, we were unable to hold such events to maintain our employees' health. We adapt to the situation by engaging with our employees via online meetings.



Company regulations are developed in accordance with applicable labor laws. The government has approved the regulations, which apply to all workers. Any significant changes to our operations are communicated through our internal communication media.

Health and Safety

[GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9]

In complex workplaces like power plants and gas storage facilities, stressful events and risky work habits can lead to major accidents, injuries, and fatalities. All employees are covered by our Occupational Safety and Health Management System, or SMK3. The implementation is overseen by our Health, Safety, and Environment team, as well as our occupational safety and health committee (P2K3), which has 15 people on board or 13,8% of the total employees. Communication of the OHS management system is done by means of regular meetings with the committee.

We comply with the applicable health and safety regulations, which follow National HSSE Regulation, i.e. Work-Related

Health and Safety Management System (OHS-MS) GR No. 50 of 2012. Information about OHS is routinely conveyed to all employees via bulletin boards, posters, and emails.

Our commitment to health and safety also extends to contractors who work for us, people who live near our facilities, and visitors.

“

Our success is shown through our achievements such as zero accidents and the application of strict health protocols in all of our activities.



We strive for Zero Accident by:

- Provision of our own work permit to avoid any accidents regarding our high-risk job.
- Strict implementation of OHS programs
- OHS inspection in the area
- Daily PPE check
- Safety Briefing every morning
- Sensors and smoke detectors check every morning
- Conduct training both internally and externally

To keep our employees' alert to their safety and surroundings at all times, we provide routine OHS trainings, by following Covid-19 health protocols.

- Basic first aid (P3K) training.
- Fire fighting and evacuation training.
- Training on the use of breathing apparatus for rescue and evacuation.

As a critical power provider, Meppo-Gen has a robust set of policies and procedures to prevent, prepare for, and respond to emergencies which can be the result of fire, explosion, landslide, oil or fuel leak, mass riot, work accident, equipment damage, environmental pollution and other incidents.

Health Checks

We provide a special room for employee health checks, which include the monitoring of:

- Cholesterol
- High blood pressure
- Blood sugar
- Gout

At our Power Plant Site, every Friday morning we conduct gymnastics together with our employees, before the routine Friday Clean Up.



Total Hours Worked

203,284

Health and Safety Training Hours

12



Covid-19 Response

In 2020 the world was faced with an unprecedented Covid-19 pandemic. Many businesses are affected including the energy supply industry. Despite the unpredictable situation, we continuously adapt to the situation wisely.

Meppo-Gen realizes that in order to do that, we need to prioritize our employees' wellbeing. Therefore, we provide facilities to our employees to cope with the circumstances including training to manage time during work from home without burning out. We also believe that well-being includes mental health, so we ensure that our employees' mental health is well taken care of by providing psychiatrists to share their problems.

We recognize that each of our employees has talents, and hobbies are also a way to navigate during the pandemic to keep our mental health.

Training for Employees

Therefore, we provide various training to hone their talents such as:

- Make Up Artist training,
- How to be writers, and
- How to manage finances.

We engage with the family members of our employees to include them in our training. We also make sure that our employees stay motivated and heard, therefore, we held sharing sessions with our Vice President.



“ We ensure that our business keeps running to contribute to society especially during difficult times

We implemented Flexible Working Hours for employees to face the COVID 19 Pandemic. This is intended to keep the Company's performance running Productive and Efficient. In addition, another purpose of implementing Flexible Working Hours is to reduce mobility and direct interaction between employees.

Covid-19 has profoundly changed many aspects of life including in the work environment. Meppo-Gen understands that we must adapt to the situation to put our people's safety and health first. Hence, we arrange facilities for our employees to keep them safe and healthy. It is our responsibility to ensure a healthy and safe working environment implementation reaches all levels.

As part of our efforts to contain the spread of Covid-19, we conducted a number of initiatives including:

Efforts to contain the spread of Covid-19



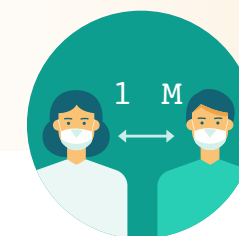
The Board of Directors at the Head Office often holds meetings to brief the dangers of Covid-19, the importance of implementing health protocols and maintaining health.



On a daily basis, the Company held special meetings several times to discuss Covid-19 and continues to implement strict health protocols.

To prevent the potential spread of Covid-19 in the office, we implemented a shifting system in our office by limiting the number of employees at a time.

Vaccination program and additional incentives are given to the employees who need a hospital treatment or network.



In the office, we provide hand washing facilities and hand sanitizers. We also provide medicines and vitamins to keep them healthy on a daily basis.

Make sure any incoming visitors and external guests are briefed comprehensively to implement strict health protocols.



Community

05

The major disruptions caused by Covid-19 has pushed us to rolling up our sleeves to not only keep businesses going but also help the government limit the spread of the Covid-19 pandemic and its harsh impact on economic activities in the country.

We realize that the donation is only a small part of what is needed by the Indonesian Medical Workers and Indonesian people who are suffering from the crisis of Covid-19 pandemic. It is expected that this effort is able to help Indonesia handle this Covid-19 pandemic more quickly so that everybody is able to go back to their normal activities.

Our Approach

Medical supplies donation

Food donation

Internship program

Why It Matters

[GRI 413]

Meppo-Gen recognizes that it is our responsibility as good corporate citizens and has always been committed to the local government to improve the surrounding environment. Meppo-Gen strives to synergize local government programs with CSR for the community around the company.

CSR activities were carried out across divisions where we put our hearts and minds to help those in need. In response to the Covid-19, Meppo-Gen provided several donations to help the recovery of Pandemic effects such as groceries, medical equipment, and PPE (personal protective equipment). Our programs are in accordance with the Sustainable Development Goals No. 3 Ensure healthy lives and promote well-being for all at all ages.

“ Meppo-Gen believes that people are the heart of a company to achieve our goal together.”



Medical Supplies Donation

[GRI 413-1]

As a response to the Covid-19, Meppo-Gen took action to support the medical staff and help the recovery of Covid-19 in Indonesia.

Meppo-Gen, through cooperation with PT Daya Energy Infomedia and PT Data Energy Infomedia and PT Daya Cipta Nusantara Energi (KSO DEI-DNE), as the operator in Gunung Megang, provides a donation such as groceries, PPE (personal protective equipment). For the PUSKESMAS medical team, masks, hand sanitizers, and disinfectants.

Meppo-Gen donated medical supplies in several locations:



Muara Enim

- 400 pcs Cotton masks
- 15 Liter Hand Sanitizers



Panang Jaya village

- 250 pcs Masks
- 15 Liter Hand Sanitizers
- 1 set PPE (personal protective equipment)
- 1 set spray tool disinfectant



Penanggiran village

- 250 pcs Cotton Masks
- 15 Liter Hand Sanitizers
- 1 set PPE (personal protective equipment)
- 1 set spray tool disinfectant



Ujan Mas Baru village

- 250 pcs Cotton Masks
- 15 Liter Hand Sanitizers
- 1 set PPE (personal protective equipment)
- 1 set spray tool disinfectant



Gunung Megang District

Donating medical supplies ended with the donation from Meppo-Gen through KSO DEI - DNE to Gunung Megang District, which was received directly by Mr. Kurniawan as the sub district head of Gunung Megang on 15th April 2020.

This donation is proof that the existence of PLTGU Gunung Megang provides significant benefits to the surrounding community and is followed by the Company's commitment to contribute to the community through the CSR (Corporate Social Responsibility) program every year.

- 180 pcs cotton masks
- 30 pcs Hand Sanitizers (100 ml)
- 2 sets PPE (personal protective equipment)
- 1 set spray tool disinfectant



Food Supplies Donation

[GRI 413-1]

In addition to donating Medical Supplies, on 21st April 2020 Meppo-Gen through KSO DEI - DNE, we also distributed packages of basic food supplies to the surrounding community in several places such as Penang Jaya Village and Penanggiran Village with 50 packages for each village. Food supplies donation packages were also distributed to the BPBD Muara Enim District on 22nd April 2020. As many as 100 packages were distributed to the local community.



The packages includes:

- 250 kg rice
- 50 pcs tea
- 500 pcs Instant Noodle
- 50 kg Sugar
- 50 liter cooking oil
- 100 pcs Sardines



Internship Program

[GRI 413-1]

Meppo-Gen promotes job opportunities to any candidate with the right talent to join as our employees. We also developed an Internship Program specifically for first-year postgraduate students and students who have at least entered their final semester with a period of internship in 3 months. By the end of their study, the students are required to create a final report to be presented.



SDG Compass





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