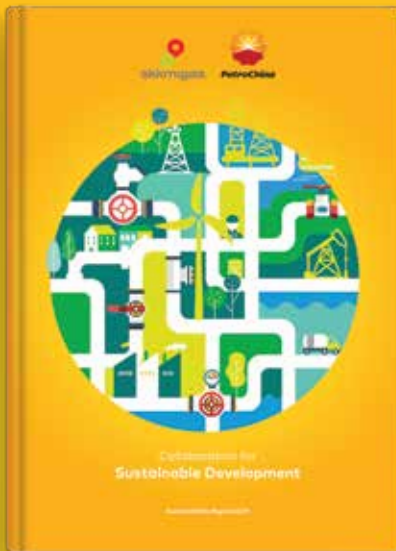


Collaboration for
Sustainable Development

Sustainability Report 2019



Collaboration for Sustainable Development

Sustainability is a major issue that requires our action to ensure a better future for the next generation. We realize that business has a key role to play in reaching the Sustainable Development Goals, and no sector can do this on its own. For this reason, PetroChina is working closely with the government and local communities, and in collaboration with other institutions to further the goal of sustainable development. For us, partnership is a way of life. Sustainability has always been one of PetroChina's core values, as we are passionate about building a stable and growing business for the long term. Together, we will continue to contribute positively to meeting economic, social and environmental needs wherever we work and live.

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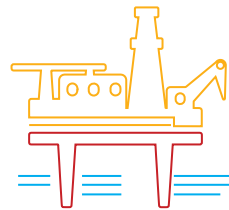
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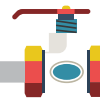
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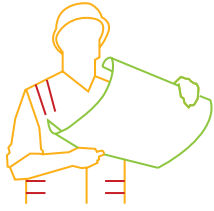
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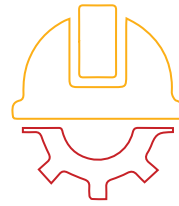
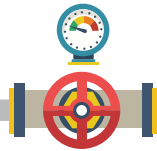
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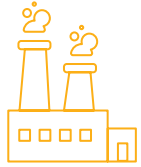
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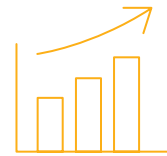
SUSTAINABILITY SUMMARY

Economy



Total Production

2019		
- Oil	=	2,555.89 mbbl
- Condensate	=	3,433.13 mbbl
- Natural Gas	=	48,955.23 mmscf
- Propane & butane	=	9,267.86 mmscf
2018		
- Oil	=	1,783.85 mbbl
- Condensate	=	3,657.79 mbbl
- Natural Gas	=	48,292.43 mmscf
- Propane & butane	=	9,706.59 mmscf



Social investment (USD 000)

1,137
2019

1,456
2018



Income (USD 000)

1,090,203.54
2019

1,221,944.80
2018



Corporate & Dividend Tax (USD 000)

187,949.23
2019

251,511.08
2018

Social



2,092
2019

Total Employee

2,103
2018



7.22
2019

Average Hours of Training

2.46
2018



Total Safe Work Hours

6,740,786
2019

5,954,285
2018

Environment



Water Consumption (m³)

155,773
2019

173,346
2018



Emission
(ton CO₂ eq)

872,956.08
2019

967,602.91
2018



Energy Consumption
(gigajoule)

1,766,690.73
2019

1,823,457.9
2018



Emission Intensity
(Ton CO₂ eq/TOE)

0.163366
2019

0.253581
2018

IMPORTANT EVENTS AND AWARDS

June 2019

HSE Award from SKK Migas



PetroChina Indonesia was among seven oil and gas contractors (KKKS) that received SKK Migas' Health Safety and Environment (HSE) Award 2019. PetroChina won first place in the 2018 Work Safety Performance category.

September 2019

Career Development Monitoring Award from SKK Migas



PetroChina International Jabung Ltd. won SKK Migas' 2019 Career Development Monitoring (CDM) Award for its continuous efforts and commitment in employee health management. PetroChina was named the best-performing company in medical management among PSCs with production of over 50,000 BOEPD. Aspects considered in the award's scoring system include medical service management's effectiveness, illness prevalence, Medical Check-Up (MCU) compliance, fatality rate and other health statistics.

November 2019

Patra Nirbhaya Karya Utama Adinugraha I Award from Ministry of Energy and Mineral Resources



PetroChina has received the safety award of Patra Nirbhaya Karya Utama Adinugraha I from the Ministry of Energy and Mineral Resources. The ministry hosts Patra Nirbhaya Karya Utama awards annually for both upstream and downstream oil and gas firms. There are several ranks in the awarding system, with Patra Nirbhaya Karya Utama I being the highest safety award from the ministry for oil and gas players in Indonesia. As Jabung Block operator in Jambi, PetroChina booked 53,658,527 safe working hours without lost time incident between December 2011 and April 2019.

January 2020 Green PROPER



PetroChina International Jabung Ltd. receives two PROPER Green Awards for its Betara [Gas] Field and Geragai [Oil] Field from the Environment and Forestry Ministry. This was the third PROPER Green Award for PetroChina's Betara [Gas] Field and the first one for Geragai [Oil] Field, which obtained PROPER Blue Award in previous years. The Green rank highlights the company's efforts for innovations in Biodiversity, Environment Management System, 3R Solid Waste, 3R Hazardous Waste, Water Conservation, Emissions Reduction and Energy Efficiency. Note: the awarding ceremony took place in 2020 but the award is for reporting year of 2019.

February 2020 ISO 37001:2016 Anti Bribery Management System



PetroChina International Jabung Ltd. is among the first oil and gas companies in Indonesia to receive the ISO 37001:2016 Anti Bribery Management System certification. It signifies that PetroChina Jabung has met the SNI ISO 37001-2016 ABMS standard requirement for exploration and exploitation of oil and gas.

Note: the ISO certificate was signed in December 2019. But the awarding was in February.



NOTE FROM PRESIDENT

We address the issues of climate change and environmental protection through responsible operations and by reducing our environmental impact.







NOTE FROM PRESIDENT



PetroChina fosters diversity and gender equality. We continue to empower female employees and provide them with equal payment and career path development opportunities.

Qian Mingyang
President

NOTE FROM PRESIDENT [GRI 102-14]

Respected stakeholders,

I am pleased to present the second Sustainability Report of PetroChina. Our first report was published in 2015 and highlighted our efforts in creating sustainable operation in Indonesia. As a production sharing contractor (PSC) under the monitoring and supervision of SKK Migas, we are committed to operating Jabung Block with the highest level of safety and innovation.

We implement Occupational Health & Safety and Environmental Management

Systems (OHSE-MS) to manage issues related to occupational health, safety, and environmental protection. Our OHSE-MS system consists of PDCA procedures (Plan-Do-Check-Action) adjusted to be in accordance with both the ISO 14001 and the OHSAS 18001 standards.

We conduct regular evaluation to ensure that the implementation of our health and safety procedures runs smoothly. We have implemented ISO 14001 and 18001 since 2013 and appointed an independent certified auditor to conduct an

assessment and evaluation every year.

Our values in health, safety, security and environment include the prevention of environmental pollution, accidents, and work-related diseases; reduction of hazardous waste and emissions; as well as protection of biodiversity.

Over the years, we realize that developing Jabung Block also means developing the local communities living around PetroChina's working areas. Our business can be a real force for good in society by improving



the wellbeing of locals as well as preserving the environment. We work closely with the local government and other stakeholders to design community development programs that empowers people in the surrounds of our working areas.

We hope that our community development programs will bring positive change within these communities and eventually will create strong relationships between PetroChina and the communities in areas where we operate. PetroChina believes that carefully tailored programs will benefit the people as well as the company.

While taking care of the society, we also pay big attention to our employees' wellbeing. PetroChina makes it a priority to create a positive culture and working environment where everyone feels valued and have the opportunity to contribute their individual skills and perspectives.

PetroChina fosters diversity and gender equality. We continue to empower female employees and provide them with equal payment and career path development opportunities.

We believe that excellent talents are essential for a company's growth. PetroChina ensures the implementation of knowledge transfer and provides training and certifications that needed by employees to upgrade their knowledge and skills.

We are proud of our contribution towards Indonesia's economic development, especially where we operate. From 2016 to 2019, we paid around US\$780,000,000 in taxes and dividends to the Indonesian Government. Last year, 30% of our procurement budget was spent on local suppliers. In the future, we are committed to increasing our commitment for local contents. Our presence in Jambi has promoted new industrial zones, as well as residential areas, commercial areas, hotels and other economic sectors.

Our journey to sustainability still have a long way. But we are optimistic, as long as we are supported by our employees, partners, the Indonesian government and local communities.

Jakarta, August 2020

Best regards,

Qian Mingyang
President



ABOUT PETROCHINA

We produce energy to meet the need of
Indonesia with sustainability in mind.







ABOUT PETROCHINA

For eighteen years, since 2002, PetroChina has applied its expertise and experiences to explore and manage oil and natural gas resources in Indonesia. PetroChina was established on November 5, 1999, as part of the restructuring of the China National Petroleum Corporation (CNPC). Today, PetroChina operates in 26 countries across 3 continents (Asia, Africa, and America) with more than 400,000 employees worldwide. PetroChina's shares are listed on stock exchanges in Hong Kong, Shanghai and New York.

PetroChina is one of the top public companies in Asia and has often received awards at the global level. Asian Finance has named PetroChina the

best Asian company in terms of profitability and is among the top three in terms of corporate governance and management. Petroleum Intelligence Weekly also gave PetroChina the title of seventh in the list of the 50 largest oil companies in the world.

Indonesia officially became the first expansion area of PetroChina's international business when the company acquired Devon Energy Companies in 2002. PetroChina then aggressively invested and developed oil and gas production fields in the provinces of Jambi. Production in these regions increased rapidly to 90,000 BOEPD. PetroChina is also one of the biggest suppliers of natural gas to Singapore.



Name of the organization

PetroChina International Jabung Limited

[GRI 102-1]



Industrial Sector

Oil and Gas

[GRI 102-2]



Products and Services

Oil, Natural Gas and its derivatives

[GRI 102-2]



Location of headquarters

**Menara Kuningan, Lobby,
16th, 19th, 21st -27th,
Jl. H.R. Rasuna Said
Blok X-7 Kav.5,
Jakarta 12940
Phone. +62 21 5794 5300
Fax. +62 21 5794 5301
www.PetroChina.co.id**

[GRI 102-3]



Location of operations

Jabung Block, Jambi

[GRI 102-4]



Ownership and legal form

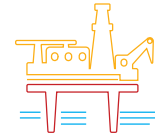
Petrochina International Jabung Ltd. is a Foreign Investment Company in partnership with the government of Indonesia based on the following legal forms:

1. Memorandum and Articles of Association File No. 46, Reg. No. 10,591B dated 21 August 1992 a.n. Trend International (Jabung) Ltd.
2. Certificate of Incorporation (Change of Name) PetroChina International Jabung Ltd. dated 10 June 2002.
3. Letter from the Minister of Energy and Mineral Resources No. 524/13/MEM.M/2019 dated 22 Nov 2019 regarding Approval on Transfer of Interest Participation in Jabung Area
4. Letter from the SKK Migas No. SRT-0268/SKKM10000/2019/S9 dated 25 Nov 2019 regarding Conveying Approval on Transfer of Interest Participation in Jabung Area.

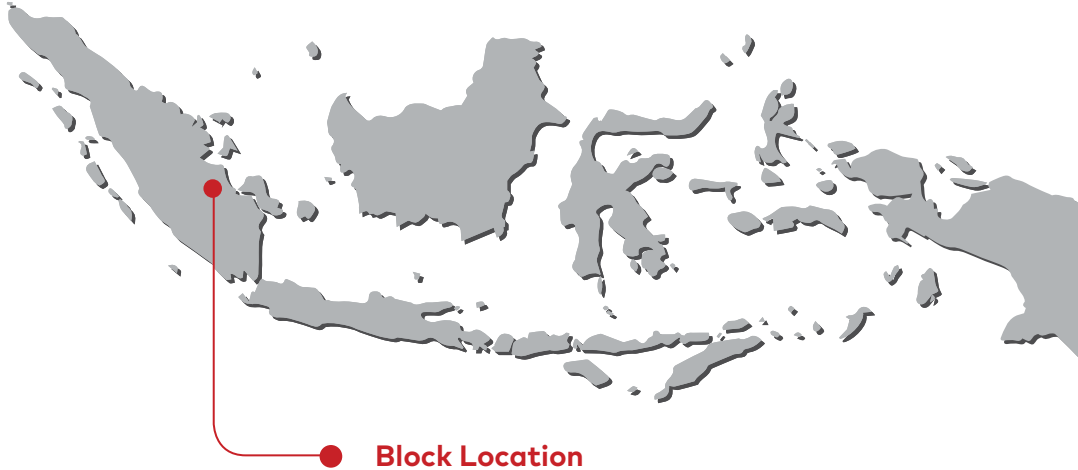
Based on the above documents, the shareholders of interest participation in Jabung Area are as follows:

- PetroChina International Jabung Ltd. (21.85715%);
- Petronas Carigali (Jabung) Ltd. (21.85715%);
- PP Oil & Gas (Indonesia-Jabung) Ltd. (30%);
- PT Pertamina Hulu Energi Jabung (14.285%);
- PT GPI Jabung Indonesia (12%). Starting from January 1, 2020, PT GPI Jabung Indonesia has become a participating interest in Jabung area.

[GRI 102-5]



MAPS OF OPERATION



Block Location

- Tanjung Jabung Barat
- Tanjung Jabung Timur
- Muaro Jambi

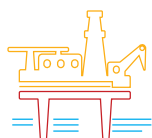
The Jabung Block spans 1,643 square kilometres in Jambi province. PetroChina International Jabung Ltd. has been the operator of Jabung Block since 2002 following its acquisition from the block's previous operator, Devon Energy.

As the operator of Jabung Block, PetroChina works under the monitoring and supervision of the Indonesian government's upstream oil regulator,

SKK Migas (Special Task Force for Upstream Oil and Gas Business Activities).

Since 2002, PetroChina has built strategic cooperation with its Jabung Block partners, namely Petronas Carigali and Pertamina Hulu Energi. Jabung Block has enjoyed average daily production of 55,000 BOEPD for years. In 2018, Jabung's peak production reached the milestone of 60,000 BOEPD.





ABOUT
PETROCHINA

MARKET SERVED [GRI 102-6]

PetroChina aimed to become the major contributor to Indonesia's energy mix. Our products are marketed in Indonesia as well as in Singapore.

SCALE OF THE ORGANIZATION [GRI 102-7]

Description	2019	2018	Growth
The number of workers	2,092	2,103	(11)
Total number of operations	4	4	-
Net Income → net contractor share + Government share (exclude taxes)	\$568,207,564.43	\$710,494,008.03	\$(142,286,443.59)
Equity (partner advances)**	\$5,378,884,724.78	\$5,050,176,852.86	\$328,707,871.92
Liabilities**	\$112,007,240.14	\$132,824,263.20	\$(20,817,023.06)
Number of products/services provided → liftings	Oil=2,555.89 mbbbl	Oil= 1,783.85 mbbbl	Oil=772.04 mbbbl
	Condensate= 3,433.13 mbbbl	Condensate= 3,657.79 mbbbl	Condensate=(224.66) mbbbl
	Natural Gas= 48,955.23 mmscf	Natural Gas=48,292.43 mmscf	Natural Gas=662.8 mmscf
	Propane & butane= 9,267.86 mmscf	Propane & butane= 9,706.59 mmscf	Propane & Butane=(438.74) mmscf

Total Investment as of December 31, 2019 = \$5,490,891,964.92

***) As stated on Statement of Operating Account Balances as of Dec 31 2019 and Dec 31 2018

SUPPLY CHAIN [GRI 102-9]

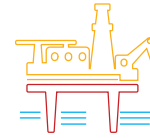
In the production process, PetroChina collaborates with several suppliers of goods and services. It is estimated that there are around 223 suppliers. Some significant suppliers are natural gas suppliers and other suppliers. Our policy regarding the suppliers is the implementation

of anti-corruption including the Integrity Pact implementation, the implementation of Occupational Safety and Health when suppliers work for PetroChina by employing the Contractor Safety Management System.

SIGNIFICANT CHANGES TO THE ORGANIZATION [GRI 102-10]

During the reporting year, we have made some adjustment in our vision and mission to capture the dynamic growth of our company. In addition, in 2019 we no longer had an operation in Salawati

Basin, Tuban and Salawati Island. Thus, we are currently working on Jabung Block in Jambi Province.



EXTERNAL INITIATIVES [GRI 102-12]

We are committed to performing best practice by adopting national and international regulations and certifications, such as:

1. ISO 14001 - environment management system
2. OHSAS 18001 - occupational health and safety management system
3. Law No. 22/2001 on Oil and Gas (UU No 22 Tahun 2001 tentang Migas)
4. Rules and regulations by the Minister of Energy and Mineral Resources of Indonesia
5. International Association of Drilling Contractor (IADC Well Cap) as a standard for operational procedure
6. Pedoman Tata Kerja Migas No. 017/PTK/III/2005 (Special Task Force for Upstream Oil and Gas Business Activities Republic of Indonesia) published by SKK Migas, a government institution established by the presidential ordinance No. 9 year 2013.

We believe that our compliance to such regulations and standards will create values both for the company as well as the community and environment.

MEMBERSHIP OF ASSOCIATIONS [GRI 102-13]

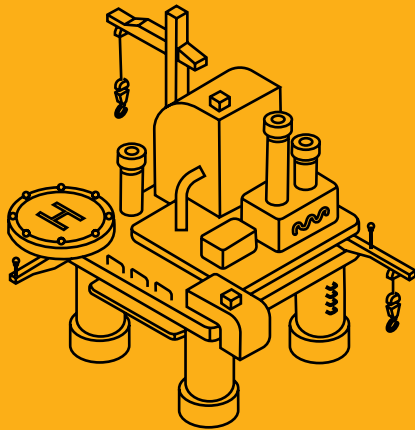
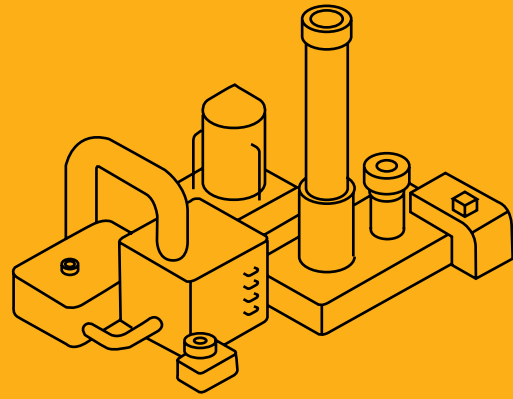
1. Indonesian Petroleum Association (IPA)
2. Association of Oil and Gas Companies (Aspermigas)
3. PECB ISO 37001 (Professional evaluation and Certification Board)
4. Petroleum Association of Indonesia
5. PSC Contractors Association (AKKKS)
6. Association of Internal Auditors (IIA)



VISION

[GRI 102-16]

To be the leading oil and gas company in Indonesia.



MISSION

[GRI 102-16]

To support Indonesia's energy security through PetroChina's sustainable development.

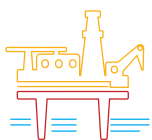


VALUES

[GRI 102-16]

- Safety
- Innovation
- Collaboration
- Trust





In supporting the role of PetroChina as an entity managing the natural gas business in Indonesia, PetroChina implements the corporate values, namely Safety, Innovation, Collaboration, and Trust as one of the vital factors to support the preparation process towards becoming a trustworthy company. The values were built to nurture a corporate identity. Moreover, the values have been a means of the transformational process to promote a spirit of togetherness required to create synergies in rendering better services to customers. Safety, Innovation, Collaboration, and Trust have become a culture for the behaviour of every PetroChina's employee.

Our focus in 2019 is to make perpetual improvements that can be achieved with the involvement of all parties in providing their best efforts accompanied by directed succession activities that will make the organization more solid in facing the hindrances. Mutually beneficial collaborations with external organizations and the community can increase the value of the PetroChina compared to competitors; thus, it encourages the consistency of the Company's growth.

Reviewing and refining perpetual cultural values with the Company's vision is a necessity to achieve the Company's vision-driven by relevant values. The internalization of culture to the people of PetroChina is adjusted to the long-term interests of the organization as an effort to shape the Company's future leaders under the Company's needs and benefits for the people and Indonesia.

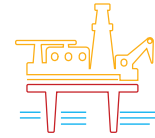
With the implementation of a culture aligned with the values, every individual in PetroChina is expected to have the same outlook, actions, and behaviour in dealing with a variety of situations. Through the practice of Focal Behaviour reflecting the cultural values in a disciplined and consistent manner in all fields, every individual of PetroChina takes a pivotal role in building the values.

On the basis of the corporate culture and principles of good corporate governance,

PetroChina has organized the Code of Conduct of PetroChina Employees. The Company's cultural values are known as "ProCISE". ProCISE contains cultural values as a minimum behaviour that must be implemented in daily life by all PetroChina's Personnel, consistently.

The explanations of the values contained in Safety, Innovation, Collaboration, and Trust are as follows:

1. Safety
PetroChina commits to creating and building a safety culture starting from the leadership down to every workers as each has to build personal accountability for safety. We promote a strong safety culture by providing safety devices, ensuring safety procedures, raising awareness, as well as continuous training. PetroChina also implements measurements to ensure the safety of workers and the protection of the environment. Safety is our first priority.
2. Innovation
We nurture a creative environment where employees are encouraged to develop ideas and implement innovations. We are open to inputs, ensuring internal knowledge transfer through trainings, as well as following latest update information in the industry.
3. Collaboration
We foster work culture that values collaboration and create opportunities for employees to work together to reach the company's goal. We believe that a cohesive team can perform better than individuals especially in the complex tasks in our industry.
4. Trust
Trust is an essential building block in any company as it builds teamwork and collaboration, empower innovation, and increase morale as well as motivation. We strive to encourage transparency, open communication and facilitate friendship among the employees through formal and informal events and gatherings.



CORPORATE CULTURE IMPLEMENTATION WITHIN PETROCHINA



Every individual of PetroChina has a diversity of characters bolstering up each other in the entity and strengthening every organization in PetroChina; thus, it needs uniting through the spirit of PetroChina in providing good energy for the good of oneself, colleagues, and the Company. By doing so, it is expected to fortify the people's economy. The values and the spirit of togetherness of PetroChina are the bases to synergize and enhance the ability in contributing in accordance with existing competencies and opportunities.

The Company's strategy leads the organization's performance to pursue its goals and the Corporate Culture as the verve of the organization in creating people of PetroChina; hence, they become the ones who can support the organization in achieving the objectives. At the time being, the Company has swiftly developed and its values need to be synchronising with management; and synergy is an epoch-making and absolute thing to undertake.

The ethos to effectively implement the corporate culture to contribute to the Company's performance is modesty in delivering the best in us, being consistent in behaving in accordance with the values and a commitment to work hand in hand in developing the Company's capabilities in a dynamic era. On top of that, the current conditions where acceleration is essential in the process of cultural internalization at all levels.

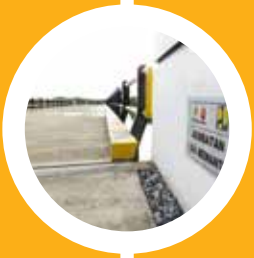
In managing culture the PetroChina, the role of Agent of Change is pivotal, for they transform the history of the Company through activities and ideas; thus, the Company's identity and performance is getting better. Every man is a change agent and a role model for his/her environment so that the best behaviour is an obligation for everyone in the PetroChina; there are always rooms so long as there are a will and endeavours in reaching them. Consistency in managing culture will affect the Company's performance. The special internalization process with specific objectives can be performed towards several groups or levels. The act is expected to be part of the formation and acceleration process of qualified PetroChina's employees.

PetroChina has compiled and civilized the PetroChina's Code of Conduct. The Guidelines for Business Ethics and Work Ethics outline contain guidelines for the behaviour of PetroChina's personnel in their daily work activities and procedures for dealing with stakeholders. The guidelines provide practical guidance governing conflicts of interest, corruption, bribery, gratuities, information management, and so forth. The Guidelines for Business Ethics and Work Ethics have been published and must not be recusant by all PetroChina Personnel.



BUILDING THE ECONOMY

We promote sustainable business practices and economic development activities to provide energy sources and economic advancement in Indonesia.







BUILDING THE ECONOMY

The oil and gas industry is one of the largest and most important businesses in the modern global economy. In a country with a vast population like Indonesia, oil and gas exploration and development are the keys to guaranteeing domestic energy security. PetroChina is participating in providing much needed energy within Indonesia, while at the same time contributing to the economy of the nation in the form of investments and taxes. Since 2002, we have invested a total of USD 5.49 billion in Indonesia.

We also contribute to the local economy where we operate in Jambi. Here, our presence has promoted new industrial zones, as well as residential areas, commercial areas, hotels and other economic sectors. We have also provided jobs for local people and made investments in community development in the form of CSR (Corporate Social Responsibility).

As an upstream oil and gas company, PetroChina International Jabung Limited (PCJL) works in both the exploration and the initial production

stages of the oil and gas industry. We are actively seeking new sources of oil, as well as doing exploration, drilling and extraction, PetroChina International Jabung Limited (PCJL) also owns production facilities that process crude oil to meet market standards. We also process gas, to remove the water and solids and transform it into gas that is ready to sell to the market. We produce crude oil, natural gas/LPG and condensate, which is marketed to industries and power plants in Indonesia and to other countries. We market our gas to state-owned PT PLN Batam and Tanjung Jabung Barat-based PT Gemilang Jabung Energi (GJE), as well as our condensate to Pertamina.

[GRI 102-6]

Our operation has obtained legal permits and working areas through a Production Sharing Contract (PSC) with SKK Migas as the representative of the Indonesian government. Thus, we operate in Indonesia as a PSC contractor. We conduct our sales in a transparent, accountable and reliable manner. The following table demonstrates our economic performance during 2019.

Direct economic value generated and distributed [GRI 201-1]

Description	2019	2018	2017
Economic value generated (USD 000)			
Income from sales	1,090,203.54	1,221,944.80	897,868.67
Economic value generated (A)	1,090,203.54	1,221,944.80	897,868.67
Economic value distributed (USD 000)			
Operating costs (exclude employee wages and benefits)	281,520.68	212,067.66	171,160.98
Employee wages and benefits	52,526.07	47,872.05	47,926.05
Dividends/net contractor share	203,611.67	272,470.34	195,106.60
Payments to providers of capital	-	-	-
Payments to government (taxes)	187,949.23	251,511.08	180,098.40
Payments to SKK Migas/government share (exclude taxes)	364,595.90	438,023.67	303,576.63
Economic value distributed (B)	1,090,203.54	1,221,944.80	897,868.67
Economic value retained (A-B)*	-	-	-

*) Economic value retained always zero due to net income distributed to government, operator and partners



PetroChina takes part in fostering economic growth in the nation by contributing taxes. We believe that taxes help to achieve the common goal of a prosperous, functional and orderly society. The following table shows our contributions to the government in 2019.

Corporate & Dividend Tax (USD 000)

	2019	2018	2017
	187,949.23	251,511.08	180,089.40

Payment to government share (exclude taxes) (USD 000)

	2019	2018	2017
	364,595.90	438,023.67	303,576.63

PROPORTION OF SPENDING ON LOCAL SUPPLIERS [GRI 204-1]

Our activities also contribute to local economic development. As we operate in Indonesia, we support local suppliers, meaning suppliers who reside in the city or province where we operate. It is our procurement policy to prioritize local suppliers. Only when there is no local suppliers can meet the needed product or service specifications, Petrochina expands our supplier selection region and geographical locations. In 2019, around 43% of our procurement budget was spent on local suppliers.





ENVIRONMENT

We address the issues of climate change and environmental protection through responsible operations and by reducing our environmental impact.







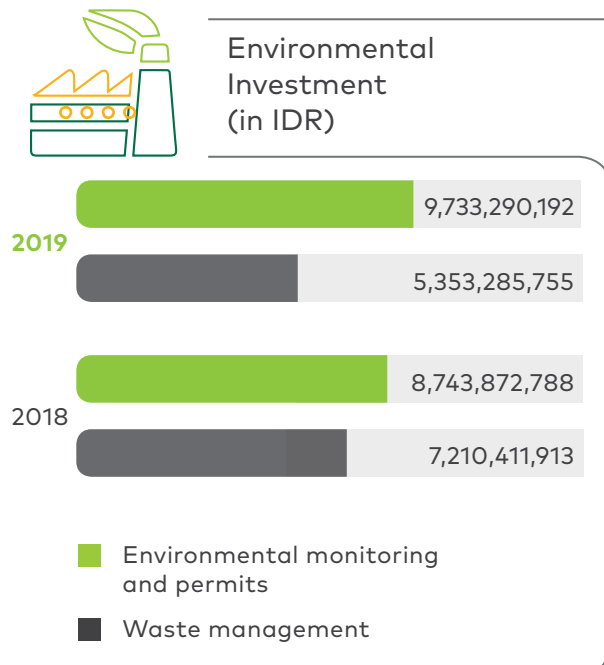
ENVIRONMENT

PetroChina shares the global concern on climate change, as it has become the defining issue of our time. We realize that we do have an impact on the environment, as we serve to provide the nation with much-needed energy resources. Our mission is not only to provide energy and preserve a long-term profitable business but also to actively conserve the environment and care for society. We have further developed this mission into many pro-active policies and integrated systems that minimize the environmental impact of our activities by implementing various measures in energy efficiency, water conservation, waste management, emissions reduction, biodiversity protection, and community development.

Our commitment to the environment is expressed further by implementing Life Cycle Analysis (LCA). LCA is a quantitative methodology designed to help businesses measure the end-to-end environmental and economic impacts of a product, process, or service. As an analytical tool, LCA is used to assess the environmental impacts of a product throughout its life cycle: from the extraction of raw materials, through processing, transport, use, and disposal. In this, we rigorously examine each step in these life cycles in order to improve decision-making and achieve our sustainability goals. As a result of our commitment to uphold environmental laws and regulations, there have been no significant fines nor non-monetary sanctions for non-compliance with environmental laws and regulations. And during the reported year, there have been no significant spills. **[GRI 306-3] [GRI 307-1]**

We apply the precautionary principle as the foundation for our environmental policy, that is to say, we seek to identify and avoid environmental risks in our entire operational process. PetroChina avoids negative impacts on the environment by applying various policies, systems and procedures such as LCA, Hazard Identification, Risk Assessment and Control, Environmental Management, etc. **[GRI 102-11]**

Contractors and suppliers are also part of our business. PetroChina is committed to using only qualified contractors who apply the same standards of health, safety and environmental (HSE) requirements. We have defined the minimum HSE requirements and select all new contractors and suppliers based on HSE criteria using the Contractor Health and Safety Environmental Management System. We also evaluate our contractor on their compliance with the CSMS requirements. **[GRI 308-1]**



“
The ultimate test of man's
conscience may be his willingness
to sacrifice something today for
future whose words of thanks will
not be heard
[Gaylord Nelson]



ENERGY

Our vision is to be the leading international energy company in Indonesia in promoting safety, occupational health and environmental protection in our operations. Realizing the importance of energy efficiency in all of our operations, we have established various strategies, targets, and schedules, as well as provided sufficient funds to achieve the following:

1. Promoting awareness and activities on energy efficiency among employees and related parties.
2. Providing human resources who are competent and capable in carrying out energy efficiency related programs.
3. Reducing environmental impacts resulting from our energy consumption activities.
4. Enhancing programs that prioritize energy efficiency.
5. Achieving continuous improvements on energy efficiency.
6. Choosing environmentally friendly, sustainable, and more efficient technologies.
7. Providing a collective framework in which to achieve greater energy efficiency and setting targets for continuous improvements in efficiency.
8. Performing regular energy audits and assessments to evaluate implementation, to identify opportunities for improvement, and to use as a basis for goal setting.

Energy Consumption within the Organization [GRI 302-1]

Non-renewable Energy Sources	2019	2018
Electricity used for production purposes	1,130,051.60	1,228,194.00
Electricity used for operational purposes	12,510.03	13,653.90
Fuel used for production purposes	377,142.40	361,401.00
Fuel used for operational purposes	246,986.70	220,209.00
Total (GJ)	1,766,690.73	1,823,457.9

*Currently we do not use renewable energy sources

The source of our electricity is from general gas, with a utilization rate of about 12,700 CFD per year.

Energy consumption has been calculated here by measuring the real use of both electricity and fuel, using the conversion method: 1 MMBTU = 293 KWh. 1 KWh = 0.0036 GJ. 1 liter diesel fuel = 0.05 GJ. The same method is used to calculate energy intensity and energy reduction.

Energy Intensity [GRI 302-3]

Description	2019	2018
Total energy use (GJ)	1,766,690.73	1,823,457.9
Production units (TOE)	5,343,550.23	3,815,751.50
Energy intensity (GJ/TOE)	0.33062115	0.47787648



Energy Intensity is the quantity of energy input required per unit of output or activity. The energy input shown in this table includes both the electricity consumption and the fuel consumption used for all production and operational purposes inside PetroChina. The table above shows that in 2019, our overall energy intensity was lower than in 2018, meaning that less energy was utilized per unit of production output.

Reduction of Energy Consumption [GRI 302-4]

PetroChina has made a strong effort to become more energy efficient. This is not only in order to minimize our environmental impact, but also because energy efficiency improves overall profitability. The efforts we have made in reducing energy use within our operations include:

Reduction efforts	Amount of energy reduction	
	2019	2018
Utilizing exhaust gases on thermal oxidizers as a replacement for electric heaters for heating the oil	2,766 GJ	30,048.64 GJ
Adding Inlet Separator Preheaters for heat exchange	105,474 GJ	114,577 GJ
Utilizing the waste heat from exhaust gas turbines with WHRU to increase the quality of sales gas	142,730 GJ	155,048 GJ
Using solar cells for the flow boss that functions to gather data on pressure, temperature, and flow rate	0.46 GJ	0.47 GJ
Using solar cells for the Remote Terminal Unit (RTU) that functions to collect data on temperature, pressure, flow rate, well status and remote shutdown	1,462 GJ	1,226 GJ
Changing neon lamps into renewable energy lamps	46.51 GJ	0 GJ
Changing the transportation system for delivering our product (crude oil) from trucking to piping	1,126.28 GJ	922.93 GJ
Preheating glycol by using the hot steam that comes from the glycol reconcentrator	4,620 GJ	4,620 GJ
Depropanizer preheating using the heat from condensate that comes from the debutanizer	31,416 GJ	31,416.16 GJ
Optimizing grass-cutting using a lawn mower and herbicide	3.84 GJ	1.83 GJ
Installing a GPS tracking system for light vehicles	32,998 GJ	28,779 GJ
Changing TL lamps to LED lamps in camp facility areas	159.26 GJ	211.29 GJ
Turning off computers after use	992.63 GJ	992.63 GJ

Reduction in Non-renewable Energy Use	2019	2018
Electricity used for production purposes	1,462.46	1,226.47
Electricity used for operational purposes	1,151.89	1,203.92
Fuel used for production purposes	288,132.28	336,632.73
Fuel used for operational purposes	33,001.84	28,780.83
Total (GigaJoule)	323,748.47	367,844



EMISSIONS

PetroChina shares the common concern of the general public and governments about the rapidly changing climate. Therefore, we are committed to reducing and managing Green House Gas (GHG) emissions as well as other conventional gases through the following efforts:

1. Promoting the importance of reducing GHG emission among employees and related parties.
2. Providing human resources who are competent and capable in carrying out GHG reduction programs.
3. Selecting low emissions and environmentally friendly technology and materials.
4. Reducing emissions by using new energy sources and renewable energy where possible.
5. Promoting regreening programs inside our operational areas in an effort to capture GHG.
6. Working together with various parties in developing conventional gas and GHG reduction programs.

Direct (Scope 1) GHG Emissions [GRI 305-1]

Description	2019	2018
Total fuel consumption (in Giga Joules)	624,129.1	581,610
Total fuel consumption (in Kiloliters)	12,482.58	11,632.2
Total volume of fuel (m ³)	12.48	11.63
Energy value of fuel (volume x HHV) GigaJoules	4,8307600	4,5016600
GHG emission from fuel (energy value x emission factor) (Ton CO ₂ eq)	340.08	316.91
Total (Ton CO₂ eq)	340.08	316.91

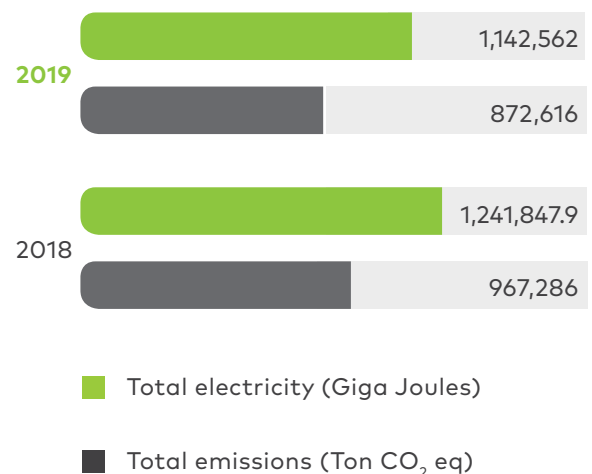
Scope 1 GHG emissions are direct emissions from sources that are owned or controlled by PetroChina. We calculate the emissions based on the following method which is also used in calculating Scope 2, GHG emission reduction, and GHG emission intensity:

1. 1 liter solar = 0.05 Giga Joule
2. Higher Heating Value for Diesel/Solar based on Table 3-8 Compendium 2009 is 3.87×10^{10} metric ton J/m³
3. Emission factor CO₂ for HHV based on Table 4-3 Compendium 2009 is 70.4 metric ton CO₂ /10¹²

In 2019, there was a slight increase in GHG emissions because of the addition of operational vehicles in the field, due to the existence of drilling and construction activities.



Indirect (Scope 2) GHG emissions [GRI 305-2]



*Conversion factor: 1 KWh = 0.0036 GJ

Emissions Intensity [GRI 305-4]

GHG intensity describes the quantity of GHG emitted per a defined unit of production. In 2019, we saw a decrease in our emissions intensity. A decrease in emissions intensity means less emissions from every unit of production. Here, we include both direct (scope 1) and indirect (scope 2) GHG emissions when calculating the emissions intensity.



ENVIRONMENT

Description	2019	2018
Total emissions (Ton CO ₂ eq)	872,956.08	967,602.91
Production units (TOE)	5343550.23	3815751.50
Emissions intensity (Ton CO ₂ eq/TOE)	0.163366	0.253581

Nitrogen oxides (NO_x), Sulfur Oxides (SO_x), and Other Significant Gaseous Emissions

[GRI 305-7]

We are seeking to reduce significant atmospheric emissions while continuing to improve our operations. We use "Lampiran V Permen LH No 3 Year 2014" published by the Government of Indonesia as a verification method for air pollution, and we calculate the pollutant volume by taking direct samples.

Type	2019	2018
Nox (Ton CO ₂ eq)	262,654	262,705
Sox (Ton CO ₂ eq)	2,496	2,473
PM (Ton CO ₂ eq)	388	458
Total (Ton CO₂ eq)	265,538	265,636



We decided to be part of the solution, not part of the pollution

WATER

Water Withdrawal by Source

[GRI 303-1]

As a societal and environmental resource, water plays an important role in every society. Thus, we strive to conserve and reuse water in our operations. We promote awareness of our water conservation program among our employees and related parties. We also diligently preserve the natural landscape in our operational areas to ensure that natural water infiltration sites can serve this important function. In addition, we use the right technology to improve water use efficiency, besides involving various parties to develop water conservation programs. The following is water withdrawal in 2019 measured using a water meter system.



Groundwater (m³)

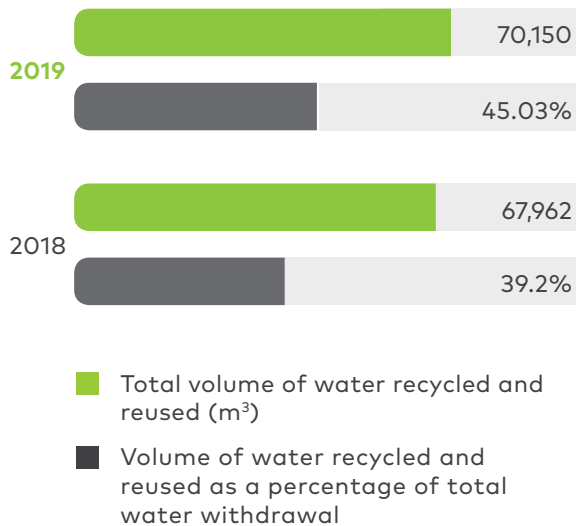


Water Recycling and Reuse [GRI 303-3]

PetroChina has developed a water use strategy to improve our water recycling system and our water quality. We now manage our water resources responsibly by reusing 45% of the ground water we draw. The volume of water that is recycled is also measured using a water meter system.



Water Recycling and Reuse



We strive to conserve, reuse and recycle water

WASTE

PetroChina realizes the importance of reducing the generation of hazardous waste and of managing all hazardous waste responsibly, both for our wellbeing and for the benefit of future generations. Our commitment to responsible waste management is expressed in the following efforts:

1. Promoting environmental awareness and environmentally conscious actions among employees and related parties.

2. Providing human resources who are competent and capable in carrying out waste management related programs.
3. Reducing the volume of waste produced by reducing its use in our operational processes.
4. Reusing and recycling waste products.
5. Educating and empowering communities to utilize domestic waste.
6. Working in partnership with a qualified and certified third party in developing efficient waste management systems.

We have designed waste management procedures that cover the proper handling and disposing of all waste in a timely and efficient manner, so that such waste will not cause any potential damage to our employees nor local communities.

Water Discharge Quality and Destination

[GRI 306-1]

After being treated in a Waste Water Treatment Facility (WWTF), our industrial water discharges may be released to surface water bodies in the natural environment. In our WWTF, we have combined various treatment processes to ensure that the water discharged is safe and meets the environment standards. The volume of effluent discharged in 2019 was 210,574.87 barrels which is equal to 33,481.4 m³ as measured by water meter after going through the following processes:

1. We collect the wastewater in a tank to be processed in an Electro Coagulant Reactor tank that separates the oil from the water, and adjusts all other parameters to below the required standard.
2. Dissolved Air Flotation further removes oil from the water with the help of a Bubble Generator.
3. Oil is recovered on the surface and then sent to the oil pond, while the water is then sent to a collecting pond for further processing.
4. Water from the collecting pond is pumped through an Electro Coagulant Reactor tank with a static mixer that serves to remove contaminants.
5. From the Electro Coagulant Reactor tank, the water is sent to a Clarifier tank to reduce the phenol concentration and further remove pollutants.



6. The water then passes through a Bag Filter and a Multi Media Filter to further reduce the particles with the help of a sand filter and zeolite.
7. Next, an Activated Carbon Filter will remove the metal and chemical particles.
8. Lastly, a Cartridge filter will further purify the water, removing both oil and pollutants, before the water is sent to through an Aerator Clean Pond, Nano Filter, and Reverse Osmosis system.
9. The resulting water is then sent to a Clean pond and ready to be released to the water surface (river) Jemanten River, and will not be used by other organizations.

The quality of discharged water is safe in accordance with the government regulation of the Minister for The Environment No. 19 Year 2010 on the quality standard of effluent: "PermenLH. No. 19 Year 2010 tentang Baku Mutu Air Limbah Bagi Usaha dan/atau Kegiatan Minyak dan Gas Serta Panas Bumi." We can ensure the quality of the discharged water by monitoring it monthly on the required parameters: COD, ammonia, oil and grease, phenols, sulfide, TDS, temperature and pH. Every quarter, we send a wastewater monitoring report to the local government officer.

Hazardous Waste by Disposal Method (Ton)

[GRI 306-2]

Disposal Method	2019 Weight	2018 Weight
Reuse	-	-
Recycling	-	-
Composting	-	-
Incineration	-	-
Transported and managed by third party	3,849.37	3,598.25
Total	3,849.37	3,598.25

*The weight is calculated based on actual weighing in our operational areas.

We separate waste into three categories: organic, inorganic, and hazardous waste. Hazardous waste in PetroChina consists of operational and production wastes, such as used oil, used filters, materials contaminated with toxic substances, batteries, waste chemicals and others. We store hazardous waste in a temporary storage in our location before it is transferred to licensed and certified third parties for further processing in accordance with the government regulation No. 101/2014 on the management of hazardous and toxic waste. Our temporary storage operates



with a permit from the local government, from the Head of Environmental Impact Management.

Non-Hazardous/Domestic Waste by Disposal Method (Ton) [GRI 306-2]

Disposal Method	2019 Weight	2018 Weight
Reuse	-	-
Recycling	12.9	12.6
Composting	18.9	19.3
Incineration	31.5	32.2
Landfill	64.5	63.1
Total	127.8	127.2

*The weight is calculated based on actual weighing in our operational areas.

We understand the importance of reducing, recycling and reusing waste; both for the environment and for our business. PetroChina is committed to reducing paper and plastic waste by changing from distributing hardcopy documents to distributing softcopy documents, printing both sides of the paper, and reducing plastic bottles in our offices. We are also introducing recycling programs to the local community including creating handicrafts from domestic waste such as plastic or paper. Whereas we process the inorganic domestic waste in an incinerator or send it to the landfill, the organic wastes are decomposed and utilized as soil conditioner or compost.

Transport of Hazardous Waste [GRI 306-4]

Categories	Volume (ton)	
	2019	2018
Hazardous waste transport		
Waste from operations	126.57	241.26
Waste from production	3,722.80	3,356.99
Hazardous waste imported	-	-
Hazardous waste exported	-	-
Hazardous waste treated	-	-

*The weight is calculated based on actual weighing in our operational areas.

We do not transport hazardous waste across international borders. We only transport such

waste to appropriate designated areas, to be treated properly by a certified third party.



The greatest threat to our planet is the belief that someone else will save it
(Robert Swan)

BIODIVERSITY [GRI 304-4]

We monitor biodiversity around our operational areas to identify and manage the potential impact of our operations, and strive to preserve various species that live in the area. Our biodiversity protection policy covers strategies such as:

1. Promoting awareness about the need to preserve the environment and maintain biodiversity among our employees and related parties.
2. Supporting the government's efforts to protect biodiversity by complying with the regulations on forest conservation as well as protecting endangered species, both plants and animals.
3. Providing competent human resources to carry out our biodiversity programs.
4. Managing biodiversity protected areas in partnership with the government, Non-Governmental Organizations (NGO's), universities and local communities.

The total number of IUCN Red List species and national conservation list species with habitats in areas that are affected by the operations of the organization, by level of extinction risk.

1. Critically endangered: There are three native and endemic trees that are critically endangered species: *Ramin (Gonystylus bancanus)*, *Meranti merawan (Shorea teysmania)*, and *Merbau (Intsia bijuga)*.
2. Endangered (no species is specified under this category).
3. Vulnerable (no species is specified under this category).
4. Near threatened (no species is specified under this category).
5. Least concern: There are two native and endemic tree species: *Jelutung (Dyera costulata)* and *Meranti ranan (Shorea sp.)*.

05

PETROCHINA SUCCESS TEAM

We value our employees as valuable assets within our company and their contribution is the key to building PetroChina as a sustainable company.







**PETROCHINA
SUCCESS TEAM**

PetroChina makes it a priority to create a positive culture and working environment where everyone feels valued and have the opportunity to contribute their individual skills and perspectives. We believe in fostering diversity and equal opportunity, and providing fair remuneration to attract the best talent.

All of our employees are covered by a Collective Labor Agreement (CLA) between management of PetroChina International Companies in Indonesia and PetroChina Union which is acknowledged by SKK Migas. The agreement is registered at the Ministry of Manpower and Transmigration of the Republic of Indonesia. This agreement regulates the terms and conditions of work, wages and benefits, as well as the responsibilities of both parties: the employer and the employees. We foster healthy communication with our employees regarding the CLA, to ensure that they understand the opportunities it presents and use it strategically. **[GRI 102-41]**

The CLA also covers minimum notice periods regarding operational changes. Should there be any changes that might significantly affect the employees, PetroChina will provide information to employees at least 30 days prior to making the

change. This notice period includes the timeline for consultation or any required negotiation between the Company and the employees. Applying such a minimum notice period is important to maintain employee motivation while implementing significant changes to operations. **[GRI 402-1]**

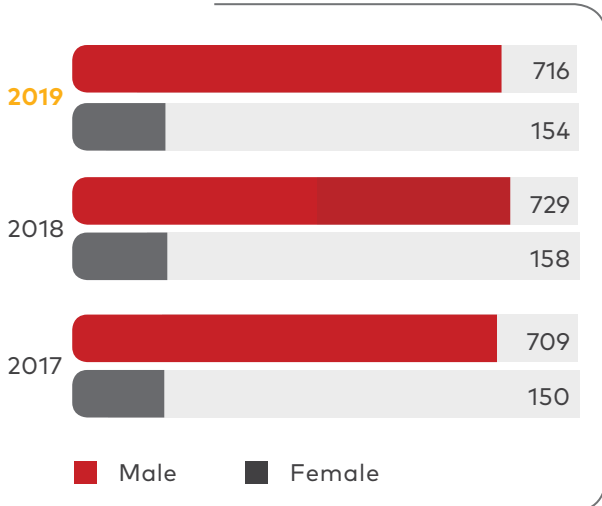
EMPLOYEE PROFILES [GRI 102-8]

We had a total of 1,866 people working for PetroChina in 2019 and the majority of them were male. Although we do provide opportunities for women to be part of our team, the female representation in our company is not quite as high as the male workforce because of the nature of the work required in the energy industry. This gender gap is a long-term challenge in industries that involve offshore work. However, we continue to empower women workers and provide them with equal payment and career path development opportunities. As for temporary employees, we hire more temporary employees than permanent employees to complement the shortcomings of supporting activities as a support for the company's core activities. The following is information about our employees extracted from our database using JDE integrated system.

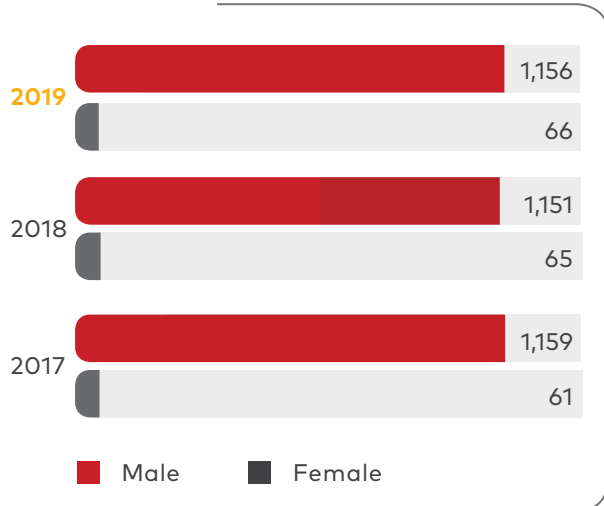


Total number of employees by employment contract (permanent and temporary), and by gender

Permanent employees



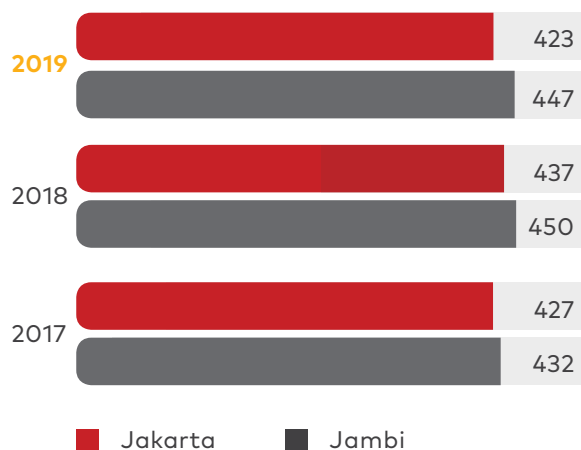
Temporary employees



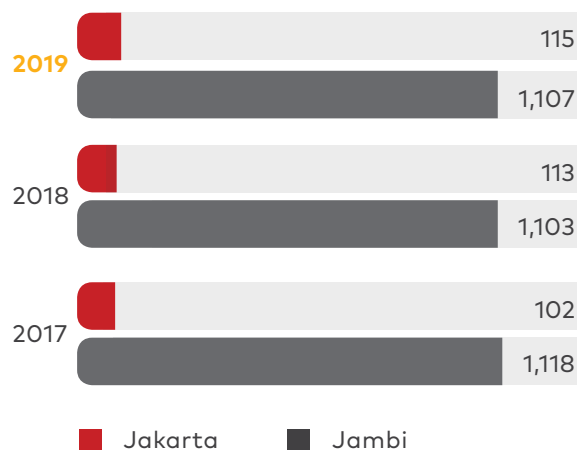


Total number of employees by employment contract (permanent and temporary), and by region

Permanent employees



Temporary employees



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

	2019		2018		2017	
	Male	Female	Male	Female	Male	Female
Full time employees	1,872	220	1,880	223	1,868	211
Part time employees	-	-	-	-	-	-
	1,872	220	1,880	223	1,868	211
Total	2,092		2,103		2,079	

NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER [GRI 401-1]

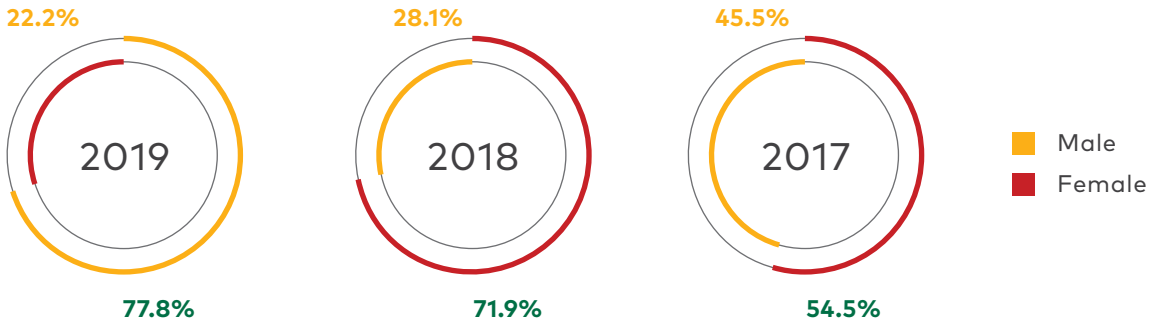
In 2019, there were 33 employees that were no longer working with us mainly because they reached retirement age. The turnover rate for 2019 was 3.63% which was lower than the previous year. This turnover rate was considered low in any industry. Retaining talent and achieving low employee turnover have been our long-term goals as we strive to create an employee-friendly work environment.



PETROCHINA
SUCCESS TEAM



Total number and rate of new employee hires by gender

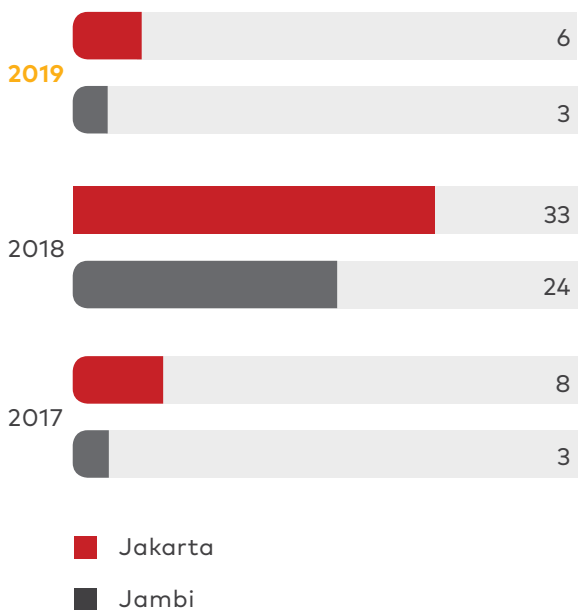


Total Number and Rate of New Employee Hires by Age Group

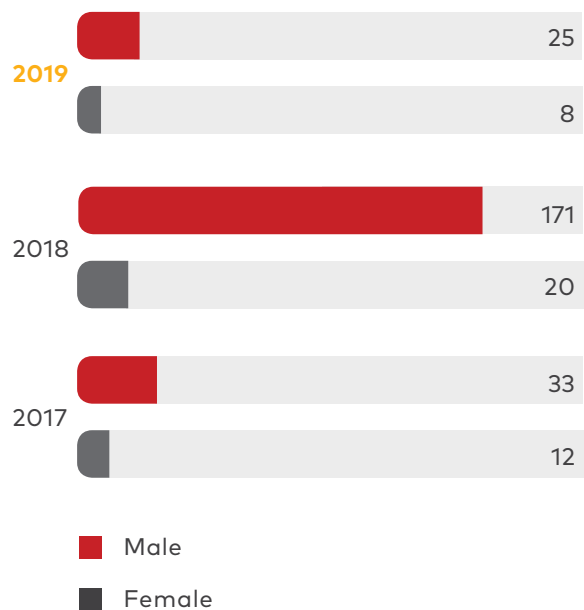
	2019	%	2018	%	2017	%
Under 30	3	33.3	10	17.5	3	27.3
30-50 years old	6	66.7	36	63.2	6	54.5
Above 50	-	-	11	19.3	2	18.2
TOTAL	9	100	57	100	11	100



Total number and rate of new employee hires by region



Total number and rate of new employee turnover by gender




Total Number and Rate of New Employee Turnover by Age Group

	2019	%	2018	%	2017	%
Under 30	1	3.03	3	1.57	2	4.44
30-50 years old	7	21.21	123	64.40	11	24.45
Above 50	25	75.76	65	34.03	32	71.11
TOTAL	33	100	191	100	45	100

Total Number and Rate of New Employee Turnover by Region

	2019	%	2018	%	2017	%
Jakarta	21	64	42	22	27	60
Jambi	12	36	149	78	18	40
TOTAL	33	100	191	100	45	100

Reasons for Employee Turnover

	2019		2018		2017	
	Female	Male	Female	Male	Female	Male
End of Contract	-	-	-	-	1	-
Early Retirement	2	-	1	1	3	4
Retirement	3	16	3	21	4	20
Passed Away	0	4	-	4	-	4
Resignation	3	5	5	3	3	5
Due to Urgent Reasons	-	-	-	1	1	-
Block Termination	-	-	11	135	-	-
Mutual Agreement Termination	-	-	-	6	-	-
Total	8	25	20	171	12	33



PETROCHINA SUCCESS TEAM

We ensure that our people are compensated fairly, even from the start. The ratio of our standard entry level wage by gender compared to the local minimum wage is 2:1, meaning that we comply with the regional salary regulation. We even offer higher salary than the regional basic salary regulations. **[GRI 202-1]**

SALARY, BENEFITS & AWARDS

We are committed to providing a fair salary and competitive benefits that will encourage

employee retention. Our remuneration system is based on each employee's level of skills, performance, and length of service at PetroChina. We also ensure that our current salary and benefits offering complies with the government's regulations. We review our remuneration system regularly so that we will always continue to offer competitive wages and attractive benefits for our new and existing employees. We provide the best for both our employees and their families.

Benefits Provided to Full-Time Employees That Are Not Provided To Temporary or Part-Time Employees

[GRI 401-2]

Employee Remuneration Package	Full Time Employee	Third Party Employee
Religious holiday allowance	√	√
Vacation allowance	√	√
Yearly medical check up	√	√
Health services	√	√
Severance Pay	√	√
Fuel allowance	-	√
Housing allowance	-	√
Transportation allowance	-	√
Perquisite allowance	√	-
Production incentive	√	-
Spot recognition award	√	-
Emergency loan	√	-
Moving allowance	√	-
House Ownership Plan (HOP)	√	-
Car allowance (for executives)	√	-
DPLK PPUKP (Pension allowance)	√	√
DPLK Pensiun Iuran Pasti (Pension allowance)	√	-
Office car allowance	√	-
Dormitory allowance	√	-

We also provide health care for our employees' family members, namely up to three children. We believe this benefit package helps employees achieve peace of mind so they can enjoy their work more and be more productive. We cover outpatient and inpatient medical services, eyeglasses, and maternity health care for employees and their families.



We appreciate employees' devotion to the success of PetroChina and build our company in their best interest. Every year, we hold an appreciation ceremony to acknowledge the best employees. In addition, we hold a special award ceremony for employees who have served an appreciable period of time in PetroChina. We convey awards for:

1. Those who have been working with PetroChina for 5, 10, 15, 20, 25, 30 and 35 years.
2. Those who demonstrate outstanding performance and become examples for other employees in their attitude and dedication.

Our appreciation is expressed by giving an award and an appreciation letter from the Director in a special ceremony every five years.

For retiring employees, PetroChina have prepared retirement plans to meet their financial needs for the next chapter of their lives. We express

our care and appreciation by providing the following required pension plan with 2% pension contributions from the employee: **[GRI 201-3]**

1. DPLK Pensiun Tugu Mandiri
2. DPLK PPUKP BNI

These pension plan are prepared for full time and permanent employees who will retire when they reach 58 years old.

DIVERSITY AND INCLUSION

As research shows that diversity serves as a springboard for innovation and productivity, we ensure that PetroChina embraces people from various ages, religions, ethnic backgrounds and skill sets, to be part of our team. Our commitment to diversity and inclusion policy provides opportunities for employees from diverse backgrounds to realize their full potential. During 2019, there were no reported incidents of discrimination in PetroChina. **[GRI 406-1]**

Diversity of Governance Bodies and Employees by Gender **[GRI 405-1]**

	Male	%	Female	%
President	1	0.11	-	-
Vice President	4	0.45	1	0.11
Manager	23	2.61	8	0.91
Superintendent	128	14.55	18	2.05
Supervisor	117	13.30	39	4.43
Staff	213	24.20	75	8.52
Non Staff	242	27.50	11	1.25

	Under 30 year old		30–50 years old		Above 50 years old	
		%		%		%
President	-	-	-	-	1	0.11
Vice President	-	-	1	0.11	4	0.45
Manager	-	-	17	1.93	14	1.59
Superintendent	-	-	85	9.66	61	6.93
Supervisor	3	0.34	121	13.75	32	3.64
Staff	17	1.93	217	24.66	54	6.14
Non Staff	2	0.23	195	22.16	56	6.36



PETROCHINA SUCCESS TEAM

In PetroChina, every employee earned their salaries based on their performance and loyalty, not on their gender. There is no pay discrepancy based on gender differences. Men and women in the same level and job will receive the same amount of salary, or 1:1. **[GRI 405-2]**

We value every women workers, especially mothers, so we accommodate time for them to express milk and a private space each time they need to pump.

TRAINING AND CAREER DEVELOPMENT

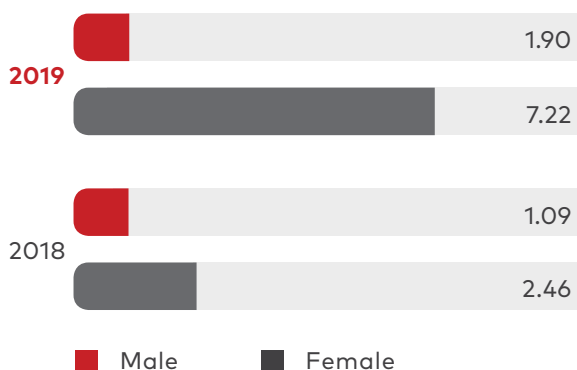
PetroChina provides opportunities for every employee to reach their full potential by providing various trainings according to their level of skills and certification needs. Various research has proven that training improves employee satisfaction and morale. Employees who perceive that they have the opportunity to develop new skills are more satisfied with their

jobs, more loyal, and more likely to stay with the company. The investment we make in training shows our employees that they are valued. Training presents an opportunity to expand our employees' knowledge base, so that they are able to perform better at their job. Training also builds employees' confidence and thus enhances their overall performance. This not only benefits the employees, but also greatly benefits the company.

Career development and pathing is an important factor in our human resource strategies, as employees want to see the opportunities available within our company. In order to prepare the employee for the job they wish to pursue, PetroChina implement the 10-20-70 system, where 10% consists of training and certification program, 20% is coaching and mentoring program, and 70% is job assignment or job rotation. We prepare their knowledge, skills, personal characteristics, and experience needed to reach the intended goal.



Average hours of training per year per employee **[GRI 404-1]**



Average Hours of Training per Year per Employee **[GRI 404-1]**

	2019	2018
President	0.64	0.24
VP	1.72	2.21
Manager	4.20	4.08
Superintendent	8.23	3.35
Supervisor	10.70	3.06
Staff	13.24	2.96
Non Staf	3.84	1.80

Programs for Upgrading Employee Skills and Transition Assistance Programs

In 2019, we provided various kinds of trainings such as leadership, managerial, and certification trainings. The new skills and personal development resulting from these trainings will not only better equip the employees for their current jobs, but will also prepare them for the future – as a transitional assistance program to support them when they are retiring or deciding to resign from the company. **[GRI 404-2]**



PetroChina have designed a strong training strategy combining various training methods such as on the job learning, in house training, mentoring and other forms of training. We perform a training needs analysis as an assessment tool to provide employees with the right training according to their level of experience, type of work and career path.

Training Need Analysis (TNA) is the process of identifying the gap between employee training and needs of training. Training needs analysis is the first stage in the training process and involves a series of steps that reveal whether training will help to solve problem which has been identified.

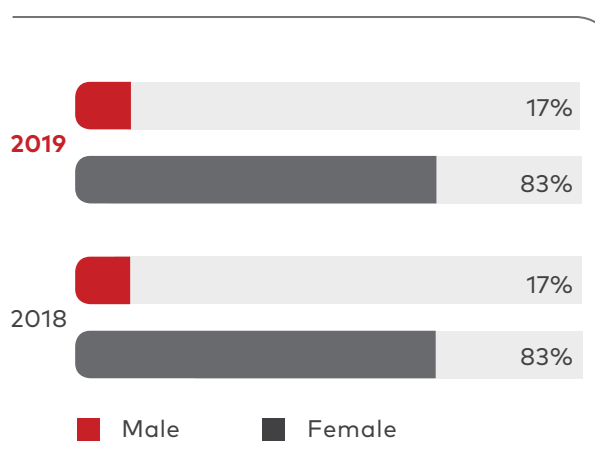
For those who are planning to retire in the next four years, PetroChina offers a retirement planning course that would help them to adjust their life while keep being productive. Some of the topics discussed in this course are:

1. Psychological aspect
 - Managing stress & post-power syndrome
 - Mental switching
 - Motivation
 - Social life balance
 - Building harmonious family
2. Health aspect
3. Financial aspect
 - Financial management
 - How to invest
4. Entrepreneurship
 - Business strategies and alternatives
 - Testimony from retiree who are successful in building their business
5. Field trip to small business/entrepreneurship model applicable for retirement

Percentage of Employees Receiving Regular Performance and Career Development Reviews [GRI 404-3]

Once a year, we conduct an employee performance review using KPI and Competency evaluation system. We evaluate employees on their midyear achievement. At the end of the year, they will receive their final grades. These

performance reviews provide feedback for the company on every employee's performance, including the further steps needed to improve their performance. This review serves as the basis for promotions and pay increases. For the employees, this appraisal serves as an avenue through which they can receive feedback on a job well done, as well as on those areas that still need improvement.



	2019	2018
President	0.1%	0.1%
Vice President	0.4%	0.3%
Manager	3.5%	3.6%
Superintendent	16.3%	14.7%
Supervisor	17.9%	17.8%
Staff	32.4%	30.7%
Non Staff	29.3%	32.8%
Total	100%	100%



OCCUPATIONAL HEALTH AND SAFETY

Safety continues to be our top priority,
and we are determined to keep our people
and partners safe at all times.







OCCUPATIONAL HEALTH AND SAFETY

Although most unwanted incidents are caused by human error, mistaken actions are often influenced by the external working conditions: including the system, equipment, processes, and work environment. Therefore, at PetroChina we take care in the design of our facilities and the management of our operations, and consistently educate our people to think about and achieve safety at every stage. We implement Occupational Health & Safety and Environmental Management Systems (OHSE-MS) to manage issues related to occupational health, safety, and environmental protection. Our OHSE-MS system consists of PDCA procedures (Plan-Do-Check-Action) that have been adjusted to be in accordance with both the ISO 14001 and the OHSAS 18001 standards.

We conduct regular OHSE-MS system performance evaluation to ensure that the implementation of our health and safety procedures runs smoothly, and create opportunities for our managers to assess their own HSE performance. Such periodic evaluation is conducted in the form of an internal audit, as well as through inspection and surveillance. We have implemented ISO 14001 and OHSAS 18001 since 2012, and in PetroChina International Jabung Ltd., we have also appointed an independent certified auditor to conduct an assessment and evaluation every year.



**All jobs are important so we take
the time to perform them
all safely**

HSE POLICY AND GOALS

Safety management starts with having the right safety and health policy in place to protect people and the environment. We therefore realize that employee awareness and understanding of our

HSE policy is vital to achievement of our HSE goals. Therefore, we display the policy in strategic places such as on the information wall, along the hallways, and in the meeting rooms, so that our people can easily read and understand our policy. Some of the main points stated in the policy include:

1. having a strong commitment to comply with all of the HSE rules and regulations
2. preventing environmental pollution, accidents, and work-related diseases
3. minimizing our operational impact on the environment by
 - conserving energy and water
 - reducing both non-hazardous and hazardous wastes
 - reducing emissions to the environment
 - protecting nature and biodiversity
 - considering the life cycles of resources
 - empowering local communities
4. managing HSE contractors
5. conducting inspections and audits to evaluate HSE operational reliability
6. increasing all of the employees' competency on HSE
7. continuous upgrading of the HSE system and procedures

As we seek to establish and maintain an excellent HSE culture, we work to ensure that all contractors and suppliers have the same level of commitment to safety. Thus, all contractors and suppliers are screened using various social criteria, including occupational health and safety, labor practices, protection of human rights and other legal compliance issues. **[GRI 414-1]** For example:

1. CSMS (Contractor Safety Management System).
2. Government papers such as Articles of Incorporation, Tax Identification Number, balance sheet, etc.
3. Permits such as SIUP, TDP, SIUJK, SIUPAL, SKUP, etc.
4. Certification such as ISO, OHSAS, AMDAL, etc.



At PetroChina, our goal is to achieve zero accident, zero harm to people, and zero damage to the environment. In addition, we are aiming for a green PROPER, or an award given by the State Minister for the Environment to companies that have been conducting environmental management to a greater degree than is required by the existing laws and regulations (beyond standard compliance practices).

PetroChina HSE Target for 2020 [GRI 306-2]

Item	Target 2020
Fatality	0
Serious Injury	0
Lost Time Incident	0
First Aid Treatment	0
Near-miss	0
TRIR	0
Major Fire (>USD100K)	0
Oil Spill (>15 Bbls per case)	0
Road Traffic Incident	0
PROPER Gas	Green
PROPER Oil	Green
Security Serious Injury (SSI) > USD 100K	0

FORMAL HSE AGREEMENTS

To clearly establish areas of responsibility on HSE issues on both the management and workers' sides, PetroChina has also included HSE topics in formal agreements with the relevant trade unions. From 1 chapter of the agreement with trade unions, there are 5 topics that are covered, or around 5.5% of the total. Some of the topic covered are: [GRI 403-4]

1. Work safety
2. Work equipment
3. Work accident
4. Health and industrial hygiene

HEALTH AND SAFETY MANAGEMENT SYSTEMS [GRI 403-1]

To ensure the implementation of consistent health and safety policy across the company, we assign people to perform a wide range of duties to protect the health and safety of our people and our operation. PetroChina has appointed 131 employees, consisting of both workers and managers, who each serve in the HSE team. These include the field manager and superintendent, as well as various representatives from each department in the field. This HSE committee operates at every level and covers all of the workforce, including workers from third parties (100% of workers).

With HSE as our foremost priority, we have established a special department to ensure the safety and good health of our employees and the contractors involved in our exploration and production activities. Their areas of activity are:

1. Ensuring the implementation of HSE in order to avoid any loss and damage resulting from incidents and accidents.
2. Publishing the HSE system policy, procedures, manuals, and working instructions to ensure the continuity of our operation and production system.
3. Ensuring that the principle of planning, performing, checking and acting is running effectively.
4. Performing risk assessment to support the performance by enforcing the system, culture, and HSE best practice.

HSE TRAININGS

Suitable HSE training can reduce workplace incidents and accidents because it enables an employee to better understand best safety practices and expectations. Educating workers can also reduce the unnecessary costs linked to incidents and accidents, as well as promote a happier and more productive workplace. In a safe work environment, employees can focus better on their tasks, simply because they do not have to worry as much about their personal safety.



OCCUPATIONAL HEALTH AND SAFETY



PetroChina provides various HSE trainings and awareness programs such as:

1. Certification trainings, including ISO, HAZID, CSMS verification, First Aid, SMK3 (Sistem Manajemen Keselamatan dan Kesehatan Kerja, or the Indonesian standard for HSE), etc.
2. Ensuring that PetroChina implement and meet the standards of ISO 45001:2018; ISO 14001:2015, and SMK3.
3. Promoting HSE awareness month in our operational fields every year.
4. Performing internal and external audits, as well as a 'Management Walk Through' every year.
5. Evaluating and revising HSE procedures when necessary, including updating the Emergency Response Plan.
6. Conducting emergency drills regularly.

HSE PERFORMANCE [GRI 403-2]

Measuring and reporting our safety performance allows us to examine the effectiveness of our systems, thus allowing for continual improvements to be made. We have seen a significant improvement on the total safe working hours in 2019 compared to that in 2018.



Safe working hours (Jabung only)



We all share the benefits of a healthy and safe workplace.

Types of Injury by Gender 2019

	Near Miss	Minor Injury	Major Injury	Severe	Fatality
Male	-	8	-	-	-
Female	-	-	-	-	-
Total	-	8	-	-	-

**Types of Injury by Gender 2018**

	Near Miss	Minor Injury	Major Injury	Severe	Fatality
Male	-	-	1	-	-
Female	-	-	-	-	-
Total	-	-	1	-	-

Types of Injury by Region 2019

	Near Miss	Minor Injury	Major Injury	Severe	Fatality
Jakarta	-	-	-	-	-
Jabung Field	-	8	-	-	-
Total	-	8	-	-	-

Types of Injury by Region 2018

	Near Miss	Minor Injury	Major Injury	Severe	Fatality
Jakarta	-	-	-	-	-
Jabung Field	-	-	1	-	-
Total	-	-	1	-	-

Injury Rate (IR) by Gender

	2019	2018
Male	-	0.17
Female	-	-
Total	-	0.17

Injury Rate (IR) by Region

	2019	2018
Jakarta	-	-
Jabung Field	-	0.17
Total	-	0.17

We calculate the injury rate using the following method:

$$TRIR = \frac{\text{total accident} \times 10^6}{\text{Working hour}}$$

Occupational Disease Rate (ODR) by Gender

	2019	2018
Male	-	-
Female	-	-
Total	-	-

Occupational Disease Rate (ODR) by Region

	2019	2018	2017
Jakarta	-	-	-
Jabung Field	-	-	-
Total	-	-	-

Lost Day Rate (LDR) by Gender

	2019	2018	2017
Male	-	-	-
Female	-	-	-
Total	-	-	-

Lost Day Rate (LDR) by Region

	2019	2018	2017
Jakarta	-	-	-
Jabung Field	-	-	-
Total	-	-	-

Absentee Rate (AR) by Gender

	2019	2018	2017
Male	84.27%	82.56%	85.98%
Female	15.73%	17.44%	14.02%
Total	100%	100%	100%

Absentee Rate (AR) by Region

	2019	2018	2017
Jakarta	49.25%	45.79%	33.54%
Jabung Field	50.75%	54.01%	66.6%
Total	100%	100%	100%

Work-Related Fatalities by Gender

	2019	2018	2017
Male	-	-	-
Female	-	-	-
Total	-	-	-

Work-Related Fatalities by Region

	2019	2018	2017
Jakarta	-	-	-
Jabung Field	-	-	-
Total	-	-	-



OCCUPATIONAL
HEALTH AND SAFETY

WORKERS WITH HIGH INCIDENCE OR HIGH RISK OF DISEASES RELATED TO THEIR OCCUPATION [GRI 403-3]

The two most prevalent incidences or diseases in our industry are Motor Vehicle Accident (MVA) and Upper Respiratory Tract Infection (URTI). MVA's are mainly caused by the busy traffic in our facilities. To prevent such accidents, we provide a training on our safety driving policy. Most URTI infections are caused by viruses or bacteria, so we provide influenza vaccinations to prevent such diseases. We also diligently promote greater overall health awareness among our employees and encourage them to take advantage of the free health care provided by the company.

HSE AWARDS



ISO 14001: 2015



OHSAS 1800: 2007



**Oil and Gas Directorate General,
Ministry of Energy & Mineral
Resources**

For the achievements 53,658,527 working hours without losing work days in the period December 14, 2011 to April 30, 2019



**CDM Award
SKKMigas**

To appreciate strong commitment and continuous efforts in employees health management



**Environment & Forestry Ministry
Green PROPER for oil and gas**





BUILDING THE COMMUNITY

Social progress is at the center of what we do and part of our obligation to society at large as well as a way to build PetroChina as a sustainable company.







BUILDING THE COMMUNITY

In PetroChina, we believe that we have a social responsibility to help others, especially the communities living around our operational areas. Our business can be a real force for good in society, by improving the wellbeing of local people, as well as preserving the environment. We believe that we also receive benefits in the process of giving back to society, such as happier and more productive staff, who are motivated to work for lasting socially and environmentally responsible business. Thus, we hope that our CSR (Corporate Social Responsibility) programs will achieve positive change in these communities, which will in turn create strong relationships between PetroChina and the communities in areas where we operate.



OUR LONG-TERM ROADMAP FOR OUR CSR PROGRAM

2019

Consolidation and revitalization of the overall management structure of our community development program

- Institutionalizing the CSR approach
- Supporting the SDGs
- Aiming for a Green PROPER award

2020

Strengthening the management system for our community development program

- Integrating the information system
- Maintaining a Green PROPER award

2022

Becoming a national role model for community development

- Modeling strategic partnerships at national level
- Replicating programs at regional and national levels

2021

Becoming a regional role model for community development

- Modeling strategic partnerships at regional level
- Integrating with business processes
- Aiming for a Gold PROPER

2023

Establishing resources and programs synergies to ensure sustainability

We focus our CSR on six program areas:

1. Economic development
Supporting the government in empowering the community to improve the local economy.
2. Education and culture
Providing scholarships, training, facilities, and infrastructure for sports and cultural events.
3. Health services
Improving the quality of local community health care and services.
4. Infrastructure
Supporting the development of new social and public facilities and infrastructure surrounding our operational area.
5. Environment
Supporting environmental awareness programs.
6. Natural disaster aid and assistance
Empowering the community to better cope with natural disasters and their aftermath.

“

We want to bring about the changes that are needed by the community

PetroChina conducts its CSR programs according to the following guidelines:

1. Our program is designed to further support the government's agenda whenever empowering communities surrounding our operational areas.
2. Our program is designed to serve the priority needs of the local community and deliver continuous benefits to them.
3. We recognize and honor local norms and ethical values, with no orientation towards any fixed political and ideological contexts. We carefully design our CSR program so it will not create any potential tension regarding race or religion, nor conflicts between different ethnic groups.

The three intentions we strive to uphold in our CSR management are: zero operational disturbance, zero conflict with stakeholders, and zero environmental footprint, by observing the following principles:

1. Complementing the government's planned development programs
2. Inviting the community's participation in every step of the program's planning and implementation
3. Empowering the local community
4. Strengthening the existing institutional base within the community
5. Being accountable for our actions
6. Building partnerships and networking with various parties
7. Adapting to local social norms and cultures
8. Serving as a catalyst, starting programs that can be further developed and maintained by the community independently.

We adopt CSR standards and guidelines for planning, implementation and reporting from both external and internal sources such as: **[GRI 102-12]**

1. United Nations Sustainable Development Goals Indicators
2. Ministry of Environment and Forestry PROPER Guidelines (for Environmental and Community Development Performance)
3. Head of SKK Migas Decree and Working Procedures on Community Development (Pedoman Tata Kerja Hubungan Masyarakat Buku Ketiga Tentang Pengembangan Masyarakat – PTK No. 017 Revisi 01) for technical guidelines
4. Community Development Strategic Plan and Work Plan for Geragai and Betara Field

STAKEHOLDER ENGAGEMENT AND PARTICIPATION [GRI 413-1]

Community engagement is one of the key pillars in CSR as the communities are the intended beneficiaries of the programs. The involvement of local people is instrumental in instilling their confidence to own and continue the CSR programs. Key stakeholders in our CSR programs include: farmer groups, the district head, the village head, public figures, SME (small and medium sized enterprises) owners, and the local government agencies related to the respective programs. Thus, we always involve the community and other key stakeholders in all of our projects and processes:

1. Making proposals
2. Social mapping
3. Conducting rapid participatory assessments
4. Periodic monitoring and evaluation of programs

“

We begin with finding out the needs of the community, and then work to help the community to grow



BUILDING THE COMMUNITY

The community and other local stakeholders are involved in both formal and semi-formal or informal engagement as follows:

FORMAL

- Courtesy visits to local governments
- Public Education on Upstream Oil and Gas Industry / CSR to stakeholders, workshops, student company visits
- Village forums
- Joint programs with SKK Migas, sports, road shows
- Annual ceremonial handover

SEMI-FORMAL/INFORMAL FOR KEY STAKEHOLDERS

- Rapid participatory assessments with key stakeholders and communities
- Periodic program monitoring and evaluation
- Periodic coordination meetings with related departments in local government



**Strengthening sustainable partnerships
for community empowerment**



SUSTAINABILITY VISION, MISSION, STRATEGIES AND PROGRAMS

Vision	Mission	Goals	Strategy	Programs	
Becoming the foremost company in the upstream oil and gas industry with the most trustworthy and excellent reputation.	1) Developing an efficient model of CSR program management. 2) Bridging the needs of the community in the operational area and the interests of the upstream oil and gas industry. 3) Creating community empowerment programs that are independent and sustainable. 4) Building synergy among stakeholders in developing the wellbeing of the community in the operational area.	Developing good relationships and equal partnerships with stakeholders, to gain their trust when solving problems and conflicts in the upstream oil and gas industry to support operational activity. 1) Internal a. Securing the company's operations. b. Building a positive image for the company. c. Building strong human resources in the upstream oil and gas industry. d. Implementing good corporate government for common interests. 2) External a. Contributing to the overall sustainable development of the operational area. b. Bringing about positive impacts for the economy, society, and environment, for the benefit of the community living around the operational area.	Education.	Providing student scholarships. Supporting the literacy movement. Renovating educational facilities around operational areas. Empowering the isolated indigenous community (Suku Anak Dalam tribe).	
			Health Services.	Rehabilitating local health facilities. Supporting healthy community movement.	
			Economy.	Fostering sustainable and environmentally-friendly farming. Empowering an integrated animal husbandry center. Donating animal stock.	
				Developing SMEs or home industry around our operational area. Developing tourism businesses around our operational area.	
				Infrastructure.	Renovating public facilities and infrastructure around our operational area.
				Environment.	Implementing a community based waste management system (to reduce, reuse, and recycle waste). Educating the local community on local environmental issues. Building disaster-resilient villages; handling forest fire programs.
			Natural disaster.		Providing local natural disaster aid.



BUILDING THE COMMUNITY

Education



Education always plays a major role in the progress and wellbeing of a community. In 2019, our educational programs consisted of:

1. Providing various donations to improve the quality and wellbeing of 80 teachers in Tanjung Jabung Timur Regency.
2. Giving scholarship to 994 underprivileged and bright students in Tanjung Jabung Timur.
3. Renovating the early childhood education facilities around our operational area: Cinta Ilmu, Restu Bunda and Petro Cempaka.
4. Establishing a school and library for the Suku Anak Dalam tribe.



**Education is at the heart of
both personal and community
development**



Health



Sinar Wajo village is located in Tanjung Jabung Timur Regency where the local drinking water contains a high amount of salt. For this reason, PetroChina has provided a saltwater reverse osmosis tetra filter to reduce the dissolved salt content of saline water to a usable level. The resulting water is suitable for most domestic and agricultural uses. This initiative has impacted 200 families or a total of 800 people in Sinar Wajo village.

Economy [GRI 203-2]



Through their Corporate Social Responsibility (CSR) initiatives, companies are expected to contribute towards community development, particularly by enhancing the economic performance of local communities. Thus, PetroChina works with the local community to seek various economic opportunities that can provide sources of extra income and asset generation for the community. Our economic livelihood projects in 2019 included:

1. Providing further training to improve post-harvest skills and capacity of coffee farmers, and donating tools to the farmers.
2. Empowering a farmer's group in developing a compost business in Geragai.
3. Providing materials and assisting coffee farmers in drying process of "Dome Coffee" in Mendahara Tengah Village, Tanjung Jabung Timur Regency.

4. Revitalizing the SMEs group through workshops for the farmer's group.
5. Expanding the Syariah business credit union.
6. Providing training on entrepreneurship, hospitality, and services to tourism
7. Developing new tourism attractions in Sukorejo coffee ecotourism in Mekar Jaya, Betara.
8. Providing natural-dyed batik-coloring training, and equipment, for communities in Tanjung Jabung Timur Regency.



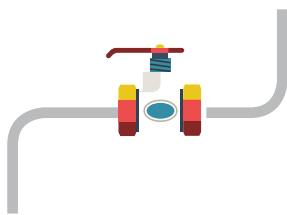
**Economic growth and social
progress are two sides of the
same coin**

Environment [GRI 203-2]



PetroChina works with the local government and communities to improve local environmental quality. We also educate people to increase their awareness on health, safety, and environmental issues. The following environmental programs were conducted in 2019:

1. Developing disaster-resilient villages in Tanjung Jabung Timur Regency in collaboration with the Jambi Regional Disaster Mitigation Agency (Badan Penanggulangan Bencana Daerah Jambi). Indonesia is the second most disaster-prone country in the world, with more earthquakes and volcanoes than any other country. Communities need to learn how to mitigate disaster, as well as what to do during and in the aftermath of a disaster.



Building Infrastructure [GRI 203-1]



Infrastructure is the backbone of economic and social development, and is important for education especially in rural areas such as the villages in our operational areas. In 2019, PetroChina provided various infrastructure pro bono, meaning that the work was undertaken voluntarily and without payment from the community:

1. Asphalted and drainage installation in Pematang Lumut Village, Tanjung Jabung Barat.
2. Renovating three early childhood education centers in Pandan Jaya Village, Rano Village, and Pematang Lumut Village.
3. Providing a four-wheel drive (4WD) vehicle to serve as a mobile library to improve access to information and knowledge in Gardan Ganda, Tanjung Jabung Barat.
4. Building two libraries for Simpang Tuan village and Pandan Makmur village.
5. Providing water filtration equipment (RO saltwater) for Sinar Wajo village.
6. Building tourism attractions for Liberica coffee ecotourism in Mekar Jaya village.
7. Improving a sanitation facility for the SMPN 21 junior high school in Talang Barat village.

A healthy environment will promote a healthy community






2. Improving sanitation and hygiene facilities in SMPN 21 junior high school to meet the 2019 National Healthy Schools Standards.
3. Developing school-based waste management at PCJL in Betara, Tanjung Jabung Barat Regency: new composting system, greening, establishing biopores and a recycling center. This program will benefit the school and the community by reducing, reusing and recycling waste.
4. Creating 8 landfill areas in Tanjung Jabung Timur. These landfills will serve to prevent the waste from contaminating the surrounding environment, especially the local groundwater resources.
5. Providing training and a facility for larvae farming (Larva BSF) for the Karya Muda group.

Investment in infrastructure is a long-term investment in continuous growth



SIGNIFICANT INDIRECT ECONOMIC IMPACT [GRI 203-1] [GRI 203-2]

The impact of our CSR program can be measured not only in terms of the direct impact of the program, but also in terms of the additional indirect economic impacts it has, as well as the complementary induced impacts generated in the economy (multiplier effects) that result from our work.

No.	Program	Recipients	Output/Outcome
1	Development of the credit union "Koperasi Syariah Srikandi Sukses Bersama" (KSSSB) 	The KSSSB members consist of 27 SMEs including home industries producing batik, handicrafts, cassava chips, local cuisine, etc.	<ul style="list-style-type: none"> - KSSSB provides outlets/stores to sell the products. - KSSSB members have the opportunity to access capital to build their businesses and expand their markets.
2	Adiwiyata School SMPN 21 Junior High 	SMPN 21 Junior High School, Talang Babat Village, Tanjung Jabung Timur.	<ul style="list-style-type: none"> - PetroChina built a greenhouse and a hydroponic farm that produces vegetables and cassava. These products are sold in the school area. The profits are distributed among the children and used to buy seeds for the next farming term.
3	Pemusiran Batik Training Program 	Batik group in Pemusiran village, Tanjung Jabung Timur (20 people).	<ul style="list-style-type: none"> - After the training, there was such a significant increase in skills and the quality of the batik that the group received orders from the local government for 60-100 pieces. - We created online markets through Facebook. - New job opportunities were created for women. Mothers who used to work on the farm can now work at home while also supported by their husbands. - Extra income earning of around Rp200,000 – Rp300,000 per person per month. This extra income helps to cover the household expenses and increases the wellbeing of the family.
4	Mobile library in West Tanjung Jabung 	Community in Tanjung Jabung Barat.	<ul style="list-style-type: none"> - The mobile library reached 25 schools during the year, plus other locations such as tourism spots in Tungkal Waterfront City. - Increasing the literacy and the love of reading among children and adults in West Tanjung Jabung.
5	Development of ecotourism in Liberia Coffee Village (SME Mekar Jaya) 	This ecotourism initiative was launched in 2018	<ul style="list-style-type: none"> - Income from sales of coffee is around Rp900,000 – Rp1,000,000 per month, with a minimum of Rp300,000 earned per month. - By the end of May 2019, the total assets of the SME Mekar Jaya were Rp408,641,680. - Other SMEs in the area can also sell their products in the Mekar Jaya store. Thus, the store contributes significantly to increasing overall community income.


CSR Investment

CSR Program (Rp)	2019	2018	2017
Education	4,593,002,700	2,140,849,250	2,509,138,100
Health services	326,000,000	-	425,600,000
Economic development	2,003,027,350	919,700,000	1,037,189,500
Environment	926,011,885	348,900,000	257,993,400
Infrastructure	8,535,960,000	15,224,184,500	-
Natural disaster aid	-	2,339,000,000	49,888,300
Total	16,384,001,935	20,972,633,750	4,279,809,300





SUSTAINABILITY GOVERNANCE

We are committed to upholding Good Corporate Governance as a foundation of Sustainability governance and business continuity.







SUSTAINABILITY GOVERNANCE

PetroChina believe that compliance to legal regulations and best practice in Good Corporate Governance (GCG) is the main foundation of business profitability and continuity.

IMPLEMENTATION OF GCG

Not only does the implementation of GCG become one of the determining domains in the success of the Company, but it is also to meet the regulatory requirements and build strong fundamentals as the foundation for every company's business activities. PetroChina is committed to upholding compliance with all applicable laws and regulations in the field of corporate governance. To that end, the company continues to update various guidelines, operating procedures, manuals that apply within the company in accordance with laws and regulations, which are then followed by targeted socialization and application. In every planning and decision-making, PetroChina also strives to always integrate the principles and practices of sustainability. Hence, the operational activities of all elements of PetroChina and the interaction with stakeholders are on the basis of the following principles: safety, environmental protection, harmony, stability, and anti-corruption.

PetroChina has been committed to applying the principles of Good Corporate Governance (GCG) in each of its business activities. PetroChina deems that the implementation of GCG will be the impetus in achieving the sustainable performance of the Company. The following are the objectives of GCG implementation within PetroChina:

Transparency

Transparency means openness and a willingness by the Company to provide clear information to shareholders and other stakeholders. In order to maintain objectivity in performing business, the Company provides Financial Statement, Investor Information, and other materials or relevant information, to ease Shareholders, Stakeholders, and the public to access the data; as well as written in every Annual Report of the Company. Those information are disclosed adequately, accurately, clearly and in a timely manner.

Accountability

This principle refers to the responsibility of the Management to the Shareholders and other stakeholders regarding the Company's objectives, strategies, and achievements. Accountability is required to maintain consistency in performing duties. It also entails the Management to provide reports of all of the Company's activities and decisions, especially in financial administration to the Board, Shareholders, and interested parties. The Management should also reveal unachieved goals, if any, and the reason thereof.

Responsibility

Responsibility is to show the conformity and compliance of the Company's management with the applicable rule of laws and regulations. It is implemented through various seminars and workshops for every level of employees. It shows the same opportunity to grow together in the Company. Furthermore, as a good corporate citizen, the Company also implements its responsibility toward sustainability of the environment, public welfare and healthy living.

Independence

Independence refers to the Company's action in managing its business in a professional manner without any conflict of interest and influences or pressure from any party that is in contravention with the laws and regulations. It shows every decision made by the Company is objective by considering many aspects but free from pressure of any third parties.

Fairness

In this principle, the Management is required to provide the equitability for all the shareholders, either the major shareholder or the minor and ensure that the shareholders and stakeholders have the same rights. Therefore, the Company always provides the same opportunity in voting in the AGM for all shareholders; Besides that, the Company also provides the same opportunity to all stakeholders by providing regularly training, seminar, or workshop for all levels.



GOVERNANCE STRUCTURE [GRI 102-18]

PetroChina's governance structure was formed in accordance with the organisational structure of PetroChina Indonesia. The highest decision-making body in this corporate governance structure is the President of the Company, who will report all activities (operational as well as general) to the China National Petroleum Corporation (CNPC), the parent company headquartered in Beijing, China. In performing the duties, the President is assisted by the general manager of each area of operations and vice president of each section within the Company. The vice presidents are in charge among others of: supply chain management and operation support; business development and technical; finance and control; and human resources and relations. The people of the Company conduct their functions in accordance with statutory provisions, the Company's Articles of Association, and other provisions based on the principle that each division carries out its duties, functions, and responsibilities independently for the benefit of the Company.

SHAREHOLDER MEETING (TCM with Jabung Block Partners) The annual general meeting is held once a year where OPCOM representative present an annual report containing the company's performance and strategy. The shareholders can hold additional meeting as required or needed.

SKK MIGAS (The Upstream Oil and Gas Special Regulatory Task Force) serves to supervise and monitor the operational work of Petrochina. SKK MIGAS monitors the effectiveness of company policies, including implementation of strategies. It also provides advice to the company which will be used by management in the day-to-day managing duties of the company. SKK MIGAS also approves the annual reports and review budgets for the next financial year.

Management is responsible for the day-to-day managing of the company's operations, including the implementation of sustainability principles. Management has the right to legally represent the company based on the rights and responsibilities stated in the Article of Association. The President is allowed to sign contracts between the company and third parties, develop plans and budget for the company. We establish independency for the implementation of good corporate governance.

INTERNAL AND EXTERNAL AUDIT

PetroChina always produces accountable work and annually PetroChina conducts internal audit in addition to external audit. For external audit, PetroChina is audited by the Indonesian Financial and Development Supervisory Agency (BPKP), the Supreme Audit Agency (BPK), SKK Migas, the Ministry of Energy and Mineral Resources, and the Directorate General of Oil and Gas.

RISK CONTROL & RISK MANAGEMENT

Risk management is an important aspect in oil and gas companies. In PetroChina, we take risk management process seriously by identifying possible risks, problems or disasters before they occur. We realize the importance of risk management and control as it enhances the company's performance and competitiveness. Thus, we implement internal control and audit for various functions. In addition, we develop policies, strategies and procedures to avoid the risk and minimize its impacts. We analyze areas of concerns such as:

1. Governance Risk, including risks related to corporate governance and ethics.
2. Strategy and Planning Risk, including risks related to Corporate Responsibility and Sustainability (CR&S), external factors, planning, project, and strategy.
3. Finance Risk, covering risks related to accounting, credit, liquidity and finance intelligence, financial market, planning and budgeting, and operations.



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4. Operational/Infrastructure Risk, including risks related to corporate assets, human resources, information technology, external events, legal, process management, procurement, product development, sales, marketing and communications.
5. Compliance Risk, including risks related to the laws, government regulations, contracts and agreements.
6. Reporting Risk, including risks related to reporting for stakeholders, such as financial reports, quarterly financial reports, annual tax statements, etc.

Our risk management process begins with identifying risks, analyzing risks, and then prioritizing risks. We find the best solution for each risk that is implemented in a timely manner, and then we conduct risk monitoring.

CONFLICTS OF INTEREST [GRI 102-25]

PetroChina defines a conflict of interest as a situation or condition faced by company personnel who, due to their position, has the authority that can potentially be misused, intentionally or unintentionally, for other interests so that it can affect the quality of its decisions, as well as the performance of the results of the decision which can be detrimental to the company. Every employee must comply with the provisions regarding conflicts of interest compiled by the company.

PetroChina has a policy governing Conflict of Interest and Gratification Control where the purpose of this policy is to provide direction and reference for all PetroChina Personnel including Commissioners and Directors regarding Conflict of Interest, acceptance, rejection, granting, and requesting Gratuity in the PetroChina Environment to be in accordance with the principles of Good Corporate Governance (GCG). The Company hopes that this reference can encourage the implementation of business ethics and work ethics, prevention of conflict of interest, prevention of fraud and corruption, and other deviations of behaviour.

We have a comprehensive set policies in preventing conflict of interest, including:

1. Integrity Pact: a mandatory agreement for every employee to respect integrity standards at work.
2. Prohibition of Gratuities: Prohibition of receiving and/or giving of gifts, gratuities, souvenirs, entertainment either at home or abroad, and carried out through either electronic means or without electronic means, by the employees as per their authority/ position in the Company, which may give rise to conflict of interest which affects their independence, objectivity, and professionalism.
3. Prohibition of Affiliated Relationships: this relationship involving any employee with parties related to the Company's business activities, either by blood, marriage or friendship, which may affect their decision making.
4. Prohibition of Concurrent Positions: employees are not allowed to hold other positions that may have a conflict of interest with their principal duties and responsibilities to the Company, which may affect their ability to be professional, independent and accountable in their position.
5. Prohibition on Vested Interest: this relates to the specific interests of employees that are personal in nature.
6. Policy for handling situations involving conflict of interest.
7. Policy for preventing situations involving conflict of interest.

ANTI-CORRUPTION INITIATIVE [GRI 205-2]

PetroChina possesses a policy maintaining the procedure of anti-corruption and fraud, namely anti-bribery management system (SMAP) in accordance with SNI ISO 37001:2016. Furthermore, the Anti-Bribery Compliance Function (FKAP) has been the Company's organ that is in charge of the anti-corruption issues within the Company.



We also include provision regarding vendor audit in the contracts for procurement of goods and services, which include the right of KKKS and SKK Migas or any independent auditor appointed by SKK Migas to conduct an examination of the implementation of the contracts, including their compliance to regulations such as Foreign Corrupt Practices Act (FCPA) and/or Anti-Bribery and Corruption (ABC).

In terms of supporting the policy, PetroChina has undertaken anti-corruption training and has disseminated to the world of corruption prevention activities by having held several trainings at least once in a year. The trainings are:

1. Introduction to ISO 37001: 2016 SMAP Training
2. Training and information dissemination on ISO 37001: 2016 SMAP Documentation
3. Internal Audit Training for ISO 37001: 2016 SMAP
4. ISO 37001: 2016 SMAP Lead Auditor Training
5. Code of Ethics, Corporate Integrity and Anti-Bribery Policy towards the Anti-Bribery Culture of PetroChina

6. PetroChina's Gratification and Conflicts of Interest Guidelines
7. PetroChina's Whistle Blowing System
8. Work Procedures with Anti-Bribery Business Partners

On the other hand, anti-corruption policies and procedures are also disseminated to all suppliers and business partners. All contract or labour agreement the Company is equipped with Integrity Pact statement to be signed by suppliers and other business partners. The communication, however, is carried out both internally within the Company and externally to the Company's business partners by using a variety of media both verbally (socialization, training, etc.) and using written media (banners, posters, anti-bribery policies) displayed on the Company's web pages. We also present SMAP to our partners and share our policy on anti corruption during vendor day.



By Region

	Has been communicated by the organisation regarding anti-corruption policies and procedures		Has attended anti-corruption training	
	Total	%	Total	%
Jakarta Office	62	100	56	90
Field Jabung	67	90	67	90
TOTAL	129	100	123	90

By Employee's Category in Jakarta Office

	Has been communicated by the organisation regarding anti-corruption policies and procedures		Has attended anti-corruption training	
	Total	%	Total	%
Top Management	6	100	4	90
Manager	29	100	25	90
Superintendent	15	100	15	100
Staff	12	100	12	100
TOTAL	62	100	56	90

Total Number and Percentage of Members of the Governance Body (Top Management and Manager) who have Attended Anti-Corruption Training, Broken Down by Region

	Total	%
Jakarta Office	29	90
Field Jabung	1	100
TOTAL	30	90

On the basis of the communication procedure of SMAP, business partner has also been given a direction regarding anti-corruption.

Business Partners who are Communicated Regarding Anti-Corruption Policies and Procedures By Region

	Total	%
Jakarta	9	10
Jambi	14	20
TOTAL	23	14

Business Partners who are Communicated Regarding Anti-Corruption Policies and Procedures by Type

	Total	%
Retailer	3	10
Supplier	3	10
TOTAL	6	10

During the reporting period, there were no incidents of corruption nor legal cases related to corruption. **[GRI 205-3]**



WHISTLEBLOWING SYSTEM [GRI 102-17]

PetroChina implements policy settings and improves the quality of supervision through a whistle blowing system. The Company's Whistle blowing System Guideline is a system that can be harnessed as a medium for reporting witnesses to submit information regarding violations that are indicated occurs within a company that cannot be resolved through normal company procedures. Both internal and external stakeholders can report suspected violations through this system. The WBS also serves as a means where PetroChina solicit mechanism for advice and concerns about ethics.

Reporting obtained from the mechanism of Reporting Violations (whistle blowing) requires attention and follow-up, including the imposition of appropriate penalties so that it can provide a deterrent effect for violators and also those who intend to do so.

Every PetroChina's stakeholder can report acts of corruption or activities that have the potential/ lead to corruption. PetroChina guarantees the protection and confidentiality of the reporter's identity; thus, the system runs effectively.

Implementation of this violation reporting system refers to several procedures, namely:

1. Reporting Violations
2. Provision of Sanctions
3. Protection for whistleblowers or related parties
4. Authority for Handling Reports
5. Submission of Report Results

STAKEHOLDERS' INVOLVEMENT

Stakeholders receive pivotal attention for they affect the course of the Company's operations or are affected by the Company. Strategically, stakeholders have helped develop the Company and influence PetroChina's performance.

Therefore, we always try to build congruent relationships with stakeholders. The following table elucidates the relationships and interactions with stakeholders:



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Stakeholders [GRI 102-40]	Basis of Determination [GRI 102-42]	Involvement/Communication Method [GRI 102-43]	Meeting Frequency [GRI 102-43]	Topics [GRI 102-44]
Shareholders and investors	Influence	<ul style="list-style-type: none"> • Maintaining/increasing investment values through better company performance • Annual dividends • Financial reports • Transparency and accurate reporting systems 	Once a year or as required	<ul style="list-style-type: none"> • Company performance • Financial reports • Leadership issues
Employee	Responsibility	<ul style="list-style-type: none"> • Remuneration and benefits • Access to the directors and senior management • Opportunities for development • Corporate strategy • Corporate culture • Sustainability performance and approaches • Fair and safe workplace 	As required	<ul style="list-style-type: none"> • Staff remuneration statement issue • Review of performance and development of all staff • Staff meetings, including for business planning and presentation of strategy • Informal meetings • HSES Committee • Intranet and other avenues for staff communication • Collective and individual consultations
Government and Regulator	Representation Impact	<ul style="list-style-type: none"> • Annual Reports and Sustainability Reports • Applications for exploration license • Compliance to the requirements for conducting operational activities and stakeholders' capacity building workshops • Monitoring of compliance • Work Program and Budget (WP&B) Meetings • Applications to conduct operations • Safety issues • Capacity building seminars 	As required	<ul style="list-style-type: none"> • Legal compliance • Sound integrity • Risk management and contingency planning • Work opportunity and increase of income
Contractors and suppliers	Impact Dependency	<ul style="list-style-type: none"> • Commercial relations • Review of contracts • Annual Reports and Sustainability Reports • Prequalification assessments and contractor audits • Senior Executives' Meetings • Training and briefing • Placement of HSE Advisor 	As required	<ul style="list-style-type: none"> • Long term relationship • Opportunities for growth • Compliance with sustainability standards and other business requirements



Stakeholders [GRI 102-40]	Basis of Determination [GRI 102-42]	Involvement/Communication Method [GRI 102-43]	Meeting Frequency [GRI 102-43]	Topics [GRI 102-44]
Business partners	Impact Dependency	<ul style="list-style-type: none"> • Annual Reports and Sustainability Reports • Feasibility studies on business opportunities • Partner meetings • Membership and participation in national industrial associations • TCM (Technical Committee Meetings) and OCM (Operating Committee Meetings) • Joint industrial projects • Multi-operator studies 	As required	<ul style="list-style-type: none"> • Sustainability policies and approaches • Reputation in the industry • Best practices in the industry and their guidelines
Community	Representation Proximity	<ul style="list-style-type: none"> • Consultative meetings as part of the Environmental and Social Impacts Assessment (ESIA) • Skills development programs and investments • Social investments • Village consultative forum 	As required	<ul style="list-style-type: none"> • Protection of the environment and livelihoods • Access to work opportunities • Social development
Non-Governmental Organization	Influence	<ul style="list-style-type: none"> • Meetings with local NGOs as part of consultation • Responses to written inquiries • Workshops involving stakeholders 	As required	<ul style="list-style-type: none"> • Approaches to sustainability issues • Work in border zones • Operational risk management and contingency planning



ABOUT THE REPORT

We presented this sustainability report as an accountability and update on our involvement in the economic, social and environmental issues.







ABOUT THE REPORT

This sustainability report is part of PetroChina's commitment to provide information transparently. This report covers PetroChina International Jabung Ltd. that operates in Jabung. There is no restatement of information given in previous reports, and there is no significant changes from previous reporting periods, material topics and topic boundaries. [\[GRI 102-45\]](#) [\[GRI 102-48\]](#) [\[GRI 102-49\]](#)

This report is our second Sustainability Report that describes PetroChina's activities from 1 January 2019 to 31 December 2019. Our previous report was published on our website on June 2014. We plan to publish sustainability report every 5 years, and this report has been prepared in accordance with the GRI Standards: Core option with GRI content index provided in page: 78. We promote accuracy and reliability by conducting quality control and reviewing data in this report. We have not assigned any external assurer for this report. However, we assigned the National Center for Sustainability Reporting

(NCSR) to conduct GRI Standards In Accordance Check to ensure that this report adhere to the requirement stipulated by the GRI Standards.

[\[GRI 102-50\]](#) [\[GRI 102-51\]](#) [\[GRI 102-52\]](#)
[\[GRI 102-54\]](#) [\[GRI 102-55\]](#) [\[GRI 102-56\]](#)

We welcome every input and questions regarding this report. Please contact:

PetroChina International Jabung Ltd. [\[GRI 102-53\]](#)

Department : Communication

Address : Menara Kuningan Lobby, Floor 16th,
19th, 21st - 27th

Phone : (021) 57945300

Website : www.petrochina.co.id

In preparing this report, we apply the four principles of sustainability reporting:

1. Stakeholder inclusiveness
2. Sustainability context
3. Materiality
4. Completeness





We asked various stakeholders to identify and prioritize topics according to their impact and influence. Their input and feedback have helped us in forming the materiality of this report, which was completed in the following stages: **GRI 102-46**

1. IDENTIFICATION. We identify issues raised by different stakeholders through established stakeholder engagement platforms such as regular meetings, surveys, and forums.
2. PRIORITIZATION. We invite internal and external stakeholders to participate in an online survey that asked respondents to prioritize the topics according to their impact and influence.
3. VALIDATION. We validate the issues with the senior leaders and stakeholders. Overall, our material issues include corporate governance, environment and social concerns.

The outcome of the above process was to identify a priority list of material topics as follows:

Material topics [GRI 102-47]	Reason of significance [GRI 103-1]	Disclosure Number	Boundary	
			In PetroChina	Outside PetroChina
ECONOMY				
Economic Performance	It is one of the most important issues for our stakeholders.	201-1, 201-3	√	√
Market Presence	It is one of the most important issues for our stakeholders.	202-1	√	√
Indirect Economic Impacts	It is one of the most important issues for our stakeholders, and it conveys our commitment to community's wellbeing.	203-1, 203-2	√	√
Procurement Practices	It is one of the most important issues for our stakeholders.	204-1	√	
Anti-corruption	It is part of our corporate values that must be practiced and implemented by the entire management and employees. It also conveys our compliance to international standards and regulations.	205-2, 205-3	√	
ENVIRONMENT				
Energy	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	302-1, 302-3, 302-4	√	√
Water	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	303-1, 303-3	√	√
Biodiversity	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	304-4	√	√
Emissions	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	305-1, 305-2, 305-4, 305-7	√	√
Effluents and Waste	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	306-1, 306-2, 306-3, 306-4	√	√
Environmental Compliance	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	307-1	√	
Supplier Environmental Assessment	It has a significant impact on stakeholders and company's reputation, as well as conveys our commitment to sustainability issues.	308-1	√	
SOCIAL				
Employment	It has a significant impact on stakeholders, compliance and on business continuity.	401-1, 401-2	√	
Labor/Management Relations	It has a significant impact on stakeholders and on business continuity.	402-1		
Occupational Health and Safety	It has a significant impact on stakeholders, compliance, and on business continuity.	403-1, 403-2, 403-3, 403-4	√	
Training and Education	It has a significant impact on stakeholders and on business continuity.	404-1, 404-2, 404-3	√	
Diversity and Equal Opportunity	It has a significant impact on stakeholders and company's reputation.	405-1, 405-2	√	
Non-discrimination	It has a significant impact on stakeholders and company's reputation.	406-1	√	
Local Communities	It has a significant impact on stakeholders, business continuity and company's reputation.	413-1	√	√
Supplier Social Assessment	It has a significant impact on stakeholders and company's reputation.	414-1	√	

STATEMENT GRI STANDARDS IN ACCORDANCE CHECK



NATIONAL
CENTER FOR
SUSTAINABILITY
REPORTING

Statement GRI Standards in Accordance Check

The National Center for Sustainability Reporting (NCSR) has conducted a GRI Standards in Accordance Check on PetroChina International Jabung Limited Sustainability Report 2019 ("Report"). The check communicates the extent to which the GRI Standards has been applied in the Report. The check does not provide an opinion on the sustainability performance of the reporter or the quality of the information provided in the report.

We conclude that this report has been prepared in accordance with GRI Standards - Core option.

Jakarta, 13 November 2020

National Center for Sustainability Reporting

Dewi Fitriasaki, Ph.D., CSRA, CMA
Director

GRI STANDARDS INDEX-CORE OPTION [GRI 102-55]

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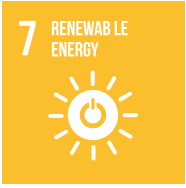
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	103-3	Evaluation of the management approach	49, 50, 52
GRI 403: Occupational Health and Safety 2016	403-1	Workers representation in formal joint management-worker health and safety committees	49
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	50
	403-3	Workers with high incidence or high risk of diseases related to their occupation	52
	403-4	Health and safety topics covered in formal agreements with trade unions	49
Training and Education			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	77
	103-2	The management approach and its components	44-45
	103-3	Evaluation of the management approach	44-45
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	44
	404-2	Programs for upgrading employee skills and transition assistance programs	44
	404-3	Percentage of employees receiving regular performance and career development reviews	45
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	77
	103-2	The management approach and its components	42-44
	103-3	Evaluation of the management approach	42-44
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	43
	405-2	Ratio of basic salary and remuneration of women to men	44

GRI Standard	Disclosure		Page
	No	Title	
	Non Discrimination		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	77
	103-2	The management approach and its components	43
	103-3	Evaluation of the management approach	43
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	43
	Local Communities		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	77
	103-2	The management approach and its components	57-59
	103-3	Evaluation of the management approach	57-59
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	57-59
	Supplier Social Assessment		
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its Boundary	77
	103-2	The management approach and its components	48
	103-3	Evaluation of the management approach	48
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	48

SDGS LINKS IN GRI STANDARD


SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page
1. NO POVERTY End poverty in all its forms everywhere 	Economic Performance	GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	24
	Income, wages and allowances	GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	42
	Economic development in areas of high poverty	GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	61, 62
203-2			Significant indirect economic impacts	60, 61, 62	
2. ZERO HUNGER End hunger, achieve food security and improved nutrition and promote sustainable agriculture 	Economic Performance	GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	24
	Economic development in areas of high poverty	GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	61, 62
203-2			Significant Indirect Economic Impacts	60, 61, 62	
3 GOOD HEALTH AND WELL BEING Ensure healthy lives and promote well-being for all at all ages 	Air Quality	GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions	31
			305-2	Energy indirect (Scope 2) GHG emissions	31
			305-4	GHG emissions intensity	31
			305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant Air emissions	32




SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page	
	Occupational Health And Safety	GRI 403: Occupational Health And Safety	403-1	Workers representation in formal joint management-worker health and safety committees	49	
			403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	50	
			403-3	Workers with high incidence or high risk of diseases related to their occupation	52	
			403-4	Health and safety topics covered in formal agreements with trade unions	49	
	Waste	GRI 306: Effluents and Waste	306-1	Water discharge by quality and destination	33	
			306-2	Waste by type and disposal method	34, 35, 49	
			306-3	Significant spills	28	
			306-4	Transport of hazardous waste	35	
	4 QUALITY EDUCATION Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Training and Education	GRI 404: Training and Education	404-1	Average hours of training per year per employee	44
				404-2	Programs for upgrading employee skills and transition assistance programs	44
404-3				Percentage of employees receiving regular performance and career development reviews	45	
						




SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page
5 GENDER EQUALITY Achieve gender equality and empower all women and girls 	Gender Equality	GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	42
		GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	43
			405-2	Ratio of basic salary and remuneration of women to men	44
		GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	43
6 CLEAN WATER AND SANITATION Ensure availability and sustainable management of water and sanitation for all 	Water	GRI 303: Water	303-1	Water withdrawal by source	32
			303-3	Water recycled and reused	32
	Waste	GRI 306: Effluents and Waste	306-1	Water discharge by quality and destination	33
			306-2	Waste by type and disposal method	34, 35, 49
			306-3	Significant spills	28
			306-4	Transport of hazardous waste	35
7 AFFORDABLE AND CLEAN ENERGY Ensure access to affordable, reliable, sustainable and modern energy for all 	Energy Efficiency	GRI 302: Energy	302-1	Energy consumption within the organization	29
			302-3	Energy intensity	29
			302-4	Reduction of energy consumption	30



SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page
8 DECENT WORK AND ECONOMIC GROWTH Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	Freedom of association	GRI 102: General Disclosure	102-41	Collective bargaining agreements	38
	Income, wages and allowances	GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	42
		GRI 201: Economic Performance	201-3	Defined benefit plan obligations and other retirement plans	43
		GRI 401: Employment	401-1	New employee hires and employee turnover	39
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	42
	Equality	GRI 405: Diversity and Equal Opportunity	405-2	Ratio of basic salary and remuneration of women to men	44
		GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	43
	Employment	GRI 401: Employment	401-1	New employee hires and employee turnover	39
			401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	42
		GRI 402: Labor/Management Relations	402-1	Minimum notice periods regarding operational changes	38



SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page	
	Occupational Health and Safety	GRI 403: Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	49	
			403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	50	
			403-3	Workers with high incidence or high risk of diseases related to their occupation	52	
			403-4	Health and safety topics covered in formal agreements with trade unions	49	
	Training and Education	GRI 404: Training and Education	404-1	Average hours of training per year per employee	44	
			404-2	Programs for upgrading employee skills and transition assistance programs	44	
			404-3	Percentage of employees receiving regular performance and career development reviews	45	
		GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	68	
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Economic development in areas of high poverty	GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	61, 62
				203-2	Significant indirect economic impacts	60, 61, 62
						

SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page
10. REDUCED INEQUALITIES Reduce inequality within and among countries 	Economic development in areas of poverty	GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	61, 62
			203-2	Significant indirect economic impacts	60, 61, 62
	Economic equity	GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	25
11 SUSTAINABLE CITIES AND COMMUNITIES Make cities and human settlements inclusive, safe, resilient and sustainable 	Infrastructure Investment	GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	61, 62
		GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	57-59
12 RESPONSIBLE CONSUMPTION AND PRODUCTION Ensure sustainable consumption and production patterns 	Air Quality	GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions	31
			305-2	Energy indirect (Scope 2) GHG emissions	31
			305-4	GHG emissions intensity	31
			305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant Air emissions	32
	Waste	GRI 306: Effluents and Waste	306-1	Water discharge by quality and destination	33
			306-2	Waste by type and disposal method	34, 35, 49
			306-3	Significant spills	28
			306-4	Transport of hazardous waste	35
	Supplier	GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	28

SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page
13 CLIMATE ACTION Take urgent action to combat climate change and its impacts 	Air Quality	GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions	31
			305-2	Energy indirect (Scope 2) GHG emissions	31
			305-4	GHG emissions intensity	31
			305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant Air emissions	32
	Energy Efficiency	GRI 302: Energy	302-3	Energy intensity	29
14. LIVE BELOW WATER Conserve and sustainably use the oceans, seas and marine resources for sustainable development. 	Waste	GRI 306: Effluents and Waste	306-1	Water discharge by quality and destination	33
	Water	GRI 303: Water	303-1	Water withdrawal by source	32
			303-3	Water recycled and reused	32
	Environmental Compliance	GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	28
15. LIFE ON LAND Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss 	Air Quality	GRI 305: Emission	305-1	Direct (Scope 1) GHG emissions	31
			305-2	Energy indirect (Scope 2) GHG emissions	31
			305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant Air emissions	32
	Waste	GRI 306: Effluents and Waste	306-2	Waste by type and disposal method	34, 35, 49
	Environmental Compliance	GRI 307: Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	28

SDG's	Business Theme	Relevance of GRI Standard	Disclosure	Indicator Title	Page
<p>16. PEACE, JUSTICE AND STRONG INSTITUTIONS</p> <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p> 	Anti-corruption	GRI 205: Anti-corruption	205-2	Communication and training about anti-corruption policies and procedures	68
			205-3	Confirmed incidents of corruption and actions taken	70
	Ethical and lawful behavior	GRI 102: General Disclosure	102-16	Values, principles, standards, and norms of behavior	18
			102-17	Mechanisms for advice and concerns about ethics	71
			102-25	Conflicts of interest	68
	Inclusive Decision Making	GRI 102: General Disclosure	102-18	Governance structure	67
			102-40	List of stakeholder groups	72, 73
			102-41	Collective bargaining agreements	38
			102-42	Identifying and selecting stakeholders	72, 73
			102-43	Approach to stakeholder engagement	72, 73
	102-44	Key topics and concerns raised	72, 73		
	<p>17. PARTNERSHIP FOR THE GOALS</p> <p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p> 	External Initiative	GRI 102: General Disclosure	102-12	External Initiative
102-13				Membership of association	17

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Collaboration for **Sustainable Development**

Sustainability Report 2019

PetroChina International Jabung Limited

Menara Kuningan, Floor 16th, 19th, 21st - 27th

Jl. H.R. Rasuna Said Blok X-7 Kav.5

Jakarta 12940

Phone. +62 21 5794 5300

Fax. +62 21 5794 5301

www.petrochina.co.id