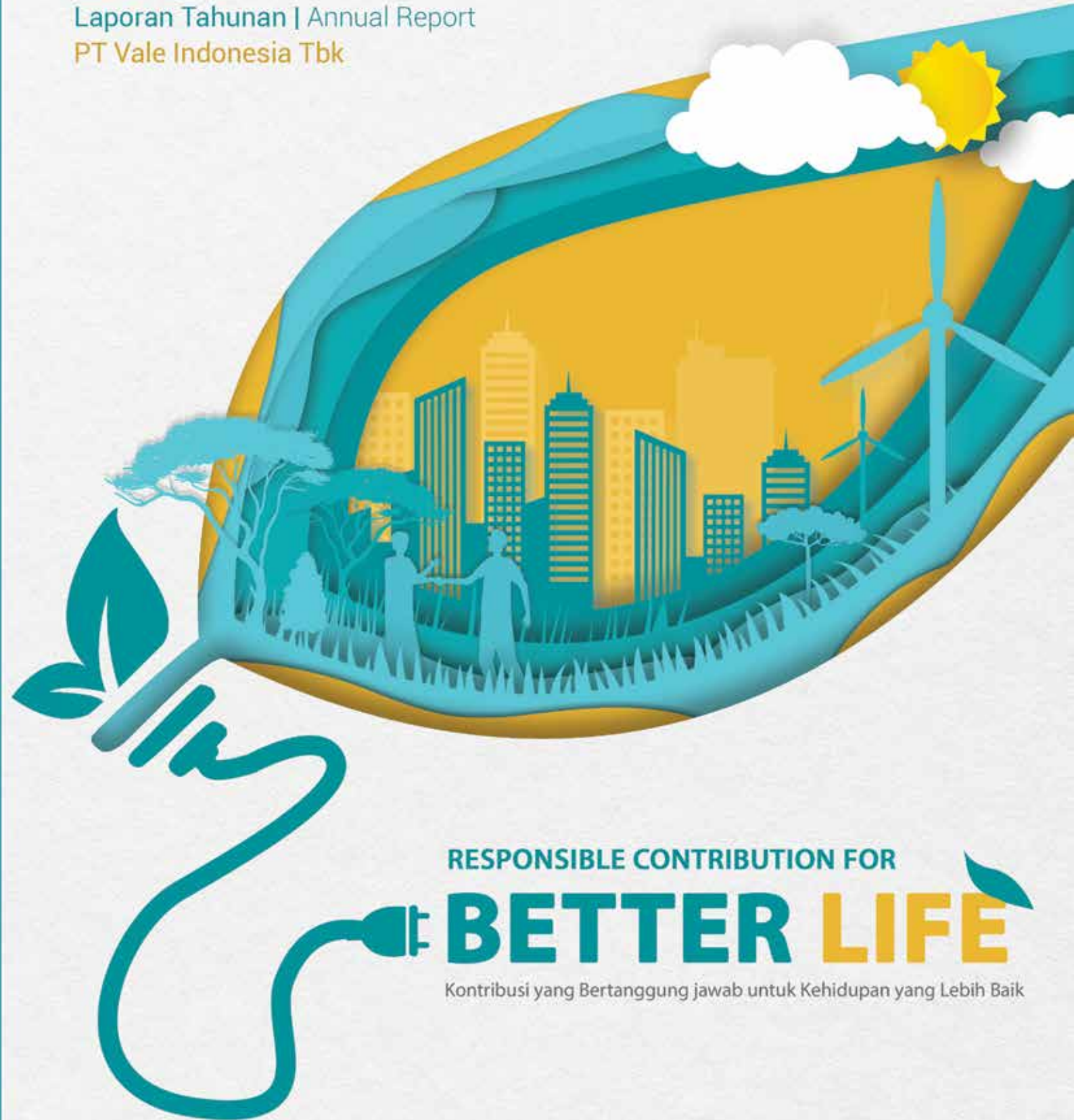


2021

Laporan Tahunan | Annual Report
PT Vale Indonesia Tbk



RESPONSIBLE CONTRIBUTION FOR

BETTER LIFE

Kontribusi yang Bertanggung jawab untuk Kehidupan yang Lebih Baik

Penafian dan Batas Tanggung Jawab

Laporan Tahunan ini berisikan pernyataan-pernyataan kondisi keuangan, kinerja operasi, proyeksi, rencana, strategi, kebijakan, serta tujuan Perseroan, yang digolongkan sebagai pernyataan ke depan dalam kepatuhan terhadap peraturan dan perundang-undangan yang berlaku, kecuali hal-hal yang bersifat historis.

Pernyataan-pernyataan kedepan bergantung kepada hal-hal yang memiliki risiko, baik yang telah diketahui maupun belum (prospektif), ketidakpastian dan faktor lain yang dapat mengakibatkan hasil aktual secara material berbeda dari yang tertulis dalam pernyataan-pernyataan tersebut. Pernyataan prospektif dalam laporan tahunan ini dibuat berdasarkan berbagai asumsi mengenai kondisi terkini dan peristiwa mendatang dari Perseroan serta lingkungan bisnis di mana Perseroan menjalankan kegiatan usaha. Perseroan tidak menjamin bahwa pernyataan-pernyataan yang disampaikan akan membawa hasil-hasil tertentu kedepan sesuai harapan.

Laporan ini juga memuat kata “Perusahaan”, “Perseroan” atau “PT Vale” yang didefinisikan sebagai PT Vale Indonesia Tbk.

Disclaimer

This annual report contains financial condition, operation performance, projections, plans, strategies, policy, as well as the Company’s objectives, which is classified as forward-looking statements in adherence to the prevailing laws and regulations, excluding historical matters.

Such forward-looking statements are subject to known and unknown risks (prospective), uncertainties, and other factors that could cause actual results to differ materially from expected results. Prospective statements in this annual report are prepared based on numerous assumptions concerning current conditions and future events of the Company and the business environment where the Company conducts business. The Company shall have no obligation to guarantee that the presented forward-looking statements will bring specific results as expected.

This annual report contains the words “Company”, “The Company” or “PT Vale” here in after referred to as PT Vale Indonesia Tbk.

Responsible Contribution for **BETTER LIFE**



Kontribusi yang Bertanggung jawab untuk Kehidupan yang Lebih Baik

Sekarang ini, nikel dalam negeri menjadi salah satu komoditas masa depan di tengah upaya dunia menekan emisi karbon dari bahan bakar fosil. Permintaan nikel dunia mengalami peningkatan seiring dengan mulai gencarnya pengembangan kendaraan listrik dan didukung oleh kebijakan Pemerintah yang melarang ekspor bijih nikel sehingga turut meningkatkan harga komoditas itu di pasar dunia.

PT Vale sebagai salah satu pemain utama operasi penambangan nikel terintegrasi terus berkomitmen dalam menerapkan *sustainable mining practice* dan menjalankan transformasi sumber daya alam untuk kemakmuran bersama dan pembangunan berkelanjutan. Komitmen Perseroan dapat terlihat pada program kerja yang telah dicanangkan, dimana terbagi menjadi dua fase, yaitu tahun 2030: menurunkan emisi sebanyak 33% dan tahun 2050: menjadi *net-zero carbon emission*.

Dengan menjalankan program kerja yang telah dicanangkan tersebut, hal ini menunjukkan komitmen Perseroan dalam mencapai tujuan pembangunan berkelanjutan dan sesuai dengan tema Laporan Tahunan 2021, yaitu Kontribusi yang Bertanggung jawab untuk Kehidupan yang Lebih Baik.

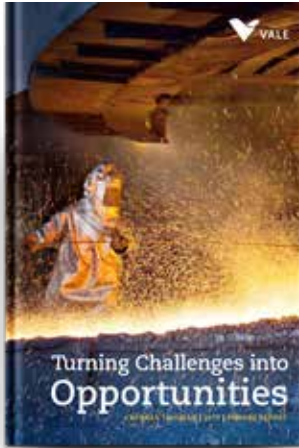
Today, domestic nickel is one of the future commodities as world's efforts to reduce carbon emissions from fossil fuels use. World's demand for nickel has increased in line with electric vehicles incessant trend and is also supported by the Government's policy that prohibits the export of nickel ore, thereby increasing the price of this commodity at the world today's market.

PT Vale is one of leading integrated nickel mining operation that continues to be committed in applying sustainable mining practice and transforming natural resources for prosperity of the communities and sustainable development. The Company's commitment is depicted on the roadmap consisting of two phases which is year of 2030: reducing emission of 33% and year of 2050: becoming net-zero carbon emission.

By implementing the roadmap that has been set, it shows Company's commitment in attaining a sustainable development goals and also in line with the 2021 Annual Report theme, which is Responsible Contribution for Better Life.

KESINAMBUNGAN TEMA

Theme Continuity



2017

Turning Challenges into Opportunities

Mengubah Tantangan menjadi Kesempatan



2020

Journey to Excellence Amidst Challenges

Menuju Unggul di Tengah Tantangan

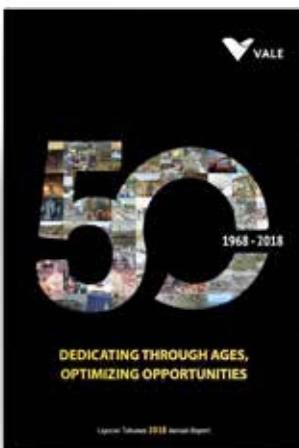
2018

Dedicating Through Ages, Optimizing Opportunities

2019

Growing Sustainably

Tumbuh secara Berkelanjutan



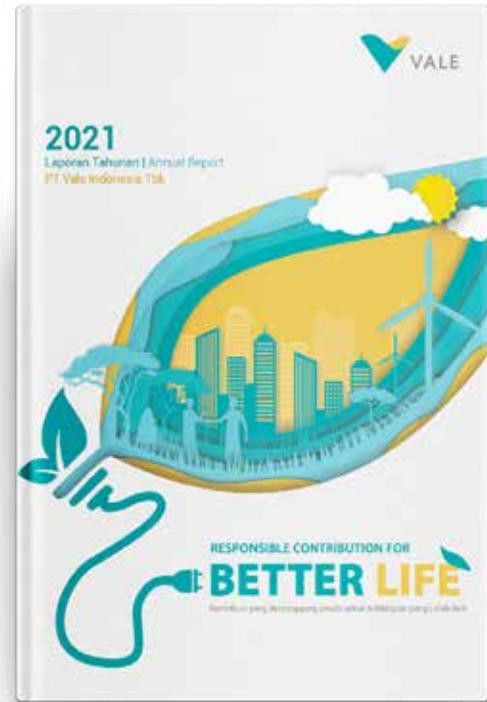
KESINAMBUNGAN TEMA

Theme Continuity

2021

Responsible Contribution for Better Life

Kontribusi yang Bertanggung jawab untuk
Kehidupan yang Lebih Baik



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DAFTAR ISTILAH

Glossary of Terms

| Istilah Pertambangan dan Prosesnya Glossary of Mining and Processing Terms | |
|---|---|
| Bijih Ore | Bagian dari endapan mineral yang diekstraksi. The economic portion of a mineral deposit that is extracted and processed. |
| Bijih Dari Timur East-type Ore | Jenis bijih yang banyak terdapat di blok pertambangan Sorowako Timur dan juga di daerah pertambangan Petea. Kandungan mineral dari tipe bijih ini lebih seragam bila dibandingkan dengan tipe bijih di Sorowako Barat, karena bijih itu berada dalam batu-batuan peridotite yang mengandung mineral serpentine dan tanah liat saprolite dengan kandungan serpentine. The type of ore prevalent in our Sorowako East mining block and also in our Petea mining location. Mineralization in this type of ore is more uniform than in West-type ore, since it is contained within serpentinized peridotite boulders and serpentine saprolite clay. |
| Bijih Dari Barat West-Type Ore | Jenis bijih ini banyak terdapat di blok tambang Sorowako Barat. Mineralisasi bijih dari jenis ini terkonsentrasi di tanah liat saprolite yang kaya dengan goethite; batu-batuan peridotite yang tidak mengandung mineral serpentine di dalam bijih jenis ini termasuk berkadar nikel sangat rendah. The type of ore prevalent in our Sorowako West mining block. Mineralization in this type of ore is concentrated in goethite-rich saprolite clay. The unserpentinized peridotite boulders present in this ore type has a very low nickel content. |
| Brownfield | Area yang secara operasional sudah berjalan <i>sustain</i> sudah memiliki infrastruktur dan pabrik pengolahan. A sustained operational area equipped with infrastructure and processing plants. |
| Bursa Logam London ("LME") London Metal Exchange ("LME") | Pasar komoditas untuk perdagangan bahan dasar dan logam, termasuk nikel. Setiap hari, produsen, pembeli dan penjual menggunakan LME sebagai akses ke harga nikel di pasar terbuka yang banyak digunakan di industri sebagai harga acuan dalam transaksi. Terminal market for the trading of materials and metals, including nickel. Producers, consumers and traders use the LME to reach, on a daily basis, open market prices for nickel, which are widely used throughout the industry as reference prices for physical transactions. |
| Endapan Mineral Mineral Deposit | Kumpulan mineral dengan kandungan logam secara alami yang memiliki nilai jual A naturally occurring concentration of minerals containing metals of economic interest. |
| Greenfield | Area yang masih baru yang masih membutuhkan pembangunan infrastruktur dan pabrik pengolahan. A new area that still requires development in infrastructure and processing plants. |
| Kalsin Calcine | Produk yang dihasilkan tanur pereduksi dan berfungsi sebagai bahan untuk tanur peleburan fisik. The output of reduction kiln and serves as the feed material for our electric smelting furnaces. |
| Konverter Converter | Digunakan untuk menghilangkan kandungan besi. Konverter matte cair dituangkan ke dalam aliran air bertekanan tinggi hingga menghasilkan butiran padat dengan diameter sekitar 0,3 mm, yang dinamakan nikel matte. Used to remove the iron. The liquid converter matte is poured into high pressure water streams to produce dense granules with a diameter of about 0.3 mm, called nickel matte. |
| Lapisan Sisa Overburden | Lapisan sisa bernilai rendah yang harus dibuang untuk mencapai bijih di daerah pertambangan kami. The low-value waste layer that must be removed at a mining site in order to access ore. |
| Laterite | Tanah merah yang terdiri dari tanah liat yang diperkaya dengan kandungan nikel, sebagai bahan untuk membuat bijih nikel. Laterite juga mengandung banyak besi, magnesium dan kobalt. Laterite terdiri dari dua lapisan, lapisan bawah yang mengandung saprolite dan di atasnya yang mengandung limonite. A red-colored soil composed of clay that is sufficiently enriched in nickel to make nickel ore. Laterite is also enriched in iron, magnesium and cobalt. It results from the laterization (a weathering process) of a type of igneous rock called peridotite. Laterite consists of two layers: a lower layer of saprolite and an overlying zone of limonite. |
| Matte Tanur Furnace Matte | Hasil dari proses peleburan, dan digunakan sebagai umpan untuk alat pengubah. The product of the smelting process, used as the feed product for the converter. |
| Megawatt (Mw) | 1.000.000 watt, ukuran untuk tenaga. 1,000,000 watts; a measure of power. |




DAFTAR ISTILAH

Glossary of Terms

| | Istilah Pertambangan dan Prosesnya Glossary of Mining and Processing Terms |
|--|---|
| Nikel Dalam Matte Nickel In Matte | Produk setengah jadi yang dapat dijual secara komersial yang berasal dari bijih yang mengandung nikel. Nikel dalam matte adalah produk utama kami. An intermediate product in the production of commercially saleable nickel, made from nickel containing ores. Nickel in matte is our main product. |
| Peleburan Smelting | Proses pengolahan kalsin, sebagai hasil dari tanur pereduksi, dilebur dengan tanur listrik untuk memisahkan terak dari campuran nikel-sulfur-besi yang terdapat dalam kalsin. Proses ini menghasilkan matte tanur listrik. A process whereby calcine, the output of the reduction kiln, is melted through the use of an electric arc furnace, separating slag from the denser nickel-sulphur-iron mixture. This process produces electric furnace matte. |
| Rehabilitasi Rehabilitation | Penanaman tanaman lokal di daerah revegetasi setelah satu sampai dua tahun untuk mengembalikan daerah ke bentuk alaminya. Planting of native trees in areas one to two years after revegetation in order to return each area to its original state. |
| Reklamasi Reclamation | Persiapan dan pembentukan permukaan tanah dari daerah pasca tambang untuk mengembalikan masing-masing daerah ke kondisi semula. The preparation and landscaping of post-mining area in order to return each area to its original state. |
| Revegetasi Revegetation | Penanaman dengan tanaman penutup dan pelopor pada daerah pasca reklamasi The planting with cover crops and pioneer trees of area post-reclamation. |
| Stasiun Penyaring Screening Station | Lokasi pada pertambangan kami, dimana bahan mentah dimasukkan ke dalam proses pengolahan awal, termasuk pembersihan dari batu-batuan dan lain lainnya. A location at a mining site where mineralized material is brought for initial processing including removal of low-grade boulders and other waste material. |
| Tambang Terbuka Open Pit Mining | Jenis pertambangan dimana seluruh kegiatan penambangannya dilakukan di permukaan tanah. A type of mining where all activity occurs on the surface. |
| Tanur Pengeri Dryer | Digunakan untuk mengurangi kadar air hingga menjadi 20%. Setelah proses pengeringan, bijih nikel masuk ke tempat penyimpanan bijih nikel kering (dry ore storage atau "DOS"). Used to reduce moisture content to 20%. After the drying process, nickel ore goes into dry ore storage ("DOS"). |
| Tanur Pereduksi Reduction Kiln | Tabung panjang berputar dengan diameter besar yang digunakan untuk memanaskan bijih sampai 750 derajat Celcius dan pada titik tersebut, bijih bereaksi secara kimiawi dan sudah siap untuk dimasukkan ke dalam tanur peleburan listrik. A long, large diameter rotating cylinder that is used to heat ore to about 750 degrees Celsius. At this temperature the ore undergoes a chemical reaction, making it suitable for introduction into the electric smelting furnace. |
| Tanur Listrik Electric Furnace | Digunakan untuk proses peleburan dan reduksi hingga menghasilkan matte tanur. Di tanur listrik, hanya sekitar 7% dari total masukan bijih nikel yang keluar dalam bentuk matte tanur dan sisanya adalah slag. Tanur listrik membutuhkan suhu hingga sekitar 1.500 derajat celcius untuk memisahkan slag dan menghasilkan matte tanur. Pasokan listrik diperoleh dari operasi pembangkit listrik tenaga air ("PLTA") milik sendiri dan pembangkit listrik termal sebagai cadangan. Used for smelting and reduction processes to produce furnace matte. In the electric furnace, only about 7% of the total nickel ore input comes out as furnace matte, with the rest being slag. Electric furnace requires temperatures up to about 1,500 degrees Celsius to separate slag and produce furnace matte. Electricity supplies come from our self-owned hydroelectric power plants ("HEPP") and a thermal power plant as a backup. |
| Tempat Penggilingan Batubara Coal Mill | Digunakan untuk mengurangi ukuran batubara dari 30 mm menjadi 90 mikron dan untuk mengurangi kandungan kelembaban batubara dari 10% menjadi 5%. Bubuk batubara ini didistribusikan ke tungku tanur pengering dan tanur pereduksi yang akan digunakan sebagai sumber bahan bakar. Used for reducing size of coal from 30 mm to 90 mikron and to reduce moisture content of coal from 10% to 5%. This pulverized coal is delivered to burner of dryers and reduction kilns as heat source. |
| Ton Basah Wet Ton | Satu ton material termasuk berat air yang terkandung di dalamnya. One ton of material and the free water associated with it. |

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06 TANGGUNG JAWAB SOSIAL PERUSAHAAN

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POKOK-POKOK PENCAPAIAN KINERJA 2021

2021 Performance Highlights



Penjualan Nikel Matte

Nickel Matte Sales

66,615

Ton | Tons

Turun sebesar 8,55% dibanding tahun 2020 sebesar 72.846 ton

Decrease of 8.55% compared to 72,846 tons in 2020

Pendapatan

Revenue

953,174

AS\$ dalam ribuan | US\$ in thousand

Naik sebesar 24,64% dibandingkan tahun 2020 sebesar AS\$764.744 ribu

Increase 24.64% compare to US\$764,744 thousands in 2020

Produksi Nikel dalam Matte

Nickel in Matte Production

65,388

Ton | Tons

Turun sebesar 9,48% dibanding tahun 2020 sebesar 72.237 ton

Decrease of 9.48% compared to 72,237 tons in 2020

Total Cadangan Terbukti

Total Proven Reserves

65.68

juta ton (DKP) | million tons (DKP)

Naik dibanding tahun 2020 sebesar 61,88 juta ton (DKP)

Increase compared to 61.88 million tons (DKP) in 2020

Harga Realisasi Rata-rata

Average Realized Price

14,309

AS\$ per Ton | US\$ per Tons

Naik sebesar 36,30% dibanding tahun 2020 sebesar AS\$10.498 per ton

Increase of 36.30% compared to US\$10,498 per tons in 2020

Total Cadangan Terkira

Total Probable Reserves

46.87

juta ton (DKP) | million tons (DKP)

Naik dibanding tahun 2020 sebesar 42,07 juta ton (DKP)

Increase compared to 42.07 million tons (DKP) in 2020

Laba Tahun Berjalan

Profit for The Year

165,797

dalam ribuan | in thousands

Naik sebesar 100,19% dibanding tahun 2020 sebesar AS\$82.819

Increase of 100.19% compared to US\$82,819 in 2020.

POKOK-POKOK PENCAPAIAN KINERJA 2021

2021 Performance Highlights

EBITDA yang Disesuaikan

Adjusted EBITDA

391,858

AS\$ dalam ribuan | US\$ in thousand

Naik 43,51% atau senilai AS\$118.808 ribu dibanding tahun 2020

Increase of 43.51% or US\$118,808 thousands compared to 2020

Biaya Kas

Cash Cost

8,275

AS\$ / Ton | US\$ / Tons

Naik 23,97% dibanding tahun 2020 sebesar AS\$6.675/ton

Increase of 23.97% compared to US\$6,675/tons in 2020

Rasio Laba terhadap Ekuitas

Return on Equity (ROE)

7.70%

Mengalami peningkatan dari tahun sebelumnya sebesar 4,10%

Increased by 4.10% from previous year

Harga Saham per 30 Desember 2021

Share Price as at December 30, 2021

IDR4,680

per Saham | per Share

Kesehatan dan Keselamatan Kerja

Occupational Health and Safety

0.70

Total Recordable Injury Frequency Rate (TRIFR) 2021

Lebih tinggi dibanding tahun 2020 sebesar 0,51

Higher than 0.51 in 2020

Pengelolaan Lingkungan

Environmental Management

PROPER Hijau

Green PROPER

Dari Kementerian Lingkungan Hidup dan Kehutanan ("KLHK")

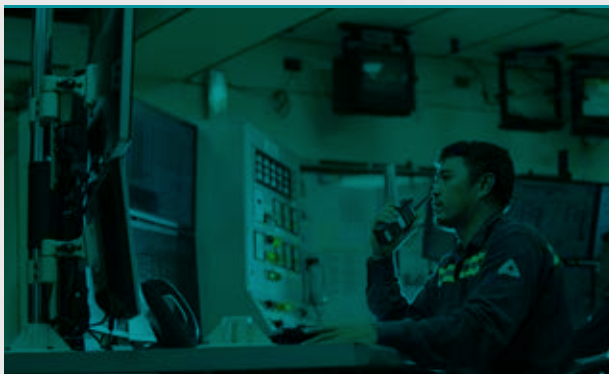
From the Ministry of Environment and Forestry ("KLHK")

Intensitas SO₂

SO₂ Intensity

Rata-rata 0,77 SO₂/kg Ni, lebih rendah dibandingkan nilai baku mutu 0,80 SO₂/kg Ni

Average 0.77 SO₂/kg Ni, lower than 0.80 SO₂/kg Ni threshold





01

IKHTISAR
UTAMA

Main Highlights

IKHTISAR DATA KEUANGAN PENTING

Financial Highlights

Ikhtisar Laba Rugi & Penghasilan Komprehensif Lain (dalam ribuan dolar AS)

Profit or Loss and Other Comprehensive Income Highlights (US Dollars, in thousands)

| Uraian Descriptions | 2021 | 2020 | 2019 | 2018 | 2017 | Satuan Unit |
|--|-----------|-----------|-----------|-----------|-----------|----------------|
| Pendapatan Revenue | 953,174 | 764,744 | 782,012 | 776,900 | 629,334 | AS\$ US\$ |
| Beban Pokok Pendapatan Cost of Revenue | (717,810) | (640,365) | (664,323) | (672,899) | (622,780) | AS\$ US\$ |
| Laba Bruto Gross Profit | 235,364 | 124,379 | 117,689 | 104,001 | 6,554 | AS\$ US\$ |
| Laba Usaha Operating Profit | 223,024 | 103,854 | 88,289 | 84,854 | (15,215) | AS\$ US\$ |
| Laba Sebelum Pajak Penghasilan Profit Before Income Tax | 220,645 | 104,645 | 89,136 | 86,617 | (23,020) | AS\$ US\$ |
| (Beban)/Manfaat Pajak Penghasilan Income Tax (Expense)/Benefit | (54,848) | (21,826) | (31,736) | (22,105) | 7,749 | AS\$ US\$ |
| Laba/(Rugi) Tahun Berjalan Profit/(Loss) for the Year | 165,797 | 82,819 | 57,400 | 60,512 | (15,271) | AS\$ US\$ |
| Total Penghasilan Komprehensif Lain Total Other Comprehensive Income | 1,404 | (4,134) | 566,000 | 3,848 | 49,000 | AS\$ US\$ |
| Jumlah Laba Komprehensif Tahun Berjalan Total Comprehensive Income For The Year | 167,201 | 78,685 | 57,966 | 64,360 | (15,222) | AS\$ US\$ |
| Laba Tahun Berjalan yang Diatribusikan Kepada: Profit for The Year Attributable to: | | | | | | |
| Pemilik entitas induk Owners of the parent entity | 165,797 | 82,819 | 57,400 | N/A | N/A | AS\$ US\$ |
| Keperentingan nonpengendali Non-controlling interest | N/A | N/A | N/A | N/A | N/A | AS\$ US\$ |
| Jumlah Penghasilan Komprehensif yang Diatribusikan Kepada: Total Comprehensive Income for The Year Attributable to: | | | | | | |
| Pemilik entitas induk Owners of the parent entity | 167,201 | 78,685 | 57,966 | N/A | N/A | AS\$ US\$ |
| Keperentingan nonpengendali Non-controlling interest | N/A | N/A | N/A | N/A | N/A | AS\$ US\$ |
| Laba Per Saham (Dalam AS\$) – Dasar dan Dilusian Earnings per Share (in US\$) – Basic and Diluted | 0.0167 | 0.0083 | 0.0058 | 0.0061 | (0.0015) | AS\$ US\$ |
| EBITDA yang Disesuaikan Adjusted EBITDA | 391,858 | 273,050 | 232,367 | 235,673 | 111,635 | AS\$ US\$ |
| Jumlah Aset Total Assets | 2,472,828 | 2,314,658 | 2,222,688 | 2,202,452 | 2,184,559 | AS\$ US\$ |
| Jumlah Liabilitas Total Liabilities | 318,367 | 294,270 | 280,995 | 318,725 | 365,192 | AS\$ US\$ |
| Jumlah Ekuitas Total Equity | 2,154,461 | 2,020,388 | 1,941,693 | 1,883,727 | 1,819,367 | AS\$ US\$ |

IKHTISAR DATA KEUANGAN PENTING

Financial Highlights

Arus Kas (dalam ribuan dolar AS)

Cash Flows (US Dollars, in thousands)

| Uraian Descriptions | 2021 | 2020 | 2019 | 2018 | 2017 | Satuan Unit |
|---|-----------|-----------|-----------|----------|----------|----------------|
| Arus kas bersih dihasilkan dari Aktivitas Operasi Net cash flows provided by Operating Activities | 334,636 | 292,377 | 137,994 | 204,359 | 152,561 | AS\$ US\$ |
| Arus kas bersih digunakan untuk Aktivitas Investasi Net cash flows used in Investing Activities | (180,234) | (150,837) | (166,104) | (83,784) | (74,614) | AS\$ US\$ |
| Arus kas bersih digunakan untuk Aktivitas Pendanaan Net cash flows used in Financing Activities | (34,517) | (1,676) | (24,391) | (40,429) | (41,728) | AS\$ US\$ |
| Kenaikan/(Penurunan) Bersih Kas dan Setara Kas Net Increase/(Decrease) In Cash & Cash Equivalents | 119,885 | 139,864 | (52,501) | 80,146 | 36,219 | AS\$ US\$ |
| Kas dan Setara Kas Pada Awal Tahun Cash & Cash Equivalents At The Beginning of The Year | 388,682 | 249,035 | 301,153 | 221,699 | 185,560 | AS\$ US\$ |
| Dampak Perubahan Selisih Kurs Terhadap Kas dan Setara Kas Effect of Exchange Rate Changes on Cash and Cash Equivalents | (240) | (217) | 383 | (692) | (80) | AS\$ US\$ |
| Kas dan Setara Kas Pada Akhir Tahun Cash and Cash Equivalents at The End of The Year | 508,327 | 388,682 | 249,035 | 301,153 | 221,699 | AS\$ US\$ |

IKHTISAR DATA KEUANGAN PENTING

Financial Highlights

Rasio Keuangan

Financial Ratios

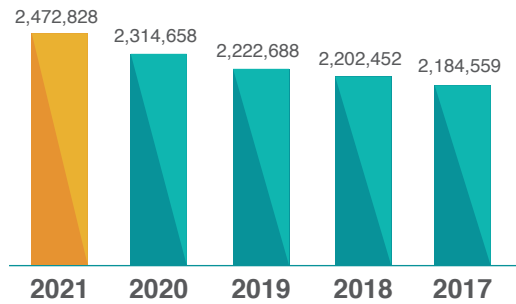
| Uraian Descriptions | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|--------|--------|--------|--------|---------|
| Rasio Likuiditas Liquidity Ratio | | | | | |
| Rasio Lancar Current Ratio | 4.97 | 4.33 | 4.31 | 3.60 | 4.62 |
| Rasio Cepat Quick Ratio | 4.00 | 3.43 | 3.22 | 2.85 | 3.71 |
| Rasio Leverage Leverage Ratio | | | | | |
| Rasio Liabilitas terhadap Ekuitas Debt to Equity Ratio | 15% | 15% | 14% | 17% | 20% |
| Rasio Liabilitas terhadap Aset Debt to Assets | 13% | 13% | 13% | 14% | 17% |
| Rasio Aktivitas Activity Ratio | | | | | |
| Periode Penagihan (Hari) Receivables Turnover (Days) | 31 | 39 | 53 | 67 | 89 |
| Periode Persediaan (Hari) Inventory Turnover (Days) | 100 | 108 | 86 | 76 | 97 |
| Rasio Profitabilitas Profitability Ratio | | | | | |
| Margin Laba Bersih Net Profit Margin | 17.39% | 10.83% | 7.34% | 7.79% | (2.43)% |
| Margin Laba Kotor Gross Profit Margin | 24.69% | 16.26% | 14.89% | 13.39% | 1.04% |
| Rasio Laba (Rugi) terhadap Pendapatan Operational Margin | 23.40% | 13.58% | 11.29% | 10.92% | (2.42)% |
| Rasio Laba (Rugi) terhadap Ekuitas Return on Equity (ROE) | 7.70% | 4.10% | 2.96% | 3.21% | (0.84)% |
| Rasio Laba (Rugi) terhadap Aset Return on Assets (ROA) | 6.70% | 3.58% | 2.58% | 2.75% | (0.70)% |

IKHTISAR DATA KEUANGAN PENTING

Financial Highlights

Jumlah Aset

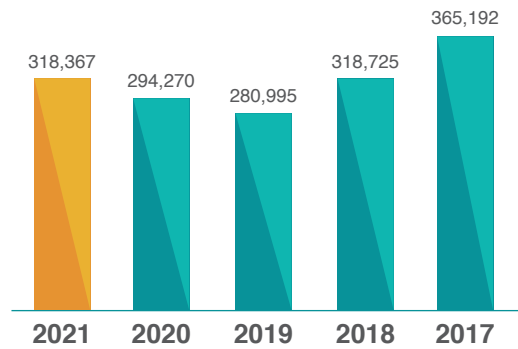
Total Assets



dalam ribuan dolar AS
US Dollars, in thousands

Jumlah Liabilitas

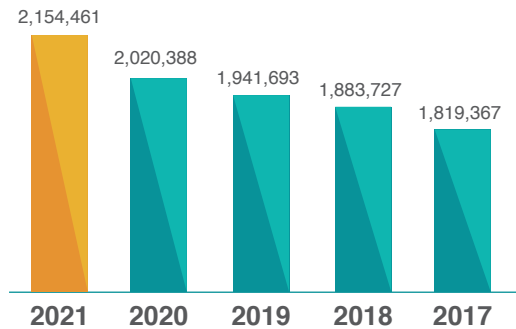
Total Liabilities



dalam ribuan dolar AS
US Dollars, in thousands

Jumlah Ekuitas

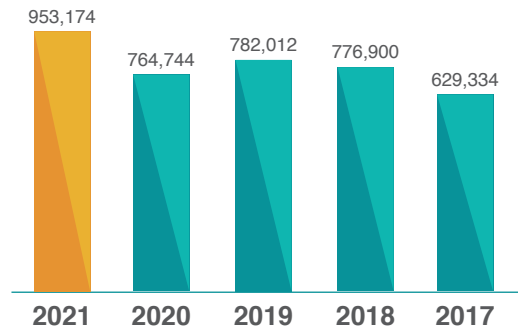
Total Equity



dalam ribuan dolar AS
US Dollars, in thousands

Pendapatan

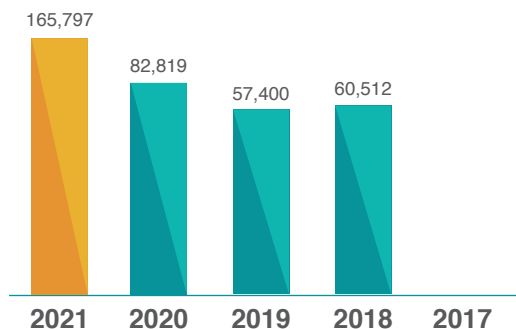
Revenue



dalam ribuan dolar AS
US Dollars, in thousands

Laba Tahun Berjalan

Profit for The Year

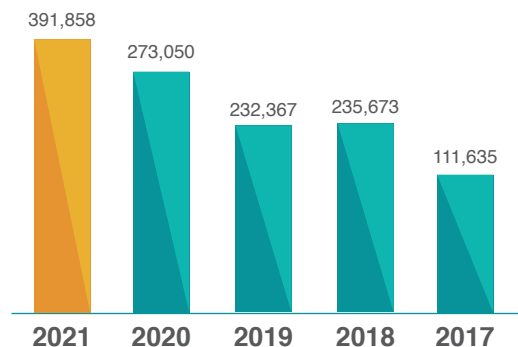


dalam ribuan dolar AS
US Dollars, in thousands

(15,271)

EBITDA yang disesuaikan

Adjusted EBITDA

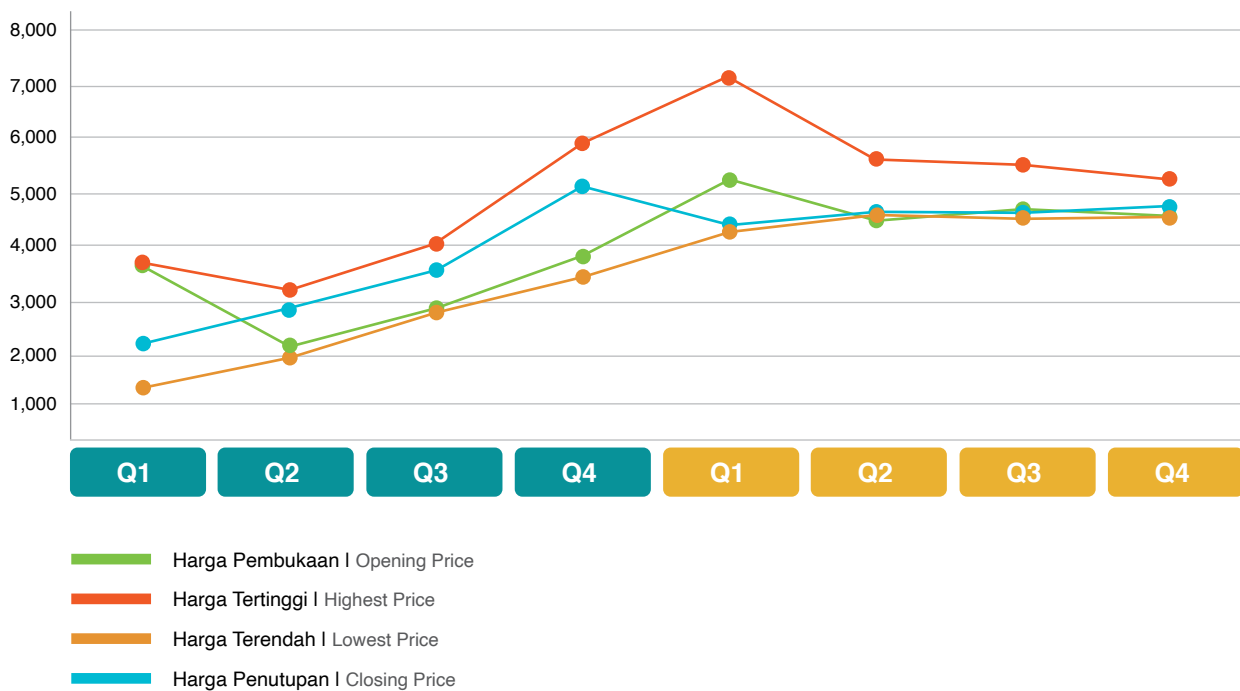


dalam ribuan dolar AS
US Dollars, in thousands

IKHTISAR SAHAM

Stock Highlights

| Deskripsi Descriptions | 2020 | | | | 2021 | | | |
|---|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| | Q1 | Q2 | Q3 | Q4 | Q1 | Q2 | Q3 | Q4 |
| Harga Pembukaan (Rp) Opening Price (Rp) | 3,640 | 2,160 | 2,800 | 3,560 | 5,100 | 4,380 | 4,610 | 4,590 |
| Harga Tertinggi (Rp) Highest Price (Rp) | 3,670 | 3,190 | 4,030 | 5,900 | 7,100 | 5,600 | 5,550 | 5,250 |
| Harga Terendah (Rp) Lowest Price (Rp) | 1,340 | 1,930 | 2,770 | 3,400 | 4,270 | 4,110 | 4,480 | 4,470 |
| Harga Penutupan (Rp) Closing Price (Rp) | 2,160 | 2,800 | 3,560 | 5,100 | 4,380 | 4,610 | 4,590 | 4,680 |
| Volume Perdagangan (dalam ribuan) Trading Volume (in thousand) | 543,955 | 820,076 | 960,837 | 1,274,327 | 2,978,767 | 1,235,399 | 875,640 | 719,932 |
| Saham Beredar Outstanding Share | 9,936,338,720 | 9,936,338,720 | 9,936,338,720 | 9,936,338,720 | 9,936,338,720 | 9,936,338,720 | 9,936,338,720 | 9,936,338,720 |
| Kapitalisasi Pasar (dalam jutaan rupiah) Market Capitalization (in million rupiah) | 21,462,492 | 27,821,748 | 35,373,366 | 50,675,327 | 43,521,164 | 45,806,521 | 45,607,795 | 46,502,065 |

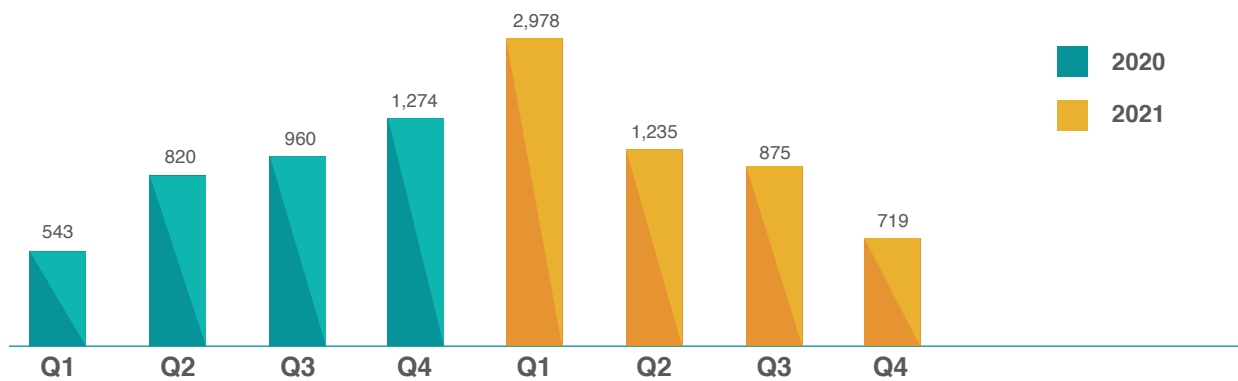


IKHTISAR SAHAM Stock Highlights

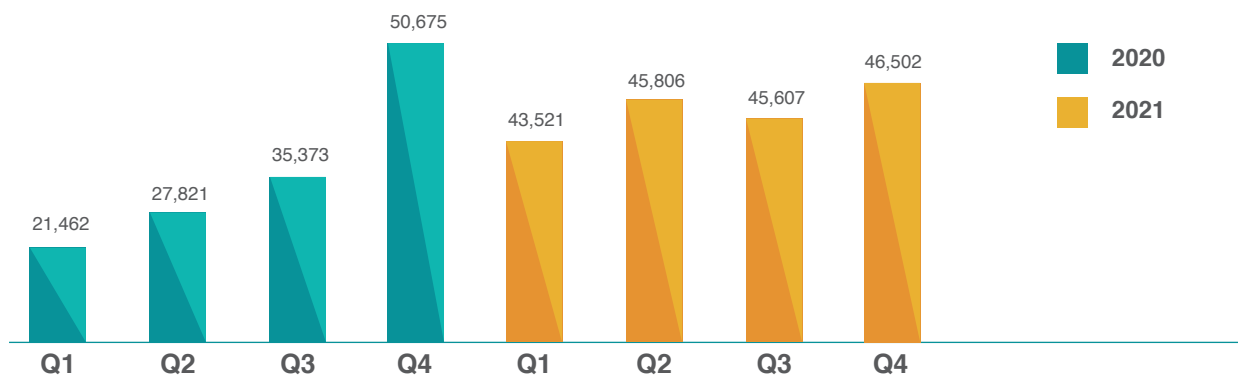
● Pergerakan Harga dan Volume Saham 2020 - 2021 Share Price Movement and Trading Volume 2020 - 2021



● Volume Perdagangan (dalam jutaan) Trading Volume (in million)



● Kapitalisasi Pasar (dalam miliaran rupiah) Market Capitalization (in billion rupiah)



PERISTIWA PENTING

Significant Events

JANUARI 2021

January 2021

11



Semua unit Vale Base Metals, termasuk PT Vale, menghentikan operasi selama 8 jam (*Safety Stand Down* - "SSD") demi fokus membahas isu-isu *safety* pada 11 Januari. Perusahaan bahkan menghentikan operasi tanur listrik sementara unit-operasional lainnya *stand by*. Sebuah keputusan yang belum pernah dilakukan sepanjang 53 tahun PT Vale beroperasi. SSD dirangkaikan dengan pencanangan Bulan K3 Nasional 2021 di PT Vale bertema "Penguatan Sumberdaya Manusia yang Unggul dan Berbudaya K3 pada Semua Sektor Usaha".

All Vale Base Metals units, including PT Vale, stopped the operations for 8 hours long (*Safety Stand Down* - "SSD") to focus discussing safety issues on January 11th. The Company also stopped the electric furnace operation meanwhile other operational units at stand by mode. A decision that has not been made by PT Vale in 53 years of operation. The SSD was coupled with the launching of the 2021 National OHS Month at PT Vale with the theme "Strengthening Superior Human Resources and OHS Culture in All Business Sectors".

16



PT Vale memberangkatkan Tim Tanggap Darurat untuk membantu operasi SAR di lokasi gempa Majene dan Mamuju, Sulawesi Barat pada 16 Januari, satu hari pasca-bencana. Sepuluh anggota Tim bekerja sama dengan BASARNAS, Polri, dan tim gabungan di bawah koordinasi Kementerian Energi Sumber Daya dan Mineral ("ESDM").

1 day after the disaster on January 16th, PT Vale sent an Emergency Response Team to help SAR operation at earthquake disaster in Majene and Mamuju, West Sulawesi. Ten members of the team worked together with BASARNAS, POLRI and joint team under the Ministry of Energy and Mineral Resources ("MEMR") coordination.

FEBRUARI 2021

February 2021

7



Guna mendukung ekonomi kerakyatan melalui Program Pengembangan & Pemberdayaan Masyarakat ("PPM"), tim Social Development Program ("SDP") PT Vale meluncurkan "Gebrakan UMKM" pada 7 Februari untuk memperluas penetrasi pasar produk-produk Usaha Mikro Kecil Menengah ("UMKM"). Di hari yang sama, PT Vale juga meresmikan Pujasera Towuti yang diharapkan dapat menjadi Towuti Community Centre di masa mendatang.

To support socio-economic through the Community Development & Empowerment Program ("PPM"), PT Vale's Social Development Program ("SDP") team launched the "Micro Small and Medium Enterprises ("MSME") Breakthrough" on February 7th to expand market penetration for MSME products. On the same day, PT Vale also inaugurated the Towuti Pujasera which is expected to become the future Towuti Community Center.

15



PT Vale memulai proyek pemasangan trafo baru di PLTA Larona LGS #1 untuk meningkatkan keandalan suplai energi listrik dalam pengolahan nikel pada 15 Februari. Proyek pemasangan senilai AS\$2,8 juta dengan trafo berdaya 100 MVA tersebut dilakukan untuk mengganti trafo lama (daya 78 MVA) yang digunakan sejak PLTA Larona diresmikan pada 1978.

PT Vale started a new transformer installation project at PLTA Larona LGS #1 to improve the reliability of electrical energy supply in nickel processing on February 15th. The US\$2.8 million worth installation project with a 100 MVA transformer was to replace the old transformer (78 MVA power) that has been used since the Larona hydropower plant was inaugurated in 1978.

PERISTIWA PENTING Significant Events



25

PT Vale menggandeng Pemerintah Desa dan masyarakat melakukan penanaman 1.000 pohon Tambeuwa di Muara Tapulemo, Desa Nikkel, Nuha, Luwu Timur pada 25 Februari. Aksi ini merupakan bagian dari Program Rehabilitasi Ekosistem Pesisir Danau Matano yang diawali dengan penanaman 1.200 pohon Tambeuwa di Soluro, pesisir barat Danau Matano pada 2020.

Together with the Local Government and community, PT Vale planted 1.000 Tambeuwa trees on Tapulemo Estuary, Nikkel village, Nuha, East Luwu on February 25th. This act was a part of the Lake Matano Coastal Ecosystem Rehabilitation Program began with the planting of 1,200 Tambeuwa Trees in Soluro, west coast of Lake Matano in 2020.

MARET 2021

March 2021



4

Vale memasuki babak baru dengan dipaparkannya Tujuan dan Narasi Budaya sebagai tahapan tranformasi Perusahaan pada 4 Maret. CEO Vale Eduardo Bartolomeo mengumumkan budaya baru "*Learning Together*," sebagai payung besar transformasi budaya. Peluncuran tersebut dilakukan melalui dialog terbuka secara *online (webcast)* yang disiarkan langsung kepada karyawan Vale di Brasil, Indonesia, Kanada, Malaysia, Cina, Australia, Mozambik, Oman, dan Jepang.

Vale has presented the Purpose and Cultural Narrative as the Company's new entry to transformation stage on March 4th. CEO Vale Eduardo Bartolomeu has announced new culture "*Learning Together*", as a grand design of cultural transformation. That presentation was conducted through online (*webcast*) open dialogue broadcasted live to Vale's employees in Brazil, Indonesia, Canada, Malaysia, China, Australia, Mozambique, Oman and Japan.



18

Bersinergi dengan Pemerintah Daerah, PT Vale melakukan *groundbreaking* pembangunan Gedung Pemuda di Kolaka, Sulawesi Tenggara pada 18 Maret yang menghabiskan biaya Rp1,4 miliar. Proyek tersebut merupakan salah satu realisasi PPM tahun 2019-2020 di Kolaka.

In synergy with the Local Government, PT Vale conducted a groundbreaking for the Sport Center construction in Kolaka, Southeast Sulawesi on March 18th, which costed Rp1.4 billion. This project is one of the PPM realization for 2019-2020 in Kolaka.



24

PT Vale meluncurkan *Debottlenecking project* pada 24 Maret untuk meningkatkan kinerja produksi. Implementasi *Debottlenecking project* diharapkan berkontribusi meningkatkan produksi sekitar 22.000 ton *extra calcine* pada 2021 dengan target total peningkatan produksi 1,7 juta ton *extra calcine* hingga 4 tahun mendatang.

PT Vale launched a Debottlenecking project on March 24th to improve production performance. This Debottlenecking project is expected to contribute in increasing production of around 22,000 tons extra calcine in 2021 with a total target of production of 1.7 million tons extra calcine for the next 4 years.

PERISTIWA PENTING

Significant Events

APRIL 2021

April 2021

28



PT Vale menerima predikat *Gold* dalam penanggulangan HIV/AIDS (P2 HIV/AIDS) dan pencegahan penyebaran COVID-19 (P2 COVID-19) di tempat kerja dari Kementerian Tenaga Kerja pada 28 April. PT Vale dinilai turut mendukung tujuan pembangunan berkelanjutan Pemerintah pada 2030, yakni pengentasan segala bentuk kemiskinan dan mempromosikan pekerjaan yang layak serta pertumbuhan ekonomi berkelanjutan dan inklusif.

PT Vale received Gold rating in handling HIV/AIDS (P2 HIV/AIDS) and preventing the spread of COVID-19 (P2 COVID-19) in the workplace from the Ministry of Manpower on April 28th. PT Vale is considered to have supported the Government's sustainable development goals by 2030, which is eradicating all kinds of poverty and promoting decent work and sustainable and inclusive economic growth.

MEI 2021

May 2021

19



PT Vale meraih penghargaan perunggu *Asia Sustainability Reporting Awards* ("ASRA") ke-6 pada 19 Mei untuk kategori Laporan Keberlanjutan Terbaik Asia (Digital). ASRA merupakan penghargaan internasional paling bergengsi untuk pelaporan perusahaan di kawasan Asia yang diinisiasi oleh CSRWorks International.

PT Vale won bronze award at the 6th Asia Sustainability Reporting Awards (ASRA) on May 19th for the Best Asia Sustainability Report (Digital) category. ASRA is the most prestigious international award for corporate reporting in the Asian region initiated by CSRWorks International.

25



Unit Eksplorasi PT Vale merayakan pencapaian 5 juta jam kerja tanpa *lost time injury* ("LTI") secara virtual di Enggano *Camp*, Bahodopi *Camp*, dan Pomalaa *Camp* pada 25 Mei. Pada acara tersebut diperkenalkan pula 10 Potensi Bahaya Terbesar (*Ten High Risk*) yang baru di Area Eksplorasi sebagai pengembangan dari sebelumnya. Daftar ini mengakomodasi seluruh aspek pekerjaan yang ada di unit Eksplorasi Departemen Indonesia Growth Project ("IGP") PT Vale.

PT Vale's Exploration Unit celebrated the 5 million work hours without lost time injury ("LTI") achievement virtually at Enggano Camp, Bahodopi Camp and Pomalaa Camp on May 25th. The event also introduced the new 10 Highest Potential Risks (Ten High Risk) at the Exploration Area as an improvement from the previous potential risks. This list accommodates all aspects of work in the Exploration unit of PT Vale's Indonesia Growth Project ("IGP") Department.

JUNI 2021

June 2021

2



PT Vale meresmikan *Utilities Central Control Room* pada 2 Juni, yang memungkinkan tim *Utilities* mengoperasikan PLTA dan *Thermal Plant* secara jarak jauh. Teknologi mutakhir di fasilitas ini juga mampu memonitor, memberikan informasi, dan menganalisis kondisi bendungan, kanal, aspek geoteknik, aspek lingkungan hingga hal terkait mobilisasi unit logistik.

PT Vale officially inaugurated the Utilities Central Control Room on June 2nd, which allows the Utilities team to operate the hydropower plant and thermal plant remotely. The latest technology in this facility is also capable of providing information, monitoring and analyzing the condition of dams, canals, geotechnical aspects, and environmental aspects related to the mobilization of logistics units.

PERISTIWA PENTING Significant Events



Merayakan *World Environment Day 2021*, Perseroan menegaskan komitmen untuk pelestarian lingkungan melalui kegiatan bertema *#SaveNatureSaveFuture* pada 4 Juni. Momen tersebut digunakan untuk menggaungkan lima komitmen lingkungan, yakni agenda rendah karbon, mengurangi beban *landfill*, menurunkan intensitas konsumsi air, reforestasi lintas batas, dan konservasi biodiversitas.

Celebrating the World Environment Day 2021, the Company affirmed its commitment to environmental preservation through an activity *#SaveNatureSaveFuture* on June 4th. This moment proclaimed five environmental commitments, which is a low-carbon agenda, decreasing loads of landfill, reducing the intensity of water consumption, transboundary reforestation, and biodiversity conservation.



Perseroan dan mitra perusahaan asal Cina, Taiyuan Iron & Steel (Group) Co., Ltd (TISCO) dan Shandong Xinhai Technology Co., Ltd (Xinhai), menandatangani dokumen Perjanjian Kerangka Kerjasama Proyek Fasilitas Pengolahan Nikel Bahodopi (*Project Cooperation Framework Agreement - "PCFA"*) pada 24 Juni. PT Vale, TISCO, dan Xinhai menyepakati poin-poin penting Proyek Bahodopi, antara lain membuat perusahaan patungan dan pembangunan fasilitas pengolahan feronikel berteknologi Rotary Kiln Electric Furnace ("RKEF").

The Company and its partners from China, Taiyuan Iron & Steel (Group) Co., Ltd (TISCO) and Shandong Xinhai Technology Co., Ltd (Xinhai), signed the Bahodopi Nickel Processing Facility (Project Cooperation Framework Agreement document - "PCFA") on June 24th. PT Vale, TISCO, and Xinhai agreed on key points for the Bahodopi Project, including the establishment of a joint venture company and the construction of a ferronickel processing facility with Rotary Kiln Electric Furnace ("RKEF") technology.

JULI 2021 July 2021



Mendukung upaya percepatan vaksinasi pemerintah untuk menanggulangi pandemi, Perseroan menyelenggarakan Program Vaksinasi COVID-19 (Vaksin Gotong Royong) pertama pada 9-23 Juli 2021. Program vaksinasi PT Vale bersifat wajib bagi setiap karyawan dan keluarga, serta pekerja kontraktor.

Supporting the Government's efforts to accelerate vaccinations is to tackle the pandemic, the Company held the first COVID-19 Vaccination Program (Vaksin Gotong Royong) on July 9th-23rd, 2021. PT Vale's vaccination program is mandatory for every employee and family, as well as contractor workers.

14 VP GO 2021

| Publication date | Vehicle | Content |
|------------------|-------------------|------------------------------|
| 17 Jul | AM | VP GO challenge in coming up |
| 18 Jul | 1000/2000 Steps | VP GO challenge in coming up |
| 19 Jul | Selesai (Selesai) | VP GO challenge in coming up |
| 19 Jul | 1000-2000 | VP GO challenge in coming up |
| 19 Jul | Selesai | VP GO challenge in coming up |
| 19 Jul | 1000 | VP GO challenge in coming up |
| 19 Jul | 1000 | VP GO challenge in coming up |
| 19 Jul | Selesai | Registration on VP GO |
| 19 Jul | Selesai | Registration on VP GO |
| 20 Jul | Selesai | Have you registered yet? |

Perseroan meluncurkan program VP Go bagi karyawan untuk melatih kebiasaan yang lebih sehat melalui tantangan langkah terbanyak selama sembilan minggu mulai 14 Juli. Kemudian empat bulan berikutnya untuk memilih tantangan lain yang berhubungan dengan upaya mencegah COVID-19 dan menerapkan gaya hidup sehat.

The Company launched the VP Go program for employees to practice healthier habits through the most steps challenge for nine weeks starting July 14th. Then the next four months took another challenge related to preventing the spread of COVID-19 and apply a healthy lifestyle.

PERISTIWA PENTING

Significant Events

AGUSTUS 2021

August 2021



Safety Dojo-Training Center berstandar internasional PT Vale resmi beroperasi pada 11 Agustus. Dojo internasional ini merupakan yang pertama di Vale Base Metals dan memiliki perangkat pelatihan *working at height*, *confined space* dan *Lockout Tagout* ("LOTO").

PT Vale has been officially operating Dojo-Safety Training Center with international standard on August 11th. This international dojo is the first ever built in Vale Base Metals and has training working at height, confined space and Lockout Tagout ("LOTO").

SEPTEMBER 2021

September 2021



Perseroan meresmikan *Laila Satellite Workshop* pada 22 September untuk mengurangi kelebihan kapasitas di *Central Workshop* MEM. Fasilitas *workshop* satelit berfungsi untuk perbaikan kecil dan kegiatan inspeksi.

The Company officially introduced Laila Satellite Workshop on September 22nd to reduce overload capacity in the MEM Central Workshop. Satellite workshop facilities are used for minor repairs and inspection activities.



Pemenang "*Finding Solutions*" Contest diumumkan pada 23 September. Tema kontes ini adalah "Jalan cerita yang bisa kita hindari". Bahwa semua insiden sebenarnya bisa dicegah. Namun jika sudah terlanjur terjadi, harus ada pelajaran berharga yang dapat dipetik agar insiden serupa tidak terulang kembali. Pemenang pertama mewakili PT Vale dalam "*Finding Solutions Contest*" di level *Base Metals*.

The "Finding Solutions" Contest winners were announced on September 23rd. The theme of this contest was "A storyline that we can avoid". That all incidents could have been prevented, However, if it has already happened, there must be a valuable lesson to be learned so that similar incidents do not happen again for the moments to come. The first winner represented PT Vale in the "Finding Solutions Contest" at Base Metals level.



PT Vale meraih penghargaan prestisius Aditama dari Kementerian ESDM untuk tiga kategori, yaitu Pengelolaan Lingkungan Hidup Pertambangan Mineral dan Batubara (kategori Aditama) untuk kelima kalinya, Pengelolaan Teknis Pertambangan Mineral dan Batubara (kategori Utama), dan Pengelolaan Konservasi Mineral dan Batubara (kategori Utama). Penghargaan Aditama diserahkan oleh Menteri ESDM, Bapak Arifin Tasrif kepada PT Vale dalam seremoni di Jakarta pada 29 September.

PT Vale won the prestigious Aditama award from the Ministry of MEMR for three categories, which were Environmental Management of Mineral and Coal Mining (Aditama category) for the fifth time, Technical Management of Mineral and Coal Mining (Main category), and Mineral and Coal Conservation Management (Main category). The Aditama award was presented by the Minister of MEMR, Mr. Arifin Tasrif to PT Vale at a ceremony in Jakarta on September 29th.

PERISTIWA PENTING Significant Events

OKTOBER 2021 October 2021



Vale menyelenggarakan *Prevention Week* dan *Day of Reflection* 2021 pada 5 - 8 Oktober dengan tema "*Safety is also about communication. Identify, talk openly about and report risks*". Pada kesempatan itu, Tim Mine Production Sorowako (Indonesia) diumumkan sebagai pemenang kontes "*Finding Solutions*" untuk kategori *Base Metals Best Solution* dengan judul "*Avoiding HT Reverse Collision*". Rangkaian acara ditutup dengan peluncuran program *HomeSafe*, yang fokus pada tujuan utama keselamatan, yaitu setiap orang pulang ke rumah dengan selamat melalui empat pilar aksi: merencanakan semua pekerjaan, menerima batasan, peduli satu sama lain, dan memimpin dengan teladan.

Vale held *Prevention Week* and *Day of Reflection* 2021 on October 5th - 8th with the theme "*Safety is also about communication. Identify, talk openly about and report risks*". On that occasion, the Sorowako (Indonesia) Mine Production Team was announced as the "*Finding Solutions*" contest winner for the *Base Metals Best Solution* category with the title "*Avoiding HT Reverse Collision*". The series of events concluded with the launch of the *HomeSafe* program, which focuses on safety goal for everyone to returning home safely through four pillars of action: planning all work, accepting boundaries, caring for one another, and leading by example.

NOVEMBER 2021 November 2021



Pelabuhan PT Kolaka Nickel Indonesia (KNI) di Pomalaa, Sulawesi Tenggara diresmikan *Executive Project* IMP Asia Africa, Mr. Frederico Coutinho Leal dan *Chief Development Officer* PT Vale, Bapak Dani Widjaja pada 4 November. Pelabuhan PT KNI merupakan salah satu aset pertama yang dibeli dan dimiliki Perseroan di Pomalaa dan diharapkan dapat mendukung percepatan proyek pengembangan Pomalaa.

The port of PT Kolaka Nickel Indonesia (KNI) in Pomalaa, Southeast Sulawesi was inaugurated by Executive Project of IMP Asia Africa, Frederico Coutinho Leal and Chief Development Officer of PT Vale, Dani Widjaja on November 4th. PT KNI port is one of the first assets purchased and owned by the Company in Pomalaa and is expected to support the acceleration of the Pomalaa development project.



PT Vale menggaungkan komitmen *Net Zero Emissions* pada *Conference of the Parties* ("COP") 26 di Glasgow, Skotlandia pada 31 Oktober - 12 November. Febriany Eddy selaku CEO PT Vale menekankan arti penting kehadiran PT Vale di Paviliun Indonesia pada COP26, yakni untuk menunjukkan komitmen kuat pada isu perubahan iklim dan membagikan informasi serta pengalaman Perseroan dalam upaya mengurangi emisi karbon dan mencapai *net zero emissions* pada 2050 dari perspektif bisnis.

PT Vale has campaigned its *Net Zero Emissions* commitment to *Conference of the Parties* ("COP") 26 in Glasgow, Scotland on October 31st - November 12th. CEO of PT Vale, Febriany Eddy emphasized the importance of PT Vale presence at the Indonesian Pavilion at COP26 by demonstrating a strong commitment to the climate change issue and sharing information and Company experiences in reducing carbon emissions and achieving *net zero emissions* by 2050 from a business perspective.

PERISTIWA PENTING

Significant Events

17



Dewan Komisaris dan Direksi melaksanakan *Strategy Workshop* pada tanggal 17 November 2021 di Four Season Hotel. *Strategy workshop* ini bertujuan untuk membahas hal – hal yang signifikan mengenai strategi yang akan dilakukan selanjutnya oleh Perseroan.

The Board of Commissioners and the Board of Directors held a Strategy Workshop on November 17th, 2021 at the Four Season Hotel. This strategy workshop aimed to discuss significant matters regarding the strategy to be carried out by the Company going forward.

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PT Vale melakukan hibah bangunan Puskesmas di Desa Bahomatefe, Kecamatan Bungku Timur, kepada Pemerintah Kabupaten Morowali, melalui PPM di Blok Bahodopi.

PT Vale donated a health center building in Bahomatefe Village, Bungku Timur District, to the Morowali Regency Government, through the PPM in Bahodopi block.

24



Juara *Kaizen Contest 2021* untuk masing-masing kategori *Productivity Operation*, *Safety Operation*, dan *Productivity Corporate Service* diumumkan dalam *Final Session* di Kantin Siloku, 24 November. Sebanyak 2.800 judul *Kaizen* tahun ini didaftarkan karyawan dan kontraktor PT Vale, naik signifikan dari 800 judul tahun lalu.

The *Kaizen Contest 2021* winner for each category of *Productivity Operation*, *Safety Operation*, and *Productivity Corporate Service* were announced in the *Final Session* at the Siloku Canteen, November 24th. A total of 2,800 *Kaizen* titles this year were registered by PT Vale's employees and contractors, a significant increasing from 800 titles last year.

30



PT Vale menyelenggarakan *Health Day 2021* dengan tema "*Healthy Mind, Healthy Body, Productive People!*". Rangkaian acara *Health Day* bertujuan untuk meningkatkan perhatian seluruh karyawan dan kontraktor PT Vale dalam mencapai pengurangan *health hazard*. Seruan "*No Health, No Life*" diluncurkan dalam acara tersebut.

PT Vale held *Health Day 2021* with the theme "*Healthy Mind, Healthy Body, Productive People!*". The series of *Health Day* events aimed to increase the awareness of all PT Vale's employees and contractors in achieving health hazard reduction. The call for "*No Health, No Life*" was launched at the event.

PERISTIWA PENTING Significant Events



PT Vale meraih penghargaan peringkat emas dalam ajang *Asia Sustainability Reporting Rating* (“ASRRAT”) 2021 pada November 2021 dari National Center for Sustainability Reporting. Di bulan yang sama, Perseroan juga dianugerahi predikat perunggu di *Global Corporate Sustainability Award* (“GCSA”) 2021 yang diprakarsai oleh Taiwan Institute for Sustainability Energy (“TAISE”). Kedua penghargaan berskala regional di Asia itu merupakan penghargaan kepada lembaga yang memiliki komitmen keterbukaan informasi dalam pelaporan keberlanjutan dan berhasil mengkomunikasikan kinerja keberlanjutan kepada pemangku kepentingan melalui Laporan Keberlanjutan dengan baik.

PT Vale won gold rating at the 2021 Asia Sustainability Reporting Rating (“ASRRAT”) in November 2021 from National Center for Sustainability Reporting. In the same month, the Company also received bronze at the 2021 Global Corporate Sustainability Award (GCSA) initiated by Taiwan Institute for Sustainability Energy (“TAISE”). Those regional scale awards in Asian are awarded to institution with commitment in disclosure of information to sustainability reporting and successfully communicate sustainability performance to stakeholders through Sustainability Report.

DESEMBER 2021 December 2021



PT Vale memberangkatkan Tim Tanggap Darurat menuju lokasi bencana erupsi Gunung Semeru, Lumajang, Jawa Timur pada 8 Desember. Kegiatan tim akan berpusat di Posko PT Vale di Candipuro bekerja sama dengan Basarnas, Polri, dan tim gabungan di bawah koordinasi Kementerian ESDM.

PT Vale sent an Emergency Response Team to help Mount Semeru eruption disaster, Lumajang, East Java on December 8th. The team activities will be focused on PT Vale’s Command Post in Candipuro in collaboration with Basarnas, the National Police, and a joint team under the coordination of the Ministry of MEMR.



PT Vale memulai fase *shutdown* dalam proyek pembangunan kembali tanur listrik 4 pada awal Desember. Pembangunan tersebut merupakan aktivitas perawatan berskala besar yang melibatkan 1.700 pekerja lokal, nasional dan internasional untuk mendukung rencana pertumbuhan produksi PT Vale di Blok Sorowako.

PT Vale began the shutdown phase in electric furnace 4 rebuild project in early December. Furnace rebuild is a large-scale maintenance activity involving 1,700 local, national and international workers to support PT Vale’s growth production plan in Sorowako Block.



Pada tanggal 21 Desember 2021, untuk kedua kalinya PT Vale mendapatkan peringkat GREEN PROPER (melebihi kepatuhan) dari Kementerian Lingkungan Hidup dan Kehutanan (“KLHK”). PT Vale menjadi satu-satunya perusahaan pertambangan dan pengolahan nikel terintegrasi di Indonesia yang meraih peringkat bergengsi tersebut. Kami bersyukur dan akan terus meningkatkan *Good Mining Practice* dalam operasi kami untuk masa depan yang lebih baik.

On December 21st, 2021, for the 2nd time PT Vale received a Green PROPER (beyond compliance) rating from the Ministry of Environment and Forestry (“KLHK”). PT Vale is the only integrated nickel mining and processing company in Indonesia who received such a prestigious rating. We are grateful and will continue to improve the good mining practices in our operation for a better future.

PENGHARGAAN DAN SERTIFIKASI 2021

Awards and Certifications in 2021

| No | Nama Penghargaan Award | Kategori, Predikat Category, Predicate | Tanggal Diterima Date Received | Lembaga Pemberi Organizer |
|----|---|--|--|---|
| 1 | Perusahaan yang patuh melaksanakan amanat UU Nomor 11 tahun 2014 tentang Keinsinyuran Company that complies with the mandate of Law Number 11 of 2014 concerning Engineering | | 20 Februari 2021 February 20 th , 2021 | Persatuan Insinyur Indonesia (PPI) Pusat Indonesian Engineering Association (IEA), Head |
| 2 | Penghargaan Program Pencegahan dan Penanggulangan COVID-19 di Tempat Kerja COVID-19 Prevention and Precaution Award Program at the Workplace | Gold | 28 April 2021 28 April 2021 | Kementerian Tenaga Kerja Ministry of Manpower |
| 3 | Penghargaan Program Pencegahan dan Penanggulangan HIV-AIDS di Tempat Kerja HIV-AIDS Prevention and Precaution Award Program at the Workplace | Gold | 28 April 2021 April 28 th , 2021 | Kementerian Tenaga Kerja Ministry of Manpower |
| 4 | Penghargaan Emisi Korporasi 2021 Corporate Emissions Award 2021 | Emiten Non Perbankan, Green Elite Non-Banking Companies Green Elite | 29 April 2021 April 29 th , 2021 | Berita Satu Media Holdings dan Bumi Global Karbon Beritasatu Media Holdings and Bumi Global Karbon |
| 5 | Asia Sustainability Reporting Awards (ASRA) ke-6 The 6th Asia Sustainability Reporting Awards (ASRA) | Laporan Keberlanjutan Terbaik Asia (Digital), Bronze | 19 Mei 2021 May 19 th , 2021 | CSRWorks International CSRWorks International |
| 6 | The 12 th CG Award 2021 | Top 50 Big Capitalization Public Listed Company | 31 Mei 2021 May 31 st , 2021 | Indonesian Institute for Corporate Directorship (IICD) |
| 7 | Indonesian SDGs Award (ISDA) 2021 Indonesian SDGs Award (ISDA) 2021 | BUMDes/BUMDESMA partnership <i>Advanced technology in System of Rice Intensification (SRI) Organic</i> <i>Women empowerment program</i> Women empowerment program | 18 September 2021 September 18 th , 2021 | Corporate Forum for CSR Development (CFCD) Corporate Forum for CSR Development (CFCD) |
| 8 | Penghargaan Prestasi Penerapan Kaidah Teknik Pertambangan yang Baik 2021 Good Mining Practices Award 2021 | Pengelolaan Lingkungan Hidup Pertambangan Mineral dan Batubara, Aditama Mineral and Coal Mining Environmental Management program, Aditama Pengelolaan Teknis Pertambangan Mineral dan Batubara, Utama Mineral and Coal Mining Technical Management, Main Pengelolaan Konservasi Mineral dan Batubara, Utama Mineral and Coal Conservation Management, Utama | 29 September 2021 September 29 th 2021 | Kementerian Energi dan Sumberdaya Mineral (ESDM) Ministry of Energy and Mineral Resources (MEMR) |
| 9 | LLDIKT19 Awards 2021 untuk Akademi Teknik Sorowako LLDIKT19 Awards 2021 for Sorowako Engineering Academy | Perguruan Tinggi Vokasi dengan Persentase Capaian Dosen Bersertifikat Pendidik Tertinggi Vocational Institute with the Highest Percentage Achievement of Certified Lecturers | 14 Oktober 2021 October 14 th , 2021 | Lembaga Layanan Pendidikan Tinggi Institute for Higher Education Services |

PENGHARGAAN DAN SERTIFIKASI 2021

Awards and Certifications in 2021

| No | Nama Penghargaan Award | Kategori, Predikat Category, Predicate | Tanggal Diterima Date Received | Lembaga Pemberi Organizer |
|----|---|--|--|--|
| 10 | <i>Asia Sustainability Reporting Rating (ASRRT) 2021</i> Asia Sustainability Reporting Rating (ASRRT) 2021 | Gold | 17 November 2021 November 17 th , 2021 | National Center for Sustainability Reporting (NCSR) National Center for Sustainability Reporting (NCSR) |
| 11 | <i>Global Corporate Sustainability Awards (GCSA) 2021</i> Global Corporate Sustainability Awards (GCSA) 2021 | Bronze | 17 November 2021 November 17 th , 2021 | Taiwan Institute for Sustainable Energy (TAISE) Taiwan Institute for Sustainable Energy (TAISE) |
| 12 | Indonesia TOP GCG Awards 2021 | TOP GCG in Metal and Mineral Mining Sector 2021, Sub Sector Metal and Mineral Mining | 17 Desember 2021 December 17 th , 2021 | The Economics |
| 13 | Green PROPER | | 21 Desember 2021 December 21 st 2021 | Kementerian Lingkungan Hidup dan Kehutanan ("KLHK") The Ministry of Environment and Forestry ("KLHK") |

| No | Nama Sertifikasi Certification | Masa Berlaku Validity | Lembaga Pemberi Organizer |
|----|---|---|---|
| 1 | ISO 14001-2015 Sistem Manajemen Lingkungan Asia Sustainability Reporting Rating (ASRRT) 2021 | 4 Oktober 2018 s.d. 3 Oktober 2021 October 4 th , 2018 - October 3 rd , 2021 | Bureau Veritas |
| 2 | ISO 17025 Persyaratan Umum untuk Kompetensi Laboratorium Pengujian dan Kalibrasi General Requirements for the Competence of Testing and Calibration Laboratories | 1 Oktober 2018 s.d. 30 September 2022 October 1 st , 2018 - September 30 th , 2022 | Komite Akreditasi Nasional National Accreditation Agency |







02

LAPORAN MANAJEMEN

Management Report

LAPORAN DEWAN KOMISARIS

Board of Commissioner's Report



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Dewan Komisaris mengucapkan selamat kepada Direksi atas keberhasilan memimpin Perseroan dalam menghadapi tantangan yang disebabkan oleh pandemi COVID-19 yang berkepanjangan, di tengah tantangan perekonomian dan industri lainnya.

The Board of Commissioners congratulates the Board of Directors for its success in leading the Company to overcome the formidable challenges posed by the prolonged COVID-19 pandemic, amidst the other economics and industrial challenges.

Rudiantara

Komisaris Independen

Independent Commissioner

LAPORAN DEWAN KOMISARIS Board of Commissioner's Report

Para pemegang saham dan pemangku kepentingan yang terhormat,

Atas nama Dewan Komisaris, sebuah kehormatan bagi saya untuk menyampaikan laporan Dewan Komisaris. Laporan ini merinci tugas dan tanggung jawab kami kepada pemangku kepentingan dan pemegang saham, serta tanggung jawab kami kepada Perseroan.

Bersama ini kami sampaikan laporan pelaksanaan tugas pengawasan dan pemberian nasihat kepada Direksi selama tahun 2021. Tugas dan tanggung jawab Dewan Komisaris telah dilaksanakan sesuai dengan Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku. Dewan Komisaris telah memastikan bahwa kegiatan operasional Perseroan telah mengacu kepada strategi bisnis yang telah ditetapkan, dikelola secara profesional untuk kepentingan pemegang saham dan pemangku kepentingan lainnya.

Dalam laporan ini, Dewan Komisaris memberikan penilaian terhadap implementasi strategi Perseroan oleh Direksi dan pandangan kami atas prospek usaha dan rencana kerja untuk tahun 2022. Dewan Komisaris juga melaporkan penerapan Tata Kelola Perusahaan yang Baik ("GCG"), penilaian atas kinerja Komite di bawah Dewan Komisaris, perubahan komposisi Dewan Komisaris, dan frekuensi serta cara pemberian nasihat kepada anggota Direksi.

PENILAIAN TERHADAP KINERJA DIREKSI

Dewan Komisaris mengucapkan selamat kepada Direksi atas keberhasilan memimpin Perseroan dalam menghadapi tantangan yang disebabkan oleh pandemi COVID-19 yang berkepanjangan, di tengah tantangan perekonomian dan industri lainnya.

Dear our honorable shareholders and stakeholders,

On behalf of the Board of Commissioners, it is an honor for me to present the report of the Board of Commissioners. This report details our duties and responsibilities to stakeholders and shareholders, as well as our responsibilities to the Company.

We hereby submit a report on the performance of supervisory duties and providing advice to the Board of Directors during 2021. The duties and responsibilities of the Board of Commissioners have been carried out in accordance with the Company's Articles of Association and prevailing laws and regulations. The Board of Commissioners has ensured that the Company's operational activities have referred to the established business strategy, and were managed professionally, in the best interests of shareholders and other stakeholders.

In this report, the Board of Commissioners provides its assessment of the implementation of the Company's strategy by the Board of Directors and its views on business prospects and work plans for 2022. It also reports on the implementation of Good Corporate Governance ("GCG"), the performance assessment of Committees under the Board of Commissioners, changes in the composition of the Board of Commissioners, and frequency and method of advisory to the Board of Directors.

PERFORMANCE ASSESSMENT OF THE BOARD OF DIRECTORS

The Board of Commissioners congratulates the Board of Directors for its success in leading the Company to overcome the formidable challenges posed by the prolonged COVID-19 pandemic, amidst the other economics and industrial challenges.

LAPORAN DEWAN KOMISARIS Board of Commissioner's Report

Kami ingin menyampaikan antusiasme dan dukungan kami untuk tujuan baru yang dicanangkan oleh Direksi pada Maret 2021 yaitu "Kami ada untuk meningkatkan kehidupan dan mengubah masa depan. Bersama." Tujuan ini mencerminkan nilai dan komitmen kami terhadap praktik pertambangan berkelanjutan dan kontribusi nyata kami kepada masyarakat sekitar dan masyarakat Indonesia secara umum.

Pencapaian di tahun 2021 merupakan hasil kolaborasi dan mendengarkan secara aktif seluruh jajaran Perusahaan, termasuk Direksi, karyawan, dan kontraktor.

Kinerja Direksi dinilai secara kolektif pada setiap akhir tahun, berdasarkan pencapaian terhadap target Perusahaan, yang ditetapkan sebagai Indikator Kinerja Utama ("KPI") setiap awal tahun.

Tantangan - tantangan yang ditimbulkan oleh COVID-19 adalah masalah utama yang memengaruhi kinerja tahun ini. Namun, Direksi berhasil beradaptasi dalam pengambilan keputusannya sehingga Perseroan berhasil mencatatkan kinerja yang baik di tahun 2021 yang penuh tantangan.

PENGAWASAN TERHADAP IMPLEMENTASI STRATEGI

Selama tahun 2021, Dewan Komisaris telah melaksanakan pengawasan terhadap pengelolaan Perseroan yang dilakukan oleh Direksi dan secara aktif memberikan nasihat dan masukan kepada Direksi. Hal ini sesuai dengan fungsi Dewan Komisaris sebagai pengawas pengelolaan Perseroan oleh Direksi agar sesuai dengan ketentuan Anggaran Dasar dan Keputusan Rapat Umum Pemegang Saham ("RUPS"), serta peraturan perundang-undangan yang berlaku untuk kepentingan Perseroan dan sesuai dengan maksud dan tujuan Perseroan.

We would like to express our enthusiasm and support for the new purpose launched by the Board of Directors in March 2021 that "We exist to improve life and transform the future. Together." This purpose reflects our values and commitments to sustainable mining practices and our real contribution to the local community and the people of Indonesia in general.

The 2021 achievements are the result of collaboration and active listening by everyone in the Company, including the Board of Directors, employees, and contractors.

The performance of the Board of Directors is assessed collectively at the end of each year, based on achievements against the Company's targets, set forth as Key Performance Indicators ("KPI"s) at the beginning of each year.

Challenges posed by COVID-19 were the main issues impacting performance for the year. However, the Board of Directors successfully adapted its decision making that enabled the Company recording outstanding achievements in 2021 in the midst of many challenges.

SUPERVISION ON STRATEGY IMPLEMENTATION

In 2021, the Board of Commissioners provided supervision over the management of the Company performed by the Board of Directors and actively provided advice and input to the Board of Directors. This was in accordance with the function of the Board of Commissioners as a supervisor for the management of the Company by the Board of Directors, to ensure compliance with the provisions of the Articles of Association and Resolutions of the General Meeting of Shareholders ("GMS"), as well as prevailing laws and regulations that apply to the interests of and in accordance with the purpose and objectives of the Company.

LAPORAN DEWAN KOMISARIS Board of Commissioner's Report

Dewan Komisaris percaya Direksi telah menjalankan tugasnya dengan optimal. Salah satu sorotan terbesar adalah kemajuan proyek Bahodopi yang diwujudkan dengan penandatanganan Perjanjian Kerangka Kerjasama Proyek ("PCFA") dengan mitra.

Kami juga telah memberikan saran kepada Direksi untuk terus memperkuat strategi sesuai dengan tujuan Perseroan. Pada bulan November, Dewan Komisaris dan Direksi menyelenggarakan *strategy workshop* untuk mengkaji dan mempertajam rencana strategis dengan mempertimbangkan tantangan dan peluang di industri nikel. Dewan Komisaris juga mengadakan rapat berkala dengan Direksi untuk memberikan masukan mengenai kemajuan strategi yang diterapkan Direksi dalam mengelola Perusahaan.

PANDANGAN ATAS PROSPEK USAHA YANG DISUSUN DIREKSI

Dewan Komisaris memandang bahwa prospek usaha tahun 2022 yang telah dirancang oleh Direksi telah strategis, realistis dan sejalan dengan pandangan Dewan Komisaris. Ekspansi usaha dengan mengeksekusi proyek *Debottlenecking* di Sorowako dan rencana pertumbuhan di Bahadopi dan Pomalaa adalah langkah yang tepat untuk meningkatkan produksi dalam mengantisipasi pertumbuhan permintaan nikel dunia di masa depan.

Rencana Direksi untuk memposisikan Perseroan dalam kendaraan berbasis listrik ("EV") *value chain* merupakan langkah yang tepat, melihat bahwa pada tahun-tahun mendatang permintaan nikel akan tinggi. Hal ini terutama berlaku untuk pasar EV dan kesadaran pengguna akhir serta investor dalam mencari produsen nikel dengan praktik berkelanjutan dan kredensial Lingkungan, Sosial dan Tata Kelola ("ESG") yang kuat. Hal ini tentu sejalan dengan rencana jangka panjang Perseroan (program dekarbonisasi) menjadi *net-zero carbon emitter* pada tahun 2050.

The Board of Commissioners believes the Board of Directors has conducted its duties optimally. One of the biggest highlights is the progress on the Bahodopi project illustrated by the Project Cooperation Framework Agreement ("PCFA") signing with partners.

We have also provided advice to the Board of Directors to continue to strengthen strategies in accordance with the Company's objectives. In November, the Board of Commissioners and Board of Directors conducted a strategy workshop to assess and sharpen the strategic plan, considering the challenges and opportunities in the nickel industry. The Board of Commissioners also convened periodic meetings with the Board of Directors to advise on progressing strategies implemented by the Board of Directors in managing the Company.

VIEWS ON BUSINESS PROSPECTS PREPARED BY THE BOARD OF DIRECTORS

The Board of Commissioners considers the 2022 business prospects prepared by the Board of Directors to be strategic, realistic, and in line with the view of the Board of Commissioners. Expanding the business by executing the *Debottlenecking* project in Sorowako and the growth plans in Bahadopi and Pomalaa is the correct path to increase production in anticipation of growing global nickel demand in the future.

The Board of Directors' plan to position along the Electric Vehicle ("EV") *value chain* is the right step, considering that in the coming years the demand for nickel will be high. This is especially true for the EV market and the more conscious end users and investors seeking nickel producers with sustainable practices and strong Environmental, Social and Governance ("ESG") credentials. It is also in line with the Company's long-term plan (decarbonization roadmap) of becoming a *net-zero carbon emitter* by 2050.

LAPORAN DEWAN KOMISARIS Board of Commissioner's Report

Dewan Komisaris memandang bahwa prospek usaha dan strategi yang telah disusun oleh Direksi telah mempersiapkan Perseroan untuk menjawab tantangan dan menangkap peluang untuk tercapainya target Perseroan, baik jangka pendek maupun jangka panjang.

Dewan Komisaris percaya bahwa Direksi perlu terus melakukan evaluasi lebih strategi lanjut secara periodik untuk mendorong kinerja ke level yang lebih baik lagi. Evaluasi ini perlu dilakukan untuk mengelola risiko yang mungkin timbul di masa yang akan datang.

PANDANGAN ATAS PENERAPAN TATA KELOLA PERUSAHAAN YANG BAIK ("GCG")

Implementasi GCG tetap menjadi fokus dari tugas dan tanggung jawab Dewan Komisaris bersama dengan Direksi. Dalam menjalankan fungsi pengawasannya, Dewan Komisaris tidak hanya bertanggung jawab kepada hasil atau tujuan yang dicapai tetapi juga proses pencapaian hasil tersebut. Terkait dengan praktik GCG, Dewan Komisaris dalam menjalankan tugas pengawasan dan pemberian nasihat dibantu oleh Komite di bawah Dewan Komisaris yang terdiri dari Komite Tata Kelola, Nominasi dan Remunerasi ("GNRC"), Komite Mitigasi Risiko ("RMC"), serta Komite Audit.

Inisiatif anti-korupsi dan kesadaran serta pelatihan anti-penyuapan terus menjadi fokus area utama, serta kepatuhan terhadap pedoman kerja Perseroan. Dewan Komisaris memperhatikan tren di Indonesia dan global untuk menerapkan program kepatuhan perusahaan yang ekstensif dan kami bangga dengan upaya Perseroan untuk menjadi pemimpin yang diakui di bidang ini. Perseroan dilengkapi dengan perangkat, seperti Pedoman Kerja dan Perilaku dan *Vale Whistleblowing Channel*, untuk memastikan bahwa praktik Perseroan

The Board of Commissioners considers that the business prospects and strategies developed by the Board of Directors have prepared the Company to respond to challenges and seize opportunities to achieve the Company's target, both short term and long term.

The Board of Commissioners believes that the Board of Directors should continue to periodically evaluate the strategy to drive performance to an even higher level. This evaluation is needed to manage risks that may arise in the future.

VIEWS ON IMPLEMENTATION OF GOOD CORPORATE GOVERNANCE ("GCG")

The implementation of GCG remains a focus of the duties and responsibilities of both the Board of Commissioners and the Board of Directors. In carrying out its supervisory function, the Board of Commissioners is not only responsible for the results or goals achieved but also the process by which these results were achieved. With regard to GCG practices, the Board of Commissioners was assisted by Committees under the Board of Commissioners in conducting its supervisory and advisory function. These included the Governance, Nomination and Remuneration Committee ("GNRC"), the Risk Mitigation Committee ("RMC"), and the Audit Committee.

Anti-corruption initiatives and anti-bribery awareness and training continue to be key areas of focus, as well as ongoing adherence to the Company's code of conduct. The Board of Commissioners notes the trends in Indonesia and globally to implement extensive corporate compliance programs and is proud of the Company's efforts to be a recognized leader in this area. The Company is equipped with tools, such as the Code of Conduct and Behavior and the *Vale Whistleblowing Channel*, to ensure that the Company's practices

LAPORAN DEWAN KOMISARIS Board of Commissioner's Report

dilaksanakan secara konsisten dan berkesinambungan dan dilakukan secara transparan, akuntabel, bertanggung jawab, independen, dan adil, dengan tetap menjaga reputasi untuk kepentingan karyawan kami, kepemimpinan serta pemegang saham mayoritas dan minoritas kami.

Kami juga memperhatikan beberapa isu kunci dalam penerapan GCG seperti manajemen risiko dan Tanggung Jawab Sosial Masyarakat ("CSR"). Hal ini sesuai dengan perkembangan kegiatan usaha Perseroan. Praktik manajemen risiko yang memadai diperlukan agar mampu mengidentifikasi potensi risiko yang mungkin timbul. Atas hal ini, Dewan Komisaris memantau dan memberikan saran atas risiko yang dikelola oleh Perseroan. Dalam hal ini, Dewan Komisaris memonitor dan memberikan nasihat terkait risiko-risiko yang dikelola oleh Perseroan. Secara keseluruhan, Dewan Komisaris menganggap bahwa Perseroan telah membangun sistem pemantauan risiko yang efektif dan menerapkan pedoman tata kelola perusahaan, manajemen risiko, dan sistem pengendalian internal yang baik. Dewan Komisaris bersama Direksi mempunyai komitmen untuk terus menerus dan konsisten memperbaiki implementasi GCG.

Perseroan melakukan penilaian penerapan GCG setiap dua tahun sekali dan telah melakukan secara *self-assessment* oleh internal Perseroan dengan metode pengukuran yang sama dengan tahun sebelumnya. Hasil *self-assessment* untuk tahun buku 2020 mendapatkan kualifikasi kualitas penerapan GCG sebesar 83,36% meningkat sebesar 20,68% berdasarkan kriteria ASEAN Corporate Governance Scorecard ("ACGS").

are implemented consistently and continuously in a transparent, accountable, responsible, independent, and fair manner, while maintaining the Company's reputation to the benefit of our employees, leadership as well as our majority and minority shareholders.

We also pay attention to several key issues in GCG implementation, such as risk management and Corporate Social Responsibility ("CSR"). This is in line with the development of the Company's business activities. Proper risk management practices are needed to be able to identify potential risks that may arise. In this regard, the Board of Commissioners monitors and provides advice on the risks managed by the Company. Overall, the Board of Commissioners considers that the Company has established an effective risk monitoring system and has implemented guidelines on good corporate governance, risk management, and internal control systems. The Board of Commissioners, together with the Board of Directors, is committed to the continuous and consistent improvement of GCG.

The Company assesses the implementation of GCG every two years and conducted a self-assessment of the Company internally using the same measurement method as the previous year. The self-assessment of GCG implementation for the financial year 2020 resulted in a score of 83.36%, an increase of 20.68% based on the ASEAN Corporate Governance Scorecard ("ACGS") criteria.

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PENILAIAN ATAS KINERJA KOMITE DI BAWAH DEWAN KOMISARIS

Dewan Komisaris dalam menjalankan tugasnya dibantu oleh beberapa komite, yaitu GNRC, RMC serta Komite Audit. Sepanjang tahun 2021, Kami menilai bahwa Komite di bawah Dewan Komisaris telah menjalankan tugas dan tanggung jawabnya secara efektif sesuai piagam yang berlaku bagi masing-masing Komite. Termasuk memberikan rekomendasi serta laporan kepada Dewan Komisaris atas hal-hal yang perlu menjadi perhatian dan tindak lanjut Dewan Komisaris.

Tugas dan tanggung jawab GNRC adalah membantu Dewan Komisaris dalam hal-hal yang berkaitan dengan tata kelola perusahaan, nominasi, dan proses remunerasi. Selama tahun 2021, GNRC menjalankan tugasnya antara lain dengan memberikan rekomendasi kepada Dewan Komisaris mengenai penilaian kinerja Direksi dan usulan remunerasi untuk Direksi dan Dewan Komisaris.

Tugas dan tanggung jawab RMC antara lain membantu Dewan Komisaris dalam menjalankan tugasnya mengawasi penerapan dan pengaplikasian manajemen risiko. Selama tahun 2021, RMC menjalankan tugasnya antara lain dengan memberikan rekomendasi kepada Dewan Komisaris terkait penerapan dan rencana mitigasi manajemen risiko.

PERFORMANCE ASSESSMENT OF COMMITTEES UNDER THE BOARD OF COMMISSIONERS

The Board of Commissioners in carrying out its duties is assisted by several committees, namely the GNRC, RMC, and Audit Committee. We conclude that the Committees under the Board of Commissioners performed their duties and responsibilities during 2021 effectively, according to the respective charters for the Committees. This included provided recommendations and reports to the Board of Commissioners on issues requiring attention and follow-up by the Board of Commissioners.

The GNRC duties and responsibilities are to assist the Board of Commissioners on matters related to corporate governance, nomination, and remuneration processes. During 2021, the GNRC carried out its duties, among others, by providing recommendations to the Board of Commissioners concerning the assessment of the Board of Directors' performance and the proposed remuneration for the Board of Directors and the Board of Commissioners.

The RMC duties and responsibilities include assisting the Board of Commissioners in its duties to supervise risk management application and implementation. During 2021, the RMC conducted its duties, among others, by providing recommendations to the Board of Commissioners related to the risk management implementation and mitigation plan.

LAPORAN DEWAN KOMISARIS Board of Commissioner's Report

Komite Audit memiliki tugas dan tanggung jawab untuk melakukan pengawasan atas efektivitas sistem pengendalian internal, internal audit dan proses pelaporan keuangan. Selama tahun 2021, Komite Audit telah melaksanakan tugasnya antara lain dengan memberikan rekomendasi kepada Dewan Komisaris berdasarkan penelaahan atas informasi keuangan, penelaahan atas hasil audit Satuan Pengawasan Internal dan Kantor Akuntan Publik.

PANDANGAN ATAS PENERAPAN WHISTLEBLOWING SYSTEM (“WBS”) DAN PERAN DEWAN KOMISARIS DALAM WBS

Penerapan dan efektivitas WBS juga menjadi perhatian utama Dewan Komisaris. Perseroan telah memiliki WBS yang berfungsi sebagai sarana pencegahan dan pelaporan pelanggaran atau penipuan di lingkungan Perseroan.

Dewan Komisaris menilai bahwa implementasi WBS di Perseroan sudah baik. Di samping itu, Dewan Komisaris juga memberikan arahan agar efektivitas pelaksanaan WBS terus ditingkatkan, agar kedepannya WBS semakin efektif.

FREKUENSI DAN CARA PEMBERIAN NASIHAT KEPADA ANGGOTA DIREKSI

Salah satu cara Dewan Komisaris dalam menjalankan fungsi pengawasan terhadap kinerja Direksi adalah mengadakan rapat Dewan Komisaris dengan mengundang Direksi.

The Audit Committee has duties and responsibilities to supervise the effectiveness of the internal control system, internal audit, and financial reporting process. During 2021, the Audit Committee conducted its duties, among others, and provided recommendations to the Board of Commissioners based on reviews of financial information and reviews of audit results from the Internal Audit Unit and a Public Accounting Firm.

VIEWS ON IMPLEMENTATION OF WHISTLEBLOWING SYSTEM (“WBS”) AND THE BOARD OF COMMISSIONERS’ ROLE IN WBS

The implementation and effectiveness of the WBS was also a primary focus for the Board of Commissioners. The Company already has a functioning WBS as a tool for deterrence and reporting of violations or fraud within the Company.

The Board of Commissioners views that the WBS in the Company was implemented well. In addition, the Board of Commissioners also provided direction in order to further improve the effectiveness of the WBS implementation.

FREQUENCY AND METHOD OF GIVING ADVICE TO MEMBERS OF THE BOARD OF DIRECTORS

A method used by the Board of Commissioners to carry out its function to supervise the performance of the Board of Directors is to convene meetings of the Board of Commissioners and invite the Board of Directors to participate.

LAPORAN DEWAN KOMISARIS

Board of Commissioner's Report

Sepanjang tahun 2021, Dewan Komisaris telah mengadakan rapat dengan Direksi sebanyak enam kali. Dalam rapat tersebut, Dewan Komisaris mendiskusikan semua aspek yang berhubungan dengan kegiatan pengelolaan Perseroan, termasuk strategi bisnis, rencana usaha hingga kendala yang dihadapi Perseroan selama menjalankan kegiatan bisnis. Dewan Komisaris memberikan rekomendasi-rekomendasi dan arahan kepada Direksi sesuai dengan tugas, tanggung jawab dan kewenangannya.

PERUBAHAN KOMPOSISI DEWAN KOMISARIS DAN ALASAN PERUBAHANNYA

Telah terjadi perubahan Komposisi Dewan Komisaris berdasarkan Akta RUPS Tahunan PT Vale Indonesia Tbk Nomor 72 yang dibuat Notaris Aulia Taufani, S.H tertanggal 29 April 2021.

Perubahan komposisi Dewan Komisaris adalah sebagai berikut:

Throughout 2021, the Board of Commissioners had six meetings with the Board of Directors. In these meetings, the Board of Commissioners discussed all aspects of the Company's management activities, including business strategy, business plan and obstacles faced by the Company in doing business. The Board of Commissioners provided recommendations and direction to the Board of Directors in accordance with its duties, responsibilities, and authority.

CHANGES IN THE COMPOSITION OF THE BOARD OF COMMISSIONERS AND THE REASONS WHY

The composition of the Board of Commissioners was changed based on the Deed of the Annual GMS of PT Vale Indonesia Tbk Number 72 drawn by Notary Aulia Taufani, S.H. dated April 29th, 2021.

The change to the composition of the Board of Commissioners is as follows:

| Nama Name | Jabatan Position |
|-------------------------------|---|
| Mark James Travers | Presiden Komisaris President Commissioner |
| Ogi Prastomiyono | Wakil Presiden Komisaris Vice President Commissioner |
| Luiz Fernando Landeiro Junior | Komisaris Commissioner |
| Nicolas D. Kanter | Komisaris Commissioner |
| Nobuhiro Matsumoto | Komisaris Commissioner |
| Rizal Sukma | Komisaris Commissioner |
| Alexandre Silva D'Ambrosio | Komisaris Commissioner |
| Raden Sukhyar | Komisaris Independen Independent Commissioner |
| Rudiantara | Komisaris Independen Independent Commissioner |
| Dwia Aries Tina Pulubuhu | Komisaris Independen Independent Commissioner |

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APRESIASI

Atas nama Dewan Komisaris, saya ingin berterima kasih atas dukungan dan kepercayaan yang diberikan oleh para pemegang saham dan pemangku kepentingan kepada Perseroan. Dewan Komisaris juga menyampaikan penghargaan dan apresiasi yang setinggi-tingginya kepada segenap Direksi dan jajaran manajemen serta seluruh karyawan, atas dedikasi dan kerja keras sehingga Perseroan berhasil mencatatkan kinerja yang baik di tahun 2021 yang penuh tantangan.

APPRECIATION

On behalf of the Board of Commissioners, I want to thank all shareholders and stakeholders of the Company for their support and trust. The Board of Commissioners also expresses its highest respect and appreciation for the Board of Directors and the entire management and employees of the Company for their dedication and hard work, that enabled the Company to record outstanding achievements in 2021 in the midst of many challenges.

Atas nama Dewan Komisaris
On behalf of the Board of Commissioner
PT Vale Indonesia Tbk



Rudiantara
Komisaris Independen
Independent Commissioner

LAPORAN DIREKSI

Board of Director's Report

**Febriany Eddy**

Presiden Direktur

President Director

Pemegang saham dan pemangku kepentingan yang terhormat,

Atas nama Direksi PT Vale Indonesia Tbk ("PT Vale"), merupakan suatu kehormatan bagi saya untuk menyampaikan Laporan Tahunan PT Vale Tahun 2021 sebagai bagian dari pertanggungjawaban kami kepada para pemangku kepentingan.

Pada bulan Maret 2021, kami meluncurkan tujuan baru, yang penuh ambisi namun mulia, "Kita hadir untuk meningkatkan kualitas hidup dan membangun masa depan yang lebih baik. Bersama." Tujuan baru ini sejalan dengan peran yang kami lihat akan dijalankan oleh PT Vale dalam mendukung dekarbonisasi bumi kita secara global.

PT Vale Indonesia Tbk

Laporan Tahunan 2021 Annual Report

Dear honored shareholders and stakeholders,

On behalf of the Board of Directors of PT Vale Indonesia Tbk. ("PT Vale"), it is an honor for me to present the 2021 Annual Report of PT Vale as part of our responsibility to stakeholders.

In March 2021 we launched our new purpose, an ambitious yet noble purpose, "We exist to improve life and transform the future. Together." This new purpose is aligned with the role that we see PT Vale will play in supporting the global decarbonization of our planet.

LAPORAN DIREKSI Board of Director's Report

“ **PT Vale sebagai salah satu pemain utama operasi penambangan nikel terintegrasi terus berkomitmen dalam menerapkan *sustainable mining practice* dan menjalankan transformasi sumber daya alam untuk kemakmuran bersama dan pembangunan berkelanjutan.**

PT Vale as one of major operators in integrated nickel mining operations is constantly committed implementing sustainable mining practices and transforming natural resources for the common prosperity to support sustainable development.

Decarbonisasi global menciptakan proyeksi kenaikan permintaan akan nikel yang signifikan sebagai salah satu mineral penting yang dibutuhkan untuk proses transisi ke opsi energi yang lebih bersih. Karena nikel merupakan bagian dari solusi atas persoalan perubahan iklim, kami meyakini pentingnya untuk memastikan bahwa nikel kami ditambang dan diolah melalui proses yang berkelanjutan. Proyeksi kenaikan permintaan ini merupakan kesempatan yang berharga bagi PT Vale, karena kami memiliki sumber daya bijih nikel berkualitas tinggi dalam jumlah besar dalam Kontrak Karya kami, yang ditunjang dengan sejarah panjang kami dalam praktik penambangan berkelanjutan. Kami yakin bahwa inilah waktu terbaik untuk mengembangkan bisnis kami. Oleh karenanya, hal tersebut menandai dimulainya era baru bagi PT Vale, yaitu era untuk mengembangkan bisnis kami yang didasari oleh Tujuan kami.

OBSESI PADA KESELAMATAN DAN MANAJEMEN RISIKO

Nilai utama Perseroan Kehidupan adalah hal yang terpenting. Selaras dengan nilai ini, salah satu perilaku utama kami adalah “Obsesi pada Keselamatan dan Manajemen Risiko”. Kami bersyukur bahwa selama

The global decarbonization is creating significant projected increase in demand of nickel, one of the essential minerals required for the transition to cleaner energy options. As nickel is part of the solution to climate change issues, we believe it is important to ensure that our nickel is mined and processed through sustainable processes. This projected increase in demand is a unique opportunity for PT Vale, as we have large, high quality ore bodies within our Contract of Works (“COW”) backed with our long-term track record of sustainable mining practices. We believe this is the best time to grow our business. Hence, this marked a beginning of a new era for PT Vale, an era of growing our business driven by our Purpose.

OBSESSION WITH SAFETY AND RISK MANAGEMENT

Our Company's foremost value is Life matters most. Consistent with this value, one first key behavior is “Obsession with Safety and Risk Management”. We are grateful that during 2021 we did not have any

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Board of Director's Report

2021 kami tidak mengalami kecelakaan serius dan nihil kematian dalam enam tahun terakhir berkat kerja keras, dedikasi dan komitmen tim manajemen, karyawan, dan kontraktor kami. Meskipun demikian, kami menyadari bahwa karyawan kami masih mengalami kecelakaan kerja, sehingga kami akan terus bekerja keras untuk menciptakan lingkungan kerja yang aman.

Kami mengawali tahun 2021 dengan melakukan *Safety Stand-Down* (SSD), yaitu menghentikan operasi, termasuk tanur listrik selama 8 jam. Hal ini untuk pertama kalinya dalam 53 tahun beroperasinya PT Vale dimana kami mematikan tanur listrik untuk acara keselamatan semacam ini. Tujuan SSD ini untuk memperkuat nilai Kehidupan adalah yang terpenting dan untuk menunjukkan bahwa kami yakin bahwa "Tanpa Keselamatan, Tidak Ada Produksi". Selama jangka waktu tersebut, kami memusatkan pada dialog keselamatan dengan para pekerja kami. Walaupun kehilangan delapan jam produksi, kami yakin bahwa itu diperlukan untuk melibatkan pekerja kami secara efektif agar selalu mengutamakan keselamatan. Sejak saat itu, kami melihat perubahan besar dalam perilaku karyawan kami mengenai keselamatan. Kami menyadari bahwa sebuah acara SSD tidak akan cukup, serangkaian program keselamatan dan kesehatan yang diluncurkan selama tahun ini mencakup, tetapi tidak terbatas pada: Program *Home Safe*, yaitu kami melibatkan tidak hanya pekerja, tetapi juga keluarga mereka dalam mengembangkan budaya keselamatan di perusahaan kami; kami juga meluncurkan tempat pelatihan Dojo pertama kami yang akan menyediakan pelatihan praktis disamping pelatihan di dalam kelas.

serious incidents and we have had no fatalities for the past six years, thanks to the hard work, dedication and commitment of our leadership team, employees and contractors. Despite this, we acknowledge that our people are still getting injured at work, so we will continue to work hard to create a zero-harm work environment.

We started 2021 by conducting a *Safety Stand-Down* (SSD), where we stopped our operation, including our furnaces for eight hours. This was the first time in 53 years of PT Vale operations where furnaces were deliberately shut down for a safety event like this. The purpose of the SSD is to reinforce the value of Life matters most and to demonstrate that we believe in "No Safety, No Production". During these hours, we focused on safety dialogues with our workforce. Although we lost eight hours of production, we believed it was necessary to effectively engage our workforce to always prioritize safety. Since then, we have seen significant changes in our people's behaviors toward safety. We realized that one SSD will not be sufficient, a series of safety and health programs were launched during the year including, but not limited to: *Home Safe* Program whereby we engaged not just the workers but also their family in developing the safety culture of our company; we also launched our first Dojo training facility which will provide practical training in addition to class room training.

LAPORAN DIREKSI Board of Director's Report

EKONOMI MAKRO

Pada triwulan pertama tahun 2021 ("1T21"), ekonomi Indonesia mengalami penurunan sebesar 0,74% *year on year* ("yoy"), lalu kenaikan sebesar 7,07% yoy pada triwulan kedua ("2T21"). Pertumbuhan ekonomi ini telah membawa Indonesia keluar dari resesi sejak 2T20 sampai dengan 1T21. Namun, COVID-19 varian Delta yang menyebar luas ke seluruh Indonesia pada bulan Juli dan Agustus 2021 telah berdampak negatif terhadap ekonomi dengan pertumbuhan pada 3T21 sebesar 3,51% yoy.

Pada 4T21, pertumbuhan ekonomi naik menjadi 5,02% yoy, yaitu lebih tinggi dibandingkan Cina sebesar 4,0% dan Korea Selatan sebesar 4,1%. Pulihnya ekonomi ini ditunjukkan dengan kemajuan ekonomi yang positif sepanjang tahun 2021, yaitu sebesar 3,69%, kebalikan dari keadaan kontraksi sebesar 5,32% pada 2020.

Pada akhir 2021, Indonesia memasuki gelombang ketiga COVID-19 dengan penyebaran cepat varian baru, Omicron. Pandemi ini telah berdampak pada pemulihan ekonomi nasional.

PT Vale, sebagaimana halnya dengan perusahaan-perusahaan lain, menghadapi tantangan akibat pandemi, tetapi pandemi ini juga memberi peluang. Krisis ini telah membuat kami lebih dekat dengan masyarakat dan pemerintah daerah setempat karena kami bekerja bersama-sama untuk menekan dampak sosial dan ekonomi COVID-19. Berkat kerja keras personel kami, kerja sama erat dan dukungan dari para pemangku kepentingan kami, kegiatan PT Vale berlangsung dengan cukup baik selama pandemi.

MACRO ECONOMIC

In the first quarter of 2021 ("1Q21"), Indonesia's economy declined by 0.74% year on year ("yoy"), then increased 7.07% yoy in the second quarter ("2Q21"). This economic growth has brought Indonesia out of the period of recession from 2Q20 until 1Q21. However, the COVID-19 Delta that swept through Indonesia in July and August 2021 negatively impacted the economy, with yoy growth in 3Q21 of 3.51% yoy.

In 4Q21, economic growth escalated to 5.02% yoy, that is higher than 4.0% for China and 4.1% for South Korea. This economic recovery is shown by the positive economic progress throughout 2021 at 3.69%, reverted from the contraction of 5.32% in 2020.

At the end of 2021, Indonesia entered the third wave of COVID-19 with the fast-spread of the new variant, Omicron. This pandemic has affected the recovery of the national economy.

PT Vale, like all companies faced challenges due to the pandemic, but it also brought us opportunities. This crisis has brought us closer to local communities and governments as we worked together to minimize the social and economic impacts of COVID-19. Thanks to the hard work of our people, strong collaboration and support from our stakeholders, PT Vale's operation continued relatively well during the pandemic.

LAPORAN DIREKSI

Board of Director's Report

KEBIJAKAN STRATEGIS

Kami bergerak cepat dengan komitmen kami untuk mengembangkan bisnis kami yang didorong oleh Tujuan kami. Selama 2021, kami membuat kemajuan yang baik dengan kedua proyek kami di Bahodopi dan Pomalaa.

Pada pertengahan tahun, kami menandatangani *Project Framework Cooperation Agreement* ("PCFA") dengan mitra kami, yaitu Cina Baowu Tisco dan Xinhai, untuk bersama-sama membangun pabrik pengolahan Feronikel di Sulawesi Tengah, yang memiliki kapasitas tahunan sekitar 73.000 metrik ton nikel. Kami bersyukur bahwa mitra kami telah bergabung dengan kami dalam agenda rendah karbon dan sepakat untuk beralih dari penggunaan batubara menjadi pembangkit listrik tenaga gas. Kami yakin bahwa perjanjian ini menjadi bukti keselarasan komitmen keberlanjutan kami, yang luar biasa penting bagi PT Vale. Hingga sekarang, kami juga telah menerima sebagian besar izin penting untuk Bahodopi, yang sejak dahulu menjadi tantangan besar bagi PT Vale dalam membuat kemajuan dengan proyek ini. Kami sekarang berada pada tahap pembebasan lahan, finalisasi perjanjian, dan pengaturan pembiayaan.

Terkait dengan proyek Pomalaa, kami juga telah menerima sebagian besar izin yang penting, termasuk izin kehutanan dan lingkungan. Kami telah memperoleh dan memperbaiki pelabuhan lokal yang akan kami gunakan untuk mendukung operasi kami di Pomalaa. Kami sekarang sedang melanjutkan sebagian pekerjaan awal dan pembebasan lahan. Pada tanggal 27 April 2022, kami mengumumkan perubahan dalam hal kemitraan untuk proyek Pomalaa kami, kepada Zhejiang Huayou Cobalt Company Limited ("Huayou"). Proyek *High Pressure Acid Leaching* ("HPAL") Pomalaa akan mengadopsi dan menerapkan proses, teknologi, dan konfigurasi HPAL Huayou yang terbukti bagus untuk mengolah bijih nikel saprolit dengan kualitas rendah dan bijih nikel limonit dari tambang PT Vale di Pomalaa, guna menghasilkan Produk Mixed Hydroxide Precipitate ("MHP") dengan potensi kapasitas

STRATEGIC POLICIES

We are moving fast with our commitment to grow our business driven by our Purpose. During 2021 we made good progress with both the Bahadopi and Pomalaa projects.

In mid of the year, we signed a Project Framework Cooperation Agreement ("PCFA") with our partners, China Baowu Tisco and Xinhai to jointly build a Ferronickel processing facility in Central Sulawesi, with annual capacity of approximately 73,000 metric tonnes of nickel. We appreciate that our partners have joined us in our low carbon agenda, agreeing to switch from coal to a gas-fired power plant. We believe this agreement is evidence of alignment of our sustainability commitments, which is extremely important for PT Vale. To date we also have received most of the critical permits for Bahodopi, which historically has been a big challenge for PT Vale to make progress with this project. We are now progressing with the land acquisition, completing the definitive agreements, and financing arrangement.

With regard to Pomalaa project, we also have received most of the critical permits, including the forestry and environmental permits. We have acquired and upgraded the local port that we will use to support our Pomalaa operation. We are now progressing with some of the early works and land acquisitions. On April 27, 2022 we announced a change in partnership for our Pomalaa project, to Zhejiang Huayou Cobalt Company Limited ("Huayou"). The Pomalaa High Pressure Acid Leaching ("HPAL") Project will adopt and apply Huayou's proven HPAL process, technology and configuration to process the limonite ore and low grade saprolite ore from PT Vale's mines in Pomalaa, to produce Mixed Hydroxide Precipitate ("MHP") Product with a potential production capacity of up to 120,000 metric tonnes of nickel per annum. Similar with Bahodopi, we appreciate that our partner comes along with our low

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produksi hingga 120.000 ton nikel per tahun. Serupa dengan Bahodopi, kami menghargai bahwa mitra kami mengikuti agenda karbon rendah kami dan tidak akan menggunakan pembangkit listrik tenaga batubara. Huayou memiliki kinerja yang teruji dalam konstruksi dan pengoperasian HPAL di Indonesia. Kami yakin bahwa PT Vale dan Huayou akan saling melengkapi satu sama lain. Kami sekarang sedang pada tahap pembebasan lahan dan finalisasi perjanjian.

Untuk pengoperasian Sorowako, kami menjalankan program *de-bottlenecking* selama beberapa tahun untuk memastikan bahwa kami mencapai kapasitas produksi optimum secara berkelanjutan. Salah satu *de-bottlenecking* utama tersebut adalah membangun kembali tanur listrik 4 ("EF4"), yang merupakan salah satu tanur tertua di dunia. Program pembangunan kembali ini telah tertunda selama beberapa waktu karena berbagai alasan, antara lain COVID-19. Kami bersyukur bahwa pada akhirnya kami memulai pembangunan kembali tanur yang sempat terhenti pada pertengahan Desember 2021. Setelah selesainya pembangunan ini, kami berharap dapat mengembalikan kapasitas produksi EF4. Disamping *de-bottlenecking*, bersama dengan calon mitra, kami mencari peluang untuk membangun pabrik HPAL di dekat Sorowako untuk memanfaatkan bijih limonit Sorowako.

Di samping memperluas bisnis, kami juga memusatkan perhatian pada mencari cara-cara untuk mengurangi emisi karbon kami. Dengan pembangkit listrik tenaga air, pabrik nikel kami di Sorowako hari ini sudah menjadi penghasil nikel berintensitas karbon terendah di Indonesia. Meskipun demikian, kami yakin bahwa penting bagi kami untuk melanjutkan kerja guna semakin mengurangi intensitas karbon kami. Pada bulan November 2021, kami menghadiri COP-26 di Glasgow, Inggris dan di sana kami mengumumkan *roadmap* pengurangan karbon kami, tujuan kami adalah untuk

carbon agenda and will not use coal fired power plant. Huayou has a proven track record of HPAL construction and operations in Indonesia. We are confident that PT Vale and Huayou will complement each other. We are now progressing with land acquisition and completing the definitive agreements.

For Sorowako operations, we are executing our multi-year *de-bottlenecking* programs to ensure we reach our optimum production capacity, sustainably. One of the major *de-bottlenecking* programs is to rebuild electric furnace 4 ("EF4"), which is among the oldest furnaces in the world. The rebuild program has been delayed for some time due to various reasons, among others COVID-19. We are pleased to share that we finally started the rebuild shutdown in mid-December 2021. Upon completion of the rebuild, we hope to bring back the EF4 production capacity. In addition to *de-bottlenecking*, together with a potential partner, we are looking for opportunities to build a HPAL plant near Sorowako to utilize Sorowako limonite ores.

In addition to expanding our business, we also put a strong focus on looking at ways to reduce our carbon emissions. With hydroelectric power facilities, our Sorowako nickel smelter today already is among the lowest carbon intensity nickel in Indonesia. Despite this, we believe that it is important for us to continuously work to further reduce our carbon intensity. In November 2021, we attended COP-26 in Glasgow, UK. during which we announced our carbon reduction roadmap, our goal is to reduce our scope 1 and 2 carbon emission by 33% by 2030 and achieving net zero in 2050. In addition we

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mengurangi emisi karbon lingkup 1 dan 2 sebesar 33% pada tahun 2030 dan mencapai nihil bersih pada tahun 2050. Di samping itu, kami juga berkomitmen untuk mencapai target 2030 kami melalui pengurangan emisi absolut, bukan dengan menggunakan karbon *offset*.

Kami yakin bahwa semua tujuan strategis di atas akan menjadikan PT Vale berbeda dengan produsen nikel lain di Indonesia maupun di dunia. Guna memastikan keberhasilan dalam menjalankan tujuan strategis kami, kami perlu membangun budaya organisasi yang kokoh yang didukung dengan model manajemen yang kuat.

Pada tahun 2021, kami memulai transformasi budaya dalam organisasi kami untuk mengembangkan budaya "Belajar Bersama". Program Keberagaman dan Inklusi kami selama beberapa tahun yang dimulai pada tahun 2020 akan melengkapi program transformasi budaya kami dengan baik. Kami percaya dengan kekuatan belajar dan kebersamaan dalam organisasi yang beragam dan melibatkan/merangkul. Transformasi organisasi kami didukung oleh model manajemen kami, Vale Production System (VPS).

KINERJA DAN PERBANDINGAN ANTARA TARGET DAN REALISASI PADA TAHUN 2021

PT Vale mencatat prestasi kematian nihil dan tanpa kecelakaan yang menyebabkan tidak dapat kembali bekerja untuk tahun keenam berturut-turut pada 2021. Namun, kami masih perlu mencatat bahwa Tingkat Frekuensi Kecelakaan Kerja Tercatat ("TRIFR") kami naik dari 0,51 pada 2020 menjadi 0,70 pada 2021. Meskipun tingkat frekuensi naik, kami masih mampu mengurangi tingkat keparahan

Kami bangga dan bersyukur bahwa kami memperoleh Proper Hijau, sebuah penghargaan dari pemerintah kepada perusahaan-perusahaan yang telah menjalankan pengelolaan lingkungan dan praktik 'melebihi kepatuhan'. Diantara 186 perusahaan yang memperoleh Proper Hijau

also commit to achieve our 2030 target through absolute emission reduction, not by using carbon offsets.

We believe all the above strategic direction will set PT Vale apart from other nickel producers in Indonesia and globally. To ensure the successful execution of our strategic direction we need to build a strong organizational culture supported with a strong management model.

In 2021 we embarked on cultural transformation in our organization to develop a culture of "Learning Together". Our multi-year Diversity and Inclusion programs which started in 2020 will complement well our cultural transformation. We believe in the power of learning and togetherness in a diverse and inclusive organization. Our organizational transformation is backed by our management model, the Vale Production System (VPS).

PERFORMANCE AND COMPARISON BETWEEN TARGET AND REALIZATION IN 2021

PT Vale achieved zero fatalities and no disabling injuries for a sixth consecutive year in 2021. However, we still need to note that our Total Recordable Injury Frequency Rate ("TRIFR") has increased from 0.51 in 2020 to 0.70 in 2021. Despite the increased frequency rate, we were able to alleviate the severity rate.

We are proud and grateful that we received Green Proper, a recognition from government for companies who have delivered environmental management and practice 'beyond compliance'. Among the 186 companies who received Green Proper or 7% of the

LAPORAN DIREKSI Board of Director's Report

atau 7% dari 2.593 peserta keseluruhan, PT Vale adalah satu-satunya perusahaan penambangan dan peleburan nikel. Kami akan berusaha untuk selalu meningkatkan pengelolaan kami untuk menjadi lebih baik. Tahun 2021, kami telah meningkatkan efisiensi energi sebesar >900.000 gigajoule, mengurangi emisi gas rumah kaca mendekati 100.000 ton setara karbondioksida, mengurangi emisi partikulat, menerapkan *Reduce, Reuse, Recycle* ("3R") untuk limbah bahan berbahaya dan beracun, meningkatkan efisiensi air sebesar >2 juta m³, dan mengurangi beban air limbah.

Dalam aspek keuangan, Perseroan mencatatkan Pendapatan sebesar AS\$953,17 juta, meningkat 24,64% atau AS\$188,43 juta melebihi dari Pendapatan pada tahun 2020 yang sebesar AS\$764,74 juta. Peningkatan Pendapatan tersebut terutama disebabkan oleh kenaikan harga nikel di pasar dunia.

Laba Tahun Berjalan Perseroan pada 2021 tercatat sebesar AS\$165,80 juta, meningkat 100,19% atau AS\$82,98 juta dibandingkan dengan Laba Bersih pada 2020 sebesar AS\$82,82 juta. Kenaikan Margin Laba Bersih tersebut didorong oleh Pendapatan yang lebih tinggi di tahun 2021 yang disebabkan kenaikan harga nikel sebesar 36%, ditambah dengan disiplin biaya yang kuat.

Perseroan mencatatkan produksi nikel dalam matte pada 2021 sebesar 65.388 ton, turun 9,49% dibandingkan dengan produksi pada 2020 sebesar 72.237 ton. Penurunan ini disebabkan oleh beberapa pemeliharaan yang dilakukan di pabrik sebagaimana yang telah direncanakan.

Berikut ini adalah perbandingan antara target dan realisasi tahun 2021 untuk produksi, volume penjualan dan belanja modal.

total 2,593 participants, PT Vale is the only nickel mining and smelting company. We will strive to always improve our practices to be better. In 2021, we have improved our energy efficiency by >900,000 gigajoules, reduced greenhouse gas emission by close to 100,000 tonnes of carbon dioxide equivalent, reduced particulate emissions, implemented Reduce, Reuse, Recycle ("3R") of hazardous and toxic waste, improved water efficiency by >2 million m³, and reduced our waste water load.

In the financial aspect, the Company recorded Revenue of US\$953.17 million, an increase of 24.64% or US\$188.43 million over the 2020 Revenue of US\$764.74 million. The increase in revenue was mainly due to the increase in nickel price on the global market.

The Company's Profit for the year 2021 was US\$165.80 million, an increase of 100.19% or US\$82.98 million compared to the Net Profit in 2020 which was US\$82.82 million. The increase in Net Profit Margin was driven by higher Revenue in 2021 due to the 36% increase in nickel prices, coupled with strong cost discipline.

The Company recorded nickel in matte production in 2021 of 65,388 ton, a decrease of 9.49% compared to the production in 2020 of 72,237 ton. This decrease was due to planned plant maintenance.

The following is a comparison between target and realization for 2021 for production, sales volume, revenue and capex spending.

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| Uraian Description | Target 2021 2021 Target | Realisasi 2021 2021 Realization | Pencapaian (%) Achievement (%) |
|---|----------------------------|------------------------------------|-----------------------------------|
| Produksi Nikel dalam Matte (Ton) Nickel in Matte Production (Tons) | 64,083 | 65,388 | 102.04 |
| Penjualan Nikel Matte (Ton) Nickel Matte Sales (Tons) | 64,780 | 66,615 | 102.83 |
| Pendapatan (Juta AS\$) Revenue (Million US\$) | 683 | 953 | 139.53 |
| Belanja Modal (Juta AS\$) Capital Expenditure (Million US\$) | 210 | 173 | 82.38 |

Volume lebih tinggi terutama didorong oleh penundaan pembangunan kembali EF4 ke akhir tahun ini, yang menyebabkan belanja modal lebih rendah. Secara keseluruhan, kinerja Perseroan melampaui target.

The higher volume was mainly driven by postponement of EF4 rebuild to end of the year, hence the lower capital expenditure spending. Overall the Company's performance is above the target.

PROSPEK USAHA

Permintaan global akan nikel meningkat sejak 2019 dan diperkirakan akan terus meningkat setiap tahun karena bertumbuhnya sektor baterai. Sebagai komponen esensial, perusahaan produsen nikel akan didesak untuk meningkatkan produksi nikel kelas satu guna memenuhi kebutuhan pasar dunia. Gambaran positif ini telah mendorong kenaikan harga nikel.

BUSINESS PROSPECT

The global demand for nickel has grown since 2019 and is expected to increase due to the growing battery sector. As an essential component, nickel producing companies will be urged to increase their production of class one nickel that fits the global markets needs. This positive outlook has driven an increased in the nickel price.

Di samping itu, pengguna akhir dan investor menyadari akan kinerja keberlanjutan dari perusahaan produsen mineral esensial. Tekanan dari konsumen yang menuntut praktik penambangan dan pengolahan secara berkelanjutan dari masing-masing perusahaan terus meningkat. Kami yakin bahwa pengalaman panjang investasi PT Vale dalam menjamin praktik berkelanjutan akan mulai membuahkan hasil positif.

Furthermore, end users and investors are ever more conscious of the sustainability performance of essential minerals producing companies. Consumer pressure to demand sustainable mining and processing practices from the respective companies is increasing. We believe the long-term track record of PT Vale investments in ensuring sustainable practices would started to pay off positively.

Secara industri, kami telah melihat ekspansi cepat dan kompetitif pabrik-pabrik nikel di Indonesia, terutama oleh perusahaan-perusahaan Cina. PT Vale melihat peluang untuk bermitra dengan perusahaan-perusahaan Cina terpilih yang memiliki nilai-nilai serupa dengan kami. Kami bertujuan untuk mendongkrak keunggulan kami dalam

Industry wise, we have been seeing fast and competitive expansion of nickel smelters in Indonesia particularly by Chinese companies. PT Vale saw an opportunity to partner with selected Chinese companies that shared similar values with us. We aim to leverage our strengths in good mining practices, social engagement, and other

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praktik penambangan yang baik, pelibatan masyarakat, dan praktik berkelanjutan lainnya sambil belajar dari mereka tentang kecepatan, kegesitan, efisiensi, dan produktivitas mereka. PT Vale yakin bahwa kerja sama ini akan menciptakan nilai besar dan memungkinkan PT Vale untuk mengembangkan bisnis secara nyata dan cepat, yang didorong oleh Tujuan kami. Dengan pertimbangan ini, kami membina kemitraan untuk membangun proyek-proyek pertumbuhan kami.

Tahun 2022 kami akan mempercepat eksekusi atas proyek-proyek pertumbuhan kami di Bahadopi dan Pomalaa, *de-bottlenecking* pada pabrik Sorowako dan finalisasi rencana kami untuk pabrik HPAL di Sorowako. Semua proyek-proyek pertumbuhan ini akan didukung oleh operasional Sorowako yang aman, dapat diandalkan dan kuat.

KENDALA/ TANTANGAN DAN SOLUSI

Tantangan terbesar sepanjang 2021 tetap sama dengan tahun sebelumnya, untuk memastikan kelangsungan kegiatan kami selama pandemi COVID-19 yang berkepanjangan seraya menjunjung tinggi nilai-nilai Perseroan, terutama Kehidupan adalah hal yang terpenting. Kami yakin perlu bekerja secara erat dengan masyarakat dan pemerintah dalam mengatasi tantangan ini, sehingga kami mengubah tantangan ini menjadi peluang untuk memperkuat kerja sama kami dengan para pemangku kepentingan di Sorowako, Bahadopi, dan Pomalaa. Kami bersyukur bahwa kami mampu mengatasi tantangan ini dengan minim gangguan pada operasi Sorowako kami. Meskipun demikian, kemajuan pada proyek di Bahadopi dan Pomalaa belum secepat yang kami harapkan. Kami akan bekerja mengejar ketertinggalan pada 2022.

sustainable practices while learning from them about their speed, agility, efficiency and productivity. PT Vale believes this collaboration will create significant value and allow PT Vale to grow our business significantly and quickly, driven by our Purpose. With this consideration, we built partnerships to build our growth projects.

In 2022 we will accelerate the execution of our growth projects in Bahadopi and Pomalaa, *de-bottlenecking* of Sorowako plant and finalizing our plan for new HPAL plant in Sorowako. All these growth projects will be backed by safe, reliable and strong Sorowako operation.

OBSTACLES/ CHALLENGES AND SOLUTIONS

The biggest challenge throughout 2021 remained the same with year prior, to ensure continuity of our operation during the prolonged COVID-19 pandemic while upholding our company's values, particularly Life matters most. We believe we need to work closely with communities and government in managing this challenge, thus we turned this challenge into opportunity to strengthen our collaboration with our stakeholders in Sorowako, Bahadopi and Pomalaa. We are grateful that we were able to work through this challenge with minimal disruptions to our Sorowako operation. That said, progress in our projects in Bahadopi and Pomalaa has not been as quick as we would like it to be. We will work to catch up the delay in 2022.

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Board of Director's Report



Tantangan lain pada 2021 adalah kenaikan harga komoditas minyak dan batubara, berdampak karena energi adalah komponen terbesar dalam biaya produksi kami. Guna mengantisipasinya, kami bekerja keras untuk menaikkan efisiensi pemakaian energi dalam proses produksi kami. Tidak hanya mengurangi intensitas energi dalam proses kami, kami juga mengurangi emisi karbon.

Yang terakhir, kami juga kehilangan beberapa orang tenaga yang handal karena pindah ke pabrik nikel lain di Indonesia. Hal ini diduga karena industri ini tumbuh secara signifikan di Indonesia dengan munculnya pabrik-pabrik nikel baru dalam beberapa tahun terakhir. Tren ini merupakan bukti atas mutu tenaga yang handal yang dibesarkan di Perseroan kami. Namun demikian, kami sedang mengerjakan beberapa program untuk mempertahankan rekan kerja kunci kami. Kami yakin bahwa sifat proyek pertumbuhan kami yang

Another challenge in 2021 was the increase in oil and coal commodity prices, the impact being that energy is the largest component of our production cost. To anticipate this, we worked hard to improve efficiency of energy consumption in our production process. Not only did we reduce the energy intensity of our process, we also reduced our carbon emissions.

Lastly, we are also losing some of our talent to other nickel smelters in Indonesia. This is expected as the industry is growing significantly in Indonesia with flourishing new nickel smelters in the last several years. This trend is a testament to calibre of talent we have been growing in our Company. That said, we are working on several programs to retain our key cohorts. We believe the fast moving nature of our growth projects are creating opportunities for us to retain our people, as we can offer clear career advancement and wider people development

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Board of Director's Report

bergerak cepat menciptakan peluang bagi kami untuk mempertahankan karyawan kami, karena kami dapat menawarkan perkembangan karir yang jelas dan program-program pengembangan sumber daya manusia yang lebih luas. Dalam banyak perbincangan dengan karyawan kami, kami bersyukur mengetahui bahwa mereka sangat menghargai nilai-nilai dan komitmen kuat Perseroan kami terhadap praktik penambangan berkelanjutan.

TATA KELOLA PERUSAHAAN

Kami berkomitmen untuk menerapkan praktik tata kelola terbaik. Kami meyakini, bahwa komitmen serta program-program sosial lingkungan yang kuat menjadi tidak berarti dan tidak dapat dipercaya bagi para pemangku kepentingan kami, tanpa adanya tata Kelola yang baik. Oleh karenanya, Perseroan senantiasa meningkatkan pelaksanaan praktik tata kelola demi keberlanjutan usaha Perseroan.

Pada 2021, Perseroan untuk pertama kalinya menyelenggarakan Rapat Umum Pemegang Saham Luar Biasa secara elektronik dengan menggunakan sistem eASY.KSEI. Perseroan menerima penghargaan Top GCG in Metal and Mineral Mining Sector 2021 dari Iconomics. Untuk Laporan Keberlanjutan, PT Vale menerima medali Perunggu dalam Asia Sustainability Reporting Awards untuk kategori Asia's Best Sustainability Report (Digital) dari CSRWorks International, medali Emas dalam Asia Sustainability Reporting Rating ("ASRRT") 2021 dari National Center for Sustainability Reporting ("NCSR") dan medali Perunggu dalam Global Corporate Sustainability Awards ("GCSA") 2021 dari Taiwan Institute Sustainable Energy ("TAISE").

programs. In many of conversation with our people, we are grateful to know that they prize highly our Company's strong values and commitments to sustainable mining practices.

CORPORATE GOVERNANCE

We are committed to implement the best practices in corporate governance. We believe our strong commitment and programs on environmental and social fronts will not be meaningful or trustworthy to our stakeholders without a good corporate governance. Therefore, the Company is continuously improving the implementation of governance practices for the Company's business sustainability.

In 2021, the Company for the first time held the Extraordinary General Meeting of Shareholders electronically using the eASY.KSEI system. The Company was awarded with the Top GCG in Metal and Mineral Mining Sector 2021 by the Iconomics. For the Sustainability Report, PT Vale received the Bronze medal in the 6th Asia Sustainability Reporting Awards for the category of Asia's Best Sustainability Report (Digital) from CSRWorks International, the Gold medal in Asia Sustainability Reporting Rating ("ASRRT") 2021 from National Center for Sustainability Reporting ("NCSR") and the Bronze medal in Global Corporate Sustainability Awards ("GCSA") 2021 from Taiwan institute Sustainable Energy ("TAISE"). The Company also maintain its

LAPORAN DIREKSI

Board of Director's Report

Perseroan juga mempertahankan posisinya sebagai Top 50 Issuers with BigCap PLCs dalam The 12th Indonesian Institute Corporate Directorship Corporate Governance Award yang diadakan oleh Indonesian Institute Corporate Directorship ("IICD"), yang penilaiannya didasarkan pada ASEAN Corporate Governance Scorecard ("ACGS").

PERUBAHAN SUSUNAN DIREKSI

Rapat Umum Pemegang Saham Tahunan dan Rapat Umum Pemegang Saham Luar Biasa dilaksanakan pada tanggal 29 April 2021 dan 30 Agustus 2021, masing-masing menyetujui perubahan susunan Direksi dan pengunduran diri Agus Superiadi dari jabatannya sebagai Direktur Perseroan. Atas nama Perseroan, Direksi menyampaikan terima kasih dan penghargaan setinggitingginya kepada Agus Superiadi atas pengabdian dan kontribusinya kepada Perseroan.

Dengan perubahan tersebut, susunan Direksi Perseroan hingga Laporan ini disusun adalah sebagai berikut:

position as a Top 50 Issuers with BigCap PLCs in the 12th Indonesian Institute Corporate Directorship Corporate Governance Award organized by the Indonesian Institute Corporate Directorship ("IICD"), which assessment is based on the ASEAN Corporate Governance Scorecard ("ACGS").

CHANGES IN COMPOSITION OF THE BOARD OF DIRECTORS

The Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders held on April 29th, 2021 and August 30th, 2021, respectively, approved the changes of the composition of the Board of Directors and resignation of Agus Superiadi from his position as Director of the Company. On behalf of the Company, the Board of Directors expressed gratitude and the highest appreciation to Agus Superiadi for his dedication and contribution to the Company

With the changes, the composition of the Board of Directors of the Company as at the date of the Report is as follows:

| Nama Name | Jabatan Title |
|--------------------------|--|
| Febriany Eddy | Presiden Direktur President Director |
| Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| Bernardus Irmanto | Direktur Director |
| Vinicius Mendes Ferreira | Direktur Director |
| Dani Widjaja | Direktur Director |

LAPORAN DIREKSI Board of Director's Report

APRESIASI

Sebagai penutup Laporan kami, izinkan kami untuk memberikan penghargaan setinggi-tingginya dan terima kasih kepada Dewan Komisaris, pemegang saham, karyawan, regulator, pelanggan, pemasok, mitra usaha dan pemangku kepentingan lainnya atas dukungan yang terus-menerus, kerja sama dan kolaborasi yang memungkinkan PT Vale dapat memberikan hasil yang baik di tahun 2021 dan mempersiapkan tahun 2022 yang lebih baik. Kami berharap PT Vale dapat terus mengambil bagian, berkontribusi, dan selalu berinovasi untuk hasil yang optimal dalam mencapai kemakmuran bersama, dengan tetap menghormati bumi kita.

APPRECIATION

To conclude our Report, allow us to give the highest appreciation and gratitude to the Board of Commissioner, shareholders, employees, regulators, customers, suppliers, business partners and other stakeholders for their continuous support, cooperation and collaboration which made it possible for PT Vale to deliver our 2021 results and prepare for a better 2022. We hope that PT Vale can continue to take part, contribute, and always innovate for optimum results for the prosperity of all while still respecting our planet.

Atas nama Direksi

On behalf of the Board of Directors

PT Vale Indonesia Tbk



Febriany Eddy
Presiden Direktur

President Director

SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS DAN ANGGOTA DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN TAHUNAN 2021 PT VALE INDONESIA TBK

Board of Commissioners' and Board of Directors' Statement of Responsibility for the PT Vale Indonesia Tbk 2021 Annual Report

Direksi | Board of Directors

Presiden Direktur
President Directors



Febriany Eddy

Wakil Presiden Direktur
Vice President Directors



Adriansyah Chaniago

Direktur
Director



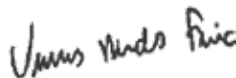
Bernardus Irmanto

Direktur
Director



Dani Widjaja

Direktur
Director



Vinicius Mendes Ferreira

Kami yang bertanda tangan di bawah ini menyatakan bahwa semua informasi dalam Laporan Tahunan PT Vale Indonesia Tbk tahun 2021 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya.

We, the undersigned, hereby declare that all information contained in the PT Vale Indonesia Tbk 2021 Annual Report has been presented in its entirety, and that we assume full responsibility for the accuracy of the Company's Annual Report contents.

This statement is hereby made in all integrity.

Dewan Komisaris | Board of Commissioners

Presiden Komisaris
President Commissioner



Mark James Travers

Wakil Presiden Komisaris
Vice President Commissioner



Ogi Prastomiyono

Komisaris
Commissioner



Luiz Fernando Landeiro

Komisaris
Commissioner



Nicolas D. Kanter

Komisaris
Commissioner



Nobuhiro Matsumoto

Komisaris
Commissioner



Rizal Sukma

Komisaris
Commissioner



Alexandre Silva D'Ambrosio

Komisaris Independen
Independent Commissioner



Raden Sukhyar

Komisaris Independen
Independent Commissioner



Rudiantara

Komisaris Independen
Independent Commissioner



Dwia Aries Tina Pulubuhu





03

PROFIL PERUSAHAAN

Company Profile

IDENTITAS PERUSAHAAN

Company's Identity



● Nama Perusahaan

Company Name

PT Vale Indonesia Tbk (PT Vale)

Perusahaan melakukan perubahan nama dari PT International Nickel Indonesia Tbk, menjadi PT Vale Indonesia Tbk pada tanggal 27 September 2011 berdasarkan Akta Nomor 75, yang dibuat oleh Notaris Ny. Poerbaningsih Adi Warsito, S.H.

The Company changed its name from PT International Nickel Indonesia Tbk, to PT Vale Indonesia Tbk, on September 27th, 2011 based on Deed Number 75, drawn up before Notary Ny. Poerbaningsih Adi Warsito, S.H.

Tidak terjadi perubahan nama Perseroan pada tahun 2021.

There was no change to the Company's name in 2021.

● Tanggal Pendirian

Establishment Date

25 Juli 1968

July 25th, 1968

● Kode Saham

Share Code

INCO

● Modal Dasar

Authorized Capital

39.745.354.880 saham | shares

dengan nilai nominal IDR25 per saham
with par value of IDR25 per share

● Tanggal Pencatatan di Bursa

Stock Exchange Listing Date

16 Mei 1990 | May 16th, 1990

pada Bursa Efek Indonesia (dahulu Bursa Efek Jakarta)

on the Indonesia Stock Exchange (formerly Jakarta Stock Exchange)

● Modal Ditempatkan dan Disetor Penuh

Issued and Fully Paid Up Capital

9.936.338.720 saham | shares

dengan nilai nominal IDR25 per saham
with par value of IDR25 per share

IDENTITAS PERUSAHAAN Company's Identity

● **Alamat Kantor Pusat**

Head Office Address

Sequis Tower, Lantai 20, Unit 6 & 7
Jl. Jend. Sudirman Kav. 71, Jakarta 12190,
Indonesia
Telepon: +62 21 524 9000
Faksimili: +62 21 524 9020
E-mail: ptvi-corpsec@vale.com

Sequis Tower, 20th Floor Unit 6 & 7
Jl. Jend. Sudirman Kav. 71, Jakarta 12190,
Indonesia
Telephone: +62 21 524 9000
Fax : +62 21 524 9020
E-mail : ptvi-corpsec@vale.com

*Alamat baru terhitung 1 Oktober 2021

*New address effective on October 1st, 2021

● **Alamat Kantor Perwakilan**

Representative Office Address

Makassar, Sulawesi Selatan
Jl. Somba Opu, PO Box 1143
Makassar 90001, Sulawesi Selatan Indonesia
Telepon : +62 411 873731, 873732
Faksimili: +62 411 856157

Makassar, South Sulawesi
Jl. Somba Opu, PO Box 1143
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● **Pabrik Pengolahan**

Processing Plant

Sorowako, 92984
Sulawesi Selatan, Indonesia
Telepon: +62 21 5249100
Faksimil: +62 21 5249557

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South Sulawesi, Indonesia
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● **Situs Web**

Website

www.vale.com/indonesia

DASAR HUKUM PENDIRIAN

Legal Basis for Establishment

Perseroan didirikan berdasarkan Akta No. 49 tanggal 25 Juli 1968 yang dibuat di hadapan Notaris Eliza Pondaag, notaris publik di Jakarta. Anggaran Dasar Perseroan disetujui Menteri Kehakiman Republik Indonesia dalam Surat Keputusan No.J.A.5/59/18 tanggal 26 Juli 1968 dan diumumkan dalam Tambahan No. 93 Berita Negara Republik Indonesia No. 62 tanggal 2 Agustus 1968.

Anggaran Dasar Perseroan telah beberapa kali mengalami perubahan. Pada tahun 2015 terjadi perubahan Anggaran Dasar berdasarkan Akta No.121 tanggal 29 Juni 2015, yang dibuat di hadapan Notaris Leolin Jayayanti S.H., notaris publik di Jakarta, tentang Perubahan Anggaran Dasar Perseroan yang telah disetujui dalam Rapat Umum Pemegang Saham (“RUPS”) Luar Biasa pada tanggal 29 Juni 2015. Perubahan ini telah memperoleh persetujuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-0938647.AH.01.02 Tahun 2015 tanggal 3 Juli 2015 dan telah memperoleh penerimaan pemberitahuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No. AHU-AH.01.03-0948078 Tahun 2015 tanggal 3 Juli 2015.

Perubahan terakhir dengan Akta No. 175 tanggal 29 Juli 2020 yang dibuat di hadapan Aulia Taufani, S.H., notaris publik di Jakarta tentang perubahan Anggaran Dasar Perseroan yang telah disetujui dalam RUPS Tahunan pada tanggal 29 Juli 2020 dan telah memperoleh penerimaan pemberitahuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No.AHU-AH.01.03-0381902 tanggal 3 September 2020.

The Company was established based on Deed No. 49 dated July 25th, 1968 drawn up before Notary Eliza Pondaag, a public notary in Jakarta. The Company’s Articles of Association were approved by the Minister of Justice of the Republic of Indonesia in Decree (decision letter) No.J.A.5/59/18 dated July 26th, 1968 and announced in (published in) Supplement No. 93 of state news (the state Gazette) of the Republic of Indonesia No. 62 dated August 2nd, 1968.

The Company’s Articles of Association have been amended several times. In 2015 there was amendment to the Articles of Association pursuant to Deed No.121 dated June 29th, 2015, drawn up before Notary Leolin Jayayanti S.H., a public notary in Jakarta, on amendment to the Company’s Articles of Association which was approved by the Extraordinary General Meeting of Shareholders (“GMS”) on June 29th, 2015. This amendment has obtained approval from the Minister of Law and Human Rights of the Republic of Indonesia in Decision Letter No. AHU-0938647. AH.01.02 of 2015 dated July 3rd, 2015 and has obtained acceptance of notification from the Minister of Law and Human Rights of the Republic of Indonesia in Decision Letter No. AHU-AH.01.03-0948078 of 2015 dated July 3rd, 2015.

The latest amendment to Deed No. 175 dated July 29th, 2020 drawn up before Aulia Taufani, S.H., a public notary in Jakarta on amendment to the Company’s Articles of Association that had been approved at the Annual GMS on July 29th, 2020 and has obtained acceptance of notification from the Minister of Law and Human Rights of the Republic of Indonesia in Decision Letter No.AHU-AH.01.03-0381902 dated September 3rd, 2020.

Informasi lebih lanjut mengenai Perseroan, silakan menghubungi:
For further Company information, please contact:

Corporate Secretary
ptvi-corpsec@vale.com

Investor Relation
ptvi.investorrelations@vale.com

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KEGIATAN OPERASI DAN USAHA

Operational and Business Activities

KEGIATAN USAHA MENURUT ANGGARAN DASAR TERAKHIR

Berdasarkan perubahan Anggaran Dasar terakhir tanggal 29 Juli 2020, ruang lingkup kegiatan Perseroan adalah pertambangan, perdagangan besar, pengangkutan, pengadaan listrik, *real estate*, pengelolaan air limbah, pengelolaan dan daur ulang sampah, dan aktivitas remediasi. Pada periode pelaporan kegiatan Perseroan meliputi operasi pertambangan bijih nikel, produksi nikel dalam matte dan penjualan nikel matte.

KEGIATAN OPERASI PERTAMBANGAN BIJIH NIKEL

Operasi pertambangan bijih nikel dilakukan di Sorowako, Kabupaten Luwu Timur, Sulawesi Selatan pada lokasi yang telah ditetapkan berdasarkan data eksplorasi dan geologi. Kegiatan operasi pertambangan yang dijalankan Perseroan digolongkan sebagai penambangan terbuka, dengan menggali lapisan tanah yang mengandung bijih nikel kadar tinggi (*saprolite*) menggunakan ekskavator dan kemudian diolah di stasiun penyaring. Uraian lengkap operasi pertambangan disampaikan terpisah pada bagian lain Laporan ini.

Setiap tahun Perseroan membatasi luas area kegiatan operasi pertambangan untuk meminimalkan dampak terhadap lingkungan. Kegiatan operasi pertambangan didukung berbagai fasilitas, meliputi jalan tambang, peralatan berat, pelabuhan, terminal bahan bakar, jaringan pipa bahan bakar dan tangki penyimpanan bahan bakar.

BUSINESS ACTIVITIES BASED ON THE LATEST ARTICLES OF ASSOCIATION

Based on the latest amendment to the Articles of Association dated July 29th, 2020, the Company's scope of activities includes mining, wholesale trade, transportation, electricity procurement, real estate, wastewater management, waste management and recycling, and remediation activities. During the reporting period, the Company's activities included nickel ore mining operations, nickel in matte production and nickel matte sales.

NICKEL ORE MINING ACTIVITIES

Nickel ore mining operations are carried out in Sorowako, East Luwu Regency, South Sulawesi at predetermined locations based on exploration and geological data. The mining operations carried out by the Company are classified as open-pit mining which involves removing soil layers containing high-grade nickel ore (*saprolite*) using excavators and then processing it at screening stations. A complete mining operations description is presented separately in other sections of this Report.

Every year the Company limits the area of its mining operations to minimize the impact on the environment. Mining operations are supported by a number of facilities, including mining roads, heavy equipment, ports, fuel terminals, fuel pipelines and fuel storage tanks.

KEGIATAN OPERASI DAN USAHA

Operational and Business Activities

Fasilitas Operasi Perseroan Tahun 2021

Company's Operations Facilities In 2021

| Fasilitas Facilities | Satuan Unit | Uraian Description |
|---|----------------|---|
| Alat Berat Heavy Equipment | Unit | 24 Ekskavator 24 Excavators 105 Truk 105 Trucks |
| Jalan Tambang Mining Roads | Km | 453.7 |
| Pelabuhan Port | Unit | Lokasi Balantang, Luwu Timur Located at Balantang, Luwu Timur |
| Terminal Bahan Bakar Mangkasa Mangkasa Fuel Terminal | Unit | Lokasi Desa Lampia, Luwu Timur Located at Lampia Village, Luwu Timur |
| Jaringan Pipa Bahan Bakar Fuel Pipeline | Km | 48.8 |
| Tangki Penyimpanan Bahan Bakar Fuel Storage Tanks | Unit | 19 |

KEGIATAN PRODUKSI NIKEL DALAM MATTE

Proses produksi berlangsung di fasilitas pengolahan di Sorowako. Perseroan memiliki pabrik pengolahan mineral yang mampu memproduksi 180 - 200 ton nikel dalam matte setiap hari. Fasilitas pabrik pengolahan dilengkapi empat unit tanur listrik. Uraian lengkap produksi nikel dalam matte disampaikan terpisah pada bagian lain Laporan ini.

Kinerja segmen operasi pertambangan dan produksi nikel dalam matte ditentukan berdasarkan volume produksi nikel dalam matte selama tahun buku, dan dibandingkan dengan volume produksi periode sebelumnya serta target produksi setahun berikutnya. Produksi nikel matte pada tahun 2021 sebesar 65.388 ton, mengalami penurunan 9,48% jika dibandingkan dengan produksi tahun 2020 yang tercatat sebesar 72.237 ton. Penurunan ini disebabkan terutama oleh adanya jadwal pemeliharaan dan juga pembangunan kembali tanur listrik 4 yang mulai dilaksanakan pada Desember 2021.

Untuk mendukung kegiatan produksi nikel dalam matte, Perseroan telah membangun berbagai fasilitas pendukung. Perseroan juga melakukan pemeliharaan dan perbaikan pada pabrik pengolahan nikel dan fasilitas pendukungnya agar target produksi dapat terus ditingkatkan.

NICKEL IN MATTE PRODUCTION ACTIVITIES

The production process takes place at the Sorowako processing facility. The Company has a mineral refining plant (smelter) capable of producing 180 - 200 tons of nickel in matte daily. The smelter facility is equipped with four electric furnaces. A complete description of nickel in matte production is presented separately in other sections of this Report

The performance of the mining and nickel production segment in matte is determined based on the volume of nickel production in matte during the financial year, and compared to the previous period's production volume as well as the next year's production target. Nickel in matte production in 2021 was 65,388 tons, a decrease of 9.48% when compared to 2020 production of 72,237 ton. The decreased was mainly due to maintenance schedule and also furnace 4 rebuild which started in December 2021.

The Company has built a number of facilities to support its nickel in matte production activities. The Company also maintains and repairs its nickel processing plant and its facilities, in order to increase its production target.

KEGIATAN OPERASI DAN USAHA Operational and Business Activities

Perseroan juga melanjutkan rencana pembangunan pabrik pengolahan nikel beserta fasilitas pendukungnya di Sambalagi, Kabupaten Morowali, Sulawesi Tengah dan di Pomalaa, Kabupaten Kolaka, Sulawesi Tenggara. Proyek di Bahodopi direncanakan untuk membangun pabrik pengolahan untuk memproses bijih saprolit dan menghasilkan feronikel yang merupakan bahan utama dalam pembuatan baja nirkarat. Untuk Pomalaa, proyek yang saat ini dikembangkan adalah untuk memproses bijih nikel limonit dengan menggunakan teknologi HPAL (High Pressure Acid Leaching) untuk menghasilkan produk yang dapat diolah menjadi bahan utama baterai mobil listrik.

The Company also continues its plan to construct nickel processing plant and its facilities in Sambalagi, Morowali Regency, Central Sulawesi and in Pomalaa, Kolaka Regency, Southeast Sulawesi. The project in Bahodopi, is to build a smelter to process saprolite nickel ore and produce ferronickel, a main material for stainless steel making. In Pomalaa, the project is to build a processing facility with HPAL (High Pressure Acid Leaching) technology to process limonite ore and produce intermediate product which can be further processing to material for Electric Vehicle ("EV") battery.

● Fasilitas Produksi Perseroan Tahun 2021 Company Production Facilities in 2021

| Fasilitas Facilities | Satuan Unit | Jumlah Total |
|---|----------------|-----------------|
| Tanur Pengereng Dryer | Unit | 3 |
| Tanur Pereduksi Reduction Kiln | Unit | 5 |
| Tanur Listrik Electric Furnace | Unit | 4 |
| Konverter Converter | Unit | 3 |
| Stasiun Penyaring Screening Station | Unit | 6 |
| Tempat Penggilingan Batubara Coal Mill | Unit | 1 |

● Fasilitas Pendukung milik Perseroan Tahun 2021 Company Supporting Facilities in 2021

| Fasilitas Facilities | Uraian Description | Jumlah Total | Kapasitas (MegaWatt) Capacity (MegaWatt) |
|---|--|-----------------|---|
| Pembangkit Listrik Tenaga Air Hydroelectric Power Generators | PLTA Larona | 3 | 165 |
| | PLTA Balambano | 2 | 110 |
| | PLTA Karebbe | 2 | 90 |
| Pembangkit Listrik Tenaga Termal Thermal Power Generators | Generator Diesel Mirreles Blackstone Mirreles Blackstone Diesel Generator | 5 | 30 |
| | Generator Diesel Caterpillar Caterpillar Diesel Generator | 23 | 23 |

KEGIATAN OPERASI DAN USAHA Operational and Business Activities

KEGIATAN USAHA PENJUALAN NIKEL MATTE DAN JANGKAUAN PASAR

Penjualan dilaksanakan berdasarkan kontrak jangka panjang dalam denominasi AS\$, dengan VCL dan SMM. Sesuai perjanjian penjualan, 80% produksi nikel dalam matte pada setiap tahun dijual kepada VCL dan 20% lainnya kepada SMM.

Untuk harga, sejak Januari 2020 kami telah memperbaharui Perjanjian Kontrak Penjualan kami dengan VCL dan SMM. Sebelumnya, kandungan nikel dan kobalt dihargai 78% dari rata-rata harga tunai nikel LME bulan sebelumnya. Saat ini, kandungan nikel akan dihargai 78% dari rata-rata harga tunai nikel LME bulan sebelumnya, sedangkan kandungan kobalt akan dihargai 35% dari rata-rata harga kobalt *Fast Market* bulan sebelumnya.

Seluruh nikel matte dijual dan dikirim setiap bulan ke Jepang dengan menggunakan kapal-kapal besar baik milik VCL maupun kapal sewaan, untuk menjamin keekonomian dan kecepatan pengangkutan.

Pada tanggal 1 Januari 2020 Perseroan menerapkan ketentuan baru berdasarkan Perubahan dan Pernyataan Kembali Perjanjian Penjualan. Ketentuan tersebut disetujui oleh Kementerian ESDM pada tanggal 31 Desember 2019. Perubahan dan Pernyataan kembali Perjanjian Penjualan bertujuan untuk memastikan kepatuhan terhadap prinsip *arm's length* secara terus menerus, termasuk untuk meninjau kembali ketentuan harga yang berlaku, memperbarui dan menggabungkan praktik terbaik yang ada, dan untuk mencerminkan keadaan komersial saat ini terkait perjanjian logam dasar yang berorientasi jangka panjang.

NICKEL MATTE SALES BUSINESS ACTIVITIES AND MARKET REACH

Sales are carried out based on long-term contracts denominated in US\$, with VCL and SMM. In accordance with the sales agreements, 80% of nickel in matte annual production is sold to VCL, while the remaining 20% is sold to SMM.

For pricing, since January 2020 we have renewed our Sales Contract Agreement with VCL and SMM. Previously, nickel and cobalt content are priced at 78% of previous month average LME nickel cash price. Currently, nickel content will be priced at 78% of previous month average LME nickel cash price, meanwhile cobalt content will be priced at 35% of previous month average Fast Market cobalt price.

All nickel matte is sold and shipped to Japan every month using large vessel owned by VCL or charter vessels in order to guarantee the economy and the speed of transportation.

On January 1st, 2020, the Company implemented new provisions based on the Amendment and Restatement of the Sales Agreements. The agreements were approved by the Ministry of MEMR on December 31st, 2019. The Amendment and Restatement of the Sales Agreements with the underlying objective to ensure on-going compliance with the arm's length principle, including to revisit the existing pricing terms, to update and incorporate current best practices, and to reflect the current commercial realities for long-term base metals on a going forward basis.

KEGIATAN OPERASI DAN USAHA Operational and Business Activities

PRODUK DAN CADANGAN MINERAL

Perseroan menghasilkan produk berupa nikel matte, yaitu produk antara yang digunakan dalam pembuatan nikel olahan dengan kandungan rata-rata 78% nikel, 1% - 2% kobalt, serta 20% - 21% sulfur. Seluruh produk nikel matte dikapalkan ke Jepang untuk proses pemurnian lebih lanjut.

Perseroan menerapkan VPS dalam penatagunaan produk. VPS melibatkan empat elemen utama Perseroan, yakni karyawan, operasi, perawatan dan manajemen; serta tiga bidang pendukung, yakni kesehatan, keselamatan serta lingkungan hidup. Hal ini dimaksudkan untuk memastikan produk aman bagi lingkungan dan dapat didaur ulang.

Perseroan telah mematuhi *Restriction of Hazardous Substance* (RoHS) atau aturan pembatasan bahan berbahaya yang dibakukan pasar Uni Eropa, serta mendapatkan status akreditasi dari Komite Akreditasi Nasional ("KAN") untuk ISO 17025 tentang Persyaratan Kompetensi Laboratorium Pengujian dan Kalibrasi. Sejak 2005, Perseroan diberi pengakuan untuk mencantumkan logo KAN pada sertifikat hasil analisis yang dikirim ke pelanggan. Pada tahun 2019, Perseroan memperbaharui kesesuaian ISO 17025 dari versi 2008 menjadi versi terbaru 2017.

Selama periode pelaporan, terjadi peningkatan cadangan mineral dikarenakan evaluasi kembali desain pit dari proses optimisasi pit, pembaruan *Block Model* dan reklasifikasi sumber daya menjadi cadangan.

PRODUCT AND MINERAL RESERVES

The Company produces nickel matte, as an intermediate product used in producing refined nickel with an average content of 78% nickel, 1% - 2% cobalt, and 20% - 21% sulfur. All nickel matte products are shipped to Japan for further refining processes.

The Company has implemented the VPS in its product stewardship. VPS involves four main Company elements, namely employees, operations, maintenance and management; as well as three supporting fields, namely health, safety and the environment. This is intended to ensure products are safe for the environment and can be recycled.

The Company complies with the Restriction of Hazardous Substance (RoHS) rules on limiting hazardous substances, as standardized by the European Union market, and has obtained accreditation status from the National Accreditation Committee ("NAC") through ISO 17025 regarding Competency Requirements for the Testing and Calibration Laboratories. Since 2005, the Company recognized by KAN to include NAC logo on each Certificate of Analysis sent to the customer. In 2019, the Company renewed the compliance of ISO 17025 from 2008 version to the newest 2017 version.

During the reporting period, the mineral reserves increased due to re evaluations related to pit design update as result of pit optimization process, Block Model update and reclassification of mineral resources to mineral reserves.

KEGIATAN OPERASI DAN USAHA

Operational and Business Activities

Cadangan Mineral Perseroan (dalam juta ton)

The Company Mineral Reserves (in million tons)

| Uraian Description | Per 31 Desember 2021 December 31, 2021 | | Per 31 Desember 2020 December 31, 2020 | | Δ% | |
|-------------------------|--|-------------|--|-------------|-------------|---------------|
| | Mt (DKP) | % Grade | Mt (DKP) | % Grade | Mt (DKP) | % Grade |
| Terbukti Proven | 65.68 | 1.72 | 61.88 | 1.73 | 6.1% | (0.3)% |
| Terkira Probable | 46.87 | 1.73 | 42.07 | 1.74 | 11.4% | (1.0)% |
| Jumlah Total | 112.55 | 1.72 | 103.96 | 1.73 | 8.3% | (0.6)% |

CATATAN:

Berdasarkan Pernyataan Teknis Sumber Daya dan Cadangan ("MRMR") 2021 yang meliputi informasi teknis untuk mendukung perkiraan cadangan mineral dan sumber daya mineral:

- Estimasi sumber daya mineral dan cadangan mineral telah mengikuti Kode Komite Cadangan Mineral Indonesia ("KCMI") dan juga berdasarkan *Definition Standards of Mineral Resources and Mineral Reserves and CIM Best Practice Guidelines* dari *Canadian Institute of Mining, Metallurgy and Petroleum* ("CIM") yang mengacu pada standar kode NI43-101. Perseroan, sebagai unit usaha Vale Base Metals, harus menggunakan standar CIM dalam pelaporan sumber daya mineral dan cadangan mineralnya.
- CIM mendefinisikan cadangan mineral "terkira" sebagai bagian dari sumber daya mineral terunjuk yang diperkirakan dapat ditambang secara ekonomis berdasarkan studi pra kelayakan. Studi ini harus mencakup informasi yang memadai mengenai faktor-faktor penambangan, pengolahan, metalurgi, ekonomi dan faktor-faktor terkait lainnya yang menunjukkan, pada saat pelaporan, bahwa penambangan dapat dibenarkan secara ekonomi.

Cadangan mineral "terbukti" adalah bagian yang dapat ditambang secara ekonomis dari sumber daya mineral terukur yang dinyatakan setidaknya oleh studi pra kelayakan. Studi ini harus mencakup informasi yang memadai mengenai faktor-faktor penambangan, pengolahan, metalurgi, ekonomi dan faktor-faktor lainnya yang pada saat pelaporan, penambangan dapat dibenarkan secara ekonomi.

NOTES:

From the 2021 Mineral Resources and Mineral Reserves ("MRMR") Technical Statement that provides technical information to support the estimates of mineral reserves and mineral resources:

- Mineral resource and mineral reserve estimates are based on Indonesian Joint Committee for Mineral Reserves ("KCMI Code") and the Council of the Canadian Institute of Mining, Metallurgy and Petroleum ("CIM") Definition Standards of Mineral Resources and Mineral Reserves and CIM Best Practice Guidelines from the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) which refers to code standard the NI43-101. The Company, as a business unit of Vale Base Metals, must use the CIM standards to report its mineral resources and mineral reserves.
- CIM defines "probable" mineral reserve as the economically mineable part of an indicated resource demonstrated by at least a preliminary feasibility study. This study must include adequate information on mining, processing, metallurgical, economic, and other relevant factors that demonstrate, at the time of reporting, that extraction can be justified economically.

"Proven" mineral reserve is the economically mineable part of a measured mineral resource demonstrated by at least a preliminary feasibility study. This study must include adequate information on mining, processing, metallurgical, economic, and other relevant factors that demonstrate, at the time of reporting, that extraction can be justified economically.

KEGIATAN OPERASI DAN USAHA Operational and Business Activities

Vale Base Metal memiliki sistem pertanggungjawaban berlapis untuk mendokumentasikan informasi pendukung dalam perhitungan sumber daya mineral dan cadangan mineral. Perhitungan sumber daya mineral dan cadangan mineral disiapkan dan disertifikasi oleh *Operational Responsible Person* ("RPs") dan selanjutnya dikaji dan disertifikasi oleh *Vale Base Metals Corporate Qualified Persons* ("QPs").

Berdasarkan pedoman dari Vale Base Metals, pernyataan mengenai cadangan mineral harus didukung oleh sekurang-kurangnya:

- a. Rencana penambangan dan Laporan Teknis tahunan atau pernyataan teknis dan data pendukung untuk mineral yang ditambang dari infrastruktur tambang yang ada (biasanya didanai oleh biaya operasi atau modal jangka panjang);
 - b. Studi Pra Kelayakan (atau setara) untuk mineralisasi baru di daerah brownfields yang terbentuk di luar tetapi masih di dalam akses yang wajar dan menggunakan infrastruktur yang ada (konstruksi biasanya didanai dengan menggunakan modal proyek khusus); dan
 - c. Studi Kelayakan (atau setara) untuk mineralisasi baru di daerah greenfields yang memerlukan infrastruktur tambahan baru yang juga mencakup pembangunan fasilitas pengolahan mineral yang baru.
3. Evaluasi keuangan dilakukan untuk mengevaluasi nilai ekonomi cadangan mineral. Evaluasi keuangan ini memperhitungkan seluruh biaya produksi, biaya penjualan dan biaya modal. Informasi mengenai perkiraan harga nikel, kurs mata uang asing dan tingkat diskon diberikan oleh Vale S.A.
 4. Estimasi cadangan mineral dan sumber daya mineral untuk Kegiatan Sorowako *Operations* (SO) meliputi Sorowako *Project Area* (SPA), Sorowako *Outer Area* (SOA) dan Bahodopi Blok 1.
 5. Estimasi cadangan mineral dilakukan pada *cut-off grade* 1.5% Ni dan dilaporkan dalam *dry basis*. *Mineability*, dilusi tambang, dan *recovery* penyaringan juga digunakan dalam proses estimasi cadangan. Faktor *accounting* untuk metal *losses* selama pemrosesan, tidak dimasukkan dalam proses estimasi.

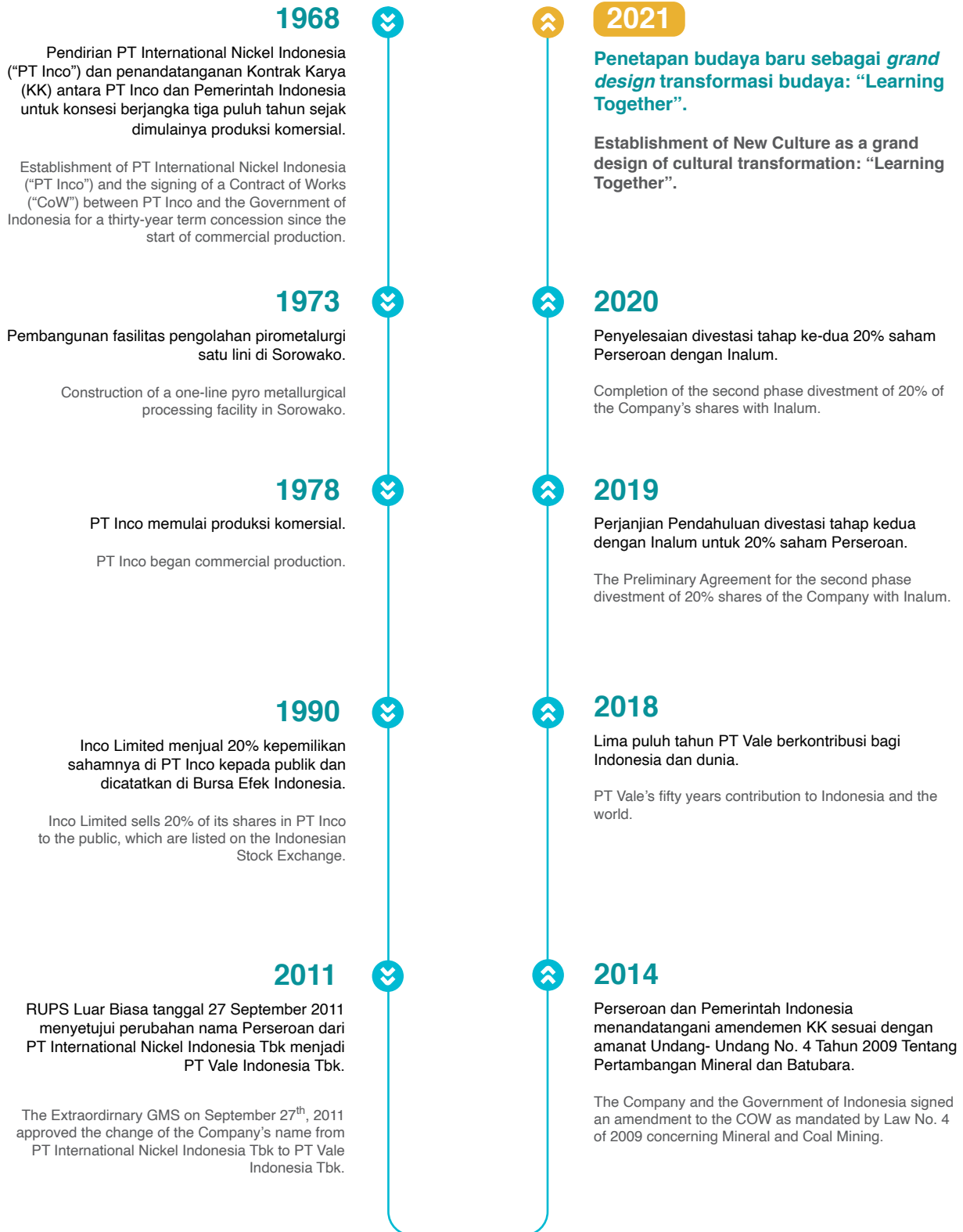
Vale Base Metals establishes a layered responsibility system for documenting the information supporting the mineral resources and mineral reserves estimates. Mineral resources and mineral reserves estimates are prepared and certified by Operational Responsible Persons ("RPs") and are subsequently reviewed and certified by the Vale Base Metals Corporate Qualified Persons ("QPs").

Based on Vale Base Metals guidelines, mineral reserves declaration must be supported by at least:

- a. A mine plan and an annual Technical Report or technical statement and supporting files for mineralization that is to be exploited from existing mine infrastructure (typically funded with operating costs or sustaining capital);
 - b. A Pre-Feasibility Study (or equivalent) for new brownfields area mineralization occurring beyond but within reasonable access and using existing infrastructure (construction typically funded using dedicated project capital); and
 - c. A feasibility study (or equivalent) for new mineralization in a greenfield area that requires additional new standalone infrastructure, which may also include the construction of new mineral processing facilities.
3. Financial evaluation is performed to evaluate mineral reserve economic value. All costs, including production, sales and capital costs, are considered in the financial evaluation. Forecasts of nickel price, foreign exchange rate and discount rate is provided by Vale S.A.
 4. These estimates of mineral reserves and mineral resources are for the Company's Sorowako Operation (SO), which includes Sorowako Project Area (SPA), Sorowako Outer Area (SOA) and Bahodopi Block 1.
 5. Mineral reserves estimation is conducted on cut-off grade 1.5% Ni and reported on a dry basis. Mineability, mining dilution and screen recoveries are applied in reserves estimation process. Factors accounting for metal losses during processing are not included in the estimates.

JEJAK LANGKAH

Milestone



PENJELASAN LOGO VALE






Description of Vale's Logo

Marca



Simbolo V

Logotipo

| | |
|---|--|
|  <p>Colors</p> | <p>Warna Hijau mewakili alam dan lembah. Warna kuning menunjukkan kekayaan mineral yang kita ubah menjadi komponen penting dalam kehidupan sehari-hari. The green represent nature and valleys. The yellow alludes to the mineral wealth that we transform into the essential components in everyday life.</p> |
|  <p>V</p> | <p>Bentuk V mengacu pada huruf "V" (yang berarti Vale, kemenangan dan nilai). The V shape refers to the letter "V" (as in Vale, victory and value).</p> |
|  <p>Heart</p> | <p>Jantung adalah keselarasan dari citra perusahaan: sebuah organisasi global yang unik berasal dari Brasil didorong oleh semangat para karyawannya. The heart is the synthesis of the company image: a unique global organization of Brazilian origin driven by the passion of its employees.</p> |
|  <p>Infinity</p> | <p>Lekukan di bagian atas simbol menunjukkan ketidakterbatasan, sebuah ekspresi dari capaian berkelanjutan kami dengan cara yang sempurna untuk menyelesaikan pekerjaan. The curves on the upper part of the symbol suggest infinity, an expression of our ongoing pursuit of the perfect way to get things done.</p> |
|  <p>Discovery</p> | <p>Ujung emas pada simbol membuktikan semangat penemuan yang mendorong kami untuk menemukan mineral dan mengubahnya menjadi bahan penting yang orang butuhkan. The golden tip of the symbol evidence the spirit of discovery that fuels our drive to discover minerals and convert them into essentials on which people rely</p> |

WILAYAH KONSESI

Concession Area



WILAYAH KONSESI Concession Area

Beroperasi dalam naungan KK yang telah diamandemen pada 17 Oktober 2014 dan berlaku hingga 28 Desember 2025 dengan luas konsesi seluas 118.017 hektar meliputi Sulawesi Selatan (70.566 hektar), Sulawesi Tengah (22.699 hektar) dan Sulawesi Tenggara (24.752 hektar).

Perseroan menambang nikel laterit untuk menghasilkan produk akhir berupa nikel dalam matte. Rata-rata volume produksi nikel per tahun mencapai 75.000 ton. Dalam memproduksi nikel di Blok Sorowako, kami menggunakan teknologi pirometalurgi (meleburkan bijih nikel laterit). Nikel yang kami hasilkan diekspor seluruhnya kepada VCL dan SMM dalam kontrak khusus jangka panjang yang dijalin dengan kedua perusahaan tersebut.

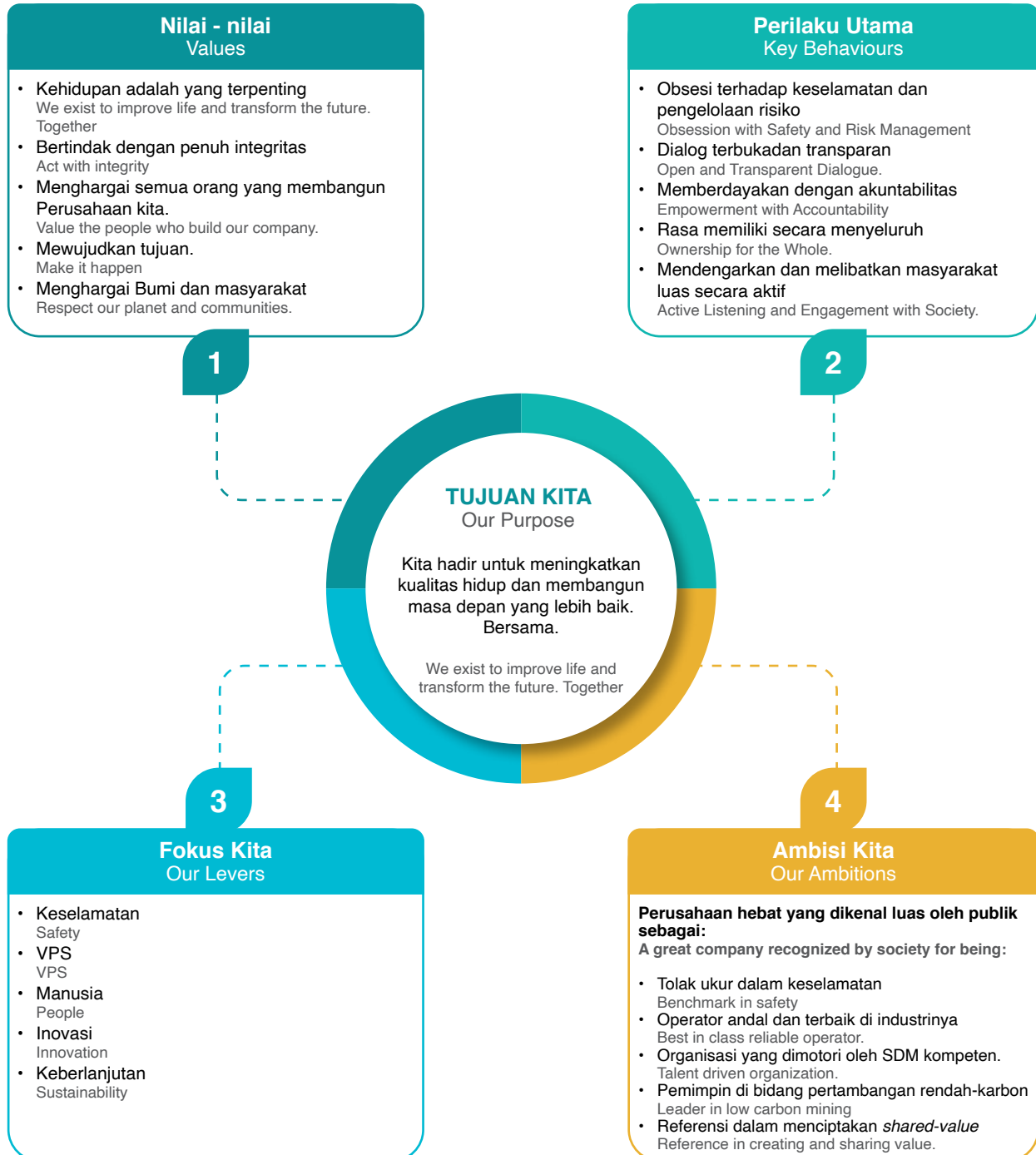
We operate under the legal framework of CoW which was amended on October 17th, 2014 and is valid until December 28th, 2025 with a concession area of 118,017 hectares covering South Sulawesi (70,566 hectares), Central Sulawesi (22,699 hectares) and Southeast Sulawesi (24,752 hectares).

The Company mines laterite nickel ore and processes it into the final product of nickel in matte. The average volume of nickel production per year reaches 75,000 tons. In producing nickel in the Sorowako Block, we use pyro metallurgical technology (in melting the laterite nickel ore). Our's nickel product is exported entirely to VCL and SMM in a long-term special contract agreed upon by the two companies.



TUJUAN VALE

Vale's Purpose



NILAI - NILAI PERSEROAN

Company Values

Nilai-nilai Perseroan secara berkala disosialisasikan kepada seluruh karyawan dan merupakan panduan semua pihak dalam melaksanakan kegiatan operasional sesuai dengan tanggung jawab masing-masing. Penerapan Nilai - nilai Perseroan telah mendorong terbangunnya budaya yang dapat mendukung terwujudnya Tujuan Perseroan.

The Company's values are periodically socialized to all employees and are the guidance of all parties in carrying out operational activities in accordance with their respective responsibilities. The application of the Company's Values has encouraged the establishment of a culture that can support the realization of the Company's Purpose.

Kehidupan adalah hal yang terpenting

Life matters most

Kami percaya bahwa kehidupan lebih penting dibanding pencapaian materi, dan kami menyertakan visi ini ke dalam keputusan - keputusan bisnis.

We believe that life is more important than material results and goods, and we incorporate this vision in our business decisions.

Menghargai semua orang yang membangun Perusahaan

Value the people who build our Company

Kami menaruh rasa percaya kepada orang lain, dan bersama - sama membangun lingkungan sosial yang ramah untuk semua orang. Kami adalah pembelajar seumur hidup dan selalu berupaya mengembangkan diri.

We trust people, and together we build a work environment admired by all. We seek lifelong learning and personal growth.

Bertindak dengan penuh Integritas

Act with Integrity

Kami membangun relasi berlandaskan kepercayaan, menumbuhkan dialog terbuka dan transparan, bertindak dengan sikap saling menghargai dan penuh integritas.

We build trusting relationships and promote open and transparent communication, acting with respect and integrity.

Mewujudkan tujuan

Make it happen

Kami terlibat, bertanggung jawab, dan disiplin dalam mewujudkan hasil dan mengatasi tantangan. Kami mengejar keunggulan, bertindak secara berkelanjutan, dan dapat diandalkan.

We are engaged, responsible and disciplined about generating results and overcoming challenges. We act in the pursuit of excellence, being sustainable and reliable.

Menghargai Bumi dan masyarakat

Respect our planet and communities

Kami berkomitmen mengembangkan ekonomi, memajukan masyarakat, dan menjaga lingkungan dalam menjalankan bisnis dan operasi.

We are committed to economic, social and environmental development in our business decisions.

PERILAKU UTAMA

Key Behaviours

Perseroan menetapkan lima perilaku utama sebagai dasar budaya Perseroan kami: obsesi terhadap keselamatan dan pengelolaan risiko, dialog terbuka dan transparan, memberdayakan dengan akuntabilitas, rasa memiliki secara menyeluruh, mendengarkan dan melibatkan masyarakat luas secara aktif.

The Company has established five key behaviors as the foundation of our corporate culture: obsession with safety and risk management, open and transparent dialogue, empowerment with accountability, ownership for the whole, active listening and engagement with society.



01

Obsesi terhadap Keselamatan dan Pengelolaan Risiko Obsession with Safety and Risk Management

- Membuat keputusan dengan mengutamakan keselamatan dan kehidupan manusia di atas aset dan hasil lainnya;
- Mengidentifikasi dan mengelola risiko yang terkait dengan kegiatan untuk semua pemangku kepentingan;
- Menunjukkan kepemimpinan terkait keamanan secara terbuka dan dapat dirasakan melalui tindakan terukur;
- Mendorong percakapan tentang dilema keamanan, masalah operasional dan tanda-tanda kontroversial.
- Makes decisions by putting people's safety and life before assets and other outcomes;
- Identifies and manages risks associated with its activities for all stakeholders;
- Demonstrates security leadership in a visible and perceived way through measurable actions;
- Stimulates conversation about security dilemmas, operational issues and controversial signs.

02

Dialog Terbuka dan Transparan Open and Transparent Dialogue

- Berfokus pada paparan dan pemecahan masalah;
- Mengajukan pertanyaan dan menunjukkan minat yang sungguh-sungguh pada jawaban;
- Mendorong semua orang untuk mengekspresikan ide dan pendapat mereka;
- Mendorong pembelajaran dari kesalahan;
- Menghargai pluralitas profil.
- Focuses on exposure and problem solving;
- Ask questions and demonstrate genuine interest in the answers;
- Encourages all people to express their ideas and opinions;
- Encourages learning from mistakes;
- Values the plurality of profiles.

PERILAKU UTAMA Key Behaviours

03

Memberdayakan dengan Akuntabilitas Empowerment with Accountability

- Memberdayakan orang untuk menggunakan semua potensi mereka secara optimal;
- Memberikan umpan balik berkelanjutan secara konstruktif;
- Berkomitmen pada pengembangan individu orang;
- Mengelola tim berdasarkan meritokrasi.
- Empower people to have all their potential happen hit optimum performance;
- Provides continuous feedback constructively;
- Commits to the individual development of people;
- Manages the team in a meritocratic way.

04

Rasa memiliki secara Menyeluruh Ownership for the Whole

- Bertindak sistematis, berusaha memahami hubungan antara pihak-pihak, peran yang berbeda dan tidak hanya berpikir dalam cakupan sendiri;
- Memprioritaskan solusi berkelanjutan dilandasi dengan kesadaran akan urgensi;
- Mempertanyakan status quo dan menguji berbagai pendekatan;
- Bekerja bersama untuk menghasilkan efisiensi yang lebih besar.
- Acts systemically, seeking to understand the relationship between the parties, the different roles and not only think in their area;
- Prioritizes sustainable solutions with a sense of urgency;
- Questions the status quo and tests different approaches;
- Works together to generate greater efficiency.

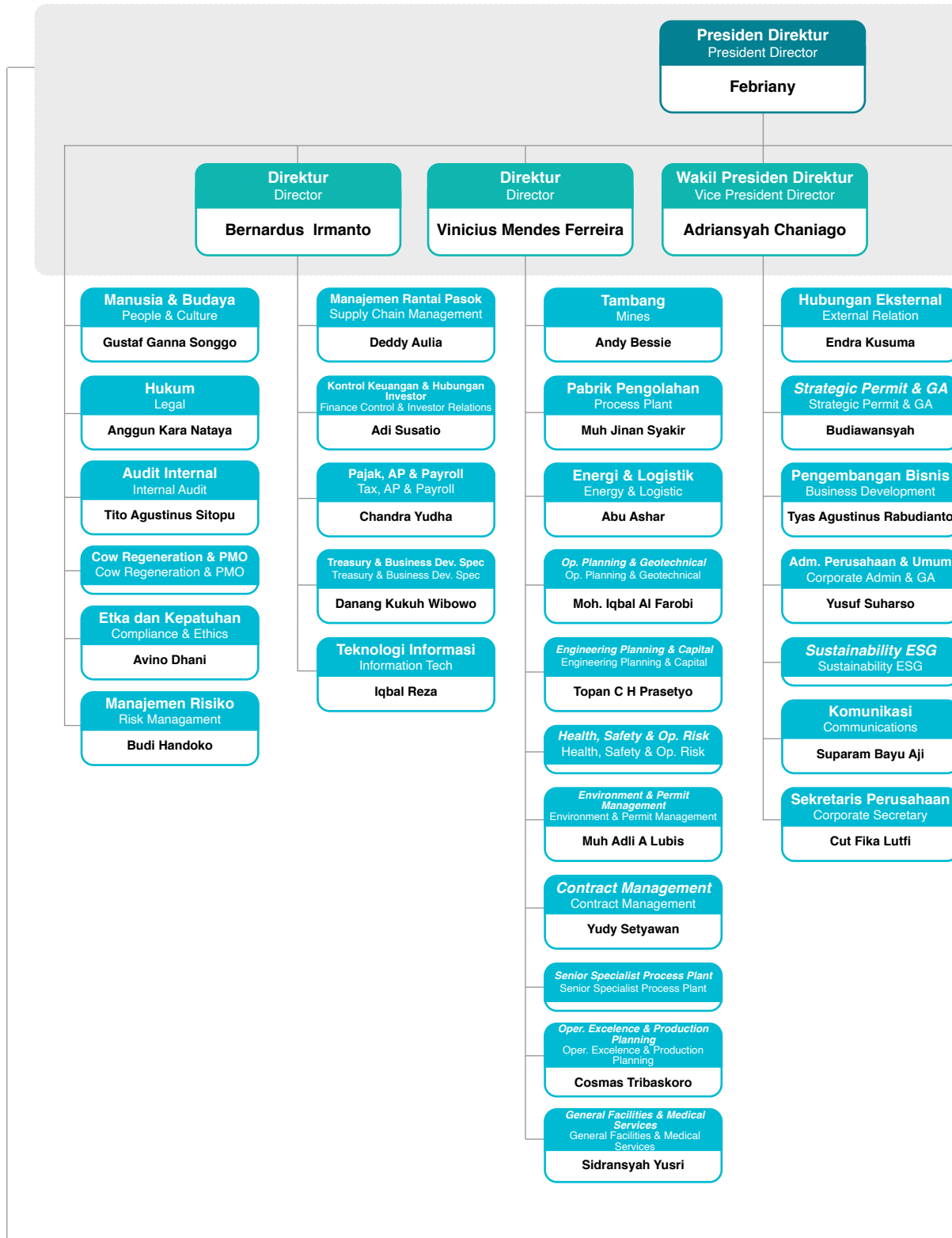
05

Mendengarkan dan Melibatkan Masyarakat luas secara aktif Active Listening and Engagement with Society

- Terus menerus mencari kontribusi dari pemangku kepentingan eksternal;
- Menunjukkan kerendahan hati dan menghindari asumsi tentang apa yang terbaik bagi masyarakat;
- Membuat keputusan dan bertindak dengan menunjukkan pemahaman tentang dampak kita terhadap masyarakat tempat kita beroperasi;
- Memprioritaskan solusi berkelanjutan dengan rasa urgensi
- Continuous search for contributions from external stakeholders;
- Demonstrates humility and avoids assumptions about what is best for communities;
- Make decisions and act by demonstrating understanding of our impact on the communities in which we operate;
- Prioritizes sustainable solutions with a sense of urgency

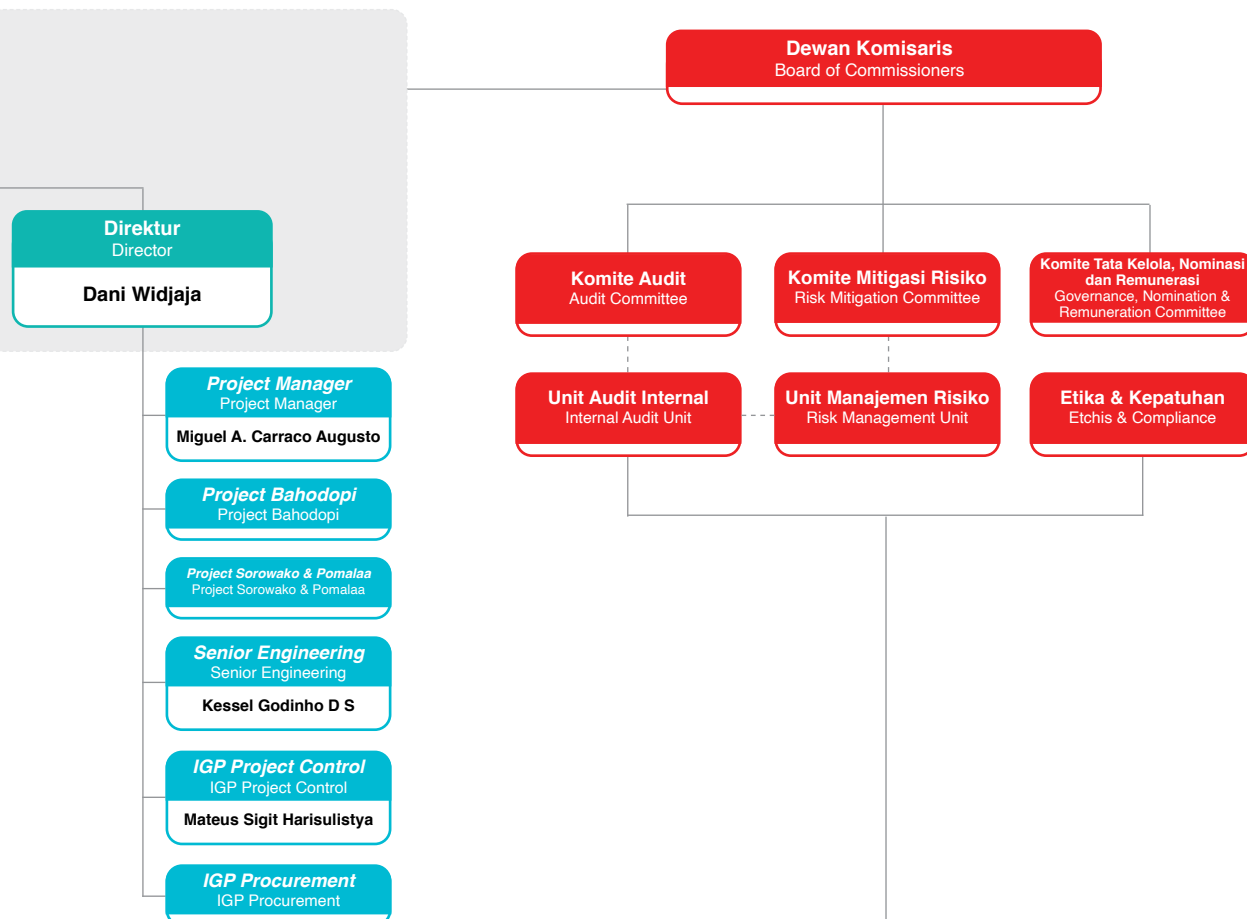
STRUKTUR ORGANISASI DAN PEJABAT SENIOR PERSEROAN

The Company's Organizational Structure and Senior Officers



STRUKTUR ORGANISASI DAN PEJABAT SENIOR PERSEROAN

The Company's Organizational Structure and Senior Officers



per 31 Desember 2021
as at December 31st, 2021

DEWAN KOMISARIS

Board of Commissioners



Dari kiri ke kanan
From left to right

1. **Luiz Fernando Landeiro**
Komisaris | Commissioner

2. **Alexandre Silva D'Ambrosio**
Komisaris | Commissioner

3. **Nobuhiro Matsumoto**
Komisaris | Commissioner

4. **Raden Sukhyar**
Komisaris Independen | Independent
Commissioner

5. **Mark James Travers**
Presiden Komisaris | President
Commissioner

DEWAN KOMISARIS Board of Commissioners



- 6. Ogi Prastomiyono**
Wakil Presiden Komisaris | Vice President
Commissioner
- 7. Rudiantara**
Komisaris Independen | Independent
Commissioner

- 8. Dwia Aries Tina Pulubuhu**
Komisaris Independen | Independent
Commissioner
- 9. Rizal Sukma**
Komisaris | Commissioner

- 10. Nicolas D. Kanter**
Komisaris | Commissioner

PROFIL DEWAN KOMISARIS

Board of Commissioners Profile



Mark James Travers

Presiden Komisaris
President Commissioner

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|--|---|--|
| Periode Jabatan Period in Office | Juli 2020 - Februari 2023 July 2020 - February 2023 | |
| Usia Age | 55 Tahun 55 Years old | |
| Kewarganegaraan Nationality | Kanada Canadian | |
| Domisili Domicile | Kanada Canada | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat kembali sebagai Presiden Komisaris pada RUPS Tahunan tanggal 29 Juli 2020 Re-appointed as President Commissioner at the Annual GMS dated July 29 th , 2020 | |
| Riwayat Pendidikan Education History | Bachelor of Arts (Honors) dan Master of Business Administration dari University of Western Ontario, Kanada Bachelor of Arts (Honors) and Joint Master of Business Administration, from University of Western Ontario, Canada | Bachelor of Laws degree dari York University's Osgoode Hall Law School, Kanada. Bachelor of Laws degree from York University's Osgoode Hall Law School, Toronto, Canada |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Interim Chief Executive Officer, Vale Base Metals, 2019 - 2020 Interim Chief Executive Officer, Vale Base Metals, 2019 - 2020 | General Counsel, Vale Inco, 2008 - 2009 General Counsel, Vale Inco, 2008 - 2009 |
| | Executive Vice President, Legal and Sustainability, Vale Base Metals, 2015-2019 Executive Vice President, Legal and Sustainability, Vale Base Metals, 2015-2019 | Deputy General Counsel for Asia Pacific, Vale Inco, 2007 - 2008 Deputy General Counsel for Asia Pacific, Vale Inco, 2007 - 2008 |
| | Executive Vice President, Legal, Vale Base Metals, 2012-2015 Executive Vice President, Legal, Vale Base Metals, 2012-2015 | Associate General Counsel, Vale Inco, 2005 - 2007 Associate General Counsel, Vale Inco, 2005 - 2007 |
| | General Counsel and Head of Corporate Affairs, Vale Inco, 2009 - 2012 General Counsel and Head of Corporate Affairs, Vale Inco, 2009 - 2012 | Assistant General Counsel, Vale Inco, 2001 - 2005 Assistant General Counsel, Vale Inco, 2001 - 2005 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS Board of Commissioners Profile

Ogi Prastomiyono

Wakil Presiden Komisaris
Vice President Commissioner



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|--|--|--|
| Periode Jabatan Period in Office | Oktober 2020 - Februari 2024 October 2020 - February 2024 | |
| Usia Age | 60 Tahun 60 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Wakil Presiden Komisaris berdasarkan Keputusan RUPS Luar Biasa tanggal 7 September 2020 dan efektif pada penutupan RUPS Luar Biasa tersebut Appointed as Vice President Commissioner at the Extraordinary GMS dated September 7 th , 2020 and effective at the closing of the Extraordinary GMS | |
| Riwayat Pendidikan Education History | Sarjana Teknologi Industri Pertanian dari Institut Pertanian Bogor, 1984 Bachelor of Agricultural Industrial Technology degree from Institut Pertanian Bogor, 1984 | Master of Business Administration dari University of Notre Dame, USA, 1994 Master of Business Administration from University of Notre Dame, USA, 1994 |
| | Pre - Master of Business Administration dari Economics Institute, Boulder, Colorado, USA, 1992 Pre - Master of Business Administration dari Economics Institute, Boulder, Colorado, USA, 1992 | |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Direktur Layanan Strategis dari PT Indonesia Asahan Alumunium (Persero), 2018 - 2021 Director of Strategic Services, PT Indonesia Asahan Alumunium (Persero), 2018 - 2021 | Direktur Risk Management & Compliance, 2014 - 2015 Director of Risk Management & Compliance, 2014 - 2015 |
| | Direktur Operations, 2016 - 2018 Director of Operations, 2016 - 2018 | Direktur Compliance & Human Capital Bank Mandiri, 2008 - 2014 Director of Compliance & Human Capital, Bank Mandiri, 2008 - 2014 |
| | Direktur Technology & Operations, 2015 - 2016 Director of Tecahnology & Operations, 2015 - 2016 | |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS

Board of Commissioners Profile



Luiz Fernando Landeiro

Komisaris
Commissioner

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|--|---|--|
| Periode Jabatan Period in Office | Juli 2020 - Juli 2023 July 2020 - July 2023 | |
| Usia Age | 44 Tahun 44 Years old | |
| Kewarganegaraan Nationality | Brazil Brazilian | |
| Domisili Domicile | Brazil Brazil | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat kembali sebagai Komisaris Perseroan pada RUPS Tahunan tanggal 29 Juli 2020. Re-appointed as Commissioner at the Annual GMS on July 29 th , 2020 | |
| Riwayat Pendidikan Education History | Sarjana Teknik Sipil dari Universidade Federal do Rio de Janeiro Bachelor degree in Civil Engineering from Universidade Federal do Rio de Janeiro | MBA dari Fundacao Dom Cabral, Nova Lima. MBA from Fundacao Dom Cabral, Nova Lima |
| | Magister Universidade dari Federal do Espirito Santo Masters degree from Universidade Federal do Espirito Santo | MBA dari Kellogg School of Management, Evanston, di Illinois MBA from Kellogg School of Management, Evanston, in Illinois |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Planning and Engineering Director, Vale Canada Limited, 2019 - 2022 Planning and Engineering Director, Vale Canada Limited, 2019 - 2022 | |
| | Integrated Planning Director, Vale Base Metals, 2018 - 2019 Integrated Planning Director, Vale Base Metals, 2018 - 2019 | Carajas Railway Operations Director, Vale S.A, 2009 - 2013 Carajas Railway Operations Director, Vale S.A, 2009 - 2013 |
| | Southeast Port Operations Executive Manager, 2013 - 2016 Southeast Port Operations Executive Manager, 2013 - 2016 | Railway Operations Engineer, Vale S.A, 2001 - 2009 Railway Operations Engineer, 2001 - 2009 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS Board of Commissioners Profile

Nicolas D. Kanter

Komisaris
Commissioner



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|--|---|--|
| Periode Jabatan Period in Office | April 2021 - Februari 2024 April 2021 - February 2024 | |
| Usia Age | 63 Tahun 63 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Komisaris pada RUPS Tahunan tanggal 29 April 2021 Appointed as Commissioner Director at the Annual GMS on April 29 th , 2021 | |
| Riwayat Pendidikan Education History | Sarjana dan Magister Hukum dari Universitas Indonesia, 1983 Bachelor and Master Degree in Law from Universitas Indonesia, 1983 | Master Administrasi Bisnis (Bisnis Internasional) dari University of Southern California, 1990 Master of Business Administration (International Business) from University of Southern California, USA, 1990 |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Komisaris Independen PT Vale Indonesia, 2009 - 2011 Independent Commissioner, PT Vale Indonesia, 2009 - 2011 | Senior Vice President for Public and Government Affairs, British Petroleum Indonesia, 2003 - 2005 Senior Vice President for Public and Government Affairs, British Petroleum Indonesia, 2003 - 2005 |
| | Head of Country, BP Indonesia, 2008 - 2009 Head of Country, BP Indonesia, 2008 - 2009 | Executive Assistant for the Group Vice President Upstream, British Petroleum Asia Pacific & Middle East (Hong Kong), 2001 - 2003 Executive Assistant for the Group Vice President Upstream, British Petroleum Asia Pacific & Middle East (Hong Kong), 2001 - 2003 |
| | Executive Vice President of Human Resources & Relations, British Petroleum Indonesia, 2005 - 2008 Executive Vice President of Human Resources & Relations, British Petroleum Indonesia, 2005 - 2008 | Senior Vice President Human Resources & General Support, Vico Indonesia, 2001 - 2003 Senior Vice President Human Resources & General Support, Vico Indonesia, 2001 - 2003 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS

Board of Commissioners Profile



Nobuhiro Matsumoto

Komisaris
Commissioner

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|--|---|--|
| Periode Jabatan Period in Office | Juli 2021 - Juli 2024 July 2021 - July 2024 | |
| Usia Age | 58 Tahun 58 Years old | |
| Kewarganegaraan Nationality | Jepang Japanese | |
| Domisili Domicile | Tokyo Tokyo | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat kembali sebagai Komisaris Perseroan pada RUPS Tahunan tanggal 29 Juli 2020 Re-appointed as Company Commissioner on July 29 th , 2020 at the Company's Annual GMS | |
| Riwayat Pendidikan Education History | Master di bidang Teknik Metalurgi dari Kyushu Institute of Technology. Masters of Engineering in Metallurgy from Kyushu Institute of Technology. | |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | General Manager of Non-Ferrous Metals Division, SMM, 2018 - sekarang General Manager of Non-Ferrous Metals Division, SMM, 2018 - present | General Manager di Departemen Administrasi, Non-Ferrous Metal Division, SMM, 2014 - 2016 General Manager di Departemen Administrasi, Non-Ferrous Metal Division, SMM, 2014 - 2016 |
| | Executive Officer, Senior Deputy General Manager of Non-Ferrous Metals Division, SMM, 2016 - 2018 Executive Officer, Senior Deputy General Manager of Non-Ferrous Metals Division, SMM, 2016 - 2018 | General Manager of Niihama Nickel Refinery, Non-Ferrous Metals Division, SMM, 2008 - 2014 General Manager of Niihama Nickel Refinery, Non-Ferrous Metals Division, SMM, 2008 - 2014 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS Board of Commissioners Profile

Rizal Sukma

Komisaris
Commissioner



| | | |
|--|---|--|
| Periode Jabatan Period in Office | Oktober 2020 - Februari 2024 October 2020 - February 2024 | |
| Usia Age | 57 Tahun 57 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Komisaris pada RUPS Luar Biasa tanggal 7 September 2020. Appointed as Commissioner at the Company's Extraordinary GMS on September 7 th , 2020. | |
| Riwayat Pendidikan Education History | Sarjana di bidang Hubungan Internasional dari Universitas Padjajaran, Bandung, 1989 Bachelor Degree in International Relations from Universitas Padjajaran, Bandung, 1989 | Ph.D di bidang Hubungan Internasional dari London School of Economics and Political Science (LSE) London, United Kingdom, 1997 Ph.D in International Relations from London School of Economics and Political Science (LSE) London, United Kingdom, 1997 |
| | Master of Science di bidang Hubungan Internasional dari London School of Economics and Political Science (LSE), London, United Kingdom, 1993 Master of Science Degree in International Relations from London School of Economics and Political Science (LSE), London, United Kingdom, 1993 | |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Duta Besar Indonesia untuk United Kingdom, Irlandia dan International Maritime Organisation (IMO), London, 2016 – 2020 Indonesian Ambassador to United Kingdom, Ireland and the International Maritime Organisation (IMO), London, 2016 – 2020 | Director of Studies, CSIS, 2007 - 2009 Director of Studies, CSIS, 2007 - 2009 |
| | Executive Director, CSIS, 2009 - 2015 Executive Director, CSIS, 2009 - 2015 | Researcher, CSIS, 1990 - 2007 Researcher, CSIS, 1990 - 2007 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS

Board of Commissioners Profile



Alexandre Silva D'Ambrosio

Komisaris
Commissioner

| | | |
|--|---|--|
| Periode Jabatan Period in Office | Oktober 2020 - October 2024 October 2020 - Oktober 2024 | |
| Usia Age | 59 Tahun 59 Years old | |
| Kewarganegaraan Nationality | Brazil Brazilian | |
| Domisili Domicile | Brazil Brazil | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Komisaris pada RUPS Luar Biasa tanggal 7 September 2020 Appointed as Commissioner at the Company's Extraordinary GMS on September 7 th , 2020 | |
| Riwayat Pendidikan Education History | Gelar sarjana (LLB) dari Universitas São Paulo law School, 1984 Bachelor Degree (LLB) from Universitas São Paulo law School, 1984 | Setara gelar Juris Doctor dari George National Law Center, Washington University, 1989 Doctorate from George National Law Center, Washington University, 1989 |
| | Gelar LLM dari Harvard Law School, 1986 Gelar LLM dari Harvard Law School, 1986 | |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Executive Vice President Legal and Tax of Vale S.A, 2021 - Sekarang Executive Vice President Legal and Tax of Vale S.A, 2021 - Present | Executive Vice President of Banco Santander S.A., 2016 - 2018 Executive Vice President of Banco Santander S.A., 2016 - 2018 |
| | General Counsel of Vale S.A, 2018 - 2021 General Counsel of Vale S.A, 2018 - 2021 | Member of the Board of Directors of Santander Security Services Ltda, 2016 - 2018 Member of the Board of Directors of Santander Security Services Ltda, 2016 - 2018 |
| | Officer of Vale International S.A., 2018 - Sekarang Officer of Vale International S.A., 2018 - Present | Corporate Legal Director of Votorantim Group, 2003 - 2016 Corporate Legal Director of Votorantim Group, 2003 - 2016 |
| | Member of the Board of Directors of Vale New Caledonia, 2018 - Sekarang Member of the Board of Directors of Vale New Caledonia, 2018 - Present | Board member of Aracruz Celulose S.A. (later Fibria S.A.), 2009 - 2016 Board member of Aracruz Celulose S.A. (later Fibria S.A.), 2009 - 2016 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS Board of Commissioners Profile

Raden Sukhyar

Komisaris Independen
Independent Commissioner



| | | |
|--|---|---|
| Periode Jabatan Period in Office | Oktober 2020 - April 2024 October 2020 - April 2024 | |
| Usia Age | 66 Tahun 66 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat kembali sebagai Komisaris Independen pada RUPS Tahunan tanggal 29 April 2021 Re-appointed as Independent Commissioner at the Annual GMS on April 29 th , 2021 | |
| Riwayat Pendidikan Education History | Sarjana Teknik Geologi dari Institut Teknologi Bandung. Bachelor Degree in Geological Engineering from Institut Teknologi Bandung | Doktor (Ph.D) Earth Science dari Monash University Doctorate (Ph.D) Earth Science from Monash University. |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Direktur Jenderal Mineral dan Batubara, Kementerian ESDM, 2013 - 2015 Director General of Mineral and Coal, Ministry of MEMR, 2013 - 2015 | Asisten Menteri ESDM untuk Urusan Komunikasi dan Informasi, 2005 Assistant Minister of MEMR for Communication and Information, 2005 |
| | Presiden Komisaris PT Aneka Tambang Tbk, 2012 - 2015 President Commissioner of PT Aneka Tambang Tbk, 2012 - 2015 | Komisaris PT Timah Tbk, 2002 - 2008 Commissioner of PT Timah Tbk, 2002 - 2008 |
| | Kepala Badan Geologi ESDM, 2008 Head of Geological Agency of MEMR, 2008 | Direktur Vulkanologi, sebelum menjabat Sekretaris Direktorat Jenderal Geologi dan Sumber Daya Mineral, 1998 - 1999 Director of Volcanology before serving as Secretary of Directorate General of Geology and Mineral Resource, 1998 - 1999 |
| | Komisaris PT Pertamina Geothermal Energy, 2005 - 2009 Commissioner of PT Pertamina Geothermal Energy, 2005 - 2009 | |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS

Board of Commissioners Profile



Rudiantara

Komisaris Independen
Independent Commissioner

| | | |
|--|---|--|
| Periode Jabatan Period in Office | Juli 2020 - Juli 2023 July 2020 - July 2023 | |
| Usia Age | 62 Tahun 62 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Komisaris Independen Perseroan pada RUPS Tahunan tanggal 29 Juli 2020 Appointed as Independent Commissioner at the Annual GMS on July 29 th , 2020 | |
| Riwayat Pendidikan Education History | Sarjana Statistik dari Universitas Padjajaran, 1984 Bachelor Degree in Statistics from Universitas Padjajaran, 1984 | Master of Business Administration dari PPM School of Management, 1988 Master of Business Administration from PPM School of Management, 1988 |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Menteri Komunikasi & Informatika Republik Indonesia, 2014 - 2019 Minister of Communication & Information of the Republic of Indonesia, 2014 - 2019 | Komisaris Independen PT Indosat Ooredoo Tbk, 2012 - 2014 Independent Commissioner, PT Indosat Ooredoo Tbk, 2012 - 2014 |
| | Komisaris Independen dan Ketua Komite Audit PT Telekomunikasi Indonesia Tbk, 2010 - 2011 Independent Commissioner and Chairman of Audit Committee, PT Telekomunikasi Indonesia Tbk, 2010 - 2011 | Komisaris Utama PT Rukun Rahardja Tbk, 2012 - 2014 President Commissioner, PT Rukun Rahardja Tbk, 2012 - 2014 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DEWAN KOMISARIS Board of Commissioners Profile

Dwia Aries Tina Pulubuhu

Komisaris Independen
Independent Commissioner



| | | |
|--|---|--|
| Periode Jabatan Period in Office | Oktober 2020 - Oktober 2024 October 2020 - October 2024 | |
| Usia Age | 57 Tahun 57 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Makassar Makassar | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Komisaris Independen pada RUPS Luar Biasa 7 September 2020 Appointed as Independent Commissioner at the Company's Extraordinary GMS on September 7, 2020 | |
| Riwayat Pendidikan Education History | Sarjana di bidang Sosiologi dari Universitas Airlangga, Indonesia, 1985 Bachelor Degree in Sociology from Universitas Airlangga, Indonesia, 1985 | Doktor di bidang Sosiologi dari Universitas Hasanuddin, 2015 Doctorate in Sociology from Universitas Hasanuddin, 2015 |
| | Master of Art di bidang Sosiologi dari Ataneo de Manila University of Philippines, 1995 Master of Art Degree in Sociology from Ataneo de Manila University of Philippines, 1995 | |
| Rangkap Jabatan Concurrent Position | Lihat uraian halaman 244 - 246 See page 244 - 246 | |
| Pengalaman Kerja Work Experience | Ketua Penasihat Forum Rektor Indonesia, 2019 - sekarang Chief Advisor to Forum Rektor Indonesia, 2019 - present | Presiden dari Indonesian Sociology Association, 2013 - sekarang President of the Indonesian Sociology Association, 2013 - present |
| | Anggota Dewan Australia Indonesia Center, 2015 - sekarang Board Member of the Australia Indonesia Center, 2015 - present | Dosen dan Profesor Sosiologi, Fakultas Ilmu Sosial dan Politik, Universitas Hasanuddin, 1998 - Sekarang Lecturer and Professor of Sociology, Fakultas Ilmu Sosial dan Politik, Universitas Hasanuddin, 1998 - Present |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

DIREKSI

Board of Directors



Dari kiri ke kanan
From left to right

- 1. Febriany Eddy**
Presiden Direktur | President Director
- 2. Vinicius Mendes Ferreira**
Direktur | Director

- 3. Bernardus Irmanto**
Direktur | Director
- 4. Adriansyah Chaniago**
Wakil Presiden Direktur | Vice President Director

- 5. Dani Widjaja**
Direktur | Director

PROFIL DIREKSI

Board of Directors Profile

Febriany Eddy

Presiden Direktur
President Director



| | | |
|--|--|--|
| Periode Jabatan Period in Office | April 2021 - April 2024 April 2021 - April 2024 | |
| Usia Age | 44 Tahun 44 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Direktur Perseroan sejak 23 April 2013 dan diangkat kembali menjadi Presiden Direktur berdasarkan Akta Keputusan RUPS Tahunan No.72 tanggal 29 April 2021. Appointed as a Company's Director on April 23 rd , 2013 and reappointed as a President Director based on the Deed of Resolution of the Annual GMS No. 72 on April 29 th , 2021. | |
| Riwayat Pendidikan Education History | Sarjana Ekonomi Akuntansi dari Universitas Indonesia Bachelor Degree in Economic Accounting from Universitas Indonesia | MBA dari UCLA Anderson School of Management dan National University of Singapore MBA from UCLA Anderson School of Management and National University of Singapore |
| Rangkap Jabatan Concurrent Position | Sampai dengan akhir periode pelaporan, tidak memiliki rangkap jabatan pada Perseroan/badan usaha maupun lembaga lain. Up to the end of reporting period, had no concurrent positions in the Company/other business entities or institutions. | |
| Pengalaman Kerja Work Experience | Business Planning and Performance Manager, Vale Base Metals Asia Pacific & Africa, 2010 - 2013 Business Planning and Performance Manager, Vale Base Metals Asia Pacific & Africa, 2010 - 2013 | Project Financing and Financial Evaluation Manager, PT Vale, 2007 - 2010 Project Financing and Financial Evaluation Manager, PT Vale, 2007 - 2010 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DIREKSI

Board of Directors Profile



Adriansyah Chaniago

Wakil Presiden Direktur
Vice President Director

| | | |
|--|---|--|
| Periode Jabatan Period in Office | Oktober 2020 - Oktober 2024 October 2020 - October 2024 | |
| Usia Age | 54 Tahun 54 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Wakil Presiden Direktur Perseroan pada RUPS Luar Biasa tanggal 7 September 2020. Appointed as a Vice President Director on September 7 th , 2020. | |
| Riwayat Pendidikan Education History | Sarjana Ekonomi Pembangunan dari Universitas Padjadjaran, Bandung Indonesia Bachelor Degree in Economic Development from Universitas Padjadjaran, Bandung Indonesia | |
| Rangkap Jabatan Concurrent Position | Penasehat dari PT Samudra Energy Advisor of PT Samudra Energy | |
| Pengalaman Kerja Work Experience | Komisaris Independen dan Ketua Komite Audit PT Jasa Marga Persero Tbk, 2020 Independent Commissioner and Audit Committee Chairman, PT Jasa Marga Persero Tbk, 2020 | Senior Vice President Corporate Finance dari PT CIMB Niaga Securities, 2007 – 2008 Senior Vice President Corporate Finance, PT CIMB Niaga Securities, 2007 – 2008 |
| | Komisaris PT Samudra Energy, 2020 Commissioner, PT Samudra Energy, 2020 | Direktur dari PT Nusantara Capital, 2001 - 2007 Director, PT Nusantara Capital, 2001 - 2007 |
| | Direktur dan Chief Executive Officer dari PT Samudra Energy, 2017 - 2020 Director and Chief Executive Officer, PT Samudra Energy, 2017 - 2020 | Direktur Investment Banking dari PT Bahana Securities, 1999 - 2001 Director of Investment Banking, PT Bahana Securities, 1999 - 2001 |
| | Direktur dan Chief Financial Officer dari PT Samudra Energy, 2008 - 2017 Director and Chief Financial Officer, PT Samudra Energy, 2008 - 2017 | |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DIREKSI Board of Directors Profile

Bernardus Irmanto

Direktur
Director



| | | |
|--|---|--|
| Periode Jabatan Period in Office | April 2021 - April 2024 April 2021 - April 2024 | |
| Usia Age | 46 Tahun 46 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat kembali sebagai Direktur Perseroan pada RUPS Tahunan tanggal 2 April 2019, setelah ditetapkan menjadi Direktur Perseroan untuk pertama kali pada RUPS Luar Biasa tanggal 28 Oktober 2010 Re-appointed as Company's Director at the Annual GMS dated April 2 nd , 2019, first appointed as Director at the Extraordinary GMS on October 28 th , 2010 | |
| Riwayat Pendidikan Education History | Sarjana Ilmu Komputer dari Universitas Gadjah Mada Yogyakarta Bachelor Degree in Computer Science from Universitas Gadjah Mada, Yogyakarta | Global Executive MBA dari University of California Los Angeles dan National University of Singapore, Singapura Global Executive MBA program from the University of California Los Angeles - National University of Singapore, Singapore |
| | Magister Ilmu dan Teknik Komputer dari University of New South Wales, Sydney, Australia Master of Science and Computer Engineering Degree from University of New South Wales in Sydney, Australia | |
| Rangkap Jabatan Concurrent Position | Sampai dengan akhir periode pelaporan, tidak memiliki rangkap jabatan pada Perseroan/badan usaha maupun lembaga lain. Up to the end of reporting period, had no concurrent positions in the Company/other business entities or institutions. | |
| Pengalaman Kerja Work Experience | General Manager Shared Services Operations, PT Vale, 2009 - 2010 General Manager Shared Service Operations, PT Vale, 2009 - 2010 | General Manager Information Technology, PT Vale, 2007 – 2009 General Manager Information Technology, PT Vale, 2007 – 2009 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DIREKSI

Board of Directors Profile



Dani Widjaja

Direktur
Director

| | | |
|--|---|--|
| Periode Jabatan Period in Office | April 2019 - April 2024 April 2019 - April 2024 | |
| Usia Age | 54 Tahun 54 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Domisili Domicile | Jakarta Jakarta | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Direktur Perseroan pada RUPS Tahunan tanggal 2 April 2019. Appointed as Company's Director at the Annual GMS dated April 2 nd , 2019. | |
| Riwayat Pendidikan Education History | Diplom-Ingenieur degree in Mechanical Engineering dari Technische Universitaet Braunschweig, Jerman Diplom-Ingenieur degree in Mechanical Engineering from Technische Universitaet Braunschweig, Germany | Executive courses dari Richard Ivey School of Business, Hongkong Executive courses from Richard Ivey School of Business, Hongkong |
| Rangkap Jabatan Concurrent Position | Sampai dengan akhir periode pelaporan, tidak memiliki rangkap jabatan pada Perseroan/badan usaha maupun lembaga lain. Up to the end of reporting period, had no concurrent positions in the Company/other business entities or institutions. | |
| Pengalaman Kerja Work Experience | Direktur Pabrik Pengolahan, PT Vale, 2015 Processing Plant Director, PT Vale, 2015 | Wakil Direktur Proyek PLTA Karebbe, PT Vale, 2009 Karebbe HEPP Project Deputy Director, PT Vale, 2009 |
| | Direktur Proyek Program Pertumbuhan Indonesia, PT Vale, 2012 Indonesia Growth Program Project Director, PT Vale, 2012 | Asisten Manajer Proyek, Panasia Group Bandung, 1995-1998 Assistant Project Manager, Panasia Group Bandung, 1995-1998 |
| | Direktur dan GM Industri, PT Bimatekno Karyatama Konsultan Director and GM Industries, PT Bimatekno Karyatama Konsultan | Section Leader, PT Industri Pesawat Terbang Nusantara, Bandung, 1992 - 1995 Section Leader, PT Industri Pesawat Terbang Nusantara, Bandung, 1992 - 1995 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

PROFIL DIREKSI Board of Directors Profile

Vinicius Mendes Ferreira

Direktur
Director



| | | |
|--|---|---|
| Periode Jabatan Period in Office | April 2021 - April 2024 April 2021 - April 2024 | |
| Usia Age | 47 Tahun 47 Years old | |
| Kewarganegaraan Nationality | Brazil Brazilian | |
| Domisili Domicile | Sorowako Sorowako | |
| Dasar Hukum Pengangkatan Legal Basis Appointment | Diangkat sebagai Direktur Perseroan pada RUPS Tahunan tanggal 2 April 2019 dan diangkat kembali berdasarkan Akta Keputusan RUPS Tahunan No.72 tanggal 29 April 2021. Appointed as a Company's Director at the Annual GMS on April 2 nd , 2019 and reappointed based on the Deed of Resolution of the Annual GMS No.72 on April 29 th , 2021. | |
| Riwayat Pendidikan Education History | MBA di bidang Keuangan dan Akuntansi dari Getúlio Vargas Foundation - Taubaté, 2014 - 2016 MBA in Finance and Accounting from Getúlio Vargas Foundation - Taubaté, 2014 - 2016 | Master (MSc) Mineral Engineering dari School of Mines – Federal University of Ouro Preto, 1998 - 2002 Master (MSc) degree in Mineral Engineering from School of Mines - Federal University of Ouro Preto, 1998 - 2002 |
| | Doktor (PhD) Engineering in Ferrous Metallurgy dari Central South University (CSU) - Hunan, Tiongkok, 2008 - 2012 Doctorate (PhD) Engineering in Ferrous Metallurgy from Central South University (CSU) - Hunan, China, 2008 - 2012 | Specialization Program in Quality Engineering (Certified Quality Engineer) American Society for Quality - ASQ, 1996 Specialization Program in Quality Engineering (Certified Quality Engineer) American Society for Quality - ASQ, 1996 |
| | MBA di bidang Pemasaran dari Getúlio Vargas Foundation - Vitória, 2003 - 2004 MBA in Marketing from Getúlio Vargas Foundation – Vitória, 2003 - 2004 | Bachelor of Science School of Mines dari Federal University of Ouro Preto, 1991 - 1995 Bachelor of Science degree from School of Mines - Federal University of Ouro Preto, 1991 - 1995 |
| Rangkap Jabatan Concurrent Position | Sampai dengan akhir periode pelaporan, tidak memiliki rangkap jabatan pada Perseroan/badan usaha maupun lembaga lain. Up to the end of reporting period, had no concurrent positions in the Company/other business entities or institutions. | |
| Pengalaman Kerja Work Experience | Copper Director, Vale Copper Operation, South Hub – Canaa Dos Carajas Brasil, 2018 Copper Director, Vale Copper Operation, South Hub - Canaa Dos Carajas Brazil, 2018 | Chief Executive Officer, Vale, Tecnoed Desenvolvimento Tecnológico, Brasil, 2011 - 2017 Chief Executive Officer, Vale Tecnoed Desenvolvimento Tecnológico, Brazil, 2011 - 2017 |
| | Nickel Director, Vale Nickel Operation, Onça Puma - Ourilândia Do Norte Brasil, 2017 - 2018 Nickel Director, Vale Nickel Operation, Onça Puma - Ourilândia Do Norte Brazil, 2017 - 2018 | General Manager Bahia Ferro - Alloy Plant, Vale Ferro Alloy Operation, Simões Filho, 2009 - 2011 General Manager, Bahia Ferro - Alloy Plant, Vale Ferro Alloy Operation, Simões Filho, 2009 - 2011 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi dengan Pemegang Saham, Direksi dan anggota Dewan Komisaris lainnya. Has no affiliate relationship with Shareholder, Board of Directors and other members of Board of Commissioners. | |

SUMBER DAYA MANUSIA

Human Resources

“Lebih banyak wanita di PT Vale, Meningkatkan kesadaran, Lingkungan dengan perilaku anti-rasis dan Promosi keberagaman dan inklusi.”

“More women at PT Vale, Increased awareness, Environments with anti-racist behaviours and Promote diversity and inclusion.”



Karyawan merupakan pemangku kepentingan strategis yang berpengaruh langsung terhadap kesinambungan kegiatan operasi dan bisnis Perseroan. Sejalan dengan rencana pengembangan kegiatan operasi dan bisnis, PT Vale berkomitmen meningkatkan kompetensi karyawan melalui berbagai program pelatihan, *coaching*, *mentoring* serta pelatihan di tempat kerja (OJT – *On the Job Training*) dan menerapkan sistem rekrutmen yang adil berbasis kompetensi.

Employees are strategic stakeholders who directly influence the sustainability of the Company’s operations and business activities. In line with the operations and business activities development plan, PT Vale is committed to improving employee competencies through training, coaching, mentoring and workplace training programs (OJT - On the Job Training), and by implementing a fair competency-based on recruitment system.

● Tahapan Rekrutmen Karyawan PT Vale PT Vale Employee Recruitment Stages



SUMBER DAYA MANUSIA Human Resources

PT Vale memberikan kesempatan setara kepada setiap orang untuk bekerja sebagai karyawan. Proses rekrutmen karyawan berlangsung dalam beberapa tahap dan dilaksanakan secara terbuka dengan mengedepankan asas berkeadilan.

Berdasarkan penempatan, karyawan Perseroan ditempatkan sesuai kebutuhan kegiatan operasi dan pendukung, serta tempat kerja. Secara umum kegiatan Perseroan terbagi dalam dua lingkup yakni operasi dan pendukung.

- Departemen - departemen lingkup operasi terdiri dari *Mines, Process Plant, Environment & Energy, Health, Safety & Operational Risk, Operational Planning & Geotechnical, Engineering Planning & Capital* dan *Operation*.
- Departemen - departemen lingkup pendukung adalah *People & Culture, Supply Chain Management, Legal, Information Technology, Finance, External Relation & Corporate Affairs, Support & Site Services, Indonesia Growth Project ("IGP"), Unit Internal Audit, Risk Management Unit, Ethics* dan *Compliance Office*.

Berdasarkan tempat kerja, meliputi wilayah Kantor Pusat Jakarta, Kantor Perwakilan Makassar, pusat operasional Perseroan dan permukiman karyawan di Sorowako, serta karyawan yang ditugaskan di lokasi untuk pembangunan pabrik feronikel di Bahodopi dan pabrik HPAL di Pomalaa.

PT Vale provides equal opportunities for everyone to work as employees. The employee recruitment process involves several stages and is carried out openly and follows the principle of fairness.

Based on placement, the Company's employees are placed according to the needs of the operating and supporting activities, as well as the workplace. In general, the Company's activities are divided into two, namely operations and support.

- Operations Departments include *Mines, Process Plant, Environment & Energy, Health, Safety & Operational Risk, Operational Planning & Geotechnical, Engineering Planning & Capital* and *Operation*.
- Supporting Departments include *People & Culture, Supply Chain Management, Legal, Information Technology, Finance, External Relation & Corporate Affairs, Support & Site Services, Indonesia Growth Project ("IGP"), Internal Audit Unit, Risk Management Unit, and Ethics and Compliance Office*.

Based on the workplace, they cover the Jakarta Head Office, Makassar Representative Office, the Company's operational centers, and employee settlements in Sorowako, as well as locations for the construction of the ferronickel in Bahodopi and HPAL plant in Pomalaa.

SUMBER DAYA MANUSIA Human Resources

JUMLAH DAN PROFIL KARYAWAN

TOTAL EMPLOYEES AND PROFILES

Jumlah Karyawan Baru Berdasarkan Jabatan dan Jenis Kelamin
Number of New Employees based on Title and Gender

| Jabatan Title | 2021 | | 2020 | | 2019 | |
|------------------------|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Management | 0 | 0 | 1 | 0 | 0 | 0 |
| Senior General Manager | 2 | 1 | 2 | 0 | 1 | 0 |
| General Manager | 3 | 1 | 5 | 1 | 1 | 0 |
| Senior Staff | 22 | 5 | 6 | 4 | 7 | 2 |
| Staff | 25 | 9 | 26 | 7 | 15 | 6 |
| Non-staff | 28 | 1 | 0 | 0 | 8 | 0 |
| Jumlah | 80 | 17 | 40 | 12 | 32 | 8 |
| Total | 97 | | 52 | | 40 | |

Jumlah Karyawan Berdasarkan Tingkat Pendidikan dan Jenis Kelamin
Number of Employees based on Education Level and Gender

| Tingkat Pendidikan Education | 2021 | | 2020 | | 2019 | |
|--------------------------------------|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Doktor (S3) PhD | 1 | 0 | 1 | 0 | 7 | 0 |
| Pascasarjana (S2) Master Degree | 44 | 13 | 48 | 13 | 42 | 10 |
| Sarjana (S1) Bachelor Degree | 607 | 136 | 577 | 121 | 559 | 110 |
| Diploma 3 (D3) D3 Diploma | 287 | 59 | 295 | 72 | 270 | 69 |
| Diploma 2 (D2) D2 Diploma | 0 | 0 | 0 | 0 | 25 | 1 |
| Diploma 1 (D1) D1 Diploma | 0 | 0 | 0 | 0 | 2 | 3 |
| SLTA/Sederajat Senior High School | 1,740 | 48 | 1,795 | 51 | 1,856 | 53 |
| SLTP/Sederajat Junior High School | 25 | 0 | 25 | 0 | 28 | 0 |
| SD Elementary School | 0 | 0 | 1 | 0 | 1 | 0 |
| Ekspatriat Expatriate | 6 | 0 | 7 | 0 | 8 | 0 |
| Jumlah | 2,710 | 256 | 2,749 | 257 | 2,798 | 246 |
| Total | 2,966 | | 3,006 | | 3,044 | |

SUMBER DAYA MANUSIA Human Resources

Jumlah Karyawan Berdasarkan Status Kepegawaian dan Jenis Kelamin Number of Employees based on Employment Status and Gender

| Jabatan Title | 2021 | | 2020 | | 2019 | |
|--|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Karyawan Tetap Permanent Employees | 2,682 | 253 | 2,727 | 252 | 2,780 | 243 |
| Karyawan Tidak Tetap Contract Employees | 28 | 3 | 22 | 5 | 18 | 3 |
| Jumlah Total | 2,710 | 256 | 2,749 | 257 | 2,798 | 246 |
| | 2,966 | | 3,006 | | 3,044 | |

Jumlah Karyawan Berdasarkan Kelompok Usia dan Jenis Kelamin Number of Employees based on Employment Status and Gender

| Jabatan Title | 2021 | | 2020 | | 2019 | |
|-------------------------|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| >50 | 484 | 15 | 433 | 14 | 395 | 13 |
| 30 - 50 | 2,137 | 213 | 222 | 224 | 2,300 | 219 |
| <30 | 89 | 28 | 94 | 19 | 103 | 14 |
| Jumlah Total | 2,710 | 256 | 2,749 | 257 | 2,798 | 246 |
| | 2,966 | | 3,006 | | 3,044 | |

Jumlah Karyawan Berdasarkan Daerah Penempatan dan Jenis Kelamin Number of Employees based on Location Placement and Gender

| Tingkat Pendidikan Education | 2021 | | 2020 | | 2019 | |
|--|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Kantor Pusat Jakarta Jakarta Head Office | 41 | 21 | 44 | 21 | 35 | 16 |
| Kantor Perwakilan Makassar Makassar Representative Office | 3 | 2 | 4 | 2 | 3 | 2 |
| Sorowako | 2,647 | 232 | 2,689 | 234 | 2,745 | 228 |
| Bahodopi | 10 | 1 | 6 | 0 | 10 | 0 |
| Pomalaa | 9 | 0 | 6 | 0 | 5 | 0 |
| Jumlah Total | 2,710 | 256 | 2,749 | 257 | 2,798 | 246 |
| | 2,966 | | 3,006 | | 3,044 | |

SUMBER DAYA MANUSIA Human Resources

Jumlah Karyawan Berdasarkan Fungsi Penempatan dan Jenis Kelamin Number of Employees based on Placement Function and Gender

| Fungsi Penempatan Placement Function | 2021 | | 2020 | | 2019 | |
|---|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Operasi Operations | 2,506 | 168 | 2,430 | 146 | 2,488 | 140 |
| Pendukung Support | 204 | 88 | 319 | 111 | 310 | 106 |
| Jumlah Total | 2,710 | 256 | 2,749 | 257 | 2,798 | 246 |
| | 2,966 | | 3,006 | | 3,044 | |

Jumlah Karyawan Berdasarkan Tingkatan Jabatan dan Jenis Kelamin Number of Employees based on Position Level and Gender

| Jabatan Title | 2021 | | 2020 | | 2019 | |
|-------------------------|--------------|------------------|--------------|------------------|--------------|------------------|
| | Pria Male | Wanita Female | Pria Male | Wanita Female | Pria Male | Wanita Female |
| Management | 4 | 1 | 6 | 1 | 5 | 1 |
| Senior General Manager | 16 | 1 | 13 | 0 | 10 | 0 |
| General Manager | 74 | 9 | 71 | 7 | 57 | 6 |
| Senior Staff | 343 | 45 | 321 | 42 | 267 | 32 |
| Staff | 678 | 117 | 606 | 101 | 596 | 92 |
| Non-staff | 1,595 | 83 | 1,732 | 106 | 1,863 | 115 |
| Jumlah Total | 2,710 | 256 | 2,749 | 257 | 2,798 | 246 |
| | 2,966 | | 3,006 | | 3,044 | |

PELATIHAN DAN PENGEMBANGAN KOMPETENSI KARYAWAN

Pelatihan serta pengembangan kompetensi karyawan dikelola oleh departemen *People & Culture*, dan dilaksanakan sesuai kebutuhan serta rencana pengembangan Perseroan dengan melibatkan para atasan dan seluruh karyawan. Selama periode pelaporan, PT Vale melakukan beberapa penyesuaian kegiatan pelatihan dan pengembangan kompetensi sesuai penerapan protokol kesehatan.

EMPLOYEE COMPETENCY TRAINING AND DEVELOPMENT

Employee competency training and development is managed by the People & Culture department and is carried out based on the Company's needs and development plans and involves supervisors and all employees. During the reporting period, PT Vale made several adjustments to its training and competency development activities, so they complied with health protocols.

SUMBER DAYA MANUSIA Human Resources

Selama tahun 2021, total biaya yang diinvestasikan untuk pelatihan pekerja mencapai AS\$737.872, berkurang 7,2% dibandingkan tahun 2020 sebesar AS\$795.200. Sementara total jam pelatihan mencapai 121.781 jam, atau berkurang 20% dibanding tahun 2020 sebanyak 153.990 jam.

Total jumlah pekerja peserta pelatihan sebanyak 7.149 orang, menurun 5,92% dibanding tahun 2020 sebanyak 7.599 pekerja. Pengurangan tersebut disebabkan karena beberapa program pelatihan yang diselenggarakan secara *in-house* di Sorowako kemudian *external training* yang dijadwalkan ulang, dan banyak pelatihan yang dilakukan secara daring karena pandemi Covid-19. Secara prinsip Perseroan memberikan kesempatan setara kepada setiap karyawan maupun pekerja kontraktor untuk mengikuti pelatihan.

During 2021, the total cost for employee training amounted to US\$737,872, a decrease of 7.2% compared to US\$795,200 in 2020. The total training hours amounted to 121,781 hours, decrease of 20% compared to 153,990 hours in 2020.

The total number of employees participating in the training amounted to 7,149 people, a decrease of 5.92% compared to 7,599 employees in 2020. The decrease was due to several trainings being conducted in-house in Sorowako then external trainings were rescheduled, and a number of trainings were conducted online due to Covid-19 pandemic. In principle, the Company provides equal opportunities for all employees and contractor workers to attend training.

● Penyelenggaraan Pelatihan dan Pengembangan Karyawan Employee Education and Training

| Jenis Pelatihan dan Pendidikan Type of Employee Education and Training | 2021 | | 2020 | | 2019 | |
|---|--|----------------------------------|--|----------------------------------|--|----------------------------------|
| | Jumlah Peserta Number of Participants | Biaya Pelatihan Training Cost | Jumlah Peserta Number of Participants | Biaya Pelatihan Training Cost | Jumlah Peserta Number of Participants | Biaya Pelatihan Training Cost |
| Internal | | | | | | |
| Teknikal Technical | 3,624 | 384,772 | 3,375 | 401,100 | 4,198 | 455,350 |
| Manajemen, Kepemimpinan & K3 Management, Leadership & OHS | 3,186 | 194,500 | 3,904 | 256,700 | 4,822 | 270,052 |
| Teknologi Informasi Information Technology | 102 | 20,800 | 115 | 23,500 | 246 | 31,031 |
| Bahasa Language | 61 | 16,800 | 113 | 46,300 | 109 | 35,510 |
| Lain-lain Others | 176 | 121,000 | 92 | 67,600 | 188 | 134,100 |
| Jumlah Total | 7,149 | 737,872 | 7,599 | 795,200 | 9,563 | 926,043 |

SUMBER DAYA MANUSIA

Human Resources

BIAYA PENDIDIKAN DAN PELATIHAN KARYAWAN (A\$)

Pengembangan kompetensi karyawan didukung keberadaan pusat pelatihan dan Lembaga Sertifikasi Profesi (“LSP”). Sampai dengan akhir tahun 2021, LSP telah memiliki 923 unit standar kompetensi yang teregistrasi dan telah mendapatkan otorisasi untuk sertifikasi 82 Skema Klaster Jabatan karyawan untuk 826-unit standar kompetensi. LSP PT Vale didukung 102 Asesor Kompetensi bersertifikat Badan Nasional Sertifikat Profesi (BNSP).

Secara keseluruhan pada tahun 2021 LSP telah melakukan sertifikasi profesi bagi 428 pekerja, atau 142,6% dari target sebanyak 300 pekerja. Dengan demikian sampai dengan akhir tahun 2021, jumlah karyawan PT Vale yang mendapatkan sertifikasi profesi LSP mencapai 1.862 orang atau 62,7% dari total pekerja non-staff. Mereka antara lain bertugas di bidang mekanik pemeliharaan alat berat, teknisi elektrik, instrumentasi, mekanik pemeliharaan pabrik, petugas pergudangan, petugas pemadam kebakaran, operator alat berat, operator pabrik peleburan nikel dan operator utilitas.

EMPLOYEE EDUCATION AND TRAINING COSTS (US\$)

Employee competency development is supported by a training center and a Professional Certification Institute (“PCI”). By the end of 2021, the PCI has 923 registered competency standard units, and has received authorization to certify 82 Job Cluster Schemes employees in 826 competency standard units. PT Vale’s PCI is supported by 102 certified competency assessors from the National Professional Certificate Agency (BNSP).

In 2021 the PCI conducted professional certification for 428 employees, 142.6% of the target of 300 employees. By the end of 2021, 1,862 PT Vale employees received PCI professional certification, or 62.7% of the total non-staff employees. These included heavy equipment maintenance mechanics, electrical technicians, instrumentation, factory maintenance mechanics, warehousing officers, firefighters, heavy equipment operators, nickel smelter operators and utility operators.



PENGADAAN BARANG DAN JASA

Procurement of Goods and Services

Perusahaan memiliki kebijakan dalam melaksanakan dan mengelola kegiatan pengadaan barang dan/atau jasa di Perusahaan sehingga pengadaan barang dan/atau jasa agar dapat dilakukan secara efektif dan efisien sesuai dengan peraturan perundang-undangan yang berlaku.

The Company has a policy in conducting and managing the procurement of goods and/or services within the Company effectively and efficiently in accordance with applicable laws and regulations.

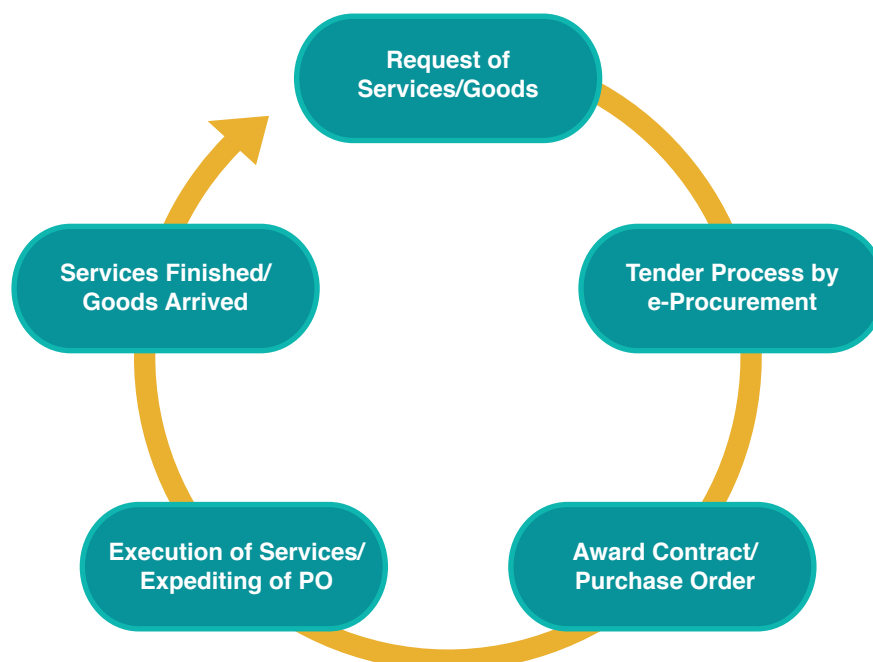
Dalam Pedoman Pengadaan Barang dan Jasa PT Vale Tahun 2021 telah ditetapkan beberapa prinsip utama yaitu efisien, efektif, transparan, adil dan wajar, akuntabel dan mengedepankan prinsip *Good Corporate Governance*.

PT Vale's Procurement Guidelines of Goods and Services in 2021 has established several main principles, namely efficient, effective, transparent, fair, accountable, and puts forward the principles of Good Corporate Governance.

Dalam rangka menjamin praktik pengadaan yang bertanggung jawab, Perusahaan telah menerapkan sistem *e-Procurement* yang merupakan sistem pengadaan perusahaan yang terintegrasi yang dapat diakses di <https://eproc.valeindonesia.co.id>.

In order to ensure responsible procurement practices, the Company has implemented an e-Procurement system which is an integrated corporate procurement system that can be accessed publicly on <https://eproc.valeindonesia.co.id>.

● **Alur Pengadaan PT Vale Indonesia Tbk**
Procurement Flows of PT Vale Indonesia Tbk



DAFTAR PEMEGANG SAHAM

Shareholders Register

Pada 7 Oktober 2020, PT Vale telah menyelesaikan penjualan dan pengalihan 20% kepemilikan saham VCL dan SMM di PT Vale melalui Bursa Efek Indonesia, kepada Inalum. Penjualan dan pengalihan 20% saham berjumlah Rp5.524.604.331.100 yang terdiri dari 1.987.267.745 saham dan mewakili 14,9% saham yang dimiliki oleh VCL dan 5,1% saham yang dimiliki oleh SMM.

Adapun seluruh pemegang saham PT Vale per 31 Desember 2021 berjumlah 44.894. Jumlah tersebut bertambah 25% dibanding pada akhir tahun 2020 sebanyak 35.954 pemegang saham.

On October 7th, 2020, PT Vale completed the sale and transfer of 20% ownership of VCL and SMM shares in PT Vale through the Indonesia Stock Exchange, to Inalum. The sale and transfer of 20% shares amounted to Rp5,524,604,331,100, and consisted of 1,987,267,745 shares, representing 14.9% of the shares owned by VCL, and 5.1% of the shares owned by SMM.

The total number of PT Vale shareholders, as of December 31st, 2021, amounted to 44,894, an increase of 25% compared to 35,954 shareholders at the end of 2020.

Nama Pemegang Saham dan Persentase Kepemilikan Saham PT Vale per 31 Desember 2021

Shareholder Names and Percentage Ownership as at December 31st, 2021

| No | Nama Pemegang Saham Name of Shareholders | Jumlah Saham Number of Shares | Persentase (%) Percentage (%) |
|---|--|----------------------------------|----------------------------------|
| Pemegang Saham yang Memiliki 5% Saham atau Lebih Shareholders Owning 5% of Shares or More | | | |
| 1 | Vale Canada Limited | 4,351,403,820 | 43.79 |
| 2 | Sumitomo Metal Mining Co., Ltd | 1,493,218,075 | 15.03 |
| 3 | PT Indonesia Asahan Aluminium (Persero) | 1,987,267,745 | 20.00 |
| Pemegang Saham yang Terafiliasi atau Berelasi Affiliated or Related Shareholders | | | |
| 1 | Vale Japan Limited | 54,083,720 | 0.54 |
| Anggota Dewan Komisaris dan Direksi yang Memiliki Saham Board of Commissioners or Board of Directors Members Shareholding | | | |
| 1 | Anggota Dewan Komisaris Members of Board of Commissioners | Tidak Ada None | Tidak Ada None |
| 2 | Anggota Direksi Members of Board of Directors | Tidak Ada None | Tidak Ada None |
| Kelompok Pemegang Saham yang Memiliki Kurang Dari 5% Saham Shareholders Owning 5% of Shares or Less | | | |
| 1 | Publik Public | 2,050,365,360 | 20.64 |
| Jumlah Saham Total Shares | | 9,936,338,720 | 100.00% |

DAFTAR PEMEGANG SAHAM

Shareholders Register

Komposisi Pemegang Saham PT Vale Berdasarkan Jenis Investor per 31 Desember 2021

Company Shareholders Based On Investor Classification as at December 31st, 2021

| Jenis Investor Type of Investor | Jumlah Pemegang Saham Number of Shareholders | Jumlah Saham Number of Shares | Persentase (%) Percentage (%) |
|---|---|----------------------------------|----------------------------------|
| Kepemilikan Lokal Local Ownership | | | |
| Individu Individual | 43,882 | 524,466,424 | 5.28 |
| Institusi Institutional | 591 | 2,589,661,886 | 26.06 |
| Kepemilikan Asing Foreign Ownership | | | |
| Individu Individual | 166 | 13,808,940 | 0.14 |
| Institusi Institutional | 255 | 6,808,401,470 | 68.52 |
| Sub Total | 398 | 6,705,667,267 | 67.49 |
| Jumlah Saham Total Shares | 44,894 | 9,936,338,720 | 100.00 |

20 Pemegang Saham PT Vale Terbesar per 31 Desember 2021

20 Largest Company Shareholders as at December 31st, 2021

| No | Nama Pemegang Saham Name of Shareholders | Jumlah Saham Number of Shares | Persentase (%) Percentage (%) |
|----|--|----------------------------------|----------------------------------|
| 1 | VALE CANADA LIMITED | 4,351,403,820 | 43.79 |
| 2 | PT INDONESIA ASAHAN ALUMINIUM (PERSERO) | 1,987,267,745 | 20.00 |
| 3 | SUMITOMO METAL MINING CO.,LTD | 1,493,218,075 | 15.03 |
| 4 | BNYM RE BNYMLB RE BA G PF A S FOFTBGOSGFI-2039926714 | 104,999,200 | 1.06 |
| 5 | CGS-CIMB SECURITIES (SINGAPORE) PTE LTD | 91,598,100 | 0.92 |
| 6 | CITIBANK NEW YORK S/A GOVERNMENT OF NORWAY - 15 | 77,435,500 | 0.78 |
| 7 | VALE JAPAN LIMITED | 54,083,720 | 0.54 |
| 8 | BNYM RE BNYMLB RE EMPLOYEES PROVIDENTFD BOARD-2039927326 | 50,111,800 | 0.50 |
| 9 | STATE STREET BANK-CITY OF NEW YORK GROUP TRUST | 47,346,800 | 0.48 |
| 10 | DBS VICKERS SECS SINGAPORE (PTE) LTD A/C CLIENTS | 43,002,500 | 0.43 |
| 11 | GIC PRIVATE LIMITED S/A GOS | 41,405,000 | 0.39 |
| 12 | HONKY HARJO | 38,566,200 | 0.38 |

DAFTAR PEMEGANG SAHAM

Shareholders Register

| No | Nama Pemegang Saham Name of Shareholders | Jumlah Saham Number of Shares | Persentase (%) Percentage (%) |
|----|--|----------------------------------|----------------------------------|
| 13 | DJS KETENAGAKERJAAN PROGRAM JAMINAN KECELAKAAN KERJA | 37,625,800 | 0.33 |
| 14 | PT. PRUDENTIAL LIFE ASSURANCE - REF | 32,982,400 | 0.33 |
| 15 | DJS KETENAGAKERJAAN PROGRAM JP | 32,893,800 | 0.33 |
| 16 | STATE STREET BANK-BEST INVESTMENT CORPORATION | 32,694,000 | 0.33 |
| 17 | JPMBLSAA AIF CLT RE-STICHTING DEPOSITARY APG EMERGING MARKETS EQUITY POOL | 30,937,900 | 0.31 |
| 18 | JPMCB NA RE-VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | 27,208,920 | 0.27 |
| 19 | JPMCB NA RE - VANGUARD EMERGING MARKETS STOCK INDEX FUND | 27,185,247 | 0.27 |
| 20 | BP2S FRANKFURT/UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A3-FONDS | 27,097,100 | 0.27 |

KEPEMILIKAN SAHAM OLEH ANGGOTA DEWAN

Selama tahun 2021, tidak ada anggota Dewan Komisaris dan Direksi yang memiliki saham Perseroan.

PEMEGANG SAHAM UTAMA DAN PENGENDALI

Pemegang saham utama Perseroan adalah VCL, yang dimiliki sepenuhnya oleh Vale S.A, yang berkedudukan di Praia de Botafogo, 186-Botafogo, Rio de Janeiro, Brazil. Modal perusahaan Vale S.A. per 31 Desember 2021 terdiri dari 5.132.458.410 saham biasa dan dua belas saham emas (*golden shares*) yang dimiliki Pemerintah Brazil.

Keduabelas saham emas tersebut berhak atas veto terhadap beberapa hal, seperti perubahan nama, lokasi kantor pusat, dan tujuan perusahaan terkait aktivitas tambang. Dengan demikian Vale S.A. menjadi Pemegang Saham Pengendali atas Perseroan, karena melakukan pengendalian langsung maupun tidak langsung.

BOARD OF COMMISSIONERS AND BOARD OF DIRECTORS SHAREHOLDINGS

During 2021, no members of the Board of Commissioners or the Board of Directors held shares in the Company.

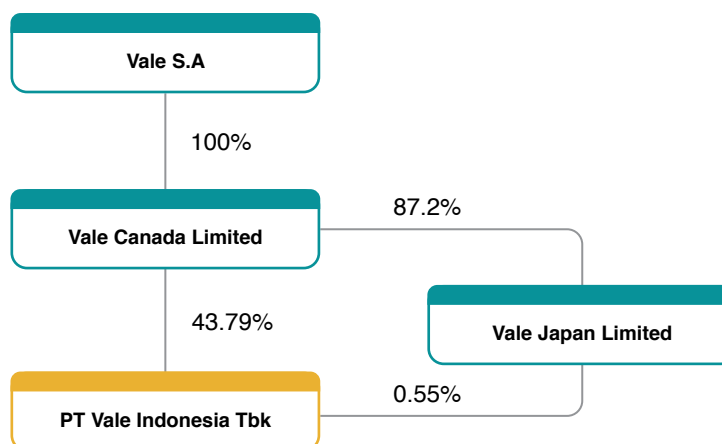
MAJORITY AND CONTROLLING SHAREHOLDER

The Company's majority shareholder is VCL, who is wholly owned by Vale S.A, and domiciled at Praia de Botafogo, 186-Botafogo, Rio de Janeiro, Brazil. Vale S.A.'s corporate capital as of December 31, 2021 was 5,132,458,410 common shares and twelve golden shares owned by the Brazilian Government.

The twelve golden shares have veto powers over certain actions, such as a change in name, location of the head office, and the Company's purpose as it relates to mining activities. As such, Vale S.A. is the Company's Controlling Shareholder, due to its direct and indirect control.

DAFTAR PEMEGANG SAHAM Shareholders Register

Struktur Pemegang Saham Utama dan Pengendali Perusahaan Company Majority and Controlling Shareholders Structure



Pemegang Saham Utama dan Pengendali Majority and Controlling Shareholders

| No | Nama Pemegang Saham Name of Shareholders | Jumlah Saham Number of Shares | Persentase (%) Percentage (%) |
|----|---|----------------------------------|----------------------------------|
| 1 | Previ | 415,794,956 | 8.10 |
| 2 | Capital World Investors | 335,249,101 | 6.53 |
| 3 | Capital Research Global Investors | 326,001,911 | 6.35 |
| 4 | Mitsui&co | 286,347,055 | 5.58 |
| 5 | Blackrock, Inc. | 279,562,772 | 5.45 |
| 6 | Capital International Investors | 267,888,210 | 5.22 |

DAFTAR PEMEGANG SAHAM

Shareholders Register

Kronologi Pencatatan Saham Perseroan

Chronology of Company Shares Listing

| Tanggal Date | Nama Name | Modal Ditempatkan dan Disetor Penuh Issued and Paid Up Capital | Nilai Nominal | Modal Ditempatkan dan Disetor Penuh Issued and Paid Up Capital | Modal Dasar Authorized Capital | Keterangan Remarks |
|--|--|---|------------------|---|-----------------------------------|---|
| 16 Mei 1990 May 16 th , 1990 | PT International Nickel Indonesia | 248,408,468 | 1,000 | 248,408,468,000 | 1,092,600,000,000 | Terdaftar di Bursa Efek Indonesia Listed on the Indonesian Stock Exchange |
| 14 April 2000 April 14 th , 2000 | PT International Nickel Indonesia Tbk | 248,408,468 | 1,000 | 248,408,468,000 | 993,663,872,000 | Penyesuaian Modal Dasar Authorized Capital Adjustment |
| 3 Agustus 2004 August 3 rd , 2004 | PT International Nickel Indonesia Tbk | 993,633,872 | 250 | 248,408,468,000 | 993,663,872,000 | Pemecahan saham 1:4 Stock Split 1:4 |
| 15 Januari 2008 January 15 th , 2008 | PT International Nickel Indonesia Tbk | 9,936,338,720 | 25 | 248,408,468,000 | 993,663,872,000 | Pemecahan saham 1:10 Stock Split 1:10 |
| 4 Oktober 2011 October 4 th , 2011 | PT Vale Indonesia Tbk | 9,936,338,720 | 25 | 48,408,468,000 | 993,663,872,000 | Nama Baru Perseroan Company Name Change |

KRONOLOGI PENCATATAN EFEK LAIN

Selama kurun waktu periode pelaporan, Perseroan tidak mencatatkan efek lainnya pada bursa manapun. Dengan demikian Laporan ini tidak menyajikan informasi terkait kronologi pencatatan efek lainnya, meliputi nama efek, tahun penerbitan, tanggal jatuh tempo, nilai penawaran dan peringkat efek.

CHRONOLOGY OF OTHER SECURITIES LISTINGS

During the reporting period, the Company has not listed other securities on any exchange. Therefore, this report does not present information related to the chronology of other securities listing, including the securities name, year of issue, due date, value of bids and securities rating.

ENTITAS ANAK

Subsidiaries

PT Vale hingga saat ini memiliki 2 anak perusahaan yang seluruhnya merupakan perusahaan-perusahaan yang dikendalikan secara mayoritas yaitu PT Bahadopi Nickel Smelting Indonesia dan PT Kolaka Nickel Indonesia. Kedua anak perusahaan tersebut berkedudukan di Indonesia dengan rincian pada tabel berikut:

PT Vale currently has 2 fully owned and majority controlled subsidiaries that are PT Bahadopi Nickel Smelting Indonesia and PT Kolaka Nickel Indonesia. Both subsidiaries are located in Indonesia with detailed information on the table below:

| Entitas Anak Subsidiaries | Ruang Lingkup Usaha Scope of Activities | Kedudukan, Tanggal Pendirian Domicile, Date of Establishment | Persentase Kepemilikan Efektif Effective Percentage of Ownership | | Total Aset (Sebelum Dieliminasi) Total Assets (Before Elimination) | |
|---|--|---|---|-------|--|-------|
| | | | 2021 | 2020 | 2021 | 2020 |
| PT Bahadopi Nickel Smelting Indonesia | Industri pembuatan logam dasar bukan besi Non-iron metal manufacturing industry | Jakarta, Indonesia 25 Juni 2019 June 25 th , 2019 | 99.9% | 99.9% | 723 | 723 |
| PT Kolaka Nickel Indonesia | Industri pembuatan logam dasar bukan besi Non-iron metal manufacturing industry | Jakarta, Indonesia 25 Juni 2019 June 25 th , 2019 | 99.9% | 99.9% | 10,110 | 9,291 |



LEMBAGA DAN/ATAU PROFESI PENUNJANG PASAR MODAL

Capital Market Supporting Insitutions and/or Professionals

KANTOR AKUNTAN PUBLIK

Public Accounting Firm

“Tanudiredja, Wibisana, Rintis & Rekan”
PricewaterhouseCoopers (PwC) Indonesia WTC 3
Jl. Jend. Sudirman Kav. 29-31. Jakarta 12920 –
Indonesia
Telp : (62 21) 521 2901
Fax : (62 21) 52905555, 52905050
Website : www.pwc.com/id

BIRO ADMINISTRASI EFEK

Shares Administration

PT Bima Registra
Satrio Tower , 9th Floor A2
Jl. Prof. DR. Satrio Blok C4. Kuningan Setiabudi,
Jakarta Selatan
Telp : (62 21) 2598 4818
Fax : (62 21) 2598 4819
Website : web.bimaregistra.co.id

PENASEHAT HUKUM

Legal Counsel

Hadiputranto Hadinoto & Partners
Pacific Century Place Lt. 35, Sudirman Central
Business District Lot 10
Jl. Jend. Sudirman Kav. 52-53. Jakarta Selatan 12190
Telp: (62 21) 2960 8888
Fax : (62 21) 2960 8999
Website : www.hhp.co.id

NOTARIS

Notary

Aulia Taufani, S.H.
Menara Sudirman Lantai 18 Lot ABD
Jl. Jend. Sudirman Kav. 60. Jakarta Selatan 12190
Telp: (62 21) 520 4778
Fax : (62 21) 520 4780

Jasa Berkala Profesi Penunjang Pasar Modal Tahun 2021

Periodic Services of Capital Market in 2021

| Profesi Penunjang Supporting Professionals | Jasa Service | Periode Penugasan Assignment Period |
|---|---|--|
| Kantor Akuntan Publik Public Accounting Firm | Mengaudit Laporan Keuangan Konsolidasian untuk tahun buku 2021 Auditing Consolidated Financial Statements for Fiscal Year 2021 | Periode 2021 |
| Biro Administrasi Efek Shares Administration | Menyediakan jasa administrasi efek bagi para pemegang saham Providing securities administration services to the shareholders | Periode 2021 |
| Penasehat Hukum Legal Counsel | Menyediakan jasa konsultasi hukum bagi Perseroan Providing legal consultancy services for the Company | Periode 2021 |
| Notaris Notary | Menyediakan jasa notaris bagi Perseroan Providing notary services for the Company | Periode 2021 |

INFORMASI PADA SITUS WEB PERUSAHAAN DAN PENYAMPAIAN LAPORAN

Information on the Company Website and Submission of Report

Perusahaan memiliki situs web resmi dan telah menampilkan informasi yang wajib dimuat sesuai Peraturan Otoritas Jasa Keuangan (“POJK”) No.8/POJK.4/2015 tentang Situs Web Emiten atau Perusahaan Publik. Situs Web Perusahaan dapat diakses melalui www.vale.com/indonesia dan update terbaru perihal Perseroan pada Media Sosial Perseroan.

Situs web resmi Perusahaan www.vale.com, telah memenuhi informasi yang meliputi:

1. Informasi Pemegang Saham;
2. Isi Kode Etik (Etika Bisnis);
3. Informasi RUPS;
4. Laporan Keuangan Tahunan (5 tahun terakhir);
5. Profil Dewan Komisaris dan Direksi;

Selain informasi yang disebutkan di atas, situs web PT Vale juga memuat informasi yang lebih spesifik, yaitu sebagai berikut:



Tentang Kami About Us

- Sekilas PT Vale Indonesia | PT Vale Indonesia at A Glance
- Sejarah | History
- Tujuan | Purpose
- Struktur Organisasi | Organization Structure
- Kepemimpinan Global | Global Leadership
- Berita | News



Karir Careers

- Peluang di Indonesia | Opportunities in Indonesia
- Peluang di Negara Lain | Global Opportunities



Pers Press

- Media Kit
- PT Vale dalam Berita | PT Vale on News
- Publikasi | Publication
- Global Newsroom

The Company has an official website that publishes information in accordance with the Financial Services Authority Regulation (“POJK”) No. 8/POJK.4/2015 concerning Issuers or Public Companies Websites. The Company’s website can be accessed at www.vale.com/indonesia and stay the latest updated to the Company’s social media.

The Company’s official website www.vale.com, has include the following information:

1. Shareholder Information;
2. The Code of Ethics (Business Ethics);
3. Information on the GMS;
4. Annual Financial Statement (the last 5 years);
5. Profile of the Board of Commissioners and the Board of Directors;

Despite the information mentioned above, PT Vale website also provides more specifically information, as follows:



Investor Investor

- Informasi untuk Pasar | Information for the Market
- Siaran Pers | Press Release
- Hasil Triwulan | Quarterly Results
- Laporan Keuangan | Audited Report
- Rapat Umum Pemegang Saham | General Meeting of Shareholders
- Ikhtisar Keuangan | Financial Overview
- Informasi Saham | Stock Information
- Informasi Pemegang Saham | Shareholder Information
- Pemegang Saham Utama dan Pengendali | Majority and Controlling Shareholder
- Dividen | Dividend
- Laporan Tahunan | Annual Report
- Lembaga dan Profesi Penunjang Pasar Modal | Capital Market Supporting Institutions and Professions
- Informasi Kontak | Contact Information
- Global Investor

INFORMASI PADA SITUS WEB PERUSAHAAN DAN PENYAMPAIAN LAPORAN

Information on The Company Website and Submission of Report



Tata Kelola

Governance

- Struktur Tata Kelola | Governance Structure
- Dewan Komisaris | Board of Commissioners
- Direksi | Board of Directors
- Kebijakan Tata Kelola | Governance Policy
- Manajemen Resiko | Risk Management
- Sistem Pelaporan Pelanggaran | Whistleblower System
- Program Anti Korupsi | Anti-Corruption Program



Keberlanjutan

Sustainability

- Nikel Bagi Kehidupan | Nickel for Life
- Sosial | Social
- Socioeconomic Contribution
- Laporan Keberlanjutan | Sustainability Report
- Laporan Keberlanjutan Global | Global Sustainability Report

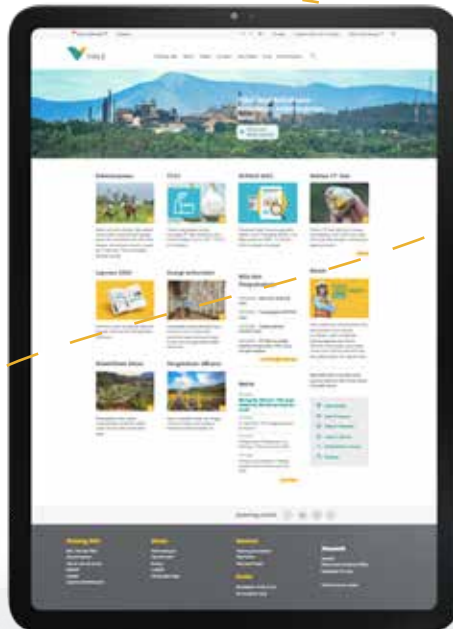


Bisnis

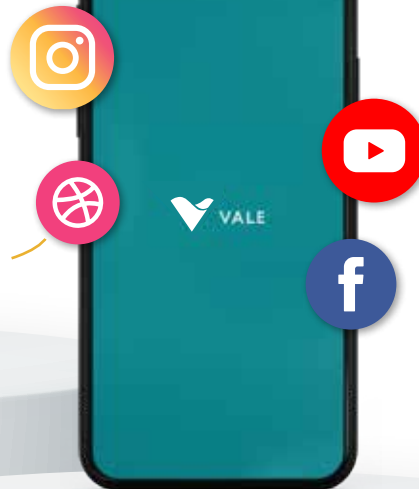
Business

- Pertambangan | Mining
- Logistik | Logistics
- Energi | Energy
- Pembuatan Baja | Steelmaking

www.vale.com/indonesia



- @ptvaleindonesia
- @ptvaleindonesia
- PT Vale Indonesia









04

ANALISIS DAN PEMBAHASAN MANAJEMEN

Management Discussion and Analysis

TINJAUAN MAKRO EKONOMI

Macro Economic Overview

Pertumbuhan ekonomi Indonesia pada 2021 masih bergerak fluktuatif, meskipun sempat berkontraksi pada triwulan pertama tahun 2021 ("1T21"), pertumbuhan ekonomi Indonesia kemudian meroket pada triwulan selanjutnya, lalu kembali terhantam COVID-19 varian delta.

Di 1T21, berdasarkan data Badan Pusat Statistik pertumbuhan ekonomi Indonesia masih mengalami kontraksi 0,74% secara *year on year* ("yoy"). Kontraksi terjadi karena pertumbuhan ekonomi pada 1T20 masih tercatat positif sebesar 2,97%.¹ Selanjutnya, ekonomi Indonesia pada 2T21 tercatat tembus 7,07% yoy. Pertumbuhan ekonomi Indonesia meroket setelah pada periode yang sama tahun lalu mengalami kontraksi sebesar 5,32%.²

Pertumbuhan ekonomi ini juga membawa Indonesia keluar dari resesi. Pertumbuhan positif ini mengakhiri catatan kontraksi ekonomi berturut-turut yang terjadi sejak 2T20 sampai dengan 1T21. Namun demikian, penyebaran COVID-19 varian Delta yang meluas sejak Juli hingga Agustus 2021 menyebabkan pertumbuhan ekonomi Indonesia kembali merosot. Pada 3T21, pertumbuhan ekonomi hanya sebesar 3,51% yoy.³

Dan pada 4T21, pertumbuhan ekonomi meningkat mencapai 5,02% yoy, tercatat lebih tinggi dari pertumbuhan ekonomi Cina yang mencapai 4,0% dan Korea Selatan yang mencapai 4,1%. Pulihnya perekonomian nasional dapat terlihat dari tercatatnya pertumbuhan ekonomi Indonesia sepanjang tahun 2021 sebesar 3,69%.

Pada tanggal 24 November 2021 varian baru COVID-19, yaitu Omicron pertama kali dilaporkan oleh Organisasi Kesehatan Dunia (WHO) berasal dari Afrika. Kementerian Kesehatan telah melakukan pelacakan asal muasal masuknya COVID-19 varian Omicron ke

Indonesia's economic growth in 2021 was still fluctuating, although it contracted in the first quarter of 2021 ("1Q21"), Indonesia's economic growth then skyrocketed in the next quarter, then was hit again by delta variant of COVID-19.

In the 1Q21, based on the data from the Central Bureau of Statistics, Indonesia's economic growth experienced a contraction 0.74% year on year (yoy). This contraction occurred due to economic growth in the 1Q20 still recorded a positive by 2.97%.¹ Furthermore, the Indonesian economy in the 2Q21 recorded a 7.07% yoy. The growth of Indonesia's economy skyrocketed after the same period last year experiencing contraction by 5.32%.²

This economic growth also took Indonesia out of recession. The positive growth has ended the record of consecutive economic contraction occurring from the 2Q20 until 1Q21. However, the widespread transmission of COVID-19 of Delta-variant from July to August 2021 made Indonesia's economic growth to go into a slump again. In the 3Q21, the economic growth was only 3.51% yoy.³

In the 4Q21, Indonesia's economic growth reached 5.02% yoy, meaning higher than China's economic growth at 4.0% and South Korea at 4.1%. The national economic recovery can be seen from Indonesia's economic growth throughout 2021 that reached 3.69%.

On November 24th, 2021, a new variant of COVID-19, i.e., Omicron, was first reported by the World Health Organization (WHO) which was originated from Africa. The Ministry of Health traced the original entry of this Omicron variant of the COVID-19 into Indonesia with the

¹ <https://www.bps.go.id/>

² <https://www.bps.go.id/>

³ <https://www.bps.go.id/>

TINJAUAN MAKRO EKONOMI Macro Economic Overview

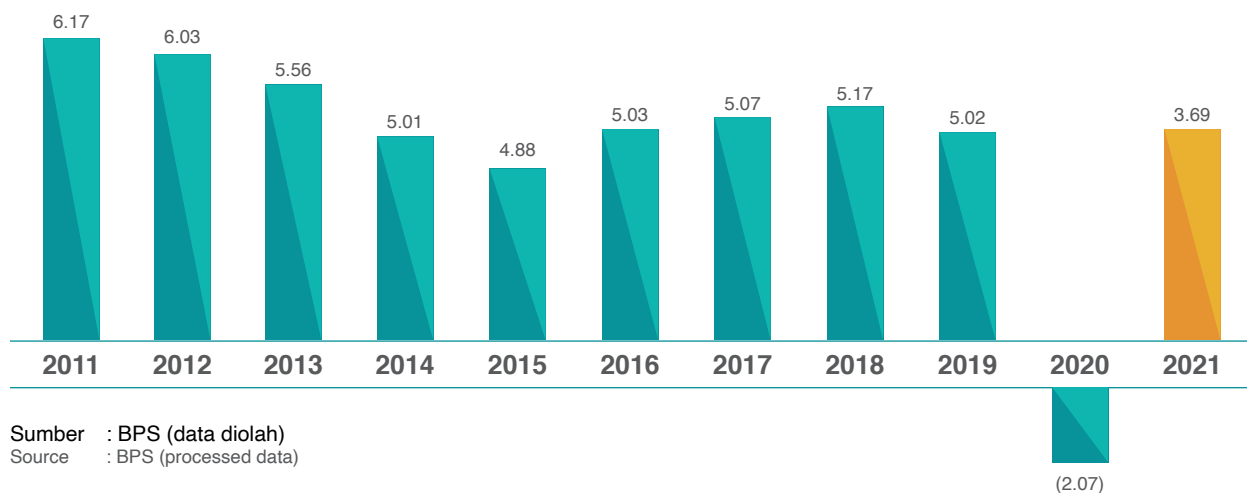
Indonesia dengan kasus pertama diduga berasal dari warga negara Indonesia (WNI) yang tiba dari Nigeria pada tanggal 27 November 2021.

Meski demikian, penyebaran varian COVID-19 baru yaitu Omicron masih perlu diwaspadai ke depan. Perkembangan dinamika global juga menjadi perhatian karena bisa berdampak terhadap pemulihan ekonomi nasional. Sampai dengan 7 Desember 2021 sebanyak 100 juta orang telah menerima vaksinasi COVID-19 dosis 1 dan dosis 2, artinya sudah 49% dari total sasaran 208,2 juta orang yang harus divaksinasi COVID-19. Selain itu, berdasarkan rangkuman dari *Our World in Data* pada 6 Desember 2021 menunjukkan Indonesia menduduki peringkat ke-5 negara dengan jumlah terbanyak vaksinasi COVID-19 dosis lengkap setelah Cina, India, Amerika Serikat dan Brazil. ⁴

first case allegedly originating from an Indonesian citizen whom arrived from Nigeria on November 27th, 2021.

However, the transmission of the new COVID-19 variant, i.e., Omicron, needs to be cautioned in the near future. The global dynamics is to be paid attention because they can effect the recovery of national economy. As of December 7th, 2021, 100 million people have received COVID-19 vaccination of doses 1 and 2, meaning 49% of the total target of 208.2 million people to be vaccinated against COVID-19. In addition, a summary from *Our World in Data* dated December 6th, 2021 shows that Indonesia ranked the 5th highest number of full-dose COVID-19 vaccine recipients after China, India, United States, and Brazil.⁴

Grafik Ekonomi Indonesia Graphic of Indonesian Economic



⁴ <https://covid19.go.id/>

TINJAUAN INDUSTRI NIKEL

Nickel Industry Review

Nikel dalam negeri berpotensi menjadi salah satu komoditas masa depan ditengah upaya dunia menekan emisi karbon dari bahan bakar fosil. Permintaan nikel dunia akan mengalami peningkatan seiring dengan mulai gencarnya pengembangan kendaraan listrik.

Berdasarkan Booklet Tambang Nikel 2020 Kementerian ESDM, cadangan nikel Indonesia mencapai 72 juta ton dari cadangan nikel dunia berjumlah 139,4 juta ton, dengan kata lain 52% cadangan nikel berada di Indonesia. Tak hanya itu, Indonesia juga menjadi produsen nikel terbesar di dunia sebesar 800.000 ton dari total produksi nikel dunia sebanyak 2,68 juta ton. Setelah Indonesia, ada Australia dengan cadangan nikel mencapai 15%, lalu Brazil 8%, Rusia 5%, dan gabungan sejumlah negara lainnya seperti Filipina, Cina, Kanada, dan lainnya 20%.⁵

Sejak tahun 2014, Indonesia melarang ekspor bijih nikel untuk mendorong hilirisasi industri nikel domestik yang akan berdampak positif bagi perekonomian. Sejak diterapkannya kebijakan tersebut, investasi pabrik pengolahan bijih nikel di Indonesia mengalami kenaikan yang cukup tajam. Pada tahun 2021, sekitar 37% dari total kapasitas produksi *smelter* nikel dunia adalah dari Indonesia. Dari keseluruhan kapasitas produksi yang ada di Indonesia, sebagian besar menghasilkan produk FerroNickel ("FeNi") dan Nickel Pig Iron ("NPI") yang merupakan bahan baku utama pembuatan baja nirkarat.

Maraknya investasi *smelter* nikel di Indonesia tentu saja patut disyukuri. Disamping selaras dengan upaya hilirisasi industri nikel yang digaungkan oleh pemerintah, efek pengganda yang ditimbulkan untuk kemajuan ekonomi di wilayah proyek pengembangan nikel juga sangat dirasakan oleh masyarakat. Dilain sisi, kenaikan pasokan produk olahan nikel dari Indonesia, terutama dalam bentuk FeNi dan NPI, dikhawatirkan bisa menyebabkan pasar dalam kondisi surplus dan memberikan tekanan pada harga jual nikel.

Domestic nickel has the potential to become one of the commodities of the future amid the world's efforts to reduce carbon emissions from fossil fuels. The world's nickel demand will increase along with the rapid development of electric vehicles.

Based on the 2020 Nickel Mining Booklet of the Ministry of MEMR, the amount of Indonesia's nickel reserves reached 72 million tons from the world's nickel reserves was 139.4 million tons, in other words 52% of nickel reserves are in Indonesia. Not only that, Indonesia has the largest nickel producer in the world of 800,000 tons from the total world nickel production of 2.68 million tons. After Indonesia, there is Australia with nickel reserves reaching 15%, then Brazil 8%, Russia 5%, and a combination of a number of other countries such as the Philippines, China, Canada, and others 20%.⁵

Since 2014, Indonesia has prohibited nickel ore export to support the downstream of domestic nickel industry which will give a positive impact to the economy. Since the implementation of the policy, investment in nickel ore processing plants in Indonesia has experienced a significant increase. In 2021, around 37% of total world nickel smelter production capacity was from Indonesia. Of the total production capacity in Indonesia, mostly produce FerroNickel ("FeNi") and Nickel Pig Iron ("NPI") which is the main raw material of stainless steel.

The rise of nickel smelter investment in Indonesia is certainly something to be grateful for. Aside from being inline with government program in nickel industry downstream, the multiplier effect to the economic improvement in the area of nickel development project was also felt by the citizens. On the other side, the increase in supply of nickel processed products from Indonesia, especially in FeNi and NPI, could cause the market to be in the surplus and put pressure on nickel price.

⁵ <https://www.esdm.go.id/>

TINJAUAN INDUSTRI NIKEL Nickel Industry Review

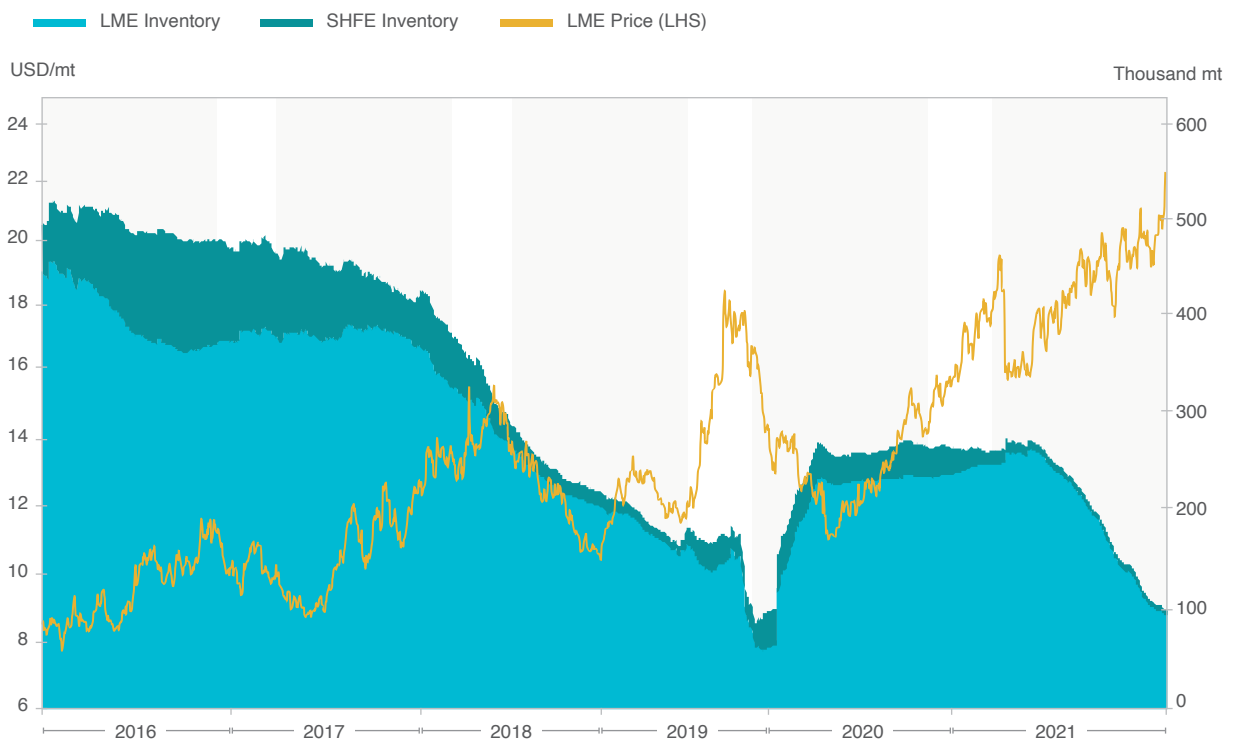
Untungnya, industri mobil listrik juga sedang berkembang secara signifikan. Munculnya kebijakan atau wacana kebijakan terkait pembatasan emisi karbon di beberapa negara, terutama di Eropa, telah mendorong pertumbuhan industri mobil listrik dan baterai mobil listrik. Hal ini tentu saja membawa angin segar pada pasar nikel dunia. Teknologi baterai yang dominan dipakai oleh manufaktur mobil listrik saat ini menggunakan nikel sebagai salah satu bahan baku utama. Walaupun di tahun 2021 konsumsi nikel untuk baterai mobil listrik baru mencapai 7% dari total konsumsi nikel dunia, diperkirakan angka ini akan mencapai 41% di tahun 2040. Hal ini tentu membawa sentimen positif ke pasar nikel dunia dan menjadi pendorong kenaikan harga nikel belakangan ini.

Fortunately, the electric car industry is also significantly growing. The emergence of policy or policy discourse on limiting carbon emissions in several countries, especially in Europe, has driven the industry growth of electric cars and electric car batteries. This is a good opportunity for the world nickel market. The dominant battery technology used by the electric car manufacturers today is nickel, as one of main raw materials. Even though in 2021 nickel consumption for electric car batteries was only 7% of total world nickel consumption, it is projected to be 41% in 2040. It brings positive sentiment to the world nickel market and has been the trigger of the recent increase in nickel price.

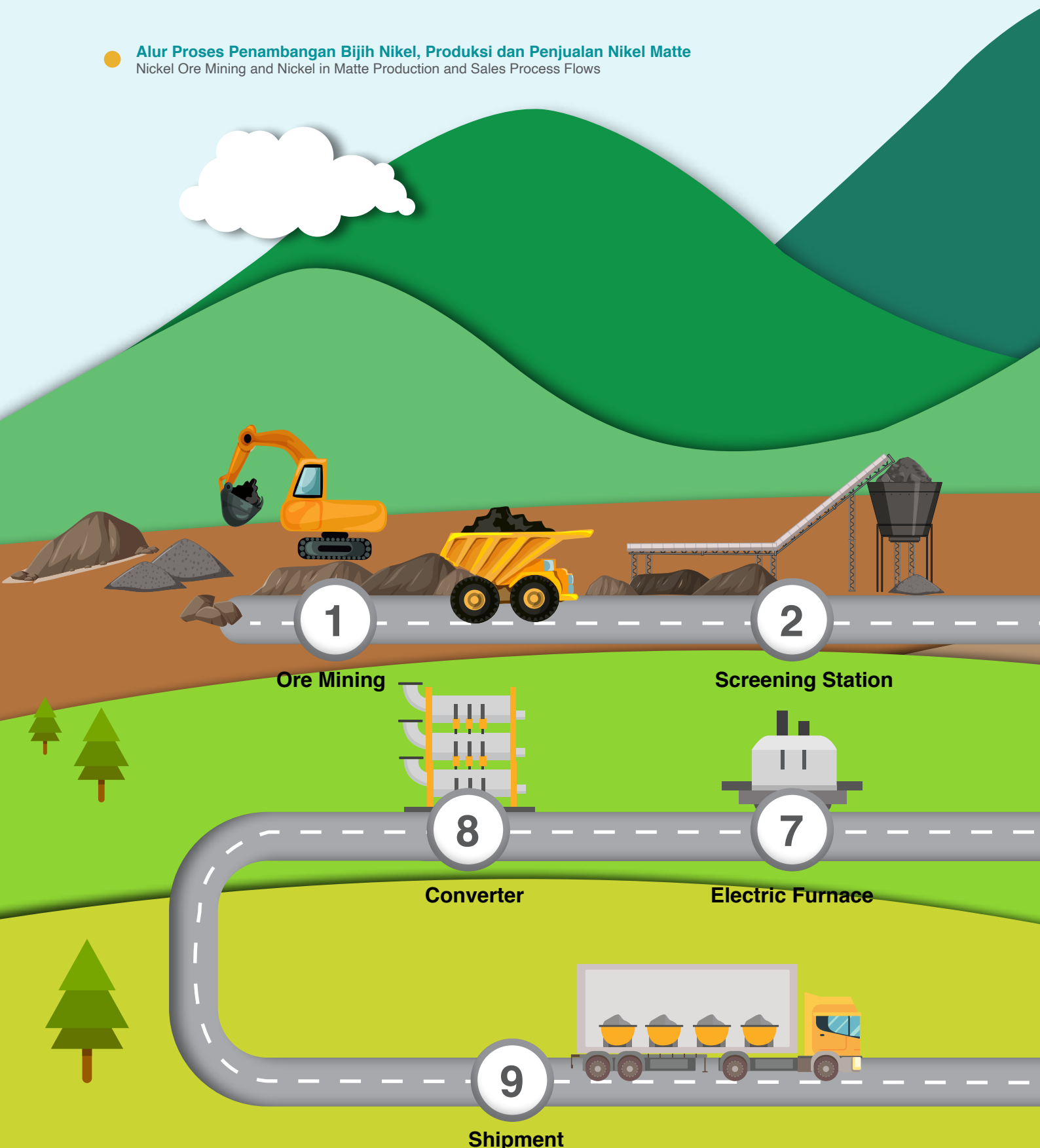
Secara keseluruhan persediaan nikel dunia di gudang Bursa Logam London (“LME”) terus menyusut, sampai menyentuh level hampir 100.000 ton pada akhir tahun 2021 dan mengakibatkan harga nikel terus merangkak naik sampai menyentuh AS\$21.135/ton yang merupakan level tertinggi di tahun 2021.

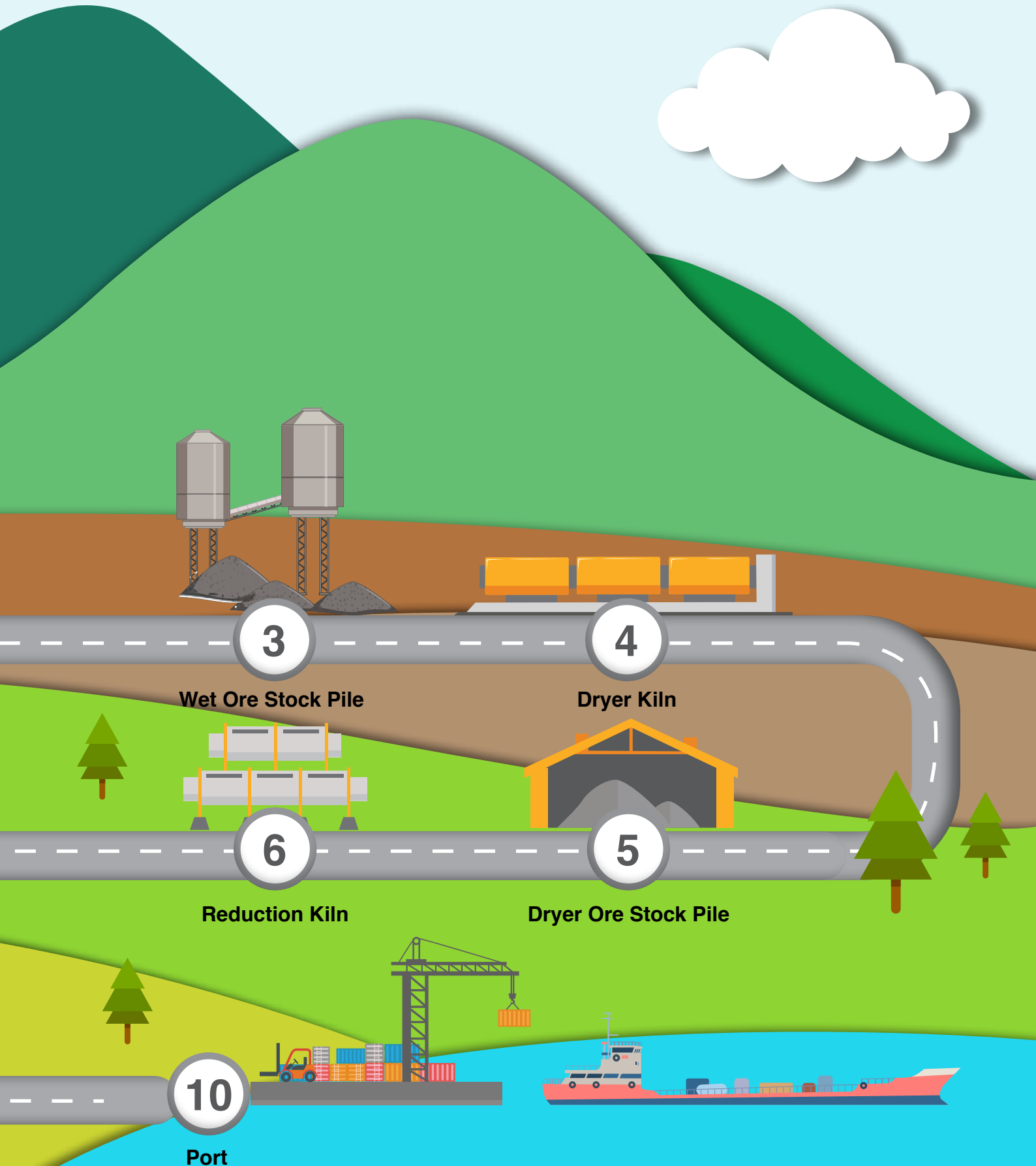
Overall, the world’s nickel inventories in London Metal Exchange (“LME”) warehouse continued to shrink, until it touched almost 100,000 tons level by the end of 2021 and resulted in nickel prices continuing to climb up until it touched US\$21,135/ton which is the highest level in 2021.

● Pergerakan Harga dan Persediaan Nikel Movement of Nickel Price and Inventory



● **Alur Proses Penambangan Bijih Nikel, Produksi dan Penjualan Nickel Matte**
Nickel Ore Mining and Nickel in Matte Production and Sales Process Flows





3

Wet Ore Stock Pile

4

Dryer Kiln

6

Reduction Kiln

5

Dryer Ore Stock Pile

10

Port

TINJAUAN OPERASI PER SEGMENT USAHA

Operations Review per Business Segment

Segmen operasi adalah komponen dari suatu entitas usaha terlibat dalam aktivitas bisnis yang menghasilkan pendapatan dan menimbulkan biaya, yang hasil operasinya ditinjau secara teratur oleh pengambil keputusan operasional untuk membuat keputusan tentang sumber daya yang dialokasikan pada segmen tersebut dan menilai kinerjanya.

PT Vale beroperasi hanya dalam satu segmen usaha dan geografis, yaitu penambangan dan pengolahan nikel di Indonesia. Seluruh produk Perseroan dijual berdasarkan kontrak penjualan jangka panjang kepada pihak-pihak berelasi yang berdomisili di Kanada (VCL) dan Jepang (SMM).

PRODUKSI SEGMENT USAHA PENAMBANGAN DAN PENGOLAHAN NIKEL

Produksi segmen usaha penambangan dan pengolahan nikel meliputi: penambangan bijih nikel, produksi nikel dalam matte dan penjualan nikel matte. Seluruh proses penambangan bijih nikel, produksi nikel dalam matte dan pengapalan berlangsung di Indonesia.

Kinerja segmen operasi pertambangan dan produksi nikel dalam matte ditentukan berdasarkan volume produksi nikel dalam matte selama tahun buku, dan dibandingkan dengan volume produksi periode sebelumnya serta target produksi setahun berikutnya. Produksi nikel matte pada tahun 2021 sebesar 65.388 ton, mengalami penurunan 9,48% jika dibandingkan dengan produksi tahun 2020 yang tercatat sebesar 72.237 ton. Penurunan ini disebabkan terutama oleh adanya jadwal pemeliharaan dan juga pembangunan kembali tanur listrik 4 yang mulai dilaksanakan pada Desember 2021.

An operating segment is a component of business entity engaged in a business activity that generates revenue and incurs expenses whose operating results are regularly reviewed by operational decision makers to make decisions about the resources allocated to that segment and assess its performance.

PT Vale operates in only one business and geographical segment, namely nickel mining and processing in Indonesia. All of the Company's products are sold under long-term sales contracts to the related parties domiciled in Canada (VCL) and Japan (SMM).

NICKEL MINING AND PROCESSING BUSINESS SEGMENT PRODUCTION

Production segments of nickel mining and processing businesses include: nickel ore mining, nickel production in matte and sales of nickel matte. The entire process of mining nickel ore, nickel production in matte and shipping takes place in Indonesia.

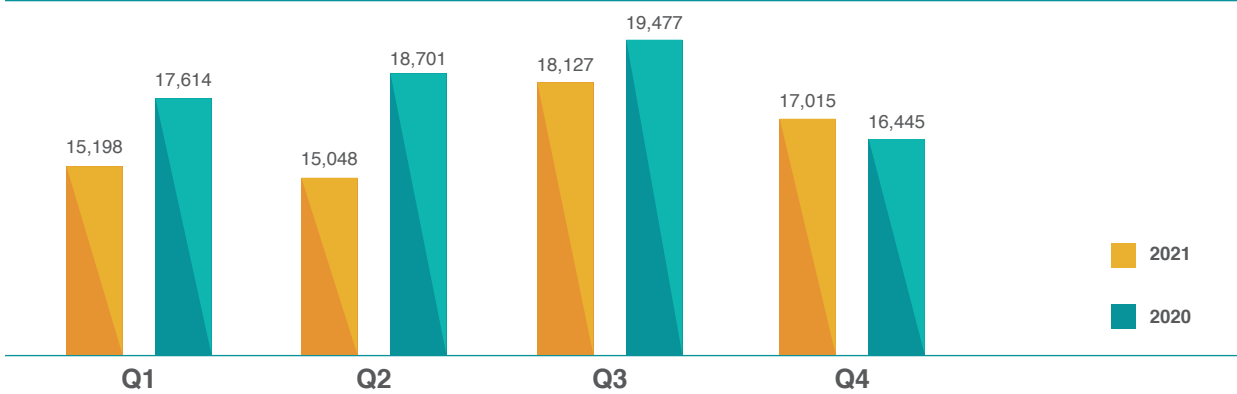
The performance of the mining and nickel production segment in matte is determined based on the volume of nickel production in matte during the financial year, and compared to the previous period's production volume as well as the next year's production target. Nickel in matte production in 2021 was 65,388 tons, a decrease of 9.48% when compared to 2020 production of 72,237 ton. The decreased was mainly due to maintenance schedule and also furnace 4 rebuild which started in December 2021.

TINJAUAN OPERASI PER SEGMENT USAHA Operations Review per Business Segment

● Produksi Nikel dalam Matte Tahun 2021 Nickel in Matte Production in 2021

| Periode Period | 2021 | 2020 | Pertumbuhan Growth | |
|-------------------------|---------------|---------------|-----------------------|---------------|
| | | | MT | % |
| Q1 | 15,198 | 17,614 | (2,416) | (13.72) |
| Q2 | 15,048 | 18,701 | (3,653) | (19.53) |
| Q3 | 18,127 | 19,477 | (1,350) | (6.93) |
| Q4 | 17,015 | 16,445 | 570 | 3.47 |
| Jumlah Total | 65,388 | 72,237 | (6,849) | (9.48) |

● Grafik Produksi Nikel dalam Matte Tahun 2021 Nickel in Matte Production Graph in 2021



PENJUALAN DAN PENDAPATAN SEGMENT USAHA PENAMBANGAN DAN PENGOLAHAN NIKEL

Kinerja penjualan segment usaha penambangan dan pengolahan nikel ditentukan berdasarkan perolehan pendapatan pada tahun buku, dari penjualan nikel matte kepada pelanggan yakni VCL dan SMM. Perseroan juga menetapkan target perolehan pendapatan pada setahun berikutnya.

SALES DAN REVENUE NICKEL MINING AND PROCESSING BUSINESS SEGMENT

Nickel mining and processing business segment performance is determined based on total revenue in the fiscal year, and nickel matte sales to customers which are VCL and SMM. The Company also set the revenue target for the next year.

TINJAUAN OPERASI PER SEGMENT USAHA

Operations Review per Business Segment

Seluruh penjualan Grup dilakukan berdasarkan kontrak penjualan “harus ambil” jangka panjang dalam mata uang Dolar AS, dimana harga ditentukan dengan formula yang didasarkan atas harga tunai nikel di LME dan harga tunai kobalt di Fast Market. Semua penjualan Grup merupakan transaksi dengan pihak-pihak berelasi.

Penjualan nikel matte pada tahun 2021 tercatat sebesar 66.615 ton, mengalami penurunan 8,55% dibandingkan dengan penjualan tahun 2020 yang tercatat sebesar 72.846 ton.

The Group’s sales are made based on long-term, “must take” US Dollar-denominated sales contracts, with prices determined by a formula that is based on the LME cash price for nickel and Fast Market cash price for cobalt. All of the Group’s sales represent transactions with related parties.

Nickel matte sales in 2021 were recorded at 66,615 ton, a decrease of 8.55% compared to 2020 sales of 72,846 ton.

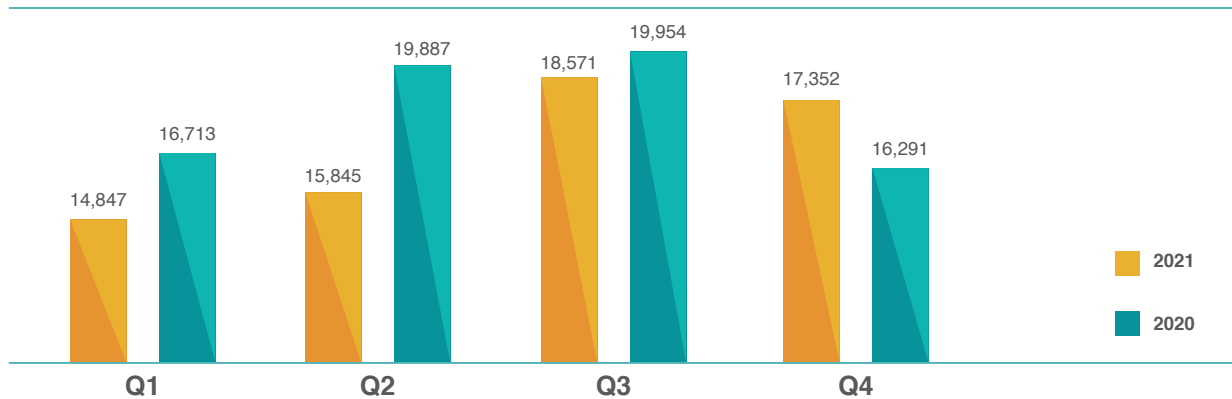
Penjualan Nikel Matte per 31 Desember 2021

Nickel Matte Sales as at December 31st, 2021

| Periode Period | 2021 | 2020 | Pertumbuhan Growth | |
|-------------------------|---------------|---------------|-----------------------|---------------|
| | | | MT | % |
| Q1 | 14,847 | 16,713 | (1,866) | (11.16) |
| Q2 | 15,845 | 19,887 | (4,042) | (20.32) |
| Q3 | 18,571 | 19,954 | (1,383) | (6.93) |
| Q4 | 17,352 | 16,291 | 1,061 | 6.51 |
| Jumlah Total | 66,615 | 72,846 | (6,230) | (8.55) |

Grafik Penjualan Nikel Matte Tahun 2021

Nickel Matte Sales Chart in 2021



TINJAUAN OPERASI PER SEGMENT USAHA Operations Review per Business Segment

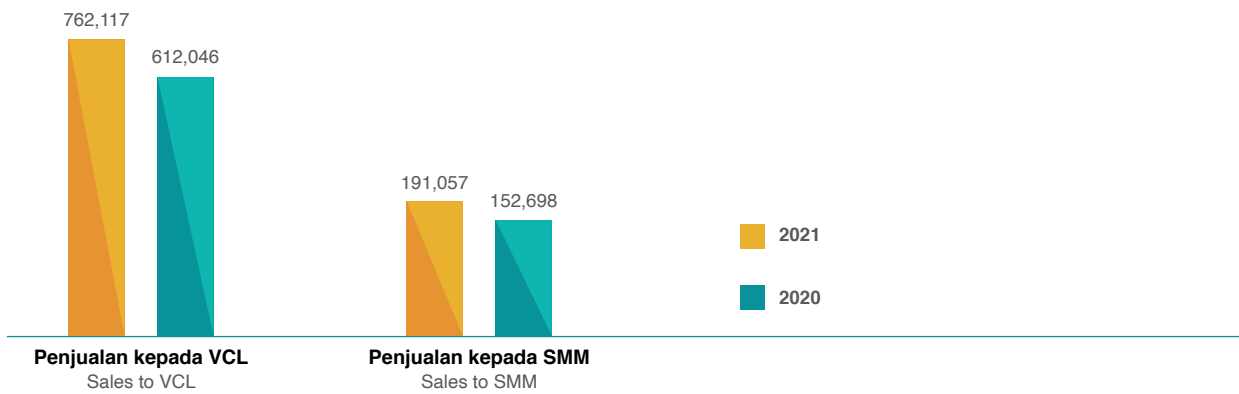
Pendapatan nikel matte pada tahun 2021 tercatat sebesar AS\$953,17 juta, mengalami peningkatan 24,64% dibandingkan dengan Pendapatan pada tahun 2020 yang tercatat sebesar AS\$764,74 juta. Peningkatan Pendapatan ini disebabkan oleh kenaikan harga nikel dunia.

Nickel matte Revenue in 2021 was recorded at US\$953.17 million, an increase of 24.64% compared to Revenue in 2020 of US\$764.74 million. The increased in Revenue was due to higher global nickel price.

● **Pendapatan Nikel Matte Tahun 2021 (dalam ribuan AS\$)** Nickel Matte Revenue in 2021 (in thousand US\$)

| Periode Period | 2021 | 2020 | Pertumbuhan Growth | |
|--------------------------------------|----------------|----------------|-----------------------|--------------|
| | | | MT | % |
| Penjualan kepada VCL Sales to VCL | 762,117 | 612,046 | 150,071 | 24.52 |
| Penjualan kepada SMM Sales to SMM | 191,057 | 152,698 | 38,359 | 25.12 |
| Jumlah Total | 953,174 | 764,744 | 188,430 | 24.64 |

● **Grafik Pendapatan Nikel Matte Tahun 2021** Nickel Matte Revenue Graph in 2021



PROFITABILITAS SEGMENT USAHA PENAMBANGAN DAN PENGOLAHAN NIKEL

Laba kotor yang dihasilkan segment usaha penambangan dan pengolahan nikel pada tahun 2021 tercatat sebesar AS\$235,36 juta, naik 89,23% atau senilai AS\$110,98 juta dibandingkan dengan laba kotor tahun 2020 yang tercatat sebesar AS\$124,38 juta.

PROFITABILITY OF NICKEL MINING AND PROCESSING BUSINESS SEGMENT

Gross profit generated by the nickel mining and processing business segment in 2021 was recorded at US\$235.36 million, up 89.23% or US\$110.98 million compared to 2020 gross profit of US\$124.38 million.

TINJAUAN OPERASI PER SEGMENT USAHA

Operations Review per Business Segment

Laba usaha segmen usaha penambangan dan pengolahan nikel pada tahun 2021 tercatat sebesar AS\$223,02 juta, meningkat 114,75% atau senilai AS\$119,17 juta dibandingkan dengan laba usaha tahun 2020 yang tercatat sebesar AS\$103,85 juta.

Operating profit of nickel mining and processing business segment in 2021 was recorded at US\$223.02 million, an increase of 114.75% or US\$119.17 million compared to 2020 operating profit recorded at US\$103.85 million.

● Pendapatan Nikel Matte Tahun 2021 (dalam ribuan AS\$)

Nickel Matte Revenue in 2021 (in thousand US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|----------------|----------------|-----------------------|---------------|
| | | | Nominal Nominal | % |
| Pendapatan Revenue | 953,174 | 764,744 | 188,430 | 24.64 |
| Beban Pokok Pendapatan Cost of Revenue | (717,810) | (640,365) | (77,445) | 12.09 |
| Laba Bruto Gross Profit | 235,364 | 124,379 | 110,985 | 89.23 |
| Beban Usaha Operating Expense | (4,204) | (7,385) | 3,181 | (43.07) |
| Pendapatan lainnya Other Income | 2,614 | 7,102 | (4,488) | (63.19) |
| Beban lainnya Other Expenses | (10,750) | (20,242) | 9,492 | (46.89) |
| Laba Usaha Operating Profit | 223,024 | 103,854 | 119,170 | 114.75 |

STRATEGI PENGEMBANGAN SEGMENT OPERASI PERTAMBANGAN DAN PRODUKSI

- Pemeliharaan: Integritas Aset dan Ketaatan Pemeliharaan
 - Menyelesaikan seluruh proses pemeliharaan tahun 2021;
 - Penerapan integrasi dan penyesuaian rantai pasok dengan program pemeliharaan.
- Obsesi Pada Risiko dan Keselamatan
 - Menyelesaikan HIRA dan penerapan pengendalian krisis;
 - Penerapan *Process Safety Management* ("PSM");
 - Peningkatan pelaporan N3 & Pelepasan HiPO Non-energi;

MINING AND PRODUCTION SEGMENT DEVELOPMENT STRATEGY

- Maintenance: Asset Integrity and Maintenance Compliance
 - Complete the entire 2021 maintenance process;
 - Integrate and align supply chains and maintenance programs.
- Be Obsessed with Risk and Safety
 - Finalize HIRA and implement crisis control;
 - Implement Process Safety Management ("PSM");
 - Improve N3 reporting & Non-energy HiPO Release;

TINJAUAN OPERASI PER SEGMENT USAHA Operations Review per Business Segment

- | | |
|---|---|
| <ul style="list-style-type: none"> d. Penegakan <i>Golden Rules</i>, INS003 dan CAR/MHS; e. Penerapan panduan terstruktur berbasis kepemimpinan Gemba; f. Persiapan untuk pusat operasi terintegrasi (COI); g. Melaksanakan program kesehatan dan kesejahteraan. | <ul style="list-style-type: none"> d. Enforce the Golden Rules, INS003 and CAR/MHS; e. Implement structured guidance based on Gemba leadership; f. Prepare for an integrated operations center (COI); g. Implement health and welfare programs. |
| <p>3. Orang: Kesiapan Transformasi Budaya</p> <ul style="list-style-type: none"> a. Menuntaskan perencanaan suksesi; b. Penerapan panutan dan pelatihan IMPACT; c. Penerapan pelatihan penyelia; d. Pelaksanaan pelatihan pekerja unggul; e. Kesiapan untuk keberagaman dan inklusi; f. Penerapan program untuk penanganan isu-isu kinerja; g. Pengembangan kematangan VPS | <p>3. People: Readiness for Cultural Transformation</p> <ul style="list-style-type: none"> a. Complete succession planning; b. Appoint role models and conduct IMPACT training; c. Complete supervisor training; d. Implement superior employee training; e. Prepare for diversity and inclusion; f. Complete programs to address performance issues; g. Develop VPS |
| <p>4. Keberlanjutan: Karbon Netral dan Kontribusi Sosial Ekonomi</p> <ul style="list-style-type: none"> a. Memenuhi kepatuhan pengelolaan lingkungan: PROPER Hijau, audit kepatuhan, target emisi dan sistem pemantauan; b. Melaksanakan penanaman di luar wilayah operasi; c. Menyusun peta jalan menuju reduksi karbon; d. Melaksanakan agenda sosial: pemukiman kembali masyarakat adat Dongi dan penyelesaian perambahan lahan. | <p>4. Sustainability: Carbon Neutral and Socio-Economic Contribution</p> <ul style="list-style-type: none"> a. Deliver environmental management compliance: Green PROPER, compliance audits, emission targets and monitoring systems; b. Carry out planting outside the operational areas; c. Develop a carbon reduction road map; d. Implement a social agenda: resettlement of the Dongi indigenous people and completion of land encroachment. |

Strategi Perusahaan Terkait Manajemen Energi, Lingkungan dan Keamanan Bendungan
Company's Strategy related to Energy, Environment and Dam Safety Management

| Energi Energy | |
|--|---|
| <ul style="list-style-type: none"> 1. Memusatkan ruang kontrol utilitas dan mengoperasikan pembangkit listrik tenaga air secara jarak jauh dari pabrik. 2. Mengembangkan peta jalan energi untuk kebutuhan masa depan yang berfokus pada sumber energi terbarukan. 3. Mengimplementasikan program konservasi energi untuk mengoptimalkan penggunaan energi terbaharukan dari pembangkit listrik tenaga air. | <ul style="list-style-type: none"> 1. Centralize Utilities Control Room and operate hydroelectric plants remotely from plant site 2. Develop an energy road map for future requirements focusing on renewable energy sources. 3. Implement energy conservation programs to optimize use of green energy from hydroelectric plants. |

TINJAUAN OPERASI PER SEGMENT USAHA

Operations Review per Business Segment

Lingkungan Environment

- | | |
|---|---|
| <ol style="list-style-type: none"> Pengembangan sistem manajemen lingkungan yang handal melalui sistem pemantauan online yang terintegrasi. Menyelesaikan studi keanekaragaman hayati sebagai dasar untuk pengembangan di masa depan. Penyamaan pemahaman dengan program manajemen energi untuk mengurangi emisi Gas Rumah Kaca ("GRK"). | <ol style="list-style-type: none"> Develop a robust environmental management system through an integrated online monitoring system. Complete biodiversity study as baseline for future development. Align the energy management program to reduce GreenHouse Gas ("GHG") emission. |
|---|---|

Manajemen Kemanan Bendungan Dam Safety Management

- | | |
|--|--|
| <ol style="list-style-type: none"> Menerapkan sistem pemantauan robotik untuk ketiga bendungan guna menyediakan data yang andal dan aktual untuk memantau integritas bendungan. | <ol style="list-style-type: none"> Implement robotic monitoring systems for all three hydro dams to provide more reliable and real data for monitoring the integrity of the dams. |
|--|--|

| Vale Production System (VPS) | Floor Management Development System (FMDS) | Housekeeping Program |
|------------------------------|--|----------------------|
|------------------------------|--|----------------------|

Manfaat

Benefits :

- Operasi yang aman dan bertanggung jawab terhadap lingkungan, jaminan pada integritas aset dan karyawan.

Safe and environmentally responsible operations, guarantees the integrity of assets and employees.

- Memperkuat budaya organisasi PT Vale melalui pengembangan sumber daya manusia, standarisasi praktik terbaik, disiplin operasional, dan kepatuhan terhadap rutinitas.

Strengthened PT Vale's organizational culture through human resource development, standardized best practices, operational discipline, and compliance with routines.

Perangkat VPS untuk menerjemahkan target menjadi KPI, memantau kinerja, mengungkap masalah, menangani penyimpangan, dan meningkatkan kinerja.

VPS tools to translate targets into KPIs, monitoring performance, uncovering problems, dealing with irregularities, and improving performance.

Perangkat

Tools:

- Karyawan, EHS-C, kualitas, produktivitas, biaya
People, EHS-C, quality, productivity, costs

Metode

Method

- Pertemuan periodik
Periodic meetings

Manfaat

Benefits

- Pelibatan karyawan pada pencapaian target
Employees' involvement in achieving targets.
- Pengembangan karyawan dalam pemecahan masalah
Employees' problem solving development.

Membuat referensi pada ruang kerja (atau *work posts*) untuk membedakan kondisi abnormal dengan kondisi normal, sehingga memungkinkan karyawan secara visual mengenali setiap keadaan dan pemborosan yang tidak diinginkan di ruang kerja

Creates references in the work posts to differentiate abnormal conditions from normal conditions, so that employees can visually recognize undesirable conditions and waste in the world posts.

TINJAUAN KINERJA KEUANGAN PERUSAHAAN

Company's Financial Performance Overview

Analisis dan Pembahasan Manajemen ini dibuat berdasarkan informasi yang diperoleh dari Laporan Keuangan Konsolidasian PT Vale Indonesia Tbk dan Entitas Anaknya untuk tahun yang berakhir pada 31 Desember 2021 dan tahun yang berakhir pada 31 Desember 2020 yang telah diaudit oleh Kantor Akuntan Publik (KAP) Tanudiredja, Wibisana, Rintis & Rekan (anggota dari PricewaterhouseCoopers) dan disusun sesuai Standar Akuntansi Keuangan di Indonesia.

Laporan tersebut telah memperoleh opini "Wajar" dalam semua hal yang material, posisi keuangan konsolidasian PT Vale dan Entitas Anaknya tanggal 31 Desember 2021, serta kinerja keuangan dan arus kas konsolidasiannya untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

Bahasan kinerja keuangan PT Vale dan Entitas Anaknya disampaikan dengan memperhatikan penjelasan pada catatan atas Laporan Keuangan Konsolidasian merupakan bagian yang tidak terpisahkan dari Laporan Tahunan ini.

Bahasan serta analisis tentang kondisi keuangan ini disajikan dalam empat bagian sebagai berikut:

- Kinerja Posisi Keuangan Konsolidasian;
- Kinerja Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian;
- Kinerja Arus Kas Konsolidasi; dan
- Kinerja Rasio Keuangan.

Secara umum, kegiatan usaha Perseroan pada tahun 2021 dipengaruhi beberapa faktor:

1. Fluktuasi harga nikel global

Harga nikel tidak bisa dilepaskan dari berbagai faktor yang bisa menimbulkan sentimen positif maupun sentimen negatif di pasar global, termasuk pandemi COVID-19 yang muncul sejak tahun 2020 dan masih berlangsung di tahun 2021. Tingkat harga nikel dunia secara langsung berpengaruh pada Pendapatan Perseroan.

This Management Analysis and Discussion is based on information obtained from the Consolidated Financial Statements of PT Vale Indonesia Tbk and its Subsidiaries for the year ended December 31st, 2021 and the year ended December 31st, 2020, that has been audited by the Public Accounting Firm (KAP) Tanudiredja, Wibisana, Rintis & Rekan (member of PricewaterhouseCoopers) and prepared in conformity with the Financial Accounting Standards in Indonesia.

The report has obtained a "Fair" opinion in all material aspects, the consolidated financial position of PT Vale and its Subsidiaries by December 31st, 2021, and the consolidated financial and cash flows performances for the year ended on that date have met the Financial Accounting Standards applicable in Indonesia.

Discussion on this financial performance of PT Vale and its Subsidiaries was taking the explanation in the notes of the Consolidated Financial Statements into consideration which are an inseparable part of this Annual Report.

The discussion and analysis of this financial condition is presented in four sections as follows:

- Performance of Consolidated Financial Position;
- Performance of Consolidated Profit and Loss and Comprehensive Income;
- Performance of Consolidated Cash Flow; and
- Performance of Financial Ratios.

The Company's business activities in 2021 were influenced by several factors:

1. Fluctuating global nickel prices

World nickel prices are linked to many factors that can lead to positive and negative sentiment, including the COVID-19 pandemic that started in 2020 and is still happening in 2021. The global nickel price directly affects the Company's Revenue.

TINJAUAN KINERJA KEUANGAN PERUSAHAAN

Company's Financial Performance Overview

2. Fluktuasi harga bahan bakar

Bahan bakar merupakan komponen terbesar biaya produksi yang tidak dapat dikendalikan Perseroan sepenuhnya. Untuk menekan biaya konsumsi bahan bakar, Perseroan melakukan beberapa inisiatif untuk meningkatkan efisiensi.

3. Kebijakan Pemerintah dan perubahan peraturan perundang-undangan.

Upaya Pemerintah melakukan tata kelola sektor pertambangan mineral dan batubara (minerba), yang diikuti pemberlakuan kebijakan dan peraturan baru, akan mempengaruhi operasional Perseroan.

4. Fluktuasi nilai tukar mata uang asing

Penguatan/pelemahan dolar AS mempengaruhi kondisi keuangan, mengingat Perseroan beroperasi di wilayah Indonesia sehingga ada sebagian transaksi keuangan yang menggunakan mata uang rupiah.

2. Fluctuating fuel prices

The largest production cost component is fuel, which the Company cannot fully control. In order to reduce fuel consumption cost, the Company carries out several efficiency improvement initiatives.

3. Government policies and changes in legislation.

Government efforts related to the mineral and coal mining governance, followed by the enactment of new policies and regulations, also affect the Company's operations.

4. Fluctuations in foreign exchange rates

The strengthening/weakening US dollar affects financial conditions. In addition, as the Company operates in Indonesia, there are a number of financial transactions denominated in rupiah.



LAPORAN POSISI KEUANGAN KONSOLIDASIAN

Report of Consolidated Financial Position

Posisi keuangan secara konsolidasian per 31 Desember 2021 menunjukkan bahwa Jumlah Aset, Jumlah Liabilitas dan Jumlah Ekuitas Perseroan mengalami kenaikan masing-masing sebesar 6,83%, 8,19% dan 6,64%.

Consolidated financial position as of December 31st, 2021, indicates that the Company's Total Assets, Total Liabilities and Total Equity increased by 6.83%, 8.19% and 6.64% respectively.

| Uraian Descriptions | 2021 | 2020 | Pertumbuhan Growth | |
|---|-----------|-----------|-----------------------|-------|
| | | | Nominal Nominal | % |
| Aset Lancar Current Assets | 836,576 | 695,972 | 140,604 | 20.20 |
| Aset Tidak Lancar Non-current Assets | 1,636,252 | 1,618,686 | 17,566 | 1.09 |
| Jumlah Aset Total Asset | 2,472,828 | 2,314,658 | 158,170 | 6.83 |
| Liabilitas Jangka Pendek Short-Term Liabilities | 168,430 | 160,710 | 7,720 | 4.80 |
| Liabilitas Jangka Panjang Long-Term Liabilities | 149,937 | 133,560 | 16,377 | 12.26 |
| Jumlah Liabilitas Total Liabilities | 318,367 | 294,270 | 24,097 | 8.19 |
| Jumlah Ekuitas Total Equity | 2,154,461 | 2,020,388 | 134,073 | 6.64 |
| Jumlah Liabilitas & Ekuitas Total Liabilities & Equity | 2,472,828 | 2,314,658 | 158,170 | 6.83 |

(dalam ribuan dolar AS | US Dollars, in thousands)

ASET

Nilai Total Aset Perseroan per 31 Desember 2021 naik dibanding 2020. Hal ini disebabkan kenaikan Aset Lancar. Proporsi Aset Lancar dan Aset Tidak Lancar terhadap Total Aset pada tahun 2021 masing-masing sebesar 33,83% dan 66,17%.

ASSETS

The Company's Total Assets as of December 31st, 2021, increased compared to 2020, mainly due to increase in Current Assets. The Current Assets and Noncurrent Assets proportion to Total Assets in 2021 was 33.83% and 66.17% respectively.

Aset (dalam Ribuan AS\$)

Assets (in Thousands US\$)

| Aset Assets | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|---|------------------|---------------------------------|------------------|---------------------------------|-----------------------|-------------|
| | | | | | Nominal Nominal | % |
| Aset Lancar Current Assets | 836,576 | 33.83 | 695,972 | 30.07 | 140,604 | 20.20 |
| Aset Tidak Lancar Non-current Assets | 1,636,252 | 66.17 | 1,618,686 | 69.93 | 17,566 | 1.09 |
| Jumlah Aset Total Asset | 2,472,828 | 100.00 | 2,314,658 | 100.00 | 158,170 | 6.83 |

LAPORAN POSISI KEUANGAN KONSOLIDASIAN

Report of Consolidated Financial Position

Aset Lancar

Aset Lancar Perseroan per 31 Desember 2021 adalah sebesar AS\$836,58 juta, nilai ini meningkat sebesar 20,20% atau senilai dengan AS\$140,60 juta bila dibandingkan dengan nilai Aset Lancar pada periode yang sama tahun 2020 sebesar AS\$695,97 juta.

● Aset Lancar (dalam Ribuan AS\$)

Current Assets (in Thousands US\$)

| Aset Assets | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|--|----------------|---------------------------------|----------------|---------------------------------|-----------------------|--------------|
| | | | | | Nominal Nominal | % |
| Kas dan Setara Kas Cash and Cash Equivalents | 508,327 | 60.76 | 388,682 | 55.85 | 119,645 | 30.78 |
| Piutang Usaha Pihak- pihak Berelasi Trade Receivables Related Parties | 101,987 | 12.19 | 60,040 | 8.63 | 41,947 | 69.87 |
| Persediaan Inventories | 162,023 | 19.37 | 144,487 | 20.76 | 17,536 | 12.14 |
| Pajak Dibayar Di Muka Prepaid Taxes | 58,148 | 6.95 | 96,324 | 13.84 | (38,176) | (39.63) |
| Biaya Dibayar Di Muka dan Uang Muka Prepayments and Advances | 3,521 | 0.42 | 3,927 | 0.56 | (406) | (10.34) |
| Aset Keuangan Lancar Lainnya Other Current Financial Assets | 2,570 | 0.31 | 2,512 | 0.36 | 58 | 2.31 |
| Jumlah Aset Total Asset | 836,576 | 100.00 | 695,972 | 100.00 | 140,604 | 20.20 |

Current Assets

The Company's Current Assets as of December 31st, 2021, reached US\$836.58 million, an increase of 20.20% or US\$140.60 million compared to the Current Asset value in the same period in 2020 which was US\$695.97 million.

Peningkatan ini disebabkan oleh:

- **Kas dan Setara Kas**
Akun ini terdiri dari Kas di Bank dan Deposito Berjangka. Pada tahun 2021, nilai Kas dan Setara Kas naik 30,78% atau sebesar AS\$119,65 juta dibanding tahun 2020.

This increase was mainly due to:

- **Cash and Cash Equivalents**
This account comprises Cash in Banks and Time Deposits. In 2021, the value of Cash and Cash Equivalents increased by 30.78% or US\$119.65 million compared to 2020.

LAPORAN POSISI KEUANGAN KONSOLIDASIAN Report of Consolidated Financial Position

Peningkatan Kas & Setara Kas didorong oleh kas bersih yang dihasilkan oleh kegiatan operasi AS\$334,6 juta, diimbangi dengan arus kas yang digunakan untuk kegiatan investasi AS\$180,23 juta.

The increase in Cash & Cash Equivalent was driven by net cash generated by operating activities US\$334.6 million, offset with the cash flows used for investing activities US\$180.23 million.

● Kas dan Setara Kas (dalam Ribuan AS\$) Cash and Cash Equivalent (in Thousands US\$)

| No | Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|----|---|----------------|---------------------------------|----------------|---------------------------------|-----------------------|--------------|
| | | | | | | Nominal Nominal | % |
| 1 | Kas di Bank Cash in Bank | | | | | | |
| | IDR IDR | 34,664 | 6.82 | 22,799 | 5.87 | 11,865 | 52.04 |
| | AS\$ US\$ | 212,290 | 41.76 | 295,160 | 75.94 | (82,870) | (28.08) |
| | Jumlah Kas Di Bank Total Cash in Bank | 246,954 | 48.58 | 317,959 | 81.80 | (71,005) | (22.33) |
| 2 | Deposito Berjangka Time Deposits | | | | | | |
| | IDR IDR | 34,996 | 6.88 | 0 | - | 34,996 | 100 |
| | AS\$ US\$ | 226,377 | 44.53 | 70,723 | 18.20 | 155,654 | 220.09 |
| | Jumlah Deposito Berjangka Total Time Deposits | 261,373 | 51.42 | 70,723 | 18.20 | 190,650 | 269.57 |
| 3 | Jumlah Total | 508,327 | 100.00 | 388,682 | 100.00 | 119,645 | 30.78 |

- **Piutang Usaha Pihak-pihak Berelasi**

Saldo Piutang Usaha Pihak-pihak Berelasi pada 31 Desember 2021 naik menjadi AS\$101,99 juta dibanding tahun 2020 sebesar AS\$60,04 juta. Hal ini dipengaruhi karena kenaikan LME price di Desember 2021.

- **Trade Receivables - Related Parties**

Total Trade Receivables with Related Parties as of December 31st, 2021 increased at US\$101.99 million compared to 2020 of US\$60.04 million. This due by the increase of LME price in December 2021.

LAPORAN POSISI KEUANGAN KONSOLIDASIAN

Report of Consolidated Financial Position

Semua Piutang Usaha Perseroan adalah kepada pihak-pihak berelasi, yakni VCL dan SMM. VCL dan SMM yang juga merupakan pemegang saham PT Vale, memiliki kepentingan strategis jangka panjang terhadap kesinambungan operasi serta usaha Perseroan. Piutang Usaha terkait realisasi perjanjian penjualan jangka panjang seluruh produksi nikel dalam matte kepada VCL dan SMM.

VCL dan SMM memiliki sejarah pembayaran yang baik dan senantiasa tepat waktu sesuai perjanjian. Selama periode pelaporan belum pernah terjadi kegagalan maupun keterlambatan pembayaran atas piutang yang telah jatuh tempo.

- **Persediaan Bersih**

Perseroan mencatat kenaikan nilai Persediaan Bersih pada akhir tahun 2021 dibanding tahun 2020. Saldo Persediaan tahun 2021 terdiri dari:

1. Persediaan nikel dalam proses sebesar AS\$57,83 juta.
2. Persediaan barang jadi nikel matte sebesar AS\$17,42 juta.
3. Persediaan bahan pembantu sebesar AS\$86,78 juta.

Perseroan melakukan tindakan proteksi terhadap kemungkinan terjadinya risiko kerugian atau kerusakan atas persediaan yang diakibatkan semua risiko industri, termasuk gempa bumi, kebakaran, kerusakan mekanis, atau elektrik serta gangguan usaha lainnya. Menurut pendapat manajemen, pertanggungjawaban asuransi telah memadai untuk menutupi kerugian yang mungkin timbul.

- **Pajak Dibayar Di Muka**

Nilai Pajak Dibayar di Muka pada tahun 2021 menurun sebesar 39,63% dibanding tahun 2020. Hal ini dikarenakan pada tahun 2021 perusahaan tidak mencatat adanya reklasifikasi pajak penghasilan badan ("PPh Badan").

All receivables of the Company's business are to the parties concerned, namely VCL and SMM. VCL and SMM, which are also shareholders of PT Vale, have a long-term strategic interest in continuity of the Company's operations and business. Business receivables related to the realization of the long-term sales agreement of all nickel production in matte to VCL and SMM.

VCL and SMM have a good payment history and are always on time as per the agreement. During the reporting period there has never been any failure or delay in payment of receivables that have matured.

- **Inventories, Net**

The Company recorded an increase in Net Inventories at the end of 2021 compared to 2020. The Inventory's Balance in 2021 consist of:

1. Nickel in process inventory of US\$57.83 million.
2. Nickel matte finished goods inventory of US\$17.42.
3. Supplies inventory of US\$86.78 million.

The Company protects against the possibility of any risk of inventory loss or damage caused by industrial risks, including earthquakes, fires, mechanical damage, or electrical and other business interruptions. According to management's opinion, the insurance coverage is appropriate and adequate to cover possible losses arising from such risks.

- **Prepaid Taxes**

The amount of Prepaid Taxes in 2021 decreased by 39.63% compared to 2020. This was due to reclassification of corporate income tax ("CIT") has not been recorded in 2021.

LAPORAN POSISI KEUANGAN KONSOLIDASIAN Report of Consolidated Financial Position

Pajak Dibayar Di Muka (dalam Ribuan AS\$) Prepaid Taxes (in Thousands US\$)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|--|---------------|---------------------------------|---------------|---------------------------------|-----------------------|----------------|
| | | | | | Nominal Nominal | % |
| Pajak Penghasilan Badan Corporate Income Tax | - | - | 34,268 | 35.58 | (34,268) | (100) |
| Pajak Lainnya Other Taxes | 58,148 | 100.00 | 62,056 | 64.42 | (3,908) | (6.30) |
| Jumlah Total | 58,148 | 100.00 | 96,324 | 100.00 | (38,176) | (39.63) |

• Biaya Dibayar Di Muka dan Uang Muka

Nilai Saldo Biaya Dibayar di Muka dan Uang Muka mengalami penurunan sebesar 10,34% atau AS\$406 ribu. Hal ini disebabkan oleh pembayaran uang muka yang dibayarkan ke pemasok pada tahun 2021 menurun sebesar 72,05% atau senilai AS\$1,19 juta dibandingkan tahun 2020.

Biaya dibayar di muka dibebankan pada laba rugi berdasarkan metode garis lurus selama masa manfaatnya. Uang muka adalah pembayaran di muka yang dilakukan Grup kepada pemasok. Uang muka dibebankan secara proporsional pada laba rugi sesuai dengan kemajuan dari pembelian barang dan jasa dan kesepakatan dengan pemasok.

• Prepaid Expenses and Advances

The amount of Prepaid Expenses and Advances decreased by 10.34% or US\$406 thousand. Due to advance payments paid to suppliers in 2021 decreased by 72.05% or US\$1.19 million compared to 2020.

Prepaid expenses are charged to profit or loss on a straight-line basis over the expected period of benefit. Advances are payments made in advance by the Group to its vendors. Advances are charged to profit or loss based on progress of goods and services purchase and agreements with suppliers.

Biaya Dibayar Di Muka dan Uang Muka (dalam Ribuan AS\$) Prepaid Expenses and Advances (in Thousands US\$)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|--|--------------|---------------------------------|--------------|---------------------------------|-----------------------|----------------|
| | | | | | Nominal Nominal | % |
| Asuransi dibayar di muka Prepaid Insurance | 2,903 | 82.45 | 2,139 | 54.47 | 764 | 35.72 |
| Uang muka ke pemasok Advances to vendors | 460 | 13.06 | 1,646 | 41.91 | (1,186) | (72.05) |
| Lainnya Other | 158 | 4.49 | 142 | 3.62 | 16 | 11.27 |
| Jumlah Total | 3,521 | 100.00 | 3,927 | 100.00 | (406) | (10.34) |

LAPORAN POSISI KEUANGAN KONSOLIDASIAN

Report of Consolidated Financial Position

• Aset Keuangan Lancar Lain

Kenaikan Aset Keuangan Lancar Lain juga cukup mempengaruhi kenaikan dari Aset Lancar. Diketahui pada tahun 2021 ini Aset Keuangan Lancar Lain mengalami kenaikan sebesar 2,31% dibanding tahun 2020 lalu.

• Other Current Financial Assets

The increase in Other Current Financial Assets was impacted the increase of Current Assets. It is known that in 2021, Other Current Financial Assets increased by 2.31% compared to 2020.

Aset Tidak Lancar

Perseroan membukukan jumlah Aset Tidak Lancar per 31 Desember 2021 adalah sebesar AS\$1,64 miliar, mengalami kenaikan dibandingkan tahun 2020 yang bernilai AS\$1,62 miliar. Kenaikan yang terjadi sebesar 1,09% atau sebesar AS\$17,57 juta. Perubahan nilai aset tidak lancar dipengaruhi oleh hal-hal sebagai berikut:

Non-Current Assets

The Company recorded an increase of total Non-Current Assets as of December 31st, 2021 was US\$1.64 billion compared to 2020 as US\$1.62 billion. The increased by 1.09% or US\$17.57 million. Changes in the amount of Non-current Assets were affected as follows:

● Aset Tidak Lancar (dalam Ribuan AS\$)

Non Current Assets (in Thousands US\$)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|---|------------------|---------------------------------|------------------|---------------------------------|-----------------------|-------------|
| | | | | | Nominal Nominal | % |
| Kas yang Dibatasi Penggunaannya Restricted Cash | 49,869 | 3.05 | 30,612 | 1.89 | 19,257 | 62.91 |
| Pajak Dibayar Di Muka Prepaid Taxes | 62,928 | 3.85 | 104,589 | 6.46 | (41,661) | (39.83) |
| Piutang Non-Usaha Pihak-pihak Berelasi Non-Trade Receivables – Related Parties | 0 | - | 18 | - | (18) | (100.00) |
| Aset Tetap Fixed Asset | 1,518,963 | 92.83 | 1,479,146 | 91.38 | 39,817 | 2.69 |
| Aset Keuangan Tidak Lancar Lainnya Other Non-Current Financial Assets | 4,492 | 0.27 | 4,321 | 0.27 | 171 | 3.96 |
| Jumlah Total | 1,636,252 | 100.00 | 1,618,686 | 100.00 | 17,566 | 1.09 |

LAPORAN POSISI KEUANGAN KONSOLIDASIAN Report of Consolidated Financial Position

- **Kas yang Dibatasi Penggunaannya**

Saldo Kas yang Dibatasi Penggunaannya pada akhir tahun 2021 mengalami kenaikan menjadi AS\$49,86 juta dibanding akhir tahun 2020 sebesar AS\$30,61 juta. Hal ini dikarenakan Deposito berjangka yang ditempatkan pada PT Bank Rakyat Indonesia (Persero) Tbk ditujukan sebagai jaminan atas penerbitan bank garansi oleh bank sehubungan dengan jaminan reklamasi dan penutupan tambang.

- **Pajak Dibayar di Muka**

Pajak Dibayar di Muka pada tahun 2021 turun dibanding tahun 2020. Penyebabnya adalah beberapa sengketa pajak telah disepakati dalam banding pengadilan pajak.

- **Piutang Non-Usaha Pihak-pihak Berelasi**

Perusahaan tidak mencatat adanya Piutang Non-Usaha Pihak-pihak berelasi pada tahun 2021 disebabkan oleh pelunasan pembayaran pinjaman oleh personil manajemen kunci.

- **Aset Tetap Bersih**

Nilai Aset Tetap Bersih pada tahun 2021 mengalami kenaikan sebesar 2,69% atau AS\$39,82 juta dibandingkan tahun sebelumnya. Dari AS\$1,48 miliar pada periode tahun 2020 naik menjadi AS\$1,52 miliar di tahun 2021.

Perseroan juga mengasuransikan Aset Tetap terhadap risiko kerugian atau kerusakan langsung yang disebabkan semua risiko industri, termasuk namun tidak terbatas pada gempa bumi, kebakaran, kerusakan mekanis atau elektrik (termasuk gangguan usaha lainnya). Aset Tetap diasuransikan sebesar biaya pengganti. Perseroan menilai bahwa nilai pertanggungan asuransi telah memadai untuk menutupi kerugian yang mungkin timbul dari risiko-risiko tersebut.

- **Restricted Cash**

Restricted Cash at the end 2021 increased to US\$49.86 million compared to 2020 with US\$30.61 million. This is due to The time deposits placed with PT Bank Rakyat Indonesia (Persero) Tbk are intended as collateral in relation to the bank guarantees issued by the bank in relation to the reclamation and mine closure guarantees.

- **Prepaid Taxes**

Prepaid Taxes decreased in 2021 compared to 2020, due to several tax disputes being agreed upon in the tax court of appeal.

- **Non-Trade Receivables - Related Parties**

The Company does not record any 2021 Non-Trade Receivables - Related Parties in 2021 due to payment loans settled by key management personnel.

- **Fixed Assets - Net**

Fixed Asset Net amount in 2021 increased by 2.69% or US\$39.82 million compared to the previous year. From US\$1.48 billion in 2020 increased to US\$1.52 billion in 2021.

The Company also insures Fixed Assets against the risk of direct loss or damage caused by all industrial risks, including but not limited to earthquakes, fires, mechanical or electrical damage (including other business interruptions). Fixed Assets are insured at replacement cost. The Company believes that the insurance coverage is sufficient to cover possible losses arising from these risks.

LAPORAN POSISI KEUANGAN KONSOLIDASIAN

Report of Consolidated Financial Position

• Aset Keuangan Tidak Lancar Lainnya

Aset Keuangan Tidak Lancar Lainnya merupakan bagian jangka panjang dari pinjaman yang diberikan kepada karyawan Perseroan. Nilai saldo Aset Keuangan Tidak Lancar Lainnya pada akhir tahun 2021 meningkat sebesar 3,96% dibandingkan dengan tahun 2020.

• Other Non-Current Financial Assets

Other Non-Current Financial Assets represent the long-term portion of loans granted to Company's employees. Other Non-Current Financial Assets at the end of 2021 increased by 3.96% compared to 2020.

LIABILITAS

Total Liabilitas Perseroan mengalami kenaikan sebesar 8,19% dari AS\$294,27 juta per tanggal 31 Desember 2020 menjadi AS\$318,37 juta per tanggal 31 Desember 2021. Kenaikan ini disebabkan oleh Liabilitas Jangka Panjang yang mengalami kenaikan yang cukup signifikan sebesar 12,26% atau AS\$16,38 juta di banding tahun 2020.

LIABILITIES

The Company's total Liabilities increased by 8.19% from US\$294.27 million as of December 31st, 2020, to US\$318.37 million as of December 31st, 2021. This increase is due to long-term liabilities that experienced a significant increase of 12.26% or US\$16.38 million in 2020.

● Liabilitas (dalam Ribuan AS\$)

Liabilities (in Thousands US\$)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|---|----------------|---------------------------------|----------------|---------------------------------|-----------------------|-------------|
| | | | | | Nominal Nominal | % |
| Liabilitas Jangka Pendek Short-Term Liabilities | 168,430 | 52.90 | 160,710 | 54.61 | 7,720 | 4.80 |
| Liabilitas Jangka Panjang Long-Term Liabilities | 149,937 | 47.10 | 133,560 | 45.39 | 16,377 | 12.26 |
| Jumlah Total | 318,367 | 100.00 | 294,270 | 100.00 | 24,097 | 8.19 |

Liabilitas Jangka Pendek

Nilai Liabilitas Jangka Pendek Perseroan di tahun 2021 adalah sebesar AS\$168,43 juta naik senilai AS\$7,72 juta dari AS\$160,71 juta per tanggal 31 Desember 2020. Kenaikan pada Liabilitas Jangka Pendek dirinci lebih lanjut sebagai berikut:

Short-Term Liability

The Company's Current Liabilities in 2021 was US\$168.43 million, increase of US\$7.72 million from US\$160.71 million as of December 31st, 2020. The increase in Current Liabilities is further explained as follows:

LAPORAN POSISI KEUANGAN KONSOLIDASIAN Report of Consolidated Financial Position

- **Utang Usaha Pihak-pihak Berelasi**

Pada periode 31 Desember 2021, Utang Usaha Pihak-pihak Berelasi yang mengalami penurunan sebesar 3,57% atau senilai AS\$5 ribu.

- **Utang Usaha Pihak Ketiga**

Dapat dilihat untuk tahun 2021 akun Utang Usaha Pihak Ketiga juga mengalami kenaikan sebesar 8,10% atau senilai dengan AS\$9,15 juta. Hal ini terjadi dikarenakan Utang Usaha Pihak Ketiga dalam mata uang Rupiah Indonesia mengalami kenaikan sebesar AS\$24 juta pada tahun 2021.

Grup tidak melakukan lindung nilai atas risiko fluktuasi nilai tukar Rupiah karena seluruh penjualan dan sebagian besar biaya Grup dilakukan dalam mata uang Dolar AS, sehingga secara tidak langsung merupakan lindung nilai alami.

- **Utang Pajak**

Akun Utang Pajak mengalami kenaikan, dari AS\$1,79 juta pada tahun 2020 menjadi AS\$1,97 juta di tahun 2021. Kenaikan sebesar AS\$180 ribu ini disebabkan oleh adanya pembayaran PPh pasal 4(2), 15, 22, 23 dan 26.

- **Liabilitas Sewa**

Akun Liabilitas Sewa mengalami kenaikan sebesar AS\$1,38 juta, dari AS\$66 ribu pada tahun 2020 menjadi AS\$1,44 juta di tahun 2021. Liabilitas Sewa diukur kembali ketika ada perubahan pembayaran sewa di masa depan yang timbul dari perubahan suatu indeks atau tingkat.

- **Trade Payables Related Parties**

In December 31st, 2021, Trade Payables Related Parties decreased by 3.57% or US\$5 thousand.

- **Trade Payables – Third Parties**

Can be seen for 2021 Trade Payables Third Parties accounts also increased by 8.10% or worth US\$9.15 million. This was due to Trade Payables Third Parties denominated in Indonesian Rupiah increased by US\$24 million in 2021.

The Group does not hedge the risk of fluctuations in the exchange rate of Rupiah since all sales and the majority of the Group's expenses are transacted in US Dollars which indirectly represents a natural hedge.

- **Taxes Payable**

Taxes Payable were increased, from US\$1.79 million in 2020 to US\$1.97 million in 2021. The increase of US\$180 thousand was due to payment of WHT articles 4(2), 15, 22, 23 and 26.

- **Lease Liabilities**

Lease Liabilities increased by US\$1.38 million, from US\$66 thousand in 2020 to US\$1.44 million in 2021. Lease Liabilities are re-measured when there is a change in future rent payments arising from a change in an index or rate.

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Liabilitas Jangka Pendek (dalam Ribuan AS\$)

Short-Term Liabilities (in Thousands US\$)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|---|----------------|---------------------------------|----------------|---------------------------------|-----------------------|-------------|
| | | | | | Nominal Nominal | % |
| Utang Usaha Pihak-pihak Berelasi Trade Payables Related Parties | 135 | 0.08 | 140 | 0.09 | (5) | (3.57) |
| Utang Usaha Pihak Ketiga Trade Payables – Third Parties | 122,109 | 72.50 | 112,955 | 70.28 | 9,154 | 8.10 |
| Akrual Accruals | 19,842 | 11.78 | 22,105 | 13.75 | (2,263) | (10.24) |
| Liabilitas Imbalan Kerja Jangka Pendek Short-Term Employee Benefit Liabilities | 21,638 | 12.85 | 20,465 | 12.73 | 1,173 | 5.73 |
| Utang Pajak Taxes Payable | 1,973 | 1.17 | 1,793 | 1.12 | 180 | 10.04 |
| Liabilitas Sewa Lease Liabilities | 1,441 | 0.86 | 66 | 0.04 | 1,375 | 2083.33 |
| Liabilitas Atas Pembayaran Berbasis Saham Share-based payment liabilities | 26 | 0.02 | 788 | 0.49 | (762) | (96.70) |
| Liabilitas Keuangan Jangka Pendek Lainnya Other Current Financial Liabilities | 1,266 | 0.75 | 2,398 | 1.49 | (1,132) | (47.21) |
| Jumlah Total | 168,430 | 100.00 | 160,710 | 100.00 | 7,720 | 4.80 |

Liabilitas Jangka Panjang

Nilai Liabilitas Jangka Panjang pada tahun 2021 naik sebesar 12,26% atau sebesar AS\$16,37 juta dibanding tahun 2020. Kenaikan ini disebabkan oleh Liabilitas Sewa Jangka Panjang dan Provisi atas Penghentian Pengoperasian Aset.

Long-Term Liabilities

The amount of Non-Current Liabilities in 2021 increased by 12.26% or US\$16.37 million compared to 2020. The increase was due to Leased Liability and Provision for Asset Retirement.

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● Liabilitas Jangka Panjang (dalam Ribuan AS\$)

Long-Term Liabilities (in Thousands US\$)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|---|----------------|---------------------------------|----------------|---------------------------------|-----------------------|--------------|
| | | | | | Nominal Nominal | % |
| Liabilitas Imbalan Pascakerja Jangka Panjang Long-Term Post- Employment Benefits Liabilities | 26,329 | 17.56 | 26,786 | 20.06 | (457) | (1.71) |
| Liabilitas Pajak Tanggungan, Bersih Deferred Tax Liabilities, Net | 42,810 | 28.55 | 50,171 | 37.56 | (7,361) | (14.67) |
| Liabilitas Sewa Leased Liabilities | 3,310 | 2.21 | 0 | - | 3,310 | 100 |
| Provisi Atas Penghentian Pengoperasian Provision for Asset Retirement | 77,488 | 51.68 | 56,603 | 42.38 | 20,885 | 36.90 |
| Jumlah Total | 149,937 | 100.00 | 133,560 | 100.00 | 16,377 | 12.26 |

- **Liabilitas Imbalan Pasca Kerja Jangka Panjang**

Liabilitas Imbalan Pasca Kerja Jangka Panjang terdiri dari manfaat pensiun dalam kaitannya dengan UU Ketenagakerjaan dan Tunjangan Kesehatan Pasca-Pensiun ("PRMC"). Perseroan memiliki program pensiun iuran pasti yang dikelola oleh suatu Dana Pensiun Lembaga Keuangan ("DPLK").

Liabilitas imbalan pasca kerja pada 31 Desember 2021 dihitung oleh Kantor Konsultan Aktuaria ("KKA") Santhi Devi dan Ardianto Handoyo, aktuaris yang berkualifikasi pada laporannya tertanggal 22 Februari 2022. Liabilitas imbalan pasca kerja pada 31 Desember 2020 dihitung oleh PT Towers Watson Purbajaga, aktuaris yang berkualifikasi pada laporannya tertanggal 18 Januari 2021.

- **Long-Term Post-Employment Benefits Liabilities**

Post-Employment Benefits Liabilities consist of pension benefits as regulated by Labor Law and Post-Retirement Medical Benefits ("PRMC"). The Company has a defined contribution pension plan managed by a designated Financial Institution Pension Fund ("DPLK").

The post-employment benefit liabilities as at December 31st, 2021 were calculated by Kantor Konsultan Aktuaria ("KKA") Santhi Devi dan Ardianto Handoyo, a qualified actuary with its report dated Februari 22nd, 2022. The post-employment benefit liabilities as at December 31st, 2020 were calculated by PT Towers Watson Purbajaga, a qualified actuary with its report dated January 18th, 2021.

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Saldo Liabilitas Imbalan Pascakerja Jangka Panjang pada 31 Desember 2021 mencapai AS\$26,33 juta. Mengalami penurunan sebesar AS\$457 ribu dibandingkan dengan tahun 2020.

Setiap tahun liabilitas dinilai aktuaris yang memenuhi kualifikasi. Perseroan menempatkan sejumlah uang yang dikelola pihak ketiga untuk menutupi biaya medis bagi peserta program. Pihak ketiga menerapkan pendekatan Koordinasi Imbalan (“COB”) yang memungkinkan klaim medis dipertimbangkan dalam perhitungan biaya keseluruhan.

- **Liabilitas Pajak Tangguhan, Bersih**

Nilai saldo Liabilitas Pajak Tangguhan, Bersih, pada akhir tahun 2021 turun sebesar 14,67% dibanding tahun 2020. Penurunan ini termasuk penyesuaian terhadap kewajiban pajak tangguhan karena perubahan tarif pajak penghasilan badan.

- **Provisi atas Penghentian Pengoperasian Aset**

Provisi atas penghentian pengoperasian aset dicatat untuk mengakui kewajiban hukum atau konstruktif yang berkaitan dengan penghentian penggunaan aset tetap yang berasal dari akuisisi, pembangunan atau pengembangan dan/atau operasi normal aset tetap.

Nilai Provisi pada akhir tahun 2021 naik sebesar 36,90% atau senilai AS\$20,89 juta dibanding tahun 2020. Grup mengakui provisi atas biaya penghentian pengoperasian aset pada tanggal 31 Desember 2021 sebesar IDR1,1 triliun atau setara dengan AS\$77,48 juta. Biaya ini diperkirakan akan terjadi antara tahun 2045 dan 2060. Provisi tersebut diestimasi berdasarkan biaya penutupan menggunakan teknologi dan material yang tersedia sekarang.

Post-Employment Benefit Liabilities’ balance on December 31st, 2021, reached US\$ 26.33 million. Decreased by US\$457 thousand compared to 2020.

Each year, qualified actuaries assess this liability. The Company places a sum of money to be managed by the third party to cover medical costs for program participants. The third party applies a Coordination of Benefit (“COB”) approach that allows the medical claims to be considered in the overall cost calculation.

- **Deferred Tax Liabilities, Net**

The balance amount of Deferred Tax Liabilities, Net, at the end of 2021 decreased by 14.67% compared to 2020. The decrease including adjustments on deferred tax liabilities as a result of changes in income tax rate.

- **Provision for Operational Asset Retirement**

The provision for asset retirement is provided for legal or constructive obligations associated with the retirement of a tangible long-lived asset that results from the acquisition, construction or development and/or the normal operation of a long-lived asset.

The amount of provision at the end of 2021 increased by 36.90% or US\$20.89 million compared to 2020. The Group recognizes a provision for asset retirement cost as at December 31st, 2021 of IDR1,1 trillion or equivalent to US\$77.48 million. This cost is expected to be incurred between 2045 and 2060. The provision is estimated based on closure costs using existing technology and materials that are currently available.

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EKUITAS

Total ekuitas Perseroan naik sebesar 6,64% dari AS\$2,02 miliar per tanggal 31 Desember 2020 menjadi AS\$2,15 miliar per tanggal 31 Desember 2021. Kenaikan ini disebabkan oleh meningkatnya saldo laba belum dicadangkan sebesar AS\$134,07 juta atau naik 8,49% yang menjadi AS\$1,71 miliar pada tahun 2021.

EQUITY

The Company's total equity increased by 6.64% from US\$2.02 billion as of December 31st, 2020 to US\$2.15 billion as of December 31st, 2021. This increase was caused by an increase in the unappropriated retained earnings of US\$134.07 million or up 8.49% to US\$1.71 billion in 2021.

● **Ekuitas (dalam Ribuan AS\$)**
Equity (in Thousands US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|------------------|------------------|-----------------------|-------------|
| | | | Nominal Nominal | % |
| Modal saham Share capital | 136,413 | 136,413 | 0 | - |
| Tambahan modal disetor Additional paid-in capital | 277,760 | 277,760 | 0 | - |
| Saldo laba Retained earnings | | | | |
| Dicadangkan Appropriated | 27,283 | 27,283 | 0 | - |
| Belum dicadangkan Unappropriated | 1,712,995 | 1,578,922 | 134,073 | 8,49 |
| Jumlah ekuitas yang diatribusikan kepada Total equity attributable to | | | | |
| Pemilik entitas induk Owners of the parent entity | 2,154,451 | 2,020,378 | 134,073 | 6,64 |
| Kepentingan nonpengendali Non-controlling interests | 10 | 10 | 0 | - |
| Jumlah Total | 2,154,461 | 2,020,388 | 134,073 | 6,64 |

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Laporan Laba Rugi dan Penghasilan Komprehensif Lain (dalam Ribuan AS\$)

Statement of Profit and Loss Other Comprehensive Income (in Thousands US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|-----------|-----------|-----------------------|----------|
| | | | Nominal Nominal | % |
| Pendapatan Revenue | 953,174 | 764,744 | 188,430 | 24.64 |
| Beban Pokok Pendapatan Cost of Revenue | (717,810) | (640,365) | (77,445) | 12.09 |
| Laba Bruto Gross Profit | 235,364 | 124,379 | 110,985 | 89.23 |
| Beban Usaha Operating Expenses | (4,204) | (7,385) | 3,181 | (43.07) |
| Pendapatan Lainnya Other Income | 2,614 | 7,102 | (4,488) | (63.19) |
| Beban Lainnya Other Expenses | (10,750) | (20,242) | 9,492 | (46.89) |
| Laba Usaha Operating Profit | 223,024 | 103,854 | 119,170 | 114.75 |
| (Biaya)/Pendapatan Keuangan, Bersih Net Finance (Costs)/Income | (2,379) | 791 | (3,170) | (400.76) |
| Laba Sebelum Pajak Penghasilan Profit Before Income Tax | 220,645 | 104,645 | 116,000 | 110.85 |
| Beban Pajak Penghasilan Income Tax Expense | (54,848) | (21,826) | (33,022) | 151.30 |
| Laba Tahun Berjalan Profit for the Year | 165,797 | 82,819 | 82,978 | 100.19 |
| (Kerugian)/Penghasilan Komprehensif Lain Total Other Comprehensive (Loss)/Income | 1,404 | (4,134) | 5,538 | 133.96 |
| Jumlah Komprehensif Tahun Berjalan Total Comprehensive Income For The Year | 167,201 | 78,685 | 88,516 | 112.49 |
| EBITDA yang Disesuaikan Adjusted EBITDA | 391.858 | 273,050 | 118,808 | 43.51 |

PENDAPATAN

Pendapatan tahun 2021 tercatat sebesar AS\$953,17 juta mengalami kenaikan 24,64% jika dibandingkan dengan Pendapatan di 2020 yaitu sebesar AS\$764,74. Kenaikan Pendapatan pada tahun 2021 terutama disebabkan oleh kenaikan penjualan kepada VCL dan SMM sebesar masing-masing AS\$762,12 juta dan AS\$191,05 juta.

REVENUE

Revenue in 2021 was recorded at US\$953.17 million, an increase of 24.64% when compared to Revenue in 2020 of US\$764.74. The increase in Revenue in 2021 was primarily due to an increase in sales to VCL and SMM of US\$762.12 million and US\$191.05 million respectively.

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BEBAN POKOK PENDAPATAN

Beban Pokok Pendapatan Perseroan pada tahun 2021 mengalami kenaikan sebesar 12,09% atau setara AS\$77,45 juta dibandingkan dengan Beban Pokok Pendapatan di tahun 2020 yaitu sebesar AS\$640,37 juta. Adapun beberapa akun yang mempengaruhi kenaikan beban pokok pendapatan yaitu diantaranya:

Beban Pokok Pendapatan (dalam Ribuan AS\$)
Cost of Revenue (in Thousands US\$)

COST OF REVENUE

The Company's Cost of Revenue in 2021 increased by 12.09% or equivalent to US\$77.45 million compared to the Cost of Revenue in 2020 which was US\$640.37 million. Some accounts that affect the increase in the cost of income include:

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|----------------|----------------|-----------------------|--------------|
| | | | Nominal Nominal | % |
| Depresiasi dan Amortisasi Depreciation and Amortization | 157,306 | 148,747 | 8,559 | 5.75 |
| Jasa Kontraktor Contractor Services | 125,118 | 104,008 | 21,110 | 20.30 |
| Bahan Pembantu Supplies | 119,733 | 128,810 | (9,077) | (7.05) |
| Bahan Bakar Minyak dan Pelumas Fuels and Lubricants | 112,834 | 87,932 | 24,902 | 28.32 |
| Biaya Karyawan Employee Costs | 83,675 | 74,503 | 9,172 | 12.31 |
| Bahan Bakar Batubara Coal | 59,890 | 42,144 | 17,746 | 42.11 |
| Pajak dan Asuransi Taxes and Insurance | 35,617 | 31,517 | 4,100 | 13.01 |
| Royalty Royalties | 19,187 | 15,505 | 3,682 | 23.75 |
| Lainnya Others | 10,793 | 7,440 | 3,353 | 45.07 |
| Persediaan Dalam Proses In Process Inventory | (8,336) | 5,959 | (14,295) | (239.89) |
| Beban Pokok Produksi Cost of Production | 715,817 | 646,565 | 69,252 | 10.71 |
| Perubahan Persediaan Barang Finished Goods Inventory Changes | 1,993 | (6,200) | 8,193 | (132.15) |
| Beban Pokok Pendapatan Cost of Revenue | 717,810 | 640,365 | 77,445 | 12.09 |

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• Bahan Bakar Minyak dan Pelumas

Konsumsi bahan bakar tahun 2021 mencapai 15,76% dari total Beban Pokok Produksi. Persentase tersebut lebih tinggi dibanding tahun 2020 yang mencapai 14% dari total Beban Pokok Produksi. Jenis bahan bakar yang digunakan adalah *High Sulphur Fuel Oil* (“HSFO”) dan *High Speed Diesel* (“HSD”).

1. HSFO

HSFO digunakan untuk pengoperasian pabrik pengolahan. Biaya HSFO tahun 2021 mencapai 70% dari total biaya bahan bakar, meningkat dibanding tahun 2020. Penyebabnya adalah harga HSFO yang lebih tinggi.

• Fuel Oil and Lubricant

Fuel consumption in 2021 reached 15.76% of the total Cost of Production. This percentage is higher than in 2020 which reached 14% of the total Cost of Production. The types of fuel used are High Sulphur Fuel Oil (“HSFO”) and High-Speed Diesel (“HSD”).

1. HSFO

HSFO is used for the operation of processing plants. HSFO cost in 2021 reached 70% of the total fuel cost, increased compared to 2020 due to higher HSFO price.

● Biaya HSFO

Cost of HSFO

| Uraian Description | Satuan Unit | 2021 | 2020 | Pertumbuhan Growth | |
|-----------------------|------------------------------|------|------|-----------------------|--------|
| | | | | Nominal Nominal | % |
| Biaya Cost | Juta AS\$ US\$ Million | 77 | 55 | 22 | 39.54 |
| Volume Volume | Juta Bare Million Barrels | 1.29 | 1.31 | (0.02) | (1.47) |

● Tingkat Konsumsi HSFO Per Ton Nikel Matte

HSFO Consumption Rate per Ton of Nickel Matte

| 2021 | 2020 | 2019 | 2018 | 2017 |
|-------|-------|-------|-------|-------|
| 19.74 | 18.14 | 20.06 | 20.15 | 21.32 |

2. HSD atau Minyak Diesel

HSD digunakan untuk pengoperasian armada tambang dan pembangkit listrik termal. Biaya pemakaian HSD tahun 2021 meningkat dibanding tahun 2020 disebabkan harga HSD yang lebih tinggi. Tingkat pemakaian HSD per ton nikel matte pada tahun 2021 mencapai 1.017,43 liter per ton, menurun dibanding tahun 2020 sebesar 1.046,69 liter per ton nikel matte.

2. HSD or Diesel Oil

HSD is used for the operation of a fleet of mines and thermal power plants. The cost of using HSD in 2021 is increased compared to 2020 due to higher HSD price. HSD usage rate per ton of nickel matte in 2021 reached 1,017.43 liters per ton, decreasing from 2020 by 1,046.69 liters per ton of nickel matte.

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● Biaya dan Konsumsi (HSD) HSD Cost and Consumption

| Uraian Description | Satuan Unit | 2021 | 2020 | Pertumbuhan Growth | |
|-----------------------|-----------------------------|------|------|-----------------------|---------|
| | | | | Nominal Nominal | % |
| Biaya Cost | Juta AS\$ US\$ Million | 33 | 30 | 4 | 12.21 |
| Volume Volume | Juta Liter Million Liter | 67 | 76 | (9) | (12.01) |

● Tingkat Konsumsi HSD Per Ton Nikel Matte HSD Consumption Rate per Ton of Nickel Matte

| 2021 | 2020 | 2019 | 2018 | 2017 |
|----------|----------|----------|----------|--------|
| 1.017,43 | 1.046,69 | 1.209,24 | 1.041,30 | 967,94 |

• Depresiasi dan Amortisasi

Depresiasi dan Amortisasi mengalami kenaikan sebesar 5,75% pada tahun 2021. Depresiasi dan Amortisasi naik senilai AS\$8,56 juta dibanding tahun sebelumnya yang sebesar AS\$148,75 juta menjadi AS\$157,31 juta pada tahun 2021.

• Bahan Pembantu

Meskipun biaya Bahan Pembantu mengalami penurunan sebesar 7,05% dari total Beban Pokok Produksi tahun 2021, hal itu tidak terlalu mempengaruhi total dari kenaikan Beban Pokok Produksi secara keseluruhan di tahun ini.

• Biaya Karyawan

Biaya Karyawan menyumbang 11,69% dari kenaikan Beban Pokok Produksi tahun 2021. Mengalami kenaikan sebesar AS\$9,17 juta dimana pada tahun ini memiliki nilai sebesar AS\$83,68 juta dibanding tahun 2020 yang sebesar AS\$74,50 juta.

• Depreciation and Amortization

Depreciation and Amortization increased by 5.75% in 2021. Depreciation and Amortization rose US\$8.56 million compared to the previous year's US\$148.75 million to US\$157.31 million in 2021.

• Supplies

Although the cost of Supplies materials decreased by 7.05% from the total cost of production in 2021, it did not affect the total increase in the cost of production in general this year.

• Employee costs

Employee Costs accounted for 11.69% of the increase in Cost of Production in 2021. Experienced an increase of US\$9.17 million which this year has a amount of US\$83.68 million compared to 2020 which amounted to US\$74.50 million.

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• Jasa Kontraktor

Biaya Jasa Kontraktor mencakup 17,48% dari total Beban Pokok Produksi tahun 2021. Persentase tersebut lebih tinggi dibanding tahun 2020. Kenaikan sebesar AS\$21,11 juta di tahun ini disebabkan oleh lebih tingginya biaya pemeliharaan peralatan pabrik dan tambang.

• Batubara

Batubara digunakan untuk proses pembakaran di tanur pengering dan tanur pereduksi. Biaya batu bara tahun 2021 lebih tinggi sebesar 42,11% bila dibandingkan dengan tahun 2020. Hal ini disebabkan harga batubara yang lebih tinggi dibandingkan tahun 2020.

● Biaya Batubara

Cost of Coal

| Uraian Description | Satuan Unit | 2021 | 2020 | Pertumbuhan Growth | |
|-----------------------|------------------------------|---------|---------|-----------------------|---------|
| | | | | Nominal Nominal | % |
| Biaya Cost | Juta AS\$ US\$ Million | 60 | 42 | 18 | 42.11 |
| Volume Volume | Ton Kering Dry Metric Ton | 374,937 | 426,429 | (51,492) | (12.08) |

● Tingkat Konsumsi Batubara per Ton Nikel Matte

Coal Consumption Rate per Ton of Nickel Matte

| 2021 | 2020 | 2019 | 2018 | 2017 |
|------|------|------|------|------|
| 5.73 | 5.90 | 5.23 | 5.43 | 4.83 |

• Pajak dan Asuransi

Biaya Pajak dan Asuransi tahun 2021 mengalami kenaikan dibanding tahun 2020. Biaya Pajak dan Asuransi berkontribusi sebesar 4,98% atau AS\$4,10 juta dari total Beban Pokok Produksi di tahun 2021.

• Contractor Services

Contractor Service Cost covers 17.48% of total Cost of Production in 2021. That's higher than in 2020. The increase of US\$21.11 million this year was due to higher plant and mining equipment maintenance cost.

• Coal

Coal is used for combustion in the dryer and in the reduction kilns. Cost of coal in 2021 reached 42.11% compared to 2020. This is due to higher coal prices than in 2020.

• Taxes and Insurance

Taxes and Insurance Costs in 2021 increased compared to 2020. Tax and Insurance Costs contributed 4.98% or US\$4.10 million of total Cost of Production in 2021.

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- **Royalti**

Biaya Royalti berkontribusi 2,68% dari total Beban Pokok Produksi tahun 2021. Persentase tersebut mengalami kenaikan AS\$3,68 juta dari Biaya Royalti tahun 2020.

- **Lainnya**

Biaya Lainnya tahun 2021 naik sebesar AS\$3,35 juta dibandingkan tahun sebelumnya.

BEBAN USAHA

Beban Usaha tahun 2021 menurun dibandingkan tahun 2020. Hal tersebut disebabkan ditiadakannya pembayaran royalti kepada VCL berlaku efektif sejak tanggal 1 Januari 2021. Penurunan biaya jasa profesional dan biaya karyawan juga mempengaruhi turunnya total Beban Usaha.

PENDAPATAN LAINNYA

Pendapatan Lainnya di tahun 2021 mengalami penurunan sebesar AS\$4,49 juta dibanding tahun 2020 terutama disebabkan oleh laba selisih kurs yang menurun sebesar AS\$4,78 juta dari AS\$5,83 juta di tahun 2020 menjadi AS\$1,05 juta di tahun 2021.

BEBAN LAINNYA

Beban Lainnya terdiri dari biaya pengembangan proyek, beban pajak, rugi pelepasan aset tetap. Pada tahun 2021 Perseroan mencatatkan nilai Beban Lainnya lebih rendah 46,89% dibanding tahun 2020. Penyebabnya terutama adalah rugi pelepasan aset tetap yang terjadi di tahun 2021 lebih rendah dibanding tahun 2020.

LABA USAHA

Perolehan Laba Usaha pada tahun 2021 naik 114,75% dibanding tahun 2020. Hal ini terutama dipengaruhi naiknya Pendapatan pada tahun 2021 sebesar AS\$188,43 juta dibandingkan tahun sebelumnya.

- **Royalties**

Royalty contributed 2.68% of total Cost of Production in 2021. The percentage increased to US\$3.68 million from Royalty in 2020.

- **Other Cost**

Other Costs in 2021 increased by \$3.35 million compared to the previous year.

OPERATING EXPENSES

Operating Expenses in 2021 decreased compared to 2020. This is due to the elimination of royalty payments to VCL effective from January 1st, 2021. Decreased professional fees and employee costs also affect the decrease in total Operating Expenses.

OTHER INCOME

Other Income in 2021 decreased by US\$4,49 million compared to 2020 mainly due to gain on currency translation adjustment which decreased by US\$4.78 million from US\$5.83 million in 2020 to US\$1,05 million in 2021.

OTHER EXPENSES

Other Expenses consist of project development costs, tax expenses, loss on disposal of fixed assets. In 2021, the Company recorded a lower amount of Other Expenses of 46.89% compared to 2020. The major cause was due to loss in fixed assets release in 2021 lower than the year of 2020.

GROSS PROFIT

Operating Profit in 2021 increased by 114.75% compared to 2020. This is mainly driven by the increase in Revenue in 2021 of US\$188.43 million compared to the previous year.

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Report of Consolidated Profit and Loss and Comprehensive Income

(BIAYA)/PENDAPATAN KEUANGAN, BERSIH

Biaya/Pendapatan Keuangan, Bersih Perseroan pada tahun 2021 turun dibandingkan dengan tahun 2020 disebabkan oleh kenaikan Biaya Keuangan di tahun 2021.

LABA TAHUN BERJALAN

Perseroan mencatat Laba Tahun Berjalan pada tahun 2021 meningkat 100,19% atau AS\$82,98 juta dibanding tahun sebelumnya.

TOTAL PENGHASILAN/(KERUGIAN) KOMPREHENSIF LAIN

Perseroan mencatat Pertumbuhan Komprehensif Lain tahun 2021 dibanding tahun 2020. Hal ini disebabkan pengukuran kembali liabilitas imbalan masa kerja.

EBITDA YANG DISESUAIKAN

EBITDA dihitung dari Laba Sebelum Pajak Penghasilan ditambah Biaya Keuangan, Depresiasi dan Amortisasi serta menghilangkan dampak dari Laba/Rugi Selisih Kurs. Termasuk dalam Biaya Keuangan adalah biaya akresi untuk Provisi Atas Penghentian Pengoperasian Aset. Perseroan menggunakan istilah EBITDA yang Disesuaikan untuk merefleksikan pengecualian terhadap biaya yang tidak berulang. EBITDA yang Disesuaikan tidak dapat dianggap sebagai pengganti Laba Operasional atau sebagai acuan yang lebih baik dalam mengukur likuiditas dibanding Arus Kas Operasional yang dihitung sesuai dengan Standar Akuntansi Keuangan Indonesia.

Perseroan memberikan EBITDA yang Disesuaikan untuk memberikan informasi mengenai kesanggupan Perseroan membayar utang, melakukan investasi, dan memenuhi kebutuhan modal kerja. Perolehan EBITDA yang Disesuaikan Perseroan tahun 2021 lebih tinggi 43,51% dibandingkan tahun 2020. Penyebabnya adalah Laba Tahun Berjalan yang lebih tinggi dibandingkan tahun 2020.

PT Vale Indonesia Tbk

Laporan Tahunan 2021 Annual Report

NET FINANCE (COSTS)/INCOME

The Company's Net Finance (Costs)/Income in 2021 decreased compared to 2020 due to higher Finance Costs in 2021.

PROFIT FOR THE YEAR

The Company recorded Profit for the Year in 2021 increased by 100.19% or US\$82.98 million compared to the previous year.

TOTAL OTHER COMPREHENSIVE INCOME/(LOSS)

The Company recorded another Comprehensive Growth in 2021 compared to 2020. This is due to the re-measurement of the return of the lifetime reward liability.

ADJUSTED EBITDA

EBITDA is calculated from Profit Before Income Tax plus Finance Costs, Depreciation and Amortization after eliminating the impact of Foreign Exchange Gains/Losses. Included in the Finance Costs are accretion costs for the provision for Asset Retirement. The Company uses the term Adjusted EBITDA to reflect the exclusion of non-recurring expenses. The Adjusted EBITDA should not be considered as a substitute for Operational Profit or as a better measure of liquidity than Operational Cash Flow, which is calculated in accordance with Indonesian Financial Accounting Standards.

The Company's adjusted EBITDA provides information on the Company's ability to pay liabilities, conduct investments, and meet working needs. The Adjusted EBITDA in 2021 was 43.51% higher than in 2020, due to higher Profit for the Year compared to 2020.

LAPORAN ARUS KAS

Cash Flows

Per 31 Desember 2021 Perseroan mencatat kenaikan bersih Kas dan Setara Kas pada Akhir Tahun sebesar AS\$119,65 juta, meningkat 30,78% dibandingkan Kas dan Setara Kas pada Akhir Tahun 2020, yang tercatat sebesar AS\$388,68 juta. Peningkatan tersebut disebabkan oleh naiknya 14,45% Arus kas dari Aktivitas Operasi dan naiknya Arus Kas dan Setara Kas pada Awal Tahun sebesar 56,08%. Meskipun mengalami penurunan yang cukup signifikan pada Arus Kas Bersih dari Aktivitas Pendanaan namun saldo Kas dan Setara Kas pada Akhir Tahun tetap mengalami kenaikan dibanding tahun sebelumnya.

As of December 31st, 2021, the Company recorded a net increase in Cash and Cash Equivalents at the end of the year of US\$119.65 million, an increase of 30.78% compared to the increase in Net Cash and Cash Equivalents at the end of the year 2020, which was recorded at US\$388.68 million. The increase was due to an 14.45% increase in Cash Flow from Operating Activities and an increase in Cash Flow and Cash Equivalents at the beginning of the year by 56.08%. Despite a significant decrease in net Cash Flow from Financing Activities, cash balances and cash equivalents at the end of the year continued to increase compared to the previous year.

● **Arus Kas (dalam Ribuan AS\$)**
Cash Flows (in Thousands US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|-----------|-----------|-----------------------|---------|
| | | | Nominal Nominal | % |
| Arus kas bersih dihasilkan dari Aktivitas Operasi Net cash flows provided by Operating Activities | 334,636 | 292,377 | 42,259 | 14.45 |
| Arus kas bersih digunakan untuk Aktivitas Investasi Net cash flows used in investing Activities | (180,234) | (150,837) | (29,397) | 19.49 |
| Arus kas bersih digunakan untuk Aktivitas Pendanaan Net cash flows used in Financing Activities | (34,517) | (1,676) | (32,841) | 1959.49 |
| Kenaikan/(Penurunan) Bersih Kas dan Setara Kas Net Increase/(Decrease) In Cash & Cash Equivalents | 119,885 | 139,864 | (19,979) | (14.28) |
| Kas dan Setara Kas Pada Awal Tahun Cash & Cash Equivalents At The Beginning of The Year | 388,682 | 249,035 | 139,647 | 56.08 |
| Dampak Perubahan Selisih Kurs Terhadap Kas dan Setara Kas Effect of Exchange Rate Changes on Cash and Cash Equivalents | (240) | (217) | (23) | 10.60 |
| Kas dan Setara Kas Pada Akhir Tahun Cash and Cash Equivalents at The End of The Year | 508,327 | 388,682 | 119,645 | 30.78 |

Arus Kas dari Aktivitas Operasi

Arus kas bersih Perseroan yang diperoleh dari aktivitas operasi mengalami kenaikan pada tahun 2021 menjadi sebesar AS\$334,64 juta dibandingkan dengan tahun

Cash Flows from Operating Activities

The Company's net cash flow from operating activities increased in 2021 to US\$334.64 million compared to the previous year of US\$292.38 million. The increase in

LAPORAN ARUS KAS

Cash Flows

sebelumnya sebesar AS\$292,38 juta. Kenaikan Arus kas bersih dari aktivitas operasi ini terutama disebabkan beberapa aktivitas operasi Perseroan, yaitu:

- Penerimaan Kas dari pelanggan mengalami kenaikan 12,22% atau AS\$99,23 juta naik menjadi AS\$911,23 juta dibandingkan dengan tahun 2020 sebesar AS\$812 juta.
- Penerimaan restitusi pajak meningkat sebesar AS\$60,95 atau 108,75% menjadi AS\$117 juta pada tahun 2021 dibandingkan periode sebelumnya yang sebesar AS\$56.05 juta.
- Pembayaran kepada pemasok naik 17,26% atau sebesar AS\$65.19 juta, menjadi AS\$442,93 juta dibandingkan dengan tahun sebelumnya yang sebesar AS\$377,73 juta.

net cash flow from this operating activity is mainly due to some of the Company's operating activities, such as:

- Receipts from customers increased by 12.22% or US\$99.23 million to US\$911.23 million compared to 2020 which amounted to US\$812 million.
- Receipt of Tax Refunds increased by US\$60.95 or 108.75% to US\$117 million in 2021 compared to the previous period of US\$56.05 million.
- Payments to suppliers rose 17.26%, or US\$65.19 million, to US\$442.93 million compared to the previous year of US\$377.73 million.

Arus Kas dari Aktivitas Operasi (dalam Ribuan AS\$)

Cash Flows from Operating Activities (in Thousands US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|----------------|----------------|-----------------------|--------------|
| | | | Nominal Nominal | % |
| Arus Kas dari Aktivitas Operasi Cash Flows from Operating Activities | | | | |
| Penerimaan kas dari pelanggan Receipts from customers | 911,227 | 811,999 | 99,228 | 12.22 |
| Pembayaran kas ke pemasok Payments to suppliers | (442,928) | (377,733) | (65,195) | 17.26 |
| Pembayaran pajak penghasilan badan Payments of corporate income tax | (67,730) | (42,193) | (25,537) | 60.52 |
| Pembayaran pajak lainnya Payments of other taxes | (31,853) | (41,430) | 9,577 | (23.12) |
| Penerimaan restitusi pajak Receipts of tax refunds | 116,995 | 56,045 | 60,950 | 108.75 |
| Pembayaran ke karyawan Payments to employees | (85,868) | (74,491) | (11,377) | 15.27 |
| Penempatan jaminan keuangan Placement of financial guarantee | (27,946) | (21,664) | (6,282) | 29.00 |
| Penarikan jaminan keuangan Withdrawal of financial guarantee | 8,689 | 6,464 | 2,225 | 34.42 |
| Penerimaan pendapatan keuangan Receipts of finance income | 2,714 | 4,472 | (1,758) | (39.31) |
| Pembayaran royalti dan retribusi Payments of royalties and levies | (48,664) | (29,092) | (19,572) | 67.28 |
| Arus kas bersih dihasilkan dari aktivitas operasi Net cash flows provided by operating activities | 334,636 | 292,377 | 42,259 | 14.45 |

LAPORAN ARUS KAS Cash Flows

Arus Kas dari Aktivitas Investasi

Arus kas bersih Perseroan yang digunakan dalam aktivitas investasi meningkat di tahun 2021, dimana arus kas bersih yang digunakan untuk investasi adalah sebesar AS\$180,23 juta, meningkat 19,49% atau senilai AS\$29,40 juta dibandingkan dengan tahun 2020 sebesar AS\$150,84 juta.

● Arus Kas dari Aktivitas Investasi (dalam Ribuan AS\$) Cash Flows from Investment Activities (in Thousands US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|-----------|-----------|-----------------------|---------|
| | | | Nominal Nominal | % |
| Arus Kas dari Aktivitas Investasi Cash Flows from Investing Activities | | | | |
| Pembayaran untuk pembelian aset tetap Payments for acquisition of fixed assets | (180,653) | (152,149) | (28,504) | 18.73 |
| Penerimaan hasil penjualan aset tetap Proceeds from disposal of fixed assets | 419 | 1,312 | (893) | (68.06) |
| Arus kas bersih digunakan untuk aktivitas investasi Net cash flows used in investing activities | (180,234) | (150,837) | (29,397) | 19.49 |

Cash Flows from Investment Activities

The Company's net cash flow used in investing activities increased in 2021, where the net cash flow used for investing was US\$180.23 million, an increase of 19.49% or US\$29.40 million compared to 2020 which amounted to US\$150.84 million.

Arus Kas dari Aktivitas Pendanaan

Arus kas bersih Perseroan yang digunakan dalam aktivitas pendanaan pada akhir tahun 2021 adalah sebesar AS\$34,52 juta, meningkat sebesar AS\$32,84 juta. Peningkatan ini terjadi karena adanya pembayaran dividen pada tahun 2021.

● Arus Kas dari Aktivitas Pendanaan (dalam Ribuan AS\$) Cash Flows from Financing Activities (in Thousands US\$)

| Uraian Description | 2021 | 2020 | Pertumbuhan Growth | |
|---|----------|---------|-----------------------|---------|
| | | | Nominal Nominal | % |
| Arus Kas dari Aktivitas Pendanaan Cash Flows from Financing Activities | | | | |
| Setoran modal dari Kepentingan non-pengendali Stock subscription from non-controlling interest | - | 10 | (10) | (100) |
| Pembayaran deviden Payments of dividend | (33,128) | - | (33,128) | (100) |
| Pembayaran liabilitas sewa Payments of lease liabilities | (1,314) | (1,512) | 198 | (13.10) |
| Pembayaran beban keuangan Payments of finance cost | (75) | (174) | (174) | (100) |
| Arus kas bersih digunakan untuk aktivitas pendanaan Net cash flows used in financing activities | (34,517) | (1,676) | (32,841) | 1.959 |

Cash Flows from Financing Activities

The Company's net cash flow used in financing activities at the end of 2021 was recorded at US\$34.52 million, increased by US\$32.84 million. The increased due to payments of dividends in 2021.

RASIO KEUANGAN

Financial Ratio

| Uraian Descriptions | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|--------|--------|--------|--------|---------|
| Rasio Likuiditas Liquidity Ratio | | | | | |
| Rasio Lancar Current Ratio | 4.97 | 4.33 | 4.31 | 3.60 | 4.62 |
| Rasio Cepat Quick Ratio | 4.00 | 3.43 | 3.22 | 2.85 | 3.71 |
| Rasio Leverage Leverage Ratio | | | | | |
| Rasio Liabilitas terhadap Ekuitas Debt to Equity Ratio | 15% | 15% | 14% | 17% | 20% |
| Rasio Liabilitas terhadap Aset Debt to Assets | 13% | 13% | 13% | 14% | 17% |
| Rasio Aktivitas Activity Ratio | | | | | |
| Periode Penagihan (Hari) Receivables Turnover (Days) | 31 | 39 | 53 | 67 | 89 |
| Periode Persediaan (Hari) Inventory Turnover (Days) | 100 | 108 | 86 | 76 | 97 |
| Rasio Profitabilitas Profitability Ratio | | | | | |
| Margin Laba Bersih Net Profit Margin | 17.39% | 10.83% | 7.34% | 7.79% | (2.43)% |
| Margin Laba Kotor Gross Profit Margin | 24.69% | 16.26% | 14.89% | 13.39% | 1.04% |
| Rasio Laba (Rugi) terhadap Pendapatan Operational Margin | 23.40% | 13.58% | 11.29% | 10.92% | (2.42)% |
| Rasio Laba (Rugi) terhadap Ekuitas Return on Equity (ROE) | 7.70% | 4.10% | 2.96% | 3.21% | (0.84)% |
| Rasio Laba (Rugi) terhadap Aset Return on Assets (ROA) | 6.70% | 3.58% | 2.58% | 2.75% | (0.70)% |

RASIO LIKUIDITAS

Rasio Likuiditas adalah ukuran yang dipergunakan untuk menghitung tingkat kemampuan perusahaan dalam memenuhi kewajiban jangka pendeknya. Hal ini tercermin dari tingkat Rasio Lancar 4,97 dan Rasio Cepat 4,00.

LIQUIDITY RATIO

Liquidity ratio is a measurement to calculate the company's ability level to meet the short-term obligation. This can be seen from Current Ratio level of 4.97 and Quick Ratio of 4.00.

RASIO KEUANGAN

Financial Ratio

RASIO LEVERAGE

Rasio Leverage adalah ukuran yang dipergunakan untuk menghitung tingkat kemampuan perusahaan dalam memenuhi segala kewajibannya apabila saat ini perusahaan dilikuidasi. Hal ini tercermin dari Rasio Total Liabilitas terhadap Aset 13% dan Rasio Liabilitas terhadap Ekuitas 15%.

RASIO AKTIVITAS

Rasio Aktivitas adalah ukuran yang dipergunakan untuk menghitung tingkat efektivitas perusahaan dalam memanfaatkan semua sumber daya yang ada pada pengendaliannya. Hal ini tercermin dari Rasio Perputaran Persediaan 100 hari dan Rasio Penagihan rata-rata 31 hari.

RASIO PROFITABILITAS

Rasio Profitabilitas atau rasio kemampulabaan perusahaan adalah ukuran yang dipergunakan untuk menghitung hasil akhir bersih dari berbagai kebijakan dan keputusan manajemen yang akan memberikan jawaban akhir tentang efektivitas manajemen dalam mengelola perusahaan. Hal ini tercermin dari Laba (Rugi) terhadap Ekuitas 7,70%; Laba (Rugi) terhadap Aset 6,70%; Margin Laba Kotor terhadap Penjualan 24,69%; Margin Laba Bersih terhadap Penjualan 17,39% dan Margin Laba (Rugi) terhadap Pendapatan 23,40%.

LEVERAGE RATIO

Leverage ratio is a measurement to calculate the company's ability in paying all the liabilities which leads to the acquisition of the company. This can be seen from Debt to Assets Ratio of 13% and Debt to Equity Ratio of 15%.

ACTIVITY RATIO

Activity Ratio is a measurement to calculate the effectiveness level of the company in utilizing all the resources in control. This can be seen from the Inventory Turnover Ratio of 100 days and Receivable Turnover Ratio of 31 days.

PROFITABILITY RATIO

Profitability Ratio or the company's Profitability Ratio is a measurement to calculate net results from some policies and management's decisions that will give the final answer for the effectiveness level of the management in managing the company. This can be seen from the Return on Equity of 7.70%; Return on Assets of 6.70%; Gross Profit Margin of 24.69%; Net Profit Margin 17.39% and Operational Margin 23.40%.

KEMAMPUAN MEMBAYAR HUTANG DAN TINGKAT KOLEKTIBILITAS PIUTANG PERUSAHAAN

Company's Ability to Pay Debt and Collectibility Rate on Receivable

KEMAMPUAN MEMBAYAR HUTANG

Rasio kemampuan membayar pinjaman terefleksikan dalam Rasio Lancar dan Rasio Cepat. Di akhir tahun 2021, Perseroan dalam posisi likuiditas yang sangat baik dan mengalami peningkatan dibandingkan tahun 2020. Rasio Lancar dan Rasio Cepat pada tahun 2021 adalah 4,97 dan 4,00.

Risiko Likuiditas muncul saat Perseroan memiliki kesulitan memperoleh pendanaan untuk memenuhi kewajiban jangka pendeknya. Risiko Likuiditas dikelola dengan menjaga kecukupan saldo Kas dan Setara Kas, melalui pemantauan arus kas perkiraan dan aktual serta mencocokkan waktu jatuh tempo atas Aset dan Liabilitas keuangan.

ABILITY TO PAY DEBT

Ability to pay debt is reflected in Current Ratio and Cash Ratio. At the end of 2021, the Company is in an excellent liquidity position and has improved compared to 2020. The Current Ratio and Quick Ratio in 2021 were 4.97 and 4.00.

Liquidity risk arises in situations where the Group has difficulties in obtaining funding. Prudent liquidity risk management implies maintaining sufficient cash and cash equivalents. The Group manages Liquidity Risk by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial Assets and Liabilities.

| Uraian Description | 2021 | 2020 |
|--|------|------|
| Rasio Likuiditas Liquidity Ratio | | |
| Rasio Lancar Current Ratio | 4.97 | 4.33 |
| Rasio Cepat Quick Ratio | 4.00 | 3.43 |

TINGKAT KOLEKTIBILITAS PIUTANG

Tingkat Kolektibilitas Piutang Perseroan tahun 2021 tercatat 31 hari, mengalami penurunan sebanyak 8 hari dibandingkan dengan tahun 2020 yang tercatat selama 39 hari. Berdasarkan hasil penelaahan keadaan akun piutang masing-masing pelanggan pada akhir tahun, manajemen berkeyakinan bahwa tidak diperlukan adanya penyisihan penurunan nilai atas kemungkinan kerugian atas tidak tertagihnya Piutang usaha pada tanggal 31 Desember 2021 dan 2020.

RECEIVABLE COLLECTIBILITY

Company's Receivable Collectibility in 2021 was recorded at 31 days, decreased by 8 days compared to 2020 which was recorded at 39 days. Based on a review of the status of each customer's receivable accounts at the end of the year, management believes that no provision for impairment is necessary to provide for losses from the potential Trade receivables of these accounts as of December 31st, 2021, and 2020.

KEMAMPUAN MEMBAYAR HUTANG DAN TINGKAT KOLEKTIBILITAS PIUTANG PERUSAHAAN

Company's Ability to Pay Debt and Collectibility Rate on Receivable

| Uraian Description | Satuan Unit | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|-------------------------------|--------|--------|---------|---------|---------|
| Rata-rata Saldo Piutang Pada Awal dan Akhir Tahun Trade Receivables Average Balance at Beginning & End of The Year | Ribu AS\$ US\$ Thousand | 81,014 | 83,668 | 115,772 | 144,913 | 156,097 |
| Lama Piutang yang Belum Terbayar (360/(Pendapatan/ Rata-rata Saldo Piutang Usaha)) Days of Unpaid Receivables (360/(Revenue/Average Trade Receivables Balance)) | Hari Days | 31 | 39 | 53 | 67 | 89 |



STRUKTUR MODAL DAN KEBIJAKAN STRUKTUR MODAL

Capital Structure and its Policy

STRUKTUR MODAL

Selama tahun 2021, rincian struktur modal yang dimiliki oleh Perseroan adalah 12,87% berasal dari liabilitas dan 87,13% berasal dari ekuitas. Struktur modal ini mengalami sedikit perubahan jika dibandingkan dengan tahun 2020 yaitu 12,71% berasal dari liabilitas dan 87,29% berasal dari ekuitas.

● Struktur Modal (dalam ribuan AS\$)

Capital Structure (in US\$ thousand)

| Uraian Description | 2021 | Komposisi Composition (%) | 2020 | Komposisi Composition (%) | Pertumbuhan Growth | |
|--|------------------|---------------------------------|------------------|---------------------------------|-----------------------|-------------|
| | | | | | Nominal Nominal | % |
| Liabilitas Jangka Pendek Short-Term Liabilities | 168,430 | 6.81 | 160,710 | 6.94 | 7,720 | 4.80 |
| Liabilitas Jangka Panjang Long-Term Liabilities | 149,937 | 6.06 | 133,560 | 5.77 | 16,377 | 12.26 |
| Jumlah Liabilitas Total Liabilities | 318,367 | 12.87 | 294,270 | 12.71 | 24,097 | 8.19 |
| Ekuitas Equity | 2,154,461 | 87.13 | 2,020,388 | 87.29 | 134,073 | 6.64 |
| Jumlah Total | 2,472,828 | 100 | 2,314,658 | 100 | 158,170 | 6.83 |

Kebijakan Manajemen atas Struktur Modal

Tujuan Grup dalam pengelolaan permodalan adalah untuk mempertahankan kelangsungan usaha Grup guna memberikan imbal hasil kepada pemegang saham dan manfaat kepada pemangku kepentingan lainnya serta menjaga struktur modal yang optimal.

Grup secara aktif dan rutin menelaah dan mengelola permodalannya untuk memastikan struktur modal dan pengembalian yang optimal bagi pemegang saham, dengan mempertimbangkan efisiensi penggunaan modal berdasarkan arus kas operasi dan belanja modal, serta mempertimbangkan kebutuhan modal di masa yang akan datang.

CAPITAL STRUCTURE

During 2021, the details of the Company's capital structure are 12.87% derived from liabilities and 87.13% comes from equity. This capital structure has changed slightly compared to 2020, into 12.71% from liabilities and 87.29% from equity.

Management Policy on Capital Structure

The Group's objective when maintaining capital is to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure.

The Group actively and regularly reviews and manages its capital to ensure the optimal capital structure and return to the shareholders, taking into consideration the efficiency of capital use based on operating cash flows, capital expenditures and also consideration of future capital needs.

STRUKTUR MODAL DAN KEBIJAKAN STRUKTUR MODAL Capital Structure and its Policy

Grup juga berusaha mempertahankan keseimbangan antara tingkat pinjaman dan posisi ekuitas untuk memastikan struktur modal dan pengembalian yang optimal. Pada tanggal 31 Desember 2021, struktur modal Grup didanai oleh ekuitas pemegang saham.

The Group also seeks to maintain a balance between the level of borrowing and the equity position in order to ensure the optimal capital structure and return. As at December 31st, 2021, the Group's capital structure is funded by shareholders' equity.

IKATAN YANG MATERIAL UNTUK INVESTASI BARANG MODAL Material Commitment for Capital Investment

Selama tahun 2021, Perseroan tidak memiliki ikatan material untuk investasi barang modal.

In 2021, the Company has no material commitment in capital investment.



REALISASI INVESTASI BARANG MODAL

Realization in Capital Investment

TUJUAN INVESTASI BARANG MODAL

Investasi barang modal bertujuan untuk pengembangan dan optimalisasi produksi dan pertumbuhan usaha Perseroan. Realisasi investasi barang modal tahun 2021 meliputi beberapa hal, yakni program pemeliharaan aset utama dan penunjang, substitusi dan efisiensi sumber energi, dan perbaikan lingkungan.

NILAI INVESTASI BARANG MODAL YANG DIKELUARKAN PADA TAHUN 2021

Realisasi belanja modal Perseroan secara keseluruhan pada tahun 2021 adalah sebesar AS\$173,42 juta termasuk AS\$30,9 juta yang dikategorikan sebagai proyek lingkungan hidup. Jumlah tersebut naik 8% dibanding realisasi tahun 2020 sebesar AS\$160,63 juta. Peningkatan ini disebabkan oleh pelaksanaan proyek pembangunan kembali tanur listrik 4 yang telah dimulai sejak Desember tahun 2021.

Seluruh investasi barang modal didanai menggunakan kas internal Perseroan. Perseroan tidak terpapar dengan risiko nilai tukar mata uang asing secara signifikan, karena sebagian besar belanja modal menggunakan mata uang dolar AS sebagai mata uang fungsional Perseroan.

● Realisasi investasi Perseroan (Juta AS\$) Company's Investment Realization (Million US\$)

| 2021 | 2020 | 2019 | 2018 | 2017 |
|-------|-------|-------|-------|------|
| 173.4 | 160.6 | 166.4 | 103.4 | 68.5 |

PURPOSE OF CAPITAL GOODS INVESTMENT

The capital investment are intended to improve and optimize the Company's production and its business growth. The capital investments in 2021 consisted of major and supporting asset maintenance programs, substitution and energy efficiency, and environmental improvement.

TOTAL CAPITAL INVESTMENT IN 2021

In 2021, the Company's Capital expenditure amounted to US\$173.42 million includes US\$30.9 million that was categorized as environmental projects. This amount increased by 8% compared to the realization in 2020 of US\$160.63 million. This increase was due to the execution of project furnace 4 rebuild that has been started in December 2021.

All capital investments were funded using the Company's internal funds. To prevent any significant foreign exchange rate exposure, the majority of spending is denominated in US\$, the Company's functional currency.

INFORMASI DAN FAKTA MATERIAL YANG TERJADI SETELAH TANGGAL LAPORAN AKUNTAN

Information and Material Facts Occurred after the Date of the Accountant's Report

RAPAT UMUM PEMEGANG SAHAM LUAR BIASA

Perseroan mengadakan RUPS Luar Biasa pada 19 Januari 2022 yang menyetujui antara lain, pengangkatan Deshnee Naidoo sebagai Presiden Komisaris, Hendi Prio Santoso sebagai Wakil Presiden Komisaris, Fabio Ferraz dan Dadan Kusdiana sebagai Komisaris, masing-masing menggantikan Mark J. Travers, Ogi Prastomiyono, Nicolas D. Kanter dan Rizal Sukma, efektif sejak penutupan RUPS Luar Biasa 2022 sampai dengan penutupan RUPS Tahunan 2024. Pengangkatan tersebut diusulkan berdasarkan surat Pencalonan Anggota Dewan Komisaris dan Komite Mitigasi Risiko PT Vale Indonesia Tbk tanggal 21 Desember 2021 yang diterima dari PT Indonesia Asahan Aluminium (Persero) serta surat Pencalonan Anggota Dewan Komisaris dan Komite Tata Kelola, Nominasi dan Remunerasi PT Vale Indonesia Tbk tanggal 24 Desember 2021 yang diterima dari VCL. Perubahan susunan Dewan Komisaris tersebut telah memperoleh penerimaan pemberitahuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No.AHU-AH.01.03-0069346 tanggal 31 Januari 2022 serta telah diberitahukan kepada Kementerian ESDM sebagaimana dibuktikan oleh Surat Perseroan No. 00092/CEO-J/I/2022 tertanggal 2 Februari 2022 tentang Pemberitahuan Perubahan Susunan Dewan Komisaris PT Vale Indonesia Tbk.

EXTRAORDINARY GENERAL MEETING OF SHAREHOLDERS

The Company held an Extraordinary GMS on January 19th, 2022, which approved among others, the appointment of Deshnee Naidoo as President Commissioner, Hendi Prio Santoso as Vice President Commissioner, Fabio Ferraz and Dadan Kusdiana as Commissioners, replacing Mark J. Travers, Ogi Prastomiyono, Nicolas D. Kanter and Rizal Sukma, respectively, effective at the closing of the 2022 Extraordinary GMS until the closing of the Annual GMS in 2024. The new appointments were proposed based on the letter of Nomination of Members of the Board of Commissioners and the Risk Mitigation Committee dated December 21st, 2021 from PT Indonesia Asahan Aluminium (Persero) and letter of Nomination of Members of the Board of Commissioners and the Governance, Nomination and Remuneration Committee dated December 24th, 2021 from VCL. The changes to the Board of Commissioners composition has obtained acceptance of notification from the Minister of Law and Human Rights in decision letter No. AHU-AH.01.03-0069346 dated January 31st, and has been notified to the Ministry of MEMR as evidenced by the Company's letter No. 00092/CEO-J/I/2022 dated February 2nd, 2022 on Notification of Changes to the Composition of the Board of Commissioners of PT Vale Indonesia Tbk.

PROSPEK USAHA TAHUN 2022

Business Prospect for 2022

Bank dunia memproyeksikan pertumbuhan ekonomi global menjadi 4,1% pada tahun 2022. Proyeksi ekonomi global ini sejalan dengan adanya peningkatan kasus varian baru COVID-19 dan juga kenaikan inflasi di sejumlah negara, dan adanya masalah rantai pasok global.

Pesatnya penyebaran COVID-19 varian baru ini menunjukkan bahwa dampak dari pandemi yang terjadi saat ini kemungkinan akan terus mengganggu aktivitas perekonomian dalam waktu dekat. Selain itu, juga terjadi perlambatan yang signifikan di negara-negara besar, termasuk Amerika Serikat dan Cina, akan membebani permintaan eksternal di negara-negara berkembang tersebut.

Indonesia harus bisa menjaga aspek kesehatan, mengingat selain ada risiko peningkatan kasus, ada juga potensi mutasi COVID-19 varian baru. Sebelumnya pemerintah telah memiliki pengalaman dalam menangani varian baru COVID-19, tentunya ini dapat menjadi acuan untuk menghadapi berbagai varian baru yang mungkin nantinya akan muncul. Misalnya dengan pelaksanaan vaksinasi untuk dosis ketiga yang bisa cepat direalisasikan secara merata danantisipasi dampak pembatasan aktivitas terhadap perekonomian.

Laporan Bank Dunia juga menyoroti masalah inflasi dalam waktu dekat. Hal ini disebabkan oleh kenaikan harga pangan global, kenaikan harga energi, dan terdapat gangguan terhadap pasokan di dunia. Proyeksi pemulihan ekonomi global pada 2022 akan berkontribusi pada kenaikan harga minyak dunia. Pemerintah mengatakan akan terus memperhatikan dinamika konflik perdagangan antar negara yang pada akhirnya dapat menahan harga minyak dunia.

The World Bank projects that global economic growth to be 4.1% by 2022. This global economic projection is in line with the increased number in cases of a new COVID-19 variant and also the increased inflation in a number of countries, and the existence of global supply chain problems.

The rapid transmission of the new COVID-19 variant shows that the impact of the current pandemic is likely to continue to disrupt economic activities in the near future. In addition, a significant slowdown in major economies, including the United States and China, will weigh on external demand in developing countries.

Indonesia must be able to maintain the health aspect, despite an increase in cases, there is also the potential for mutations in new variants of COVID-19. Previously, the government had experience in dealing with a new variant of COVID-19, of course this could be a reference for dealing with various new variants that might emerge later. For example, it is by implementation of vaccination for the third dose that can be given quickly and evenly and anticipation of impact of social restrictions on the economy.

The World Bank report also highlighted the problem of inflation in the near future. This is due to the increased global food prices, increased energy prices, and disruptions to supply in the world. Projection for global economic recovery in 2022 will contribute to the increase of world oil prices. The government said that they will continue to pay close attention to dynamics of trade conflicts between countries that could ultimately hold back world oil prices.

PROSPEK USAHA TAHUN 2022 Business Prospect for 2022

Pemerintah optimis pertumbuhan ekonomi Indonesia akan berada pada kisaran 5% - 5,5% yoy pada tahun 2022. Tingkat inflasi 2022 diperkirakan akan terus dapat dikendalikan yaitu dikisaran 3,0%. Sedangkan untuk nilai tukar Rupiah di tahun 2022 ini diperkirakan akan tetap stabil dan terjaga pada kisaran Rp14.350/AS\$.¹

Dari sisi komoditas, Morgan Stanley memperkirakan harga minyak mentah Brent naik akan menjadi AS\$100/barrel pada semester kedua tahun 2022.² Apabila harga minyak dunia terus mengalami kenaikan tentunya ini menjadi keuntungan untuk perekonomian Indonesia menjadi lebih tinggi. Setiap kenaikan harga minyak akan meningkatkan surplus anggaran, akan tetapi risiko anggaran akan tetap ada. Oleh karena itu, pemerintah sedang mempertahankan beban subsidi BBM dan subsidi listrik.

Di pasar dunia permintaan nikel diprediksi akan tetap mengalami pertumbuhan, dimana sekitar 70% dari produksi nikel dunia dikonsumsi oleh sektor baja tahan karat, sementara baterai hanya mengambil 5%.³ Permintaan di luar Cina diperkirakan akan menjadi pendorong utama pertumbuhan global dalam hal volume pada tahun 2022 dan konsumsi global diperkirakan akan meningkat pada tingkat pertumbuhan tahunan gabungan sekitar 7% antara tahun 2020 dan 2025. Permintaan nikel sektor baterai juga diperkirakan akan meningkat secara substansial, dengan banyak yang memperkirakannya mendekati 35% dari total permintaan pada akhir dekade ini.

Menurut *Global EV Outlook 2021* oleh *International Energy Agency*, jumlah EV di jalan di seluruh dunia mencapai 10 juta pada tahun 2020, meningkat 43% dari 2019.⁴ Sementara itu, laporan *Bloomberg New Energy Finance* memproyeksikan penjualan EV penumpang

The government is optimistic that Indonesia's economic growth will range 5.0% - 5.5% yoy in 2022. The inflation rate in 2022 is expected to be maintained under control at around 3.0%. As for the Rupiah exchange rate in 2022, it is expected to remain stable and secured at about Rp14,350/US\$.¹

In terms of commodities, Morgan Stanley estimated Brent crude oil price will increase to US\$100/barrel in the second semester of 2022.² In the event that world oil prices continue to increase, of course, this will give a higher benefit to Indonesia's economy. Any increase in oil prices will increase the budget surplus, but budget risks will remain. Therefore, the government is maintaining the burden of fuel subsidies and electricity subsidies.

In the world market, nickel demand is predicted to continue to grow, about 70% of the world's nickel production is consumed by the stainless steel sector, while batteries take up a modest 5%.³ Demand outside China is expected to be the main driver of global growth in volume terms in 2022 and global consumption is forecasted to rise at a compound annual growth rate of about 7% between 2020 and 2025. The battery sector's nickel demand is also expected to accelerate substantially, with many predicting it to be near 35% of total demand by the end of the decade.

According to International Energy Agency's *Global EV Outlook 2021*, the number of EVs on the road across the globe hit 10 million in 2020, a 43% increase from 2019.⁴ A *Bloomberg New Energy Finance* report, meanwhile, projects global passenger EV sales to rise from 3 million

¹ <https://www.bi.go.id/>

² <https://markets.businessinsider.com/>

³ <https://www.spglobal.com/>

⁴ <https://www.iea.org/>

PROSPEK USAHA Business Prospect

global meningkat dari 3 juta pada tahun 2020 menjadi 66 juta pada tahun 2040, bahkan tanpa dukungan kebijakan lebih lanjut. Nikel diharapkan memainkan peran penting di tengah proyeksi spektakuler dalam pertumbuhan EV dan perubahan revolusioner di masa depan perjalanan.

PT Vale terus mendorong ekspansi usaha dengan rencana pembangunan tiga fasilitas pengolahan dan pemurnian (*smelter*) di Sorowako, Bahodopi dan Pomalaa. Untuk Sorowako, rencana pengembangan dijalankan sesuai yang diamanatkan dalam amandemen KK untuk meningkatkan produksi sampai dengan 25%. Upaya peningkatan ini akan dilakukan dengan melakukan investasi yang bersifat *continuous improvement* dan diharapkan target produksi menjadi 90.000 ton nikel dapat tercapai sebelum berakhirnya KK.

Prospek usaha Perseroan di masa mendatang juga tak terlepas dari volatilitas harga nikel di pasar dunia, serta kemampuan mengendalikan faktor-faktor yang mempengaruhi biaya produksi termasuk pemakaian bahan bakar. Perseroan melakukan pendekatan pengendalian risiko untuk mengurangi potensi kerugian akibat volatilitas harga nikel dan bahan bakar. Secara bersamaan, Perseroan juga melakukan efisiensi biaya dan mencari perbaikan dalam proses, sehingga tetap kompetitif terhadap pergerakan harga nikel dunia. Salah satunya mengoptimalkan pemakaian bahan bakar karena mencapai sekitar 30% dari biaya produksi dalam beberapa tahun terakhir.

in 2020 to 66 million in 2040, even without further policy support. Nickel is expected to play an essential role amid spectacular projections in EV growth and revolutionary changes in the future of travel.

PT Vale continues to encourage its business expansion by planning the construction of three processing and refining facilities (*smelters*) in Sorowako, Bahodopi, and Pomalaa. For Sorowako, the development plan is carried out as mandated in the work contract amendment to increase production by up to 25%. This improvement effort will be made through an investment as a continuous improvement and it is expected that the production target of 90,000 tons nickel can be achieved by the expiration of the work contract.

The Company's future business prospect is also inseparable from the volatility of nickel prices in the world market, as well as the ability to control factors that affect production costs, including fuel consumption. The Company undertakes a risk control approach to reduce potential losses due to volatility in nickel and fuel prices. Simultaneously, the Company also performs cost efficiencies and seeks improvements in the process, so as to remain competitive to the movement of world nickel prices. One of the approaches is to optimize fuel consumption because it is around 30% of production costs in recent years.

PERBANDINGAN TARGET DAN REALISASI TAHUN 2021

Comparison Between Target and Realization in 2021

Setiap periode operasional, PT Vale melakukan evaluasi terhadap hasil-hasil operasional yang dicapai pada tahun buku. Ukuran kinerja berdasarkan target/proyeksi yang ditetapkan pada awal tahun anggaran dibandingkan dengan realisasi pada akhir tahun anggaran.

In the operational period, PT Vale evaluates its operational results achieved in the financial year. The performance measure is based on the target/projection that has been set at the beginning of the fiscal year compared to realization at the end of fiscal year.

Perbandingan antara target dan realisasi tahun 2021 dapat dilihat pada tabel berikut:

Comparison between target and realization for 2021 can be seen on this following table:

| Uraian Description | Target 2021 Target 2021 | Realisasi Realization 2021 | Pencapaian Achievement (%) |
|---|----------------------------|-------------------------------|-------------------------------|
| Produksi Nikel dalam Matte (Ton) Nickel in Matte Production (Tons) | 64,083 | 65,388 | 102.04 |
| Penjualan Nikel Matte (Ton) Nickel Matte Sales | 64,780 | 66,615 | 102.83 |
| Pendapatan (Juta AS\$) Revenue (Million US\$) | 683 | 953 | 139.53 |
| Belanja Modal (Juta AS\$) Capital Expenditure (Million US\$) | 210 | 173 | 82.38 |

TARGET/PROYEKSI TAHUN 2022

2022 Targets/Projection

PENDAPATAN, LABA, STRUKTUR MODAL, KEBIJAKAN DEVIDEN

REVENUE, PROFIT , CAPITAL STRUCTURE, DIVIDEN POLICY

Penyusunan target/proyeksi Perusahaan dilakukan dengan mempertimbangkan kondisi eksternal dan internal yang sangat mempengaruhi perkembangan bisnis Perseroan di tahun 2022. Target/ proyeksi Tahun 2022 dapat dilihat pada tabel berikut:

The preparation of the Company's target/projection is based on external and internal conditions that might impact its business development in 2022. Target for 2022 can be seen on this following table:

| Uraian Description | Target 2022 2022 Target |
|---|----------------------------|
| Produksi Nikel dalam Matte (Ton) Nickel in Matte Production (Tons) | 65,241 |
| Penjualan Nikel Matte (Ton) Nickel Matte Sales | 66,028 |
| Pendapatan (Juta AS\$) Revenue (Million US\$) | 928 |
| Belanja Modal (Juta AS\$) Capital Expenditure (Million US\$) | 209 |

ASPEK PEMASARAN

Marketing Aspects

STRATEGI PEMASARAN

Nikel matte dipasarkan secara khusus kepada VCL dan SMM sebagai pembeli, melalui mekanisme perjanjian penjualan jangka panjang. VCL dan SMM juga merupakan pemegang saham Perseroan, namun penetapan harga jual nikel matte tetap mengacu harga nikel pada LME. Penjualan nikel matte dilakukan dalam denominasi dolar AS, yang merupakan mata uang fungsional Perseroan.

Dengan perjanjian jangka panjang dan pembeli tetap, Perseroan tidak memerlukan strategi pemasaran termasuk promosi. Sampai dengan akhir tahun 2021 Perseroan tidak mengeluarkan biaya pemasaran. Secara berkala Perseroan bersama VCL dan SMM melakukan evaluasi atas perjanjian penjualan, sehingga diperoleh kesepakatan saling menguntungkan.

PANGSA PASAR

Total volume produksi nikel dalam matte Perseroan tahun 2021 sebanyak 65.388 ton. Jumlah tersebut mencapai sekitar 7% dari total pasokan nikel Indonesia ke pasar dunia sebanyak kurang lebih 900.000 ton, dan 3% dari total permintaan nikel dunia sekitar 2,6 juta ton.¹

MARKETING STRATEGY

Nickel matte is marketed solely to VCL and SMM as buyers, through a long-term sales agreement mechanism. VCL and SMM are also shareholders of the Company, and the selling price of nickel matte refers to the price of nickel on the LME. Nickel matte sales are denominated in US dollars, which is the Company's functional currency.

With a long-term agreement and regular buyers, the Company does not require marketing strategies including promotion. In 2021, the Company did not incur any marketing costs. Periodically the Company, together with VCL and SMM, evaluates the sales agreements to ensure that mutually beneficial agreements are reached.

MARKET SHARE

Total Company's nickel in matte production in 2021 was 65,388 tons. This accounted around 7% of Indonesia's total nickel supply of around 900,000 tons, and 3% of the total world nickel demand of around 2.6 million tons.¹

¹ Woodmac report Feb-2022

URAIAN MENGENAI DIVIDEN

Description of Dividend

KEBIJAKAN DIVIDEN

Kebijakan dividen Perseroan sesuai dengan prospektus saham dan diputuskan berdasarkan ketersediaan kas setelah memperhitungkan kebutuhan modal kerja, pembayaran pinjaman beserta bunganya, program-program investasi modal serta mempertimbangkan laba ditahan Perseroan kepada para pemegang saham dalam mata uang dolar Amerika Serikat dan mata uang asing lainnya. Sesuai ketentuan tersebut, dividen untuk pemegang saham asal Indonesia dibayarkan dalam mata uang rupiah, yang setara dengan nilai tukar per dolar Amerika Serikat dan dividen kepada pemegang saham asing dibayarkan dalam mata uang dolar Amerika Serikat.

DIVIDEND POLICY

The Company's dividend policy is in accordance with the share prospectus and is decided based on the availability of cash after taking into account working capital need, loan and its interest payments, capital investment programs as well as considering the Company's retained earnings to shareholders in United States dollar and other foreign currencies. In accordance with this regulation, dividends for shareholders from Indonesia are paid in rupiah, which is equivalent to the exchange rate per United States dollar and dividends for foreign shareholders are paid in United States dollar.

| Uraian Description | Tahun Buku 2019 2019 Fiscal Year | Tahun Buku 2020 2020 Fiscal Year |
|---|-------------------------------------|--|
| Tanggal pembayaran Date paid | - | 28 Mei 2021 May 28 th , 2021 |
| Dividen per lembar saham AS\$ (nilai penuh) Dividends per share US\$ (full amount) | - | 0.00333 |
| Jumlah AS\$ dalam ribuan Amount US\$ in thousands | - | 33,128 |
| Payout ratio Payout ratio | - | 19.98% |
| Tanggal dideklarasikan Date declared | - | 29 April 2021 April 29 th , 2021 |

REALISASI PENGGUNAAN DANA HASIL PENAWARAN UMUM

Realization on the Funds used from Public Offering

Sepanjang tahun 2021, Perseroan tidak lagi melakukan pelaporan atas realisasi penggunaan dana hasil penawaran umum.

Throughout 2021, the Company no longer submitted reports of realization of the funds used from public offering.

INFORMASI MATERIAL (INVESTASI, EKSPANSI, DIVESTASI, PENGGABUNGAN, AKUISISI, RESTRUKTURISASI UTANG/ MODAL, TRANSAKSI AFILIASI DAN TRANSAKSI YANG MENGANDUNG BENTURAN KEPENTINGAN) PADA TAHUN 2021

Material Information (Investment, Expansion, Divestment, Merger, Acquisition, Debt/Equity Restructuring, Affiliated Transaction and Conflict of Interest Transaction) in 2021

Sepanjang tahun 2021, tidak terdapat informasi material (investasi, ekspansi, divestasi, penggabungan, akuisisi, restrukturisasi utang/ modal, transaksi afiliasi dan transaksi yang mengandung benturan kepentingan).

Throughout 2021, there was no material information (investment, expansion, divestment, merger, acquisition, debt/ equity restructuring, affiliated transaction and conflict of interest transaction).



PERUBAHAN PERUNDANG-UNDANGAN YANG BERPENGARUH SIGNIFIKAN DAN DAMPAKNYA TERHADAP LAPORAN KEUANGAN

Amendment in Laws that Made Significant Impact to The Company And its Financial Statement

PERUBAHAN TERHADAP UNDANG-UNDANG PERTAMBANGAN MINERAL DAN BATUBARA

Pada tanggal 10 Juni 2020, Pemerintah menerbitkan Undang-Undang No. 3 Tahun 2020 tentang Perubahan atas Undang-Undang No. 4 Tahun 2009 Tentang Pertambangan Mineral dan Batubara. Berdasarkan kajian awal Perseroan, perubahan ini tidak memberikan dampak signifikan terhadap operasi Perseroan, mengingat hal-hal prinsip terkait operasi Perseroan telah diatur dalam KK 2014. Namun demikian, undang-undang ini mengatur beberapa kewajiban finansial tambahan bagi perusahaan pertambangan, termasuk dana ketahanan cadangan mineral dan kewajiban untuk melakukan eksplorasi lanjutan. Ketentuan lebih lanjut mengenai kewajiban ini akan diatur dalam peraturan pemerintah.

Pada bulan September 2021, Pemerintah menerbitkan Peraturan Pemerintah No. 96 Tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara. Pada tanggal laporan keuangan konsolidasian ini, Grup masih melakukan tinjauan dampak dari Peraturan Pemerintah tersebut, namun Perseroan yakin peraturan ini dapat memberikan dampak positif bagi Perseroan, termasuk sehubungan dengan kelanjutan usaha dan luas wilayah.

UNDANG-UNDANG CIPTA KERJA

Pada 5 Oktober 2020, Dewan Perwakilan Rakyat Republik Indonesia ("DPR") menyetujui Undang-undang Cipta Kerja ("RUU Cipta Kerja") - yang biasa dikenal dengan "Undang-Undang Omnibus", yang kemudian ditandatangani Presiden pada 2 November 2020. Undang-Undang Omnibus mengamandemen lebih dari 75 undang-undang, dan mengharuskan pemerintah pusat untuk menerbitkan lebih dari 30 peraturan

AMENDMENT TO THE MINERAL AND COAL MINING LAW

On June 10th, 2020, the Government issued Law No. 3 of 2020 on the Amendment to Law No. 4 of 2009 on Mineral and Coal Mining. Based on the Company's preliminary review, the amendment does not provide significant impacts on the Company's operations, as most of the Company's in principle matters have been covered in its 2014 CoW. The law, however, provides some additional financial obligation for mining companies, including mineral reserve resilience fund and continued exploration obligation. Details of these obligations are to be further regulated in a government regulation.

In September 2021, the Government issued Government Regulation No. 96 of 2021 on Implementation of Mineral and Coal Mining Business Activities. As at the date of these consolidated financial statements, the Group is still assessing the impact of the Government Regulation, however the Company believes that this regulation may potentially provide positive impacts to the Company, including in relation to continuity of operations and size of area.

JOB CREATION LAW

On October 5th, 2020, the Indonesian House of Representatives ("DPR") approved the job creation law - commonly known as the "Omnibus Law", which was later signed by the President on November 2nd, 2020. The Omnibus Law amended more than 75 current laws and will require the central government to issue more than 30 government regulations and other implementing regulations which must be issued within three months of

PERUBAHAN PERUNDANG-UNDANGAN YANG BERPENGARUH SIGNIFIKAN DAN DAMPAKNYA TERHADAP LAPORAN KEUANGAN

Amendment in Laws that Made Significant Impact to The Company And its Financial Statement



pemerintah dan peraturan pelaksana lainnya yang harus dikeluarkan dalam waktu tiga bulan setelah diundangkan Undang-Undang Omnibus. Undang-Undang Omnibus berfokus pada peningkatan kemudahan berusaha di Indonesia (diantaranya, menyederhanakan proses perizinan, menyederhanakan proses pengadaan tanah, memformalkan zona ekonomi, memberikan lebih banyak insentif untuk zona perdagangan bebas, dan mengubah undang-undang ketenagakerjaan).

Pada bulan Februari 2021, Pemerintah secara resmi menerbitkan 49 peraturan pelaksana atas Undang-Undang Omnibus. Diharapkan bahwa peraturan tersebut dapat memberikan dampak positif bagi Perseroan, baik untuk kegiatan operasional yang sudah ada maupun untuk investasi baru Perseroan.

its enactment. The Omnibus Law focuses on increasing the ease of doing business in Indonesia (e.g., simplifying licensing processes, simplifying land acquisition processes, formalizing economic zones, providing more incentives for free trade zones, and amending the labor law).

In February 2021, the Government officially enacted 49 implementing regulations of the Omnibus Law. It is expected that these regulations will provide positive impacts on the Company, both for the existing operations and for the new investments.

PERUBAHAN KEBIJAKAN AKUNTANSI

Changes in Accounting Policy

PSAK dan Interpretasi Standar Akuntansi Keuangan (“ISAK”) baru/revisi berikut telah diterbitkan dan berlaku efektif untuk tahun-tahun finansial pada atau setelah 1 Januari 2021 di bawah ini tidak menghasilkan perubahan kebijakan akuntansi Grup dan tidak memiliki dampak material terhadap jumlah yang dilaporkan di tahun berjalan atau tahun sebelumnya:

- Amandemen PSAK 71, Amandemen PSAK 55, Amandemen PSAK 60, Amandemen PSAK 62 dan Amandemen PSAK 73 - Reformasi Acuan Suku Bunga - Tahap 2
- Amandemen PSAK 73 - Konsesi sewa terkait Covid-19 setelah 30 Juni 2021
- Amandemen PSAK 22 - Kombinasi Bisnis - Definisi Bisnis
- Penyesuaian tahunan 2021 atas PSAK 1 - Penyajian Laporan Keuangan, PSAK 13 - Properti Investasi, PSAK 48 - Penurunan Nilai Aset, PSAK 66 - Pengaturan Bersama, ISAK 16 - Perjanjian Konsesi Jasa.

DAMPAKNYA TERHADAP LAPORAN KEUANGAN

Penerapan dari interpretasi dan penyesuaian-penyesuaian tidak memiliki dampak signifikan terhadap laporan keuangan konsolidasian.

The following new/revised SFAS and Interpretations of Financial Accounting Standards (“ISAK”) issued and effective for financial years starting on or after January 1st, 2021 did not result in changes to the Group’s accounting policies and had no material effect on the amounts reported for the current year or prior year:

- Amendment to SFAS 71, Amendment to SFAS 55, Amendment to SFAS 60, Amendment to SFAS 62 and Amendment to SFAS 73 - Interest Rate Benchmark Reform - Phase 2
- Amendment to SFAS 73 - Covid-19 related lease concessions beyond 30 June 2021
- Amendment to SFAS 22 – Business Combinations – Business Definition
- 2021 annual improvements to SFAS 1 - Presentation of Financial Statements, SFAS 13 - Investment Property, SFAS 48 - Impairment of Assets, SFAS 66 - Joint Arrangements, IFAS 16 - Service Concession Arrangements.

THE IMPACT TO FINANCIAL REPORT

The implementation of interpretations and adjustments have no significant impact on the consolidated financial statements.



An aerial photograph of a tropical village with numerous small houses and lush greenery, overlaid with a teal gradient. A yellow square is positioned to the right of the page number.

05

TATA KELOLA PERUSAHAAN

Corporate Governance

PENDAHULUAN

Introduction

Perseroan memiliki komitmen untuk menerapkan praktik-praktik terbaik tata kelola, baik dalam skala Nasional maupun Internasional. Perseroan meyakini bahwa pencapaian hasil kinerja yang baik sangat erat kaitannya dengan penerapan praktik-praktik tata kelola yang berpedoman pada prinsip-prinsip Tata Kelola Perusahaan yang Baik ("GCG"). Penerapan GCG secara konsisten juga menciptakan nilai tambah yang berkelanjutan bagi kepentingan para pemegang saham, masyarakat secara luas, dan para pemangku kepentingan lainnya, baik dalam jangka pendek maupun jangka panjang.

Upaya Perseroan dalam menerapkan GCG di tahun 2021 telah membuahkan pencapaian positif dan berhasil meraih penghargaan sebagai berikut:

The Company is committed to implement the best practices of governance, both in National and International scale. The Company believes that the good performance of the Company is closely related with the implementation of governance practices which refers to the Good Corporate Governance principles ("GCG"). The consistent implementation of GCG also creates a sustainable added value for shareholders, communities, and other stakeholders, both in short term or long term.

The Company's efforts for implementing GCG in 2021 resulted in positive achievement and received the following appreciations:

| No | Penghargaan Award | Kategori, Predikat Category, Predicate | Tanggal Diterima Received Date | Lembaga Pemberi Organizer |
|----|--|--|--|--|
| 1 | <i>Asia Sustainability Reporting Awards (ASRA) ke-6</i> | Laporan Keberlanjutan Terbaik Asia (Digital), Bronze | 19 Mei 2021 May 19 th , 2021 | CSRWorks International CSRWorks International |
| 3 | The 12 th CG Award 2021 | Top 50 Big Capitalization Public Listed Company | 31 Mei 2021 May 31 st , 2021 | Indonesian Institute for Corporate Directorship (IICDC) |
| 4 | Indonesia Best Corporate Secretary Awards | Indonesia Best Corporate Secretary Awards In Mining Sector | 29 Oktober 2021 October 29 th , 2021 | The Economics |
| 5 | <i>Asia Sustainability Reporting Rating (ASRRT) 2021</i> | Gold | 17 November 2021 November 17 th , 2021 | National Center for Sustainability Reporting (NCSR) National Center for Sustainability Reporting (NCSR) |
| 6 | Indonesia TOP GCG Awards 2021 | TOP GCG in Metal and Mineral Mining Sector 2021, Sub Sector Metal and Mineral Mining | 17 Desember 2021 December 17 th , 2021 | The Economics |

PENDAHULUAN Introduction

DASAR HUKUM PENERAPAN GCG

Penerapan GCG Perseroan merujuk kepada berbagai ketentuan peraturan perundang-undangan dan pedoman sebagai berikut:

1. Undang-undang Republik Indonesia No. 40 Tahun 2007 tentang Perseroan Terbatas dan peraturan pelaksanaannya (“UUPT”);
2. Undang-undang Republik Indonesia No. 8 Tahun 1995 tentang Pasar Modal;
3. Peraturan Otoritas Jasa Keuangan (“OJK”) dan Surat Edaran OJK yang terkait dengan penerapan GCG;
4. Peraturan Bursa Efek Indonesia;
5. Program kerja Tata Kelola Perusahaan Indonesia yang diterbitkan oleh OJK pada Januari 2014;
6. Asean Corporate Governance Scorecard (“ACGS”) yang digunakan di Asia Tenggara;
7. Pedoman umum GCG Indonesia yang dikeluarkan oleh Komite Nasional Kebijakan Governansi; dan
8. Anggaran Dasar serta kebijakan internal Perseroan.

SOSIALISASI KEBIJAKAN GCG

Sepanjang tahun 2021 Perseroan menyelenggarakan berbagai kegiatan dan program dalam rangka menanamkan nilai-nilai GCG sebagai bagian dari budaya Perseroan.

● Bentuk Kegiatan Sosialisasi Kebijakan GCG Tahun 2021 Socialization Activities on GCG Policies in 2021

| Kegiatan Activity | Pelaksanaan dan Frekuensi Kegiatan Implementation and Frequency of Activities | Sasaran Kegiatan Audience Target |
|---|---|--|
| Pelatihan penyegaran anti korupsi Anti-Corruption Training Refresher | dilaksanakan setiap tahun secara dalam jaringan (“daring”) online on annual basis | Seluruh karyawan All employees |
| <i>Action for Integrity</i> | dilaksanakan setiap tahun secara daring online on annual basis | Direksi dan seluruh karyawan Board of Directors and all employees |
| <i>Global Safety</i> | dilaksanakan setiap tahun secara daring online on annual basis | Direksi dan seluruh karyawan Board of Directors and all employees |
| <i>Reflection Day</i> | dilaksanakan setiap tahun secara daring online on annual basis | Direksi dan seluruh karyawan Board of Directors and all employees |
| Lokakarya Tata Kelola Governance Workshop | dilaksanakan setiap tahun secara daring online on annual basis | Direksi dan seluruh karyawan Board of Directors and all employees |

LEGAL BASIS FOR GCG IMPLEMENTATION

The implementation of the Company’s GCG refers to the following regulations and guidelines:

1. Law of the Republic of Indonesia No.40 of 2007 on Limited Liability Companies and its implementing regulations (“UUPT”);
2. Law of the Republic of Indonesia No. 8 of 1995 on Capital Market;
3. Regulations of the Financial Services Authority (“OJK”) and Circular Letters of OJK related to the implementation of GCG;
4. Regulations of the Indonesia Stock Exchange
5. Indonesian Corporate Governance Roadmap issued by OJK in January 2014;
6. Asean Corporate Governance Scorecard (“ACGS”) applied in South-east Asia;
7. Indonesian general guidelines of GCG issued by National Governance Policy Committee; and
8. Articles of Association and internal policies of the Company.

GCG POLICY SOCIALIZATION

During 2021, the Company conducted various activities and programs to instill GCG values as part of the Company’s culture.

PENDAHULUAN

Introduction

Selain kegiatan rutin diatas Perseroan juga melakukan kegiatan dalam rangka mewujudkan salah satu nilai Perseroan, “Menghargai Karyawan”, yaitu dengan merayakan keberagaman dan membangun inklusivitas. Tema program yang dipilih untuk tahun 2021 adalah “Menedukasi”. Sejalan dengan tema tersebut kegiatan yang dilakukan oleh Perseroan antara lain, *Diversity and Inclusion Country Workshop* di bulan Juli 2021, serta dua sesi pelatihan di akhir tahun yang diselenggarakan bekerja sama dengan Indonesia Professional Development Center (“IPDC”). Informasi lebih lanjut mengenai program Keberagaman dan Inklusivitas Perseroan tersedia di Laporan Keberlanjutan.

STRUKTUR GCG PERSEROAN

Sesuai ketentuan UUPT, Perseroan memiliki struktur tata kelola yang terdiri atas tiga organ utama, yakni RUPS, Dewan Komisaris dan Direksi. Setiap organ memiliki peran penting dalam penerapan GCG, sesuai dengan fungsi, tugas, dan tanggung jawab masing-masing.

- Dewan Komisaris didukung Komite Audit, Komite Tata Kelola, Nominasi dan Remunerasi, dan Komite Mitigasi Risiko.
- Direksi didukung Unit Audit Internal, Sekretaris Perusahaan dan Unit Manajemen Risiko.

Aside from the above routine agenda, the Company also conducted activities as an embodiment of one of Corporate values, “Value Our People”, which celebrating diversity and building inclusivity. The theme for 2021 is “Educating”. In line with this theme, the activity organized by the Company among others, Diversity and Inclusion Country Workshop in July 2021, and two training sessions at the end of the year in cooperation with Indonesia Professional Development Center (“IPDC”). Further information on Diversity and Inclusivity program of the Company is available in Sustainability Report.

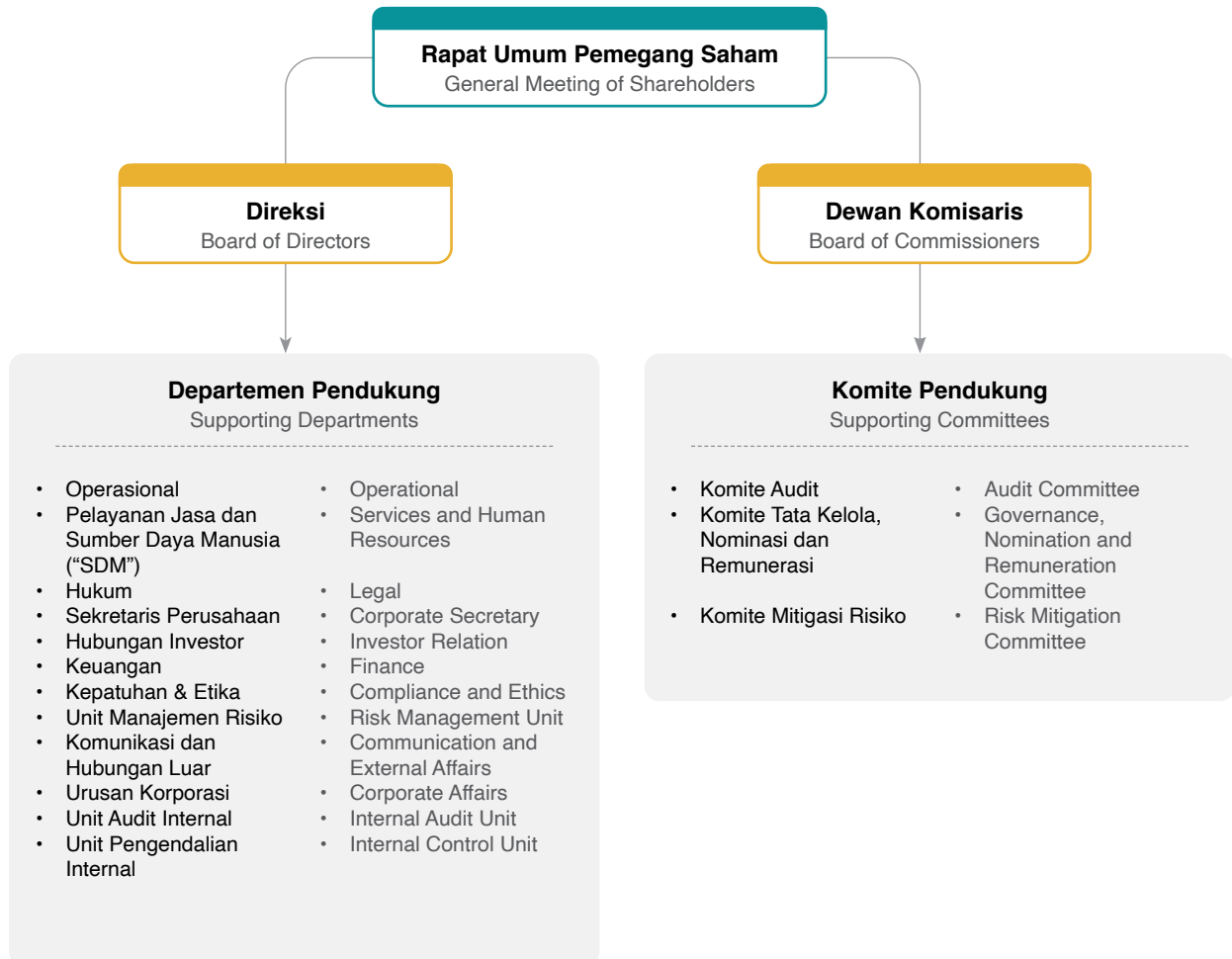
COMPANY’S GCG STRUCTURE

Pursuant to UUPT, the Company has a governance structure consisting of three main organs, namely the GMS, the Board of Commissioners and the Board of Directors. Each organ plays an important role in the GCG implementation, in accordance with their respective functions, duties and responsibilities.

- The Board of Commissioners is supported by the Audit Committee, the Governance, Nomination and Remuneration Committee and the Risk Mitigation Committee.
- The Board of Directors is supported by the Internal Audit Unit, Corporate Secretary and the Risk Management Unit.

PENDAHULUAN Introduction

● **Struktur GCG Perseroan**
Company's GCG Structure



KEBIJAKAN GCG

GCG Policy

Perseroan senantiasa menerapkan Pedoman Tata Kelola Perusahaan Terbuka yang mencakup 5 aspek, 8 prinsip serta 25 rekomendasi, sebagaimana diatur dalam POJK No.21/POJK.04/2015 Tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka, dan Surat Edaran OJK No.32/SEOJK.04/2015 Tentang Pedoman Tata Kelola Perusahaan Terbuka.

Peningkatan penerapan GCG juga dilakukan dengan mengadopsi perubahan peraturan perundang-undangan yang berlaku dan praktik-praktik terbaik pada piagam, norma, aturan internal, prosedur pengoperasian baku, serta proses bisnis. Penyesuaian dilakukan untuk mendukung pencapaian Komitmen 2030 Vale Global, sebagai operator berkelanjutan, katalis pembangunan lokal dan agen keberlanjutan global, dalam rangka mendukung Agenda Tujuan Pembangunan Berkelanjutan (SDGs) 2030.

KERANGKA GCG

Dalam rangka penerapan GCG yang berkelanjutan, Perseroan memiliki kerangka GCG yang berfungsi sebagai pedoman dan sesuai dengan peraturan perundang-undangan yang berlaku, sebagai berikut:

1. Anggaran Dasar Perseroan
2. Kode Perilaku
3. Norma Pengadaan
4. Piagam Direksi dan Dewan Komisaris
5. Piagam Komite-Komite
 - a. Piagam Komite Tata Kelola, Nominasi dan Remunerasi
 - b. Piagam Komite Audit
 - c. Piagam Komite Mitigasi Risiko
6. Piagam Unit Kerja
 - a. Piagam Unit Audit Internal
 - b. Piagam Sekretaris Perusahaan
 - c. Piagam Unit Manajemen Risiko

The Company has implemented the Corporate Governance Guidelines for Public Companies that includes 5 aspects, 8 principles, and 25 recommendations as set forth in POJK No.21/POJK.04/2015 regarding Implementation of the Corporate Governance Guidelines for Public Companies and OJK Circular Letter No. 32/SEOJK.04/2015 on Corporate Governance for Public Companies.

The GCG implementation improvement is conducted by adopting changes to the prevailing laws and regulations as well as best practices on charters, norms, internal policies, standard operating procedures and business processes. Alignment is required to support the Company in achieving the 2030 Vale Global Commitment as sustainable operator, local development catalyst and global sustainability agency, in order to support the Sustainable Development Growth agenda 2030.

GCG STRUCTURE

For a sustainable GCG implementation, the Company has GCG framework as a guideline and in accordance with applicable laws and regulations, as follows:

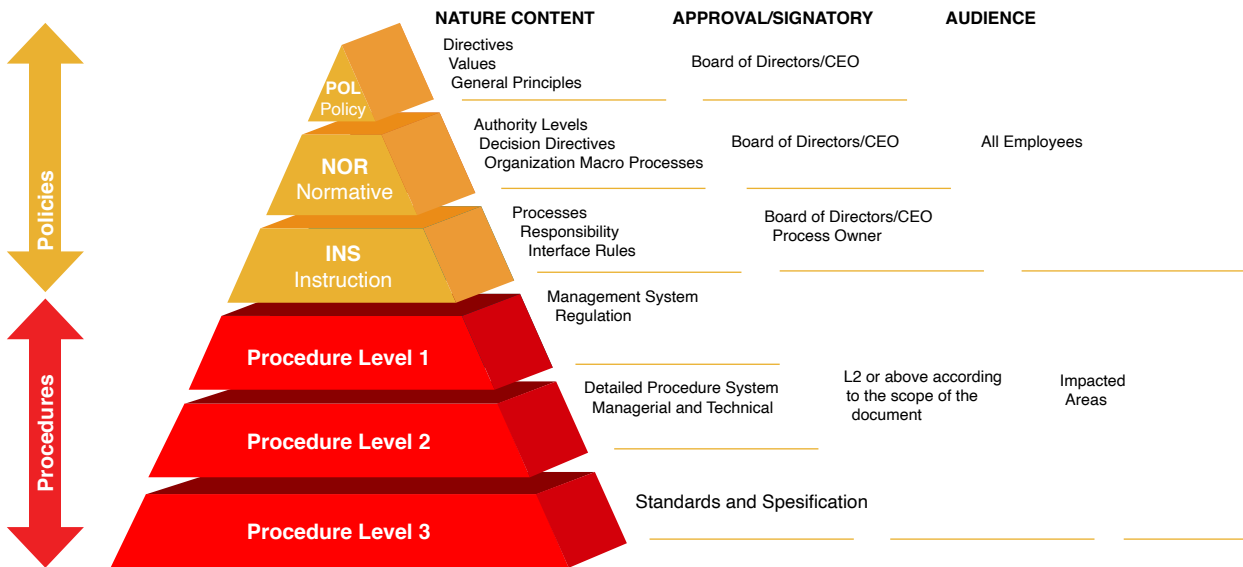
1. The Company's Articles of Association
2. Code of Conduct
3. Procurement Norm
4. Charters of the Board of Directors and the Board of Commissioners
5. Charter of the Committee's
 - a. Charter of the Governance, Nomination and Remuneration Committee
 - b. Charter of the Audit Committee
 - c. Charter of the Risk Mitigation Committee
6. Working Unit's Charter
 - a. Charter of the Internal Audit Unit
 - b. Charter of the Corporate Secretary
 - c. Charter of the Risk Management Unit

KEBIJAKAN GCG GCG Policy

- | | |
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| <p>7. Regulasi Internal</p> <ul style="list-style-type: none"> a. Kebijakan Proses Nominasi dan Remunerasi b. Norma Delegasi Kewenangan c. Kebijakan Transaksi Afiliasi dan Benturan Kepentingan d. Kebijakan Perdagangan Efek <p>8. Prosedur Pengoperasian Baku</p> <ul style="list-style-type: none"> a. Prosedur yang mengatur Proses dan Manajemen b. Standar Operasional untuk Proses Tata Kelola | <p>7. Internal Regulations</p> <ul style="list-style-type: none"> a. Nomination and Remuneration Process Policy b. Delegation of Authority Norm c. Affiliated and Conflict of Interest Transactions Policy d. Securities Trading Policy <p>8. Standard Operating Procedures</p> <ul style="list-style-type: none"> a. Process and Management Procedures b. Governance Process Operating Procedures |
|--|--|



KEBIJAKAN GCG GCG Policy



| | |
|--|--|
| Kebijakan (POL) Policies (POL) | Menetapkan secara umum pedoman serta prinsip-prinsip dan nilai-nilai Perseroan. Determines common guidelines as well as the Company's principles and values. |
| Norma (NOR) Norms (NOR) | Menentukan otoritas, ketentuan umum dan batasan kewenangan terkait proses pengambilan keputusan makro maupun hal-hal yang memiliki relevansi bagi Perseroan secara keseluruhan, termasuk melengkapi dan merinci kebijakan sebagaimana diperlukan. Defines authorities, general provisions and authority limits associated with macro decision-making processes, or matters that are relevant to the Company as a whole, including completing and detailing the policies as deemed necessary. |
| Instruksi (INS) Instructions (INS) | Menjabarkan aturan bagi proses yang saling terkait (atau berhubungan satu dengan lainnya) dan tanggung jawab yang melibatkan unit-unit organisasi yang berbeda, sesuai dengan Kebijakan dan Norma. Terdapat kajian oleh Direksi dan ditandatangani oleh Presiden Direktur bersama Pemilik Proses yang bertanggung jawab untuk proses dan/atau aturan yang saling terkait sebagaimana dimuat dalam dokumen tersebut. Describes rules for interrelated processes (or interfaces between processes) and responsibilities that involve distinct organizational units, in accordance with Policies and Norms. The Board of Directors review is signed by the President Director, jointly with the Process Owner responsible for the interrelated processes and/or rules contained in the document. |
| Prosedur Procedures | Merujuk pada rincian suatu proses. Refers to the process details. |

PENERAPAN PEDOMAN TATA KELOLA PERUSAHAAN

Implementation of Corporate Governance Guidelines

Perseroan terus berupaya meningkatkan kualitas kinerja penerapan tata kelola yang lebih baik, sesuai dengan Pedoman Tata Kelola Perusahaan Terbuka. Pada tahun 2021, Perseroan melakukan pengkinian Piagam Dewan Komisaris, Komite Audit dan Komite Mitigasi Risiko untuk meningkatkan penerapan GCG.

The Company continues to improve the quality of better governance performance, in accordance with the Corporate Governance Guidelines for Public Companies. In 2021, the Company updated the Charters of the Board of Commissioners, Audit Committee and the Risk Mitigation Committee.

Aspek 1 Hubungan Perusahaan Terbuka dengan Pemegang Saham Dalam Menjamin Hak-Hak Pemegang Saham

First Aspect Relationship of the Public Company with Shareholders in Protecting the Shareholders' Rights

Prinsip 1 | Principle 1 Meningkatkan Nilai Penyelenggaraan | RUPS Improving the Value of GMS

- 1.1 Perusahaan terbuka memiliki cara atau prosedur teknis pengumpulan suara (*voting*) baik secara terbuka maupun tertutup yang mengedepankan independensi dan kepentingan pemegang saham.

Public companies have technical ways or procedures for voting, either openly or closed, that promote shareholders' independence and interests

Rekomendasi ini telah dilaksanakan Perseroan. Tata cara mengenai pengambilan suara baik secara terbuka maupun secara tertutup diatur di dalam Pasal 25 Anggaran Dasar Perseroan. Dalam pelaksanaan RUPS Tahunan 2021, mekanisme pengambilan suara merupakan bagian dari tata tertib rapat yang disampaikan kepada para pemegang saham di awal rapat maupun di situs web Perseroan pada tanggal pengumuman RUPS. Perseroan telah menunjuk PT Bima Registra sebagai Biro Administrasi Efek Perseroan sejak tanggal 1 Agustus 2019 untuk melakukan proses penghitungan suara dan/ atau validasi.

The Company has complied with this recommendation. The procedures for voting, whether open or closed, are regulated in Article 25 of the Company's Articles of Association. At the 2021 Annual GMS, the voting mechanism was part of the meeting procedures explained to the Shareholders at the beginning of the meeting, or on the Company's website on the GMS announcement date. The Company appointed PT Bima Registra as the Company's Securities Administration Bureau since August 1st, 2019 to be in charge of the vote counting and/or validation processes.

- 1.2 Seluruh anggota Direksi dan anggota Dewan Komisaris perusahaan terbuka hadir dalam RUPS Tahunan.

All members of the Board of Directors and the Board of Commissioners are present at the Annual GMS.

Rekomendasi ini belum dapat dilaksanakan oleh Perseroan dikarenakan sebagian anggota Dewan Komisaris tidak berdomisili di Indonesia. Seluruh anggota Direksi dan sebagian besar anggota Dewan Komisaris Perseroan terbuka hadir dalam RUPS Tahunan 2021 maupun RUPS Luar Biasa 2021, baik secara fisik maupun secara virtual.

The Company has not yet complied with this recommendation since some members of the Board of Commissioners are not domiciled in Indonesia. All members of the Board of Directors and the majority of members of the Board of Commissioners were present at the 2021 Annual GMS and 2020 Extraordinary GMS, physically and virtually.

- 1.3 Ringkasan risalah RUPS tersedia dalam situs web Perusahaan Terbuka paling sedikit selama periode satu tahun.

A summary of the GMS minutes is made available on the Public Companies website at least within one year period.

Rekomendasi ini telah dilaksanakan Perseroan. Risalah RUPS Tahunan 2021 dan Risalah RUPS Luar Biasa 2021 dapat diakses serta diunduh setiap waktu melalui situs web Perseroan.

The Company has complied with this recommendation. Minutes of the 2021 Annual GMS and the 2021 Extraordinary GMS are accessible and can be downloaded at any time through the Company's website.

PENERAPAN PEDOMAN TATA KELOLA PERUSAHAAN

Implementation of Corporate Governance Guidelines

Prinsip 2 | Principle 2

Meningkatkan Kualitas Komunikasi Perusahaan Terbuka dengan Pemegang Saham atau Investor

Improving the Quality of Public Company's Communications with Shareholders or Investors

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|--|---|
| <p>2.1 Perusahaan Terbuka memiliki suatu kebijakan komunikasi dengan pemegang saham atau investor. The Public Company has a communication policy with shareholders or investors.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan dengan memiliki Kebijakan Administrasi Saham internal yang antara lain mengatur tentang prosedur korespondensi dengan pemegang saham atau investor. The Company has complied with this recommendation by having an internal Shares Administration Policy that includes, setting out the correspondence procedures with shareholders or investors.</p> |
| <p>2.2 Perusahaan Terbuka mengungkapkan kebijakan komunikasi dengan pemegang saham atau investor dalam situs web. The Public Company discloses its communication policy with Shareholders or investors on its website.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan dengan menyediakan akses komunikasi bagi pemegang saham atau investor melalui menu Investor pada situs web Perseroan. The Company has complied with this recommendation by providing communication access for shareholders or investors through the Investors menu on the Company's website.</p> |

Aspek 2

Fungsi dan Peran Dewan Komisaris

Second Aspect

Function and Role of the Board of Commissioners

Prinsip 3 | Principle 3

Memperkuat Keanggotaan dan Komposisi Dewan Komisaris

Strengthening the Board of Commissioners' Membership and Composition

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| <p>3.1 Penentuan jumlah anggota Dewan Komisaris mempertimbangkan kondisi Perusahaan Terbuka. Determining the number of Board of Commissioners' members shall be based on consideration of the Public Companies condition.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan sebagaimana tercermin dalam ketentuan Anggaran Dasar Perseroan, Piagam Dewan Komisaris, Kebijakan Proses Nominasi dan Remunerasi, serta peraturan terkait lain. The Company has complied with this recommendation as reflected in the Company's Articles of Association, the Board of Commissioners Charter, Nomination and Remuneration Process Policy and other related regulations.</p> |
| <p>3.2 Penentuan komposisi anggota Dewan Komisaris memperhatikan keberagaman keahlian, pengetahuan dan pengalaman yang dibutuhkan. Determining the composition of Board of Commissioners' members shall consider the diversity of required expertise, knowledge and experience.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Perseroan menetapkan kualifikasi dan persyaratan calon anggota Dewan Komisaris, yang dinyatakan dalam Anggaran Dasar Perseroan, Piagam Dewan Komisaris, Kebijakan Proses Nominasi dan Remunerasi, serta peraturan terkait lain. The Company has complied with this recommendation. The Company determines the qualification and criteria for candidate members of the Board of Commissioners as set forth in the Articles of Association, Charter of the Board of Commissioners, Nomination and Remuneration Process Policy and other related regulations.</p> |

PENERAPAN PEDOMAN TATA KELOLA PERUSAHAAN

Implementation of Corporate Governance Guidelines

Prinsip 4 | Principle 4

Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Dewan Komisaris

Improving the implementation of the Quality of Board of Commissioners' Duties and Responsibilities

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| <p>4.1 Dewan Komisaris mempunyai kebijakan penilaian sendiri untuk menilai kinerja Dewan Komisaris. The Board of Commissioners has a self-assessment policy to assess its performance.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Ketentuan penilaian kinerja Dewan Komisaris tercantum dalam Piagam Dewan Komisaris dan dilakukan dengan penilaian sendiri berdasarkan kriteria yang telah disepakati Dewan Komisaris. The Company has complied with this recommendation. Provisions for the Board of Commissioners' performance assessments are set forth in the Board of Commissioners' Charter and are carried out by self-assessment based on criteria agreed upon by the Board of Commissioners.</p> |
| <p>4.2 Kebijakan penilaian sendiri untuk menilai kinerja Dewan Komisaris harus diungkapkan melalui Laporan Tahunan Perusahaan Terbuka. The Board of Commissioners' self assessment policy for performance assessments shall be disclosed in the Public Company Annual Report.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Laporan ini telah mencantumkan perihal penilaian kinerja Dewan Komisaris dalam bahasan mengenai Dewan Komisaris, pada halaman 262. The Company has complied with this recommendation. This Report includes the Board of Commissioners' performance assessment in the Board of Commissioners' discussion section that can be found on page 262.</p> |
| <p>4.3 Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan. The Board of Commissioners has a policy related to the resignation of Board of Commissioners' members if there is involvement in a financial crime.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Sejak tahun 2018, Perseroan telah memiliki kebijakan khusus yang dimuat di dalam Piagam Dewan Komisaris untuk pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan. Secara umum, hal-hal yang bisa membuat anggota Dewan Komisaris mengundurkan diri, diatur dalam Anggaran Dasar Perseroan dan mengacu pada peraturan perundang-undangan yang berlaku, termasuk dalam hal keterlibatan dalam kejahatan keuangan. The Company has complied with this recommendation. Since 2018, the Company has a particular policy, stipulated in the Board of Commissioners' Charter, related to the resignation of members of the Board of Commissioners if they are involved in a financial crime. In general, matters that may cause the resignation of a member of the Board of Commissioners shall refer to the provisions set forth in the Articles of Association and prevailing laws and regulations, including involvement in financial crime.</p> |
| <p>4.4 Dewan Komisaris atau komite yang menjalankan fungsi nominasi dan remunerasi harus menyusun kebijakan suksesi sebagai bagian dari proses nominasi anggota Direksi. The Board of Commissioners or Committee that conducts the nomination and remuneration functions must establish a succession policy as part of the nomination process of the Board of Directors' members.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Perseroan memiliki Kebijakan Proses Nominasi dan Remunerasi yang antara lain mengatur suksesi dan proses nominasi anggota Direksi. Kebijakan dibuat dalam dua versi, yaitu bahasa Indonesia dan bahasa Inggris, serta dapat diakses dan diunduh melalui situs web Perseroan. The Company has complied with this recommendation. The Company has a Nomination and Remuneration Process Policy that includes the succession and nomination processes for the Board of Directors members. The Policy is prepared in Indonesian and English and can be accessed and downloaded through the Company's website.</p> |

PENERAPAN PEDOMAN TATA KELOLA PERUSAHAAN

Implementation of Corporate Governance Guidelines

Aspek 3

Fungsi dan Peran Direksi

Third Aspect

Function and Role of the Board of Directors

Prinsip 5 | Principle 5

Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Direksi

Improving the Quality of Board of Directors Duties and Responsibilities

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| <p>5.1 Penentuan jumlah anggota Direksi harus mempertimbangkan kondisi perusahaan terbuka serta efektivitas dalam proses pengambilan keputusan. Determining the number of Board of Directors' members shall consider the public company condition and effectiveness in decision-making processes.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Pemilihan dan penetapan anggota Direksi pada RUPS Tahunan 2021 telah dilakukan dan dilaksanakan, dengan mempertimbangkan kondisi Perseroan. Masa keanggotaan Direksi saat ini akan berlaku hingga RUPS Tahunan 2024. The Company has complied with this recommendation. The selection and determination of the Board of Directors' members at the 2021 Annual GMS has been conducted and implemented by considering the condition of the Company. The term of the current Board of Directors' members shall be valid until the Annual GMS 2024.</p> |
| <p>5.2 Penentuan komposisi anggota Direksi memperhatikan, keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan. Determining the composition of Board of Directors' members shall be based on considering the diversity of the required expertise, knowledge and experience.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Pemilihan dan penetapan anggota Direksi pada RUPS Tahunan 2020 dan 2021 telah dilakukan dan dilaksanakan dengan mempertimbangkan keberagaman keahlian, pengetahuan dan pengalaman yang dibutuhkan. The Company has complied with this recommendation. The Board of Directors' members were selected and determined at the 2020 and 2021 Annual GMS and took into account the required expertise, knowledge and experience diversity</p> |
| <p>5.3 Anggota Direksi yang membawahi bidang akuntansi atau keuangan memiliki keahlian dan/ atau pengetahuan di bidang akuntansi. The Board of Directors' member who is liable for accounting or finance must have accounting expertise and/or knowledge.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Bernardus Irmanto selaku Direktur yang bertanggung jawab atas pengelolaan keuangan Perseroan, telah menyelesaikan program Global Executive MBA dari University of California, Los Angeles dan National University of Singapore. The Company has complied with this recommendation. Bernardus Irmanto as the Director responsible for the Company's finance management completed a Global Executive MBA program at the University of California, Los Angeles and the University of Singapore.</p> |

Prinsip 6 | Principle 6

Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Direksi

Improving the Quality of Board of Directors Duties and Responsibilities

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| <p>6.1 Direksi mempunyai kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Direksi. The Board of Directors has a self-assessment policy to assess its performance.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Mekanisme penilaian sendiri (<i>self-assessment</i>) Direksi untuk tahun 2021 dilakukan melalui metode perbandingan antara target dan pencapaian Perseroan secara aktual, sesuai dengan bidang tanggung jawab masing-masing anggota Direksi. The Company has complied with this recommendation. The Board of Directors' self-assessment mechanism for 2021 was conducted through a comparative method of Company targets and actual achievement, in accordance with the areas of responsibility for each member of the Board of Directors.</p> |
| <p>6.2 Kebijakan penilaian sendiri (<i>self-assessment</i>) untuk menilai kinerja Direksi diungkapkan melalui Laporan Tahunan Perusahaan Terbuka. The self-assessment policy to assess the Board of Directors' performance is disclosed in the Public Company Annual Report.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Laporan ini telah mencantumkan perihal penilaian kinerja Direksi dalam bahasan mengenai Direksi di halaman 263. The Company has complied with this recommendation. This Report has disclosed the Board of Directors' performance assessment in information on the Board of Directors page 263.</p> |

PENERAPAN PEDOMAN TATA KELOLA PERUSAHAAN Implementation of Corporate Governance Guidelines

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| <p>6.3 Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan. The Board of Directors has a policy related to the resignation of Board of Directors' members if there is involvement in a financial crime</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Sejak tahun 2018, Perseroan telah memiliki kebijakan khusus yang dimuat di dalam Piagam Direksi untuk pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan. Secara umum, hal-hal yang bisa membuat anggota Direksi mengundurkan diri, diatur dalam Anggaran Dasar Perseroan dan mengacu pada peraturan perundang-undangan yang berlaku, termasuk dalam hal keterlibatan dalam kejahatan keuangan. The Company has complied with this recommendation. Since 2018, the Company has a particular policy stipulated in the Board of Directors' Charter related to the resignation of a member of the Board of Directors if he/she is involved in a financial crime. In general, matters that may cause the resignation of a member of the Board of Directors shall refer to the provision set forth in the Articles of Association and prevailing laws and regulations, including due to involvement in financial crime.</p> |
|---|---|

Aspek 4 Partisipasi Pemangku Kepentingan

Fourth Aspect Stakeholders Participation.

Prinsip 7 | Principle 7 Meningkatkan Aspek Tata Kelola Perusahaan melalui Partisipasi Pemangku Kepentingan Improving Corporate Governance Aspects through Stakeholder Participation

| | |
|---|--|
| <p>7.1 Perusahaan Terbuka memiliki kebijakan untuk mencegah terjadinya <i>insider trading</i>. The Public Company has a policy to prevent insider trading</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Perseroan memiliki Kebijakan Perdagangan Efek, yang antara lain mengatur pencegahan terjadinya perdagangan orang dalam (<i>insider trading</i>). Kebijakan tersebut dibuat dalam Bahasa Indonesia dan Bahasa Inggris serta dapat diakses diunduh melalui situs web Perseroan. Selama periode pelaporan tidak dilaporkan terjadinya <i>insider trading</i>. The Company has complied with this recommendation. The Company has a Security Trading Policy that includes the prevention of insider trading. The Securities Trading Policy is written in Indonesian and English and can be accessed and downloaded through the Company's website. During the reporting period there has been no reported insider trading.</p> |
| <p>7.2 Perusahaan Terbuka memiliki kebijakan anti korupsi dan anti penyuapan. The Public Company has anti-corruption and anti fraud policies.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Perseroan memiliki Pedoman Kepatuhan Antikorupsi. Selama periode pelaporan, Perseroan tidak pernah dihadapkan pada dugaan terjadinya tindak pidana korupsi maupun penyuapan. The Company has complied with this recommendation. The Company has AntiCorruption Compliance Guidelines. During the reporting period, the Company did not receive any allegations related to corruption or bribery criminal acts.</p> |
| <p>7.3 Perusahaan Terbuka memiliki kebijakan tentang seleksi dan peningkatan kemampuan pemasok atau vendor. The Public Company has suppliers and vendors selection and capability improvement policies.</p> | <p>Rekomendasi ini telah dilaksanakan Perseroan. Perseroan melakukan seleksi dan peningkatan kemampuan pemasok sesuai dengan Pedoman Perilaku Pemasok, <i>Contractor Safety Management System</i> (CSMS), Norma Pengadaan, Instruksi Kontraktor dan Praktik-praktik Etika Pemasok. Selama tahun 2021 ada 60 pemasok yang mengikuti seleksi dan kegiatan peningkatan kemampuan. The Company has complied with this recommendation. The Company selects and enhances its suppliers' capabilities based on the Supplier Code of Conduct, Contractor Safety Management System (CSMS), Procurement Norms, Contractor Instructions, and Supplier Ethical Practices. During 2021 there were 60 suppliers who took part in the selection and capacity building activities.</p> |

PENERAPAN PEDOMAN TATA KELOLA PERUSAHAAN

Implementation of Corporate Governance Guidelines

Prinsip 6 | Principle 6

Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Direksi

Improving the Quality of Board of Directors Duties and Responsibilities

- 7.4 Perusahaan Terbuka memiliki kebijakan tentang pemenuhan hak-hak kreditor.
The Public Company has a policy concerning the fulfillment of creditors' rights.

Rekomendasi ini telah dilaksanakan Perseroan. Hak-hak kreditor diatur di dalam perjanjian antara Perseroan dengan kreditor terkait. Saat ini Perseroan tidak memiliki perjanjian dengan kreditor.

The Company has complied with this recommendation. Creditors' rights are stipulated under the agreement between the Company and the respective creditor. Currently, the Company does not have any existing agreements with creditors.

- 7.5 Perusahaan Terbuka harus memiliki kebijakan sistem *whistleblowing*.
The Public Company shall have a whistleblowing system policy.

Rekomendasi ini telah dilaksanakan Perseroan. Perseroan memiliki sistem pelaporan pelanggaran dan Vale Whistleblowing Channel ("VWC"), sebagaimana diuraikan dalam halaman 338 Laporan ini.

The Company has complied with this recommendation. The Company has a whistleblowing system and Vale Whistleblowing Channel ("VWC"), as shown on page 338 in this Report.

- 7.6 Perusahaan memiliki kebijakan pemberian insentif jangka panjang kepada Direksi dan karyawan.
The Public Company has a long-term incentive policy for the Board of Directors and employees.

Rekomendasi ini telah dilaksanakan Perseroan. Perseroan memiliki kebijakan insentif jangka panjang kepada Direksi dan karyawan, antara lain berupa pinjaman pembelian rumah tanpa bunga. Selama tahun 2021 ada 114 karyawan yang telah menerima insentif tersebut.

The Company has complied with this recommendation. The Company has long term incentives for the Board of Directors and employees, including a policy on housing loans facilities without interest for the Board of Directors and employees. During 2021, there were 114 employees who received these incentives.

Aspek 5

Keterbukaan Informasi

Fifth Aspect

Disclosure of Information

Prinsip 8 | Principle 8

Meningkatkan Pelaksanaan Keterbukaan Informasi

Improving of Information Disclosure

- 8.1 Perusahaan Terbuka memanfaatkan penggunaan teknologi informasi lain secara lebih luas selain situs web sebagai media keterbukaan informasi.
The Public Company makes use of other information technologies, in addition to the website, as means for information disclosure.

Rekomendasi ini telah dilaksanakan Perseroan. Perseroan menggunakan aplikasi jejaring sosial sebagaimana diungkapkan dalam Laporan ini pada halaman 337 Laporan ini.

The Company has complied with this recommendation. The Company uses social networking applications that can be found on page 337 of this Report.

- 8.2 Laporan Tahunan Perusahaan Terbuka mengungkapkan penerima manfaat akhir dalam kepemilikan saham Perusahaan Terbuka paling sedikit 5% (lima persen), selain pengungkapan penerima manfaat akhir dalam kepemilikan saham Perusahaan Terbuka melalui pemegang saham utama dan pengendali.
The Public Companies Annual Report discloses the Public Company's beneficial owners with at least 5% (five percent) share ownership, in addition to disclosing the Public Companies beneficial owners through major and controlling shareholders.

Rekomendasi ini telah dilaksanakan Perseroan. Laporan ini mengungkapkan struktur pemegang saham, yang terdiri atas pemegang saham utama dan pengendali, serta pemegang saham dengan jumlah saham paling sedikit 5%. Perseroan juga mengungkapkan penerima manfaat akhir dalam kepemilikan saham utama dan pengendali.

The Company has complied with this recommendation. This Report discloses the structure of the majority and controlling shareholders, which includes those with at least 5% of shares. The Company also discloses the beneficial owners through major and controlling shareholders.

PENILAIAN PENERAPAN GCG

GCG Assessment

Perseroan belum menunjuk pihak independen untuk melakukan penilaian penerapan GCG. Untuk tahun-tahun pelaporan sebelumnya, Perseroan mengacu kepada penilaian yang dilakukan oleh RSM Indonesia sebagai *Domestic Ranking Bodies* (“DRB”) dan *Corporate Governance Expert* (CG Expert) sesuai kriteria ACGS. Penilaian tersebut dilakukan setiap dua tahun sekali dan terakhir dilakukan untuk tahun buku 2020. Berdasarkan penilaian untuk tahun 2020, Perseroan mendapatkan kualifikasi kualitas penerapan GCG sebesar 83,36% meningkat sebesar 20,68%.

ACGS adalah inisiatif mengenai tata kelola perusahaan dari ASEAN dalam rencana implementasi ASEAN Capital Market Forum (“ACMF”). Lima aspek penilaian dalam ACGS adalah hak pemegang saham, perlakuan yang adil terhadap pemegang saham, peran pemangku kepentingan, pengungkapan dan transparansi, dan terakhir tanggung jawab dewan komisaris dan direksi. Atas peningkatan skor penilaian tersebut dan berdasarkan penilaian yang dilakukan terhadap 100 Perusahaan Terbuka di bawah kategori kapitalisasi pasar terbesar, Perseroan dianugerahi penghargaan sebagai *Significantly Improved Public Listed Companies in Indonesia* pada bulan Juni 2020.

The Company has not engaged an independent party to assess the implementation of GCG. For the previous reporting years, the Company refers to the assessment was conducted by RSM Indonesia as Domestic Ranking Bodies (“DRB”) and Corporate Governance Expert (CG Expert) in accordance with ACGS criterias. The assessment is conducted every two years and was last conducted for the 2020 financial year. The assessment results for the 2020 financial year was 83.36%, an increase of 20.68%.

ACGS is an initiative on corporate governance from ASEAN in the implementation plan of the ASEAN Capital Market Forum (“ACMF”). Five assessment aspects in the ACGS are the shareholders’ rights, fair treatment to shareholders, stakeholders’ role, disclosure and transparency, and lastly responsibilities of the board of commissioners and the board of directors. In response to the increasing score and based on the assessment conducted of 100 Public Companies under the biggest market capitalization category, the Company was recognized as one of the most Significantly Improved Publicly Listed Companies in Indonesia in June 2020.

URAIAN MENGENAI PEMEGANG SAHAM UTAMA DAN PENGENDALI

Description Regarding Majority and Controlling Shareholder

PEMEGANG SAHAM UTAMA DAN PENGENDALI

Pemegang saham utama Perseroan adalah VCL, yang dimiliki sepenuhnya oleh Vale S.A, yang berkedudukan di Praia de Botafogo, 186-Botafogo, Rio de Janeiro, Brazil. Modal perusahaan Vale S.A. per 31 Desember 2021 terdiri dari 5.284.474.770 saham biasa dan dua belas saham emas (*golden shares*) yang dimiliki Pemerintah Brazil.

Kedua belas saham emas tersebut berhak atas veto terhadap beberapa hal, seperti perubahan nama, lokasi kantor pusat, dan tujuan perusahaan terkait aktivitas tambang. Dengan demikian Vale S.A. menjadi Pemegang Saham Pengendali atas Perseroan, karena melakukan pengendalian langsung maupun tidak langsung.

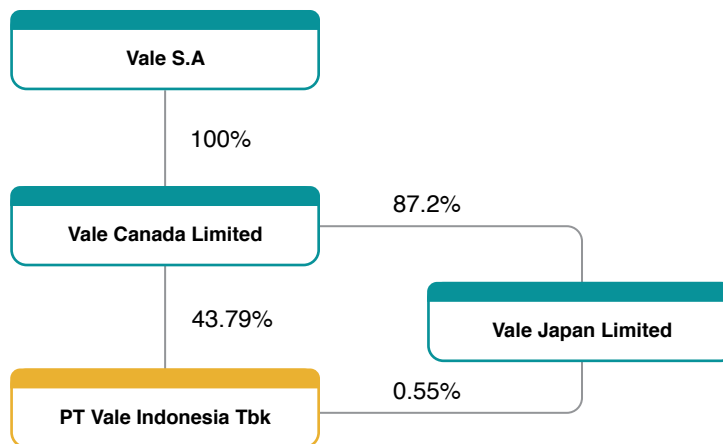
MAJORITY AND CONTROLLING SHAREHOLDER

The Company's majority shareholder is VCL, who is wholly owned by Vale S.A, and domiciled at Praia de Botafogo, 186-Botafogo, Rio de Janeiro, Brazil. Vale S.A.'s corporate capital as of December 31st, 2021 was 5,284,474,770 common shares and twelve golden shares owned by the Brazilian Government.

The twelve golden shares have veto powers over certain actions, such as a change in name, location of the head office, and the Company's purpose as it relates to mining activities. As such, Vale S.A. is the Company's Controlling Shareholder, due to its direct and indirect control.

Struktur Pemegang Saham Utama dan Pengendali Perusahaan

Company Majority and Controlling Shareholders Structure



RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

RUPS merupakan organ dengan kekuasaan tertinggi di struktur organisasi yang kewenangannya tidak diberikan kepada Direksi atau Dewan Komisaris. RUPS merupakan forum utama bagi para pemegang saham untuk melaksanakan hak-haknya dan mengambil keputusan-keputusan penting terkait investasi mereka pada Perseroan dengan memperhatikan peraturan perundang-undangan dan Anggaran Dasar Perseroan.

HAK DAN WEWENANG PEMEGANG SAHAM

Dalam penyelenggaraan RUPS, pemegang saham memiliki hak dan wewenang yang sama, antara lain:

1. Pemegang saham yang tercatat dalam daftar pemegang saham, satu hari sebelum tanggal pemanggilan RUPS, baik sendiri maupun diwakili berdasarkan surat kuasa berhak menghadiri, menyampaikan pendapat dan memberikan suara dalam RUPS.
2. Pemegang saham berhak pilihan pemberian kuasa secara elektronik dengan mencantumkan pilihan suara pada setiap mata acara RUPS dan mengubah kuasa atau pilihan suaranya paling lambat satu hari sebelum pelaksanaan RUPS.
3. Para Pemegang saham yang mewakili paling sedikit 1/20 (satu per dua puluh) saham dari jumlah seluruh saham berhak untuk mengusulkan agenda RUPS sekurang-kurangnya tujuh hari sebelum tanggal panggilan RUPS.
4. Pemegang saham berhak memperoleh informasi terkait mata acara dan bahan terkait mata acara RUPS secara memadai selambat-lambatnya 21 (dua puluh satu) hari sebelum tanggal RUPS sebagai pertimbangan dalam pengambilan keputusan.
5. Pemegang saham berhak untuk mengangkat dan memberhentikan anggota Direksi dan Dewan Komisaris.
6. Pemegang saham berhak untuk menyetujui honorarium Dewan Komisaris dan menyetujui atau memberikan kewenangan kepada Dewan Komisaris untuk menyetujui gaji dan tunjangan Direksi untuk tahun berjalan.

The GMS is the highest organ in the organizational structure with authorities not granted to the Board of Directors or the Board of Commissioners. The GMS is the main forum for shareholders to exercise their rights and make important decisions related to their investments in the Company with observance to the prevailing laws and regulations and the Company's Articles of Association.

SHAREHOLDERS RIGHTS AND AUTHORITIES

In the organization of a GMS, the shareholders have equal rights and authorities, namely:

1. Shareholders registered in the shareholder register one day prior to the date of GMS notice, either personally or represented with a power of attorney, have the right to attend, express opinions and vote at the GMS.
2. Shareholders have the right to electronic proxy alternative by stating its vote for each agenda of the GMS and change its proxy or vote at the latest one day before the GMS.
3. Shareholders representing at least 1/20 (one per twenty) shares of the total shares have the right to propose agenda of the GMS at the latest seven days prior to the date of GMS notice.
4. Shareholders have the right to be provided with the GMS agenda and related materials in an appropriate manner at the latest 21 (twenty-one) days prior to the date of the GMS for consideration in decision-making.
5. Shareholders have the right to appoint and dismiss members of the Board of Directors and Board of Commissioners.
6. Shareholders have the right to approve honorarium of members of the Board of Commissioners and to approve or delegate to the Board of Commissioners the authority to approve the salary and allowance of members of the Board of Directors.

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

- | | |
|--|---|
| <p>7. Pemegang saham berhak untuk menyetujui penunjukan auditor eksternal yang direkomendasikan oleh Komite Audit.</p> <p>8. Pemegang saham berhak untuk menerima bagian dari keuntungan Perseroan yang diperuntukkan bagi pemegang saham dalam bentuk dividen dan pembagian keuntungan lainnya.</p> | <p>7. Shareholders have the right to approve the appointment of external auditors recommended by the Audit Committee.</p> <p>8. Shareholders have the right to receive part of the Company's profit in the form of dividend and other profit sharing.</p> |
|--|---|

TANGGUNG JAWAB PEMEGANG SAHAM

Pelaksanaan hak dan kewenangan pemegang saham sehubungan dengan penyelenggaraan RUPS juga diimbangi dengan tanggung jawab sebagai berikut:

1. Memberitahukan secara tertulis kepada Perseroan setiap perubahan alamat pemegang saham;
2. Menghadiri dan memberikan suara dalam RUPS; dan
3. Mengambil setiap keputusan dengan itikad baik dan berdasarkan kepentingan jangka panjang Perseroan

SHAREHOLDER'S RESPONSIBILITIES

The shareholders' rights and authorities in connection with the GMS organization is followed by responsibilities, as follows:

1. To notify the Company in writing of any change in shareholders' addresses;
2. To attend and vote at the GMS; and
3. To make any decision in good faith and based on the Company's long-term interests.

PENYELENGGARAAN RUPS

Pada tahun 2021, Perseroan menyelenggarakan dua kali RUPS, yakni:

GMS ORGANIZATION

In 2021, the Company held two GMS, were:

| No. | RUPS GMS | Hari/Tanggal Day/Date | Tempat Venue |
|-----|--------------------------------------|--|--|
| 1 | RUPS Tahunan Annual GMS | Kamis, 29 April 2021 Thursday, April 29 th , 2021 | Soehanna Hall - Jasmine Room The Energy Building Lantai 2 SCBD Lot. 11A Jl. Jendral Sudirman Kav. 52-53 Jakarta 12190 |
| 2 | RUPS Luar Biasa Extraordinary GMS | Selasa, 31 Agustus 2021 Tuesday, August 31 st , 2021 | Soehanna Hall - Jasmine Room, The Energy Building , Lantai 2 SCBD Lot. 11A Jl. Jendral Sudirman Kav. 52-53 Jakarta 12190 |

RUPS Tahunan diselenggarakan secara fisik dengan menerapkan protokol kesehatan secara ketat dan kehadiran fisik secara terbatas serta disiarkan secara langsung agar para pemegang saham yang tidak dapat hadir secara fisik dapat menyaksikan pelaksanaan RUPS.

The Annual GMS was organized by applying a strict health protocol and by limiting physical attendance of the shareholders. For the first time, the GMS was broadcast live in order for shareholders who could not attend physically to watch the GMS.

RAPAT UMUM PEMEGANG SAHAM General Meeting of Shareholders

RUPS Luar Biasa diselenggarakan secara daring dengan menggunakan sistem eASY.KSEI tanpa kehadiran fisik pemegang saham dan/atau kuasanya sebagaimana diijinkan berdasarkan peraturan perundang-undangan yang berlaku.

Extraordinary GMS was organized online using eASY.KSEI system without any physical attendance of the shareholders and/or its proxy, as allowed by the prevailing laws and regulations.

Informasi lengkap terkait penyelenggaraan RUPS Tahunan dan Luar Biasa tersebut tersedia pada situs web resmi Perseroan (www.vale.com/indonesia).

Details on the organization of the Annual and Extraordinary GMS is available in the Company's website (www.vale.com/indonesia).

Tahapan dan Proses Penyelenggaraan RUPS Tahunan dan RUPS Luar Biasa Tahun 2021 Stages and Processes of Annual GMS and Extraordinary GMS in 2021

| Tahapan Stages | RUPS Tahunan Tahun 2021 (29 April 2021) 2021 Annual GMS (April 29 th , 2021) | RUPS Luar Biasa 2021 (31 Agustus 2021) 2021 Extraordinary GMS (August 31 st , 2021) |
|--|--|--|
| Pemberitahuan penyelenggaraan dan mata Acara RUPS kepada OJK paling lambat lima hari kerja sebelum tanggal pengumuman RUPS Notification of GMS and agenda of the GMS to OJK no later than five working days prior to the GMS announcement | Pemberitahuan penyelenggaraan dan mata Acara RUPS disampaikan kepada OJK pada tanggal 8 Maret 2021 Notification of GMS and agenda of the GMS was submitted to OJK on March 8 th , 2021 | Pemberitahuan penyelenggaraan dan mata Acara RUPS disampaikan kepada OJK pada 9 Juli 2021 Notification of GMS and agenda of the GMS was submitted to OJK on July 9 th , 2021 |
| Pengumuman RUPS disampaikan paling lambat 14 hari sebelum pemanggilan RUPS Announcement of GMS to be delivered no later than 14 days prior to the GMS notice | Pengumuman RUPS Tahunan disampaikan pada tanggal 16 Maret 2021 melalui situs web Perseroan dan situs web BEI Announcement of Annual GMS was published on March 16 th , 2021 in the Company's Website and IDX website | Pengumuman RUPS Luar Biasa disampaikan pada tanggal 16 Juli 2021 melalui situs web Perseroan dan situs web BEI Notice of Extraordinary GMS was published on July 16 th , 2021 in the Company's website and IDX website |
| Pemanggilan RUPS disampaikan paling lambat 21 hari sebelum pelaksanaan RUPS Notice of GMS to be delivered no later than 21 days before the GMS | Pemanggilan RUPS Tahunan disampaikan pada tanggal 31 Maret 2021 serta situs web Perseroan dan situs web BEI serta melalui sistem eASY.KSEI. Notice of Annual GMS was published on March 31 st , 2021 in the Company's Website and IDX Website as well as through eASY.KSEI system. | Pemanggilan RUPS Luar Biasa disampaikan pada tanggal 2 Agustus 2021 melalui situs web Perseroan dan situs web BEI serta sistem eASY.KSEI Notice of Extraordinary GMS was published on August 2 nd , 2021 in the Company's website and IDX website as well as through eASY.KSEI system. |
| Ringkasan Risalah RUPS disampaikan paling lambat dua hari kerja setelah pelaksanaan RUPS Summary of Minutes of GMS submitted no later than two working days after the GMS | Ringkasan Risalah RUPS Tahunan disampaikan pada tanggal 30 April 2021 melalui situs web Perseroan dan situs web BEI Summary of Minutes of Annual GMS was published on April 30 th , 2021 in the Company's website and IDX website | Ringkasan Risalah RUPS Luar Biasa disampaikan pada tanggal 31 Agustus 2021 melalui situs web Perseroan dan situs web BEI Summary of Minutes of Extraordinary GMS was published on August 31 st , 2021 in the Company's website and IDX website |
| Risalah RUPS disampaikan paling lambat 30 hari setelah pelaksanaan RUPS Minutes of GMS submitted no later than 30 days after the GMS | Risalah RUPS Tahunan disampaikan kepada OJK pada tanggal 28 Mei 2021 Minutes of Annual GMS was submitted to OJK on May 28 th , 2021 | Risalah RUPS Luar Biasa disampaikan kepada OJK pada tanggal 27 September 2021 Summary of Minutes of Extraordinary GMS was submitted to OJK on September 27 th , 2021 |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

RUPS Tahunan dan RUPS Luar Biasa 2021 dipimpin oleh Rudiantara selaku Komisaris Independen, sesuai dengan Anggaran Dasar Perseroan dan keputusan Dewan Komisaris yang diambil dalam rapat Dewan Komisaris pada tanggal 16 Agustus 2019.

Setelah membuka RUPS, pimpinan RUPS menyampaikan ringkasan tata tertib RUPS yang tersedia pada situs web Perseroan sejak pemanggilan RUPS dan memberikan kesempatan kepada pemegang saham dan/atau kuasanya yang hadir untuk mengajukan tanggapan atas usulan mata acara RUPS. Setelah menyampaikan pemaparan dari setiap mata acara RUPS, pimpinan RUPS memberikan kesempatan kepada pemegang saham dan/atau kuasanya yang hadir secara fisik untuk mengajukan pertanyaan dan/atau pendapat sesuai dengan tata tertib yang telah dibagikan dan dibacakan kepada pemegang saham dan/atau kuasanya. Pimpinan RUPS atau anggota Direksi yang ditunjuk oleh pimpinan RUPS menjawab atau menanggapi pertanyaan/pendapat pemegang saham dan/atau kuasanya. Pemungutan suara untuk masing-masing mata acara RUPS dilakukan setelah pemaparan seluruh mata acara RUPS dan hanya pemegang saham dan/atau kuasanya yang sah yang berhak mengeluarkan suara.

KETENTUAN KUORUM

Anggaran Dasar Perseroan menentukan bahwa RUPS hanya sah dan dapat diadakan apabila dihadiri oleh para pemegang saham dan/atau wakilnya yang sah, lebih dari ½ (setengah) dari jumlah keseluruhan saham yang telah dikeluarkan oleh Perseroan dengan hak suara yang sah.

The Annual and Extraordinary GMS 2021 were chaired by Rudiantara as Independent Commissioner, in accordance with the Articles of Association and resolution of the Board of Commissioners adopted in the Board of Commissioners meeting on August 16th, 2019.

After opening the GMS, the chair of the GMS delivered summary of GMS procedures which is available in the Company's website as at the date of Notice of GMS and provided an opportunity to the shareholders and/or proxies to respond on the proposed agenda of the GMS. Following presentation of each GMS agenda item, the shareholders and/or proxies physically present at the GMS were given an opportunity by the chair of the GMS to raise questions and/or opinions in accordance with the procedures, distributed and read to the shareholders and/or proxies. The chair of the GMS or appointed member of the Board of Directors responded to their questions/responses. Voting for each GMS agenda was conducted after the presentation of all GMS agenda and only shareholders and/or their authorized proxies were entitled to vote.

QUORUM PROVISIONS

The Company's Articles of Association stipulate that the GMS is only valid and may be held if attended by shareholders and/ or authorized proxies holding more than ½ (half) of the total shares issued by the Company with valid voting rights.

| | RUPS Tahunan 2021 (29 April 2021) 2021 Annual GMS (April 29 th , 2021) | RUPS Luar Biasa 2021 (31 Agustus 2021) 2021 Extraordinary GMS (August 31 st , 2021) |
|--|---|---|
| Kehadiran oleh pemegang saham dan/atau kuasanya yang sah Attendance by the shareholders and/or its authorized proxy | 8.581.611.175 saham atau 86,37% dari 9.936.338.720 total saham 8,581,611,175 shares or 86.37% of the total 9,936,338,720 shares. | 6.602.966.558 saham atau 66,45% dari 9.936.338.720 total saham 6,602,966,558 shares or 66.45% of the total 9,936,338,720 shares. |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

Dengan demikian, RUPS Tahunan dan RUPS Luar Biasa Tahun 2021 telah memenuhi kuorum yang diatur oleh Anggaran Dasar Perseroan RUPS dan adalah sah serta dapat mengambil keputusan-keputusan yang sah dan mengikat bagi para pemegang saham Perseroan untuk setiap mata acara RUPS.

Accordingly, the Annual GMS and Extraordinary GMS 2021 met the quorum governed by the Company's Articles of Association and were valid and therefore could take valid decisions, binding on the Company's shareholders for each agenda of the GMS.

PROSES PENGHITUNGAN SUARA

Perhitungan suara dan prosedur pemungutan suara dalam RUPS Tahunan dan RUPS Luar Biasa Tahun 2021 diatur dalam Tata Tertib RUPS yang tersedia di situs web Perseroan sejak tanggal panggilan RUPS.

VOTE COUNTING PROCESS

The 2021 Annual GMS and Extraordinary GMS vote counting and voting procedures were regulated by the GMS Procedures available in the Company's website on the date of GMS notice.

● Kehadiran Dewan Komisaris, Direksi, Lembaga dan Profesi Penunjang Pasar Modal

Attendance of Board of Commissioners, Directors, Capital Market Supporting Institutions and Professions

| Nama Name | Jabatan Title | Keanggotaan Pada Komite Membership in the Committee | Kehadiran Attendance | |
|---|---|--|---|---|
| | | | RUPS Tahunan 2021 2021 Annual GMS | RUPS Luar Biasa 2021 2021 Extraordinary GMS |
| Dewan Komisaris Board of Commissioner | | | | |
| Mark James Travers | Presiden Komisaris President Commissioner | Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | √√ | √√ |
| Ogi Prastomiyono | Wakil Presiden Komisaris Vice President Commissioner | Anggota Komite Mitigasi Risiko Member of the Risk Mitigation Committee | √√ | √√ |
| Cory Dawson McPhee | Komisaris Commissioner | | √√ | N/A |
| Nicolas Djajus Kanter | Komisaris Commissioner | | N/A | √√ |
| Luiz Fernando Landeiro Junior | Komisaris Commissioner | Anggota Komite Tata Kelola, Nominasi dan Remunerasi dan Komite Mitigasi Risiko Member of the Governance, Nomination and Remuneration Committee and the Risk Mitigation Committee | √√ | √√ |
| Nobuhiro Matsumoto | Komisaris Commissioner | Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | √√ | √√ |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

| Nama Name | Jabatan Title | Keanggotaan Pada Komite Membership in the Committee | Kehadiran Attendance | |
|-------------------------------|--|---|--------------------------------------|--|
| | | | RUPS Tahunan 2021 2021 Annual GMS | RUPS Luar Biasa 2021 2021 Extraordinary GMS |
| Rizal Sukma | Komisaris Commissioner | Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | √√ | √√ |
| Alexandre Silva D'Ambrosio | Komisaris Commissioner | Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | √√ | - |
| Dwia Aries Tina Palubuhu | Komisaris Independen Independent Commissioner | | √√ | √√ |
| Rudiantara | Komisaris Independen Independent Commissioner | Ketua Komite Audit dan Komite Tata Kelola, Nominasi dan Remunerasi Chairman of the Audit Committee and the Governance, Nomination and Remuneration Committee | √ | √ |
| Raden Sukhyar | Komisaris Independen Independent Commissioner | Ketua Komite Mitigasi Risiko Chairman of the Risk Mitigation Committee | √ | √√ |

Keterangan | Note

√ : Hadir secara fisik | Physically Present

√√ : Hadir secara virtual | Virtually Present

- : Tidak Hadir | Absent

N/A : Belum menjabat atau sudah tidak lagi menjabat | Not yet appointed or no longer in office. Not yet appointed

| Nama Name | Jabatan Title | Kehadiran Attendance | |
|--------------------------|--|--------------------------------------|---|
| | | RUPS Tahunan 2021 2021 Annual GMS | RUPS Luar Biasa 2021 2021 Extraordinary GMS |
| Nicolas Djajus Kanter | Presiden Direktur President Director | √ | N/A |
| Febriany Eddy | Direktur Director | √√ | N/A |
| Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director | √√ | N/A |
| Bernardus Irmanto | Direktur Director | N/A | √√ |
| Dani Widjaja | Direktur Director | √√ | √√ |
| Agus Superiadi | Direktur Director | √√ | √√ |
| Vinicius Mendes Ferreira | Direktur Director | √√ | √√ |

Keterangan | Note

√ : Hadir secara fisik | Physically Present

√√ : Hadir secara virtual | Virtually Present

- : Tidak Hadir | Absent

N/A : Belum menjabat atau sudah tidak lagi menjabat | Not yet appointed or no longer in office. Not yet appointed

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

| Lembaga Profesi Penunjang Pasar Modal Capital Market Supporting Institutions and Professionals | RUPS Tahunan 2021 2021 Annual GMS | RUPS Luar Biasa 2021 2021 Extraordinary GMS |
|---|--|--|
| Kantor Akuntan Publik Public Accountant Firm | Tanudiredja, Wibisana, Rintis & Rekan (anggota dari PricewaterhouseCoopers) | Tanudiredja, Wibisana, Rintis & Rekan (anggota dari PricewaterhouseCoopers) |
| Notaris Notary | Aulia Taufani, S.H. | Aryanti Artisari, S.H., M.Kn. |
| Kantor Hukum Law Office | Hadiputranto, Hadinoto & Partners | Hadiputranto, Hadinoto & Partners |
| Biro Administrasi Efek Shares Administration Bureau | PT Bima Registra | PT Bima Registra |

Perseroan telah menunjuk pihak-pihak independen yakni PT Bima Registra selaku Biro Administrasi Efek serta Notaris Aulia Taufani, S.H., dan Notaris Aryanti Artisari, S.H., M.Kn. untuk melakukan penghitungan suara dan/atau melakukan validasi pada RUPS Tahunan dan RUPS Luar Biasa Tahun 2021.

The Company appointed independent parties, PT Bima Registra as Shares Administration Bureau as well as Notary Aulia Taufani, S.H., and Notary Aryanti Artisari, S.H., M.Kn., to carry out the voting count and/or validation on the 2021 Annual GMS and Extraordinary GMS.

Mata Acara dan Keputusan RUPS Tahunan 2021

Mata acara yang dibicarakan pada RUPS Tahunan 2021 sesuai dengan mata acara yang sudah ditetapkan dan tercantum dalam panggilan RUPS Tahunan 2021. Risalah rapat tertuang di dalam Berita Acara RUPS Tahunan PT Vale Indonesia Tbk Nomor 72 tertanggal 29 April 2021 yang dibuat Notaris Aulia Taufani, S.H.

Agenda and Resolutions of 2021 Annual GMS

The 2021 Annual GMS agenda was in accordance with that stated in the 2021 Annual GMS notice. Minutes of the meeting is set forth in the Deed of Minutes of Annual GMS of PT Vale Indonesia Tbk dated April 29th, 2021 Number 72 drawn by Notary Aulia Taufani, S.H.

| Mata Acara 1 1 st Agenda | |
|--|---|
| Mata Acara Laporan Direksi | Agenda Report of the Board of Directors |
| Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat. | No shareholder raised questions nor opinions. |

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|--|------------|---------------|--|
| | 0 | 55.225.100 | 8.526.386.075 | 8.581.611.175 (100%) |
| Keputusan Rapat Resolution | Menerima Laporan Direksi mengenai kegiatan Perseroan untuk tahun yang berakhir pada tanggal 31 Desember 2020 To accept the Report of the Board of Directors for the year ended December 31 st , 2020 | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

Mata Acara 2

2nd Agenda

| | |
|--|--|
| Mata Acara Laporan Dewan Komisaris Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat. | Agenda Report of the Board of Commissioners No shareholder raised questions nor opinions. |
|--|--|

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|-------------------------|---------|---------------|---|
|---|-------------------------|---------|---------------|---|

0 55.225.100 8.526.386.075 8.581.611.175 (100%)

| | |
|-------------------------------|--|
| Keputusan Rapat Resolution | Menerima Laporan Dewan Komisaris mengenai pengawasannya terhadap manajemen Perseroan untuk tahun yang berakhir pada tanggal 31 Desember 2020. To accept the Report of the Board of Commissioners on its supervision on the management of the Company for the year ended December 31 st , 2020. |
| Pelaksanaan Execution | Selesai direalisasikan Realized |

Mata Acara 3

3rd Agenda

| | |
|---|--|
| Mata Acara Persetujuan dan pengesahan laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2020 Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat. | Agenda Approval and ratification of the Company's financial statements for the financial year ended December 31 st , 2020. No shareholder raised questions nor opinions. |
|---|--|

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|-------------------------|---------|---------------|---|
|---|-------------------------|---------|---------------|---|

0 55.225.100 8.526.386.075 8.581.611.175 (100%)

| | |
|-------------------------------|--|
| Keputusan Rapat Resolution | Menyetujui dan mengesahkan Laporan Keuangan Auditan Perseroan untuk tahun yang berakhir pada tanggal 31 Desember 2020, sebagaimana tercantum dalam Laporan Auditor tanggal 25 Februari 2021, memberikan pembebasan tanggung jawab sepenuhnya kepada para anggota Direksi dan para anggota Dewan Komisaris Perseroan dari setiap kewajiban, dan meratifikasi sepenuhnya semua tindakan-tindakan yang dilakukan selama masa menjalankan pengurusan dan pengawasan Perseroan dalam tahun yang berakhir pada tanggal 31 Desember 2020, sejauh mana tindakan tersebut tercermin dalam buku-buku Perseroan. To approve and ratify the audited Financial Statements of the Company as at and for the year ended December 31 st , 2020 as set forth in the Auditor's report dated February 25 th , 2021, and to fully release and discharge the members of the Board of Directors and the members of the Board of Commissioners of the Company from any liabilities and fully ratify all actions taken in the course of their management and supervision of the Company during the year ended December 31 st , 2020, to the extent such actions are reflected in the books of the Company. |
| Pelaksanaan Execution | Selesai direalisasikan Realized |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

| Mata Acara 4 4 th Agenda | | | | |
|---|---|---|---------------|---|
| Mata Acara Penggunaan keuntungan bersih Perseroan dan pertimbangan untuk tahun buku yang berakhir pada tanggal 31 Desember 2020 | | Agenda Allocation of the Company's net profit and consideration of dividend for the financial year ended December 31 st , 2020 | | |
| Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat. | | No shareholder raised questions nor opinions. | | |
| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
| | 0 | 2.600 | 8.581.608.575 | 8.581.611.175 (100%) |
| Keputusan Rapat Resolution | Dengan mempertimbangkan rekomendasi Direksi dan Dewan Komisaris, menyetujui bahwa Perseroan akan membagikan 40% dari laba bersih Perseroan sebagai dividen kepada para pemegang saham untuk tahun buku yang berakhir tanggal 31 Desember 2020. In consideration of the recommendations of the Board of Directors and the Board of Commissioners, to approve that the Company will distribute 40% of net earnings for the financial year ending December 31 st , 2020 as dividend to the shareholders. | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | |
| Mata Acara 5 5 th Agenda | | | | |
| Mata Acara Perubahan dan pengangkatan anggota Direksi. | | Agenda Amendment and appointment of members of the Board of Directors. | | |
| Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat. | | No shareholder raised questions nor opinions. | | |
| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
| | 4.141.874 | 2.600 | 8.577.466.701 | 8.577.469.301 (99,952%) |
| Keputusan Rapat Resolution | a. Menyetujui pengangkatan Ibu Febriany Eddy sebagai Presiden Direktur Perseroan, untuk periode 3 tahun atau sampai dengan penutupan Rapat Umum Pemegang Saham Tahunan Perseroan tahun 2024; To approve the appointment of Ms. Febriany Eddy as the President Director of the Company for a three years period or until the closing of the Company's AGMS in 2024; b. Menyetujui pengangkatan kembali Bapak Bernardus Irmanto, Bapak Dani Widjaja, Bapak Agus Superiadi dan Bapak Vinicius Mendes Ferreira, masing-masing sebagai Direktur, untuk periode 3 tahun atau sampai dengan penutupan Rapat Umum Pemegang Saham Tahunan Perseroan tahun 2024; To approve re-appointment of Mr. Bernardus Irmanto, Mr. Dani Widjaja, Mr. Agus Superiadi and Mr. Vinicius Mendes Ferreira, each as Director of the Company for a three years period or until the closing of the Company's AGMS in 2024; c. Menyetujui pemberian kuasa dengan hak substitusi kepada Direksi dan/atau Sekretaris Perusahaan Perseroan untuk menyatakan sebagian atau seluruh keputusan Rapat mengenai perubahan susunan Direksi ke dalam suatu akta notaris, melaporkan ke instansi yang berwenang serta perbuatan-perbuatan lainnya yang berhubungan dengan maksud tersebut. To approve granting proxy with the right of substitution to the Board of Directors and/or Corporate Secretary of the Company to restate the Annual GMS resolutions on amendment to the Board of Directors composition into a notarial deed in its entirety, to report to the authorized institution and to take other actions for such purposes | | | |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|------------------------------------|---------|---------------|--|
| <p>Dengan demikian, susunan Direksi Perseroan sejak penutupan RUPS Tahunan 2021 adalah sebagai berikut: Accordingly, the composition of the Board of Directors of the Company effective as of the closing of the 2021 Annual GMS was as follows:</p> <p>Presiden Direktur / President Director : Febriany Eddy Wakil Presiden Direktur / Vice President Director : Adriansyah Chaniago Direktur / Director : Bernardus Irmanto Direktur / Director : Agus Superiadi Direktur / Director : Dani Widjaja Direktur / Director : Vinicius Mendes Ferreira</p> | | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | |

Mata Acara 6 6th Agenda

Mata Acara

Perubahan dan pengangkatan anggota Dewan Komisaris.

Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat.

Agenda

Amendment and appointment of members of the Board of Commissioners.

No shareholder raised questions nor opinions.

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|--|---------|---------------|--|
| | 4.141.874 | 2.600 | 8.577.466.701 | 8.577.469.301 (99,95%) |
| Keputusan Rapat Resolution | <ol style="list-style-type: none"> Menerima pengunduran diri Bapak Cory McPhee dan memberikan pembebasan dan pelunasan dari segala tindakan hukum yang dilakukannya dalam jabatannya sebagai Komisaris Perseroan; To accept the resignation of Mr. Cory McPhee as Commissioner of the Company; Menyetujui pengangkatan Bapak Nicolas D. Kanter sebagai Komisaris, untuk periode 3 tahun atau sampai dengan penutupan Rapat Umum Pemegang Saham Tahunan Perseroan tahun 2024; To approve the appointment of Mr. Nicolas D. Kanter as the new Commissioner of the Company for a period of 3 years or until the closing of the Company's AGMS in 2024; Menyetujui pengangkatan kembali Bapak Raden Sukhyar sebagai Komisaris Independen, untuk periode 1 tahun atau sampai dengan penutupan Rapat Umum Pemegang Saham Tahunan Perseroan tahun 2022; To approve the re-appointment of Mr. Raden Sukhyar as the Company's Independent Commissioner for a period of 1 year or until the closing of the Company's AGMS in 2022; Menyetujui pemberian kuasa dengan hak substitusi kepada Direksi dan/atau Sekretaris Perusahaan Perseroan untuk menyatakan sebagian atau seluruh keputusan Rapat mengenai perubahan susunan Dewan Komisaris ke dalam suatu akta notaris, melaporkan ke instansi yang berwenang serta perbuatan-perbuatan lainnya yang berhubungan dengan maksud tersebut. To approve granting proxy with the right of substitution to the Board of Directors and/or Corporate Secretary of the Company to restate the Annual GMS resolutions on amendment to the Board of Commissioners composition into a notarial deed in its entirety, to report to the authorized institution and to take other actions for such purposes. | | | |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|------------------------------------|----------------------------|---------------|--|---|---|--------------------|--|---|-----------------|--------------------------|---|------------------------|--------------------------|---|-------------------|--------------------------|---|--------------------|--------------------------|---|-------------|--------------------------|---|----------------------------|---|---|---------------|---|---|------------|---|---|--------------------------|
| <p>Dengan demikian, susunan Dewan Komisaris Perseroan efektif sejak penutupan RUPS Tahunan 2021 adalah sebagai berikut :</p> <p>Accordingly, the composition of the Board of Commissioners of the Company effective as of the closing of the 2021 Annual GMS was as follows:</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table> <tr> <td>Presiden Komisaris President Commissioner</td> <td>:</td> <td>Mark James Travers</td> </tr> <tr> <td>Wakil Presiden Komisaris Vice President Commissioner</td> <td>:</td> <td>Ogi Prastomyono</td> </tr> <tr> <td>Komisaris I Commissioner</td> <td>:</td> <td>Luiz Fernando Landeiro</td> </tr> <tr> <td>Komisaris I Commissioner</td> <td>:</td> <td>Nicolas D. Kanter</td> </tr> <tr> <td>Komisaris I Commissioner</td> <td>:</td> <td>Nobuhiro Matsumoto</td> </tr> <tr> <td>Komisaris I Commissioner</td> <td>:</td> <td>Rizal Sukma</td> </tr> <tr> <td>Komisaris I Commissioner</td> <td>:</td> <td>Alexandre Silva D'Ambrosio</td> </tr> <tr> <td>Komisaris Independen I Independent Commissioner</td> <td>:</td> <td>Raden Sukhyar</td> </tr> <tr> <td>Komisaris Independen I Independent Commissioner</td> <td>:</td> <td>Rudiantara</td> </tr> <tr> <td>Komisaris Independen I Independent Commissioner</td> <td>:</td> <td>Dwia Aries Tina Pulubuhu</td> </tr> </table> | | | | | Presiden Komisaris President Commissioner | : | Mark James Travers | Wakil Presiden Komisaris Vice President Commissioner | : | Ogi Prastomyono | Komisaris I Commissioner | : | Luiz Fernando Landeiro | Komisaris I Commissioner | : | Nicolas D. Kanter | Komisaris I Commissioner | : | Nobuhiro Matsumoto | Komisaris I Commissioner | : | Rizal Sukma | Komisaris I Commissioner | : | Alexandre Silva D'Ambrosio | Komisaris Independen I Independent Commissioner | : | Raden Sukhyar | Komisaris Independen I Independent Commissioner | : | Rudiantara | Komisaris Independen I Independent Commissioner | : | Dwia Aries Tina Pulubuhu |
| Presiden Komisaris President Commissioner | : | Mark James Travers | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wakil Presiden Komisaris Vice President Commissioner | : | Ogi Prastomyono | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris I Commissioner | : | Luiz Fernando Landeiro | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris I Commissioner | : | Nicolas D. Kanter | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris I Commissioner | : | Nobuhiro Matsumoto | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris I Commissioner | : | Rizal Sukma | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris I Commissioner | : | Alexandre Silva D'Ambrosio | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris Independen I Independent Commissioner | : | Raden Sukhyar | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris Independen I Independent Commissioner | : | Rudiantara | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Komisaris Independen I Independent Commissioner | : | Dwia Aries Tina Pulubuhu | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| Mata Acara 7 7 th Agenda | |
|--|--|
| <p>Mata Acara Persetujuan remunerasi bagi anggota Dewan Komisaris</p> <p>Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat.</p> | <p>Agenda Approval of remuneration for members of the Board of Commissioners</p> <p>No shareholder raised questions nor opinions.</p> |

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|--|---------|---------------|--|
| | 4.156.874 | 2.600 | 8.577.466.701 | 8.577.454.301 (99,95%) |
| Keputusan Rapat Resolution | <p>Menyetujui pembayaran kompensasi tahun 2021 bagi anggota Dewan Komisaris, yaitu:</p> <p>To approve the 2021 compensation payments for members of the Board of Commissioners include the following payments:</p> <p>i) AS\$16.750 per triwulan; dan US\$16,750 quarterly retainer; and</p> <p>ii) AS\$2.500 per rapat. US\$2,500 per meeting</p> | | | |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

| Mata Acara 8 8 th Agenda | |
|--|---|
| <p>Mata Acara Persetujuan pendelegasian wewenang dari pemegang saham kepada Dewan Komisaris untuk menentukan gaji dan remunerasi lainnya bagi anggota Direksi</p> <p>Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat.</p> | <p>Agenda Approval on the delegation of authority by shareholders to the Board of Commissioners of the Company to determine the salary and other remuneration for members of the Board of Directors</p> <p>No shareholder raised questions nor opinions.</p> |

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|---|---------|---------------|---|
| | 4.141.874 | 2.600 | 8.577.466.701 | 8.577.469.301 (99,95%) |
| Keputusan Rapat Resolution | Menyetujui pendelegasian wewenang para pemegang saham kepada Dewan Komisaris dalam penentuan gaji dan remunerasi lainnya bagi anggota Direksi. To approve the delegation of authority from the shareholders to the Board of Commissioners to determine the amount of the Board of Directors salaries and other remunerations | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | |

| Mata Acara 9 9 th Agenda | |
|--|--|
| <p>Mata Acara Pengangkatan Akuntan Publik untuk mengaudit laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2021</p> <p>Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat.</p> | <p>Agenda Determination of External Auditor to audit the Company's financial statements for the financial year ending December 31st, 2021</p> <p>No shareholder raised questions nor opinions.</p> |

| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
|---|--|---------|---------------|---|
| | 0 | 300 | 8.581.610.875 | 8.581.611.175 (100%) |
| Keputusan Rapat Resolution | <ol style="list-style-type: none"> Menyetujui penunjukan Bapak Drs. Irhoan Tanudiredja, CPA dari Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan (anggota dari PricewaterhouseCoopers) dan Kantor Akuntan Publik tersebut, untuk mengaudit laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2021 dan audit atas laporan keuangan lain. To approve the appointment of Drs. Irhoan Tanudiredja, CPA of Public Accounting Firm of Tanudiredja, Wibisana, Rintis & Rekan (member of PricewaterhouseCoopers) and such Public Accounting Firm, to audit the Company's financial statements for the year ending December 31st, 2021 and to audit other financial statement; Memberikan kewenangan kepada Dewan Komisaris untuk melakukan penunjukan Akuntan Publik Independen dan/atau Kantor Akuntan Publik pengganti bagi Perseroan, termasuk menetapkan kondisi dan syarat-syarat penunjukan apabila pihak-pihak yang telah ditunjuk tersebut tidak dapat melanjutkan atau melaksanakan tugasnya karena sebab apapun. To delegate the authority to the Board of Commissioners to appoint substitute Independent Public Accountant and/or Public Accounting Firm for the Company, including to determine the terms and conditions of appointment if the appointed parties cannot continue or perform its duties for whatever reasons | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

Mata Acara dan Keputusan RUPS Luar Biasa 2021

Mata acara yang dibicarakan pada RUPS Luar Biasa 2021 sesuai dengan mata acara yang sudah ditetapkan dan tercantum dalam panggilan RUPS Luar Biasa 2021. Risalah rapat tertuang di dalam Akta Berita Acara RUPS Luar Biasa PT Vale Indonesia Tbk tertanggal 31 Agustus 2021 Nomor: 16 yang dibuat Aryanti Artisari, S.H., M.Kn.

Agenda and Resolutions of 2021 EGMS

The 2021 Extraordinary GMS agenda was in accordance with that stated in the 2021 Extraordinary GMS notice. Minutes of the meeting were contained in the Deed of Minutes of Extraordinary GMS of PT Vale Indonesia Tbk dated August 31st, 2021 Number 16 drawn by Notary Aryanti Artisari, S.H., M.Kn.

| Mata Acara 1 1 st Agenda | | | | |
|--|--|------------|---------------|--|
| Mata Acara Perubahan susunan anggota Direksi Perseroan. | Agenda Changes to the composition of members of the Board of Directors of the Company | | | |
| Tidak ada pemegang saham yang mengajukan pertanyaan atau pendapat. | No shareholder raised questions nor opinions. | | | |
| Hasil Pemungutan Suara Voting Result | Tidak Setuju Against | Abstain | Setuju For | Total Suara Setuju + Abstain Total For + Abstain |
| | 0 | 59.981.700 | 6.542.984.858 | 6.602.966.558 (100%) |
| Keputusan Rapat Resolution | <p>1. Dengan mempertimbangkan rekomendasi Komite Tata Kelola, Nominasi dan Remunerasi, menerima pengunduran diri Bapak Agus Superiadi dan memberikan pembebasan dan pelunasan dari segala tindakan hukum yang dilakukan dalam jabatannya sebagai Direktur Perseroan; Taking into account the recommendation of the Governance, Nomination and Remuneration Committee, to accept the resignation of Mr. Agus Superiadi and fully release him from all legal actions taken in his position as Director of the Company.</p> <p>2. Menyetujui pemberian kuasa dengan hak substitusi kepada Direksi dan/atau Sekretaris Perusahaan Perseroan untuk menyatakan sebagian atau seluruh keputusan Rapat mengenai perubahan susunan Direksi ke dalam suatu akta notaris, melaporkan ke instansi yang berwenang serta perbuatan-perbuatan lainnya yang berhubungan dengan maksud tersebut. To approve granting proxy with the right of substitution to the Board of Directors and/or the Corporate Secretary of the Company to restate the Meeting resolutions on changes to the Board of Directors composition into a notarial deed in its entirety, to report to the authorized institution and to take other actions for such purposes.</p> <p>Dengan demikian, susunan Direksi Perseroan efektif sejak penutupan RUPS Luar Biasa 2021 adalah sebagai berikut: Accordingly, the composition of the Board of Directors of the Company effective as of the closing of the 2021 Extraordinary GMS was as follows:</p> <p>Presiden Direktur I President Director : Febriany Eddy Wakil Presiden Direktur I Vice President Director : Adriansyah Chaniago Direktur I Director : Bernardus Irmanto Direktur I Director : Dani Widjaja Direktur I Director : Vinicius Mendes Ferreira</p> | | | |
| Pelaksanaan Execution | Selesai direalisasikan Realized | | | |

RAPAT UMUM PEMEGANG SAHAM

General Meeting of Shareholders

KEPUTUSAN RUPS TAHUNAN DAN LUAR BIASA TAHUN 2020 SERTA PELAKSANAANNYA

RESOLUTIONS OF THE 2020 ANNUAL AND EXTRAORDINARY GMS AND ITS IMPLEMENTATION

| | RUPS Tahunan 2020 Annual GMS 2020 | RUPS Luar Biasa 2020 Extraordinary GMS 2020 |
|--------------------------|--|---|
| Hari/Tanggal Day/date | 29 Juli 2020 July 29 th , 2020 | 7 September 2020 September 7 th , 2020 |
| Lokasi Venue | Financial Club, Graha CIMB Niaga Lantai 27 Jalan Jenderal Sudirman Kaveling 57-58, Jakarta 12190 Indonesia | Jasmine Room, Soehanna Hall The Energy Building , Lantai 2 SCBD Lot. 11A Jl. Jendral Sudirman Kav. 52-53 Jakarta 12190 |
| Mata Acara Agenda | <ol style="list-style-type: none"> 1. Laporan Direksi Perseroan 2. Laporan Dewan Komisaris Perseroan 3. Persetujuan dan pengesahan Laporan Keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2019 4. Penggunaan keuntungan Perseroan dan pertimbangan dividen untuk tahun buku yang berakhir tanggal 31 Desember 2019 5. Perubahan dan pernyataan kembali Anggaran Dasar Perseroan 6. Perubahan dan pengangkatan anggota Direksi Perseroan 7. Perubahan dan pengangkatan anggota Dewan Komisaris Perseroan 8. Persetujuan remunerasi bagi anggota Dewan Komisaris Perseroan 9. Persetujuan pendelegasian wewenang dari Pemegang Saham kepada Dewan Komisaris Perseroan untuk menentukan gaji dan remunerasi lainnya bagi anggota Direksi Perseroan 10. Penentuan akuntan publik yang akan mengaudit laporan keuangan Perseroan untuk tahun buku yang berakhir pada tanggal 31 Desember 2020 | <ol style="list-style-type: none"> 1. Board of Directors' report 2. Board of Commissioners' report 3. Approval and ratification of the Company's Financial Statements for financial year ending in December 31st, 2019 4. Appropriation of Company net profits and consideration of dividend for financial year ending in December 31st, 2019 5. Amendments and restatement of the Company's Articles of Association 6. Changes and appointments to the Company's Board of Directors members 7. Changes and Appointments to the Company's Board of Commissioners members 8. Approval for the Company's Board of Commissioners remuneration 9. Approval for delegation of authority from Shareholders to the Company's Board of Commissioners for the determination of salaries and other remunerations for the members of the Board of Directors 10. Appointment of the public accountant who will audit the Company's financial statements for the financial year ended December 31st, 2020 |
| Pelaksanaan Execution | Seluruh agenda telah dilaksanakan pada tahun 2020 All agenda have been implemented in 2020 | Seluruh agenda telah dilaksanakan pada tahun 2020 All agenda have been implemented in 2020 |

Risalah RUPS Tahunan 2020 tertuang di dalam Akta Berita Acara RUPS Tahunan PT Vale Indonesia Tbk Nomor 173 tertanggal 29 Juli 2020, sedangkan risalah RUPS Luar Biasa Tahun 2020 tertuang di dalam Akta Berita Acara RUPS Luar Biasa PT Vale Indonesia Tbk Nomor 5 tertanggal 7 September 2020. Kedua risalah rapat tersebut dibuat Notaris Aulia Taufani, S.H. Kedua dokumen tersebut dapat diakses pada situs web Perseroan (www.vale.com/indonesia).

The minutes of 2020 Annual GMS is set forth in Deed of Minutes of Annual GMS of PT Vale Indonesia Tbk Number 173 dated July 29th, 2020, and the minutes of 2020 Extraordinary GMS is set forth in Deed of Minutes of Extraordinary GMS of PT Vale Indonesia Tbk Number 5 dated September 7th, 2020, as drawn by Notary Aulia Taufani S.H. Both documents can be accessed on the Company's website (www.vale.com/indonesia).

DEWAN KOMISARIS

Board of Commissioners

Sebagai salah satu organ Perseroan, Dewan Komisaris bertanggung jawab mengawasi pengelolaan Perseroan oleh Direksi sesuai dengan Anggaran Dasar serta memberikan pendampingan kepada Direksi dalam menentukan strategi Perseroan, memberikan saran, nasihat, dan rekomendasi kepada Direksi terkait isu maupun permasalahan tertentu. Dewan Komisaris Perseroan juga bertanggung jawab untuk memastikan Perseroan telah menerapkan GCG secara berkelanjutan. Dalam melaksanakan tugas dan tanggung jawabnya, Dewan Komisaris bertindak secara independen.

PIAGAM DEWAN KOMISARIS

Perseroan memiliki Piagam Dewan Komisaris sebagai pedoman dan tata tertib kerja Dewan Komisaris dalam menjalankan fungsi pengawasannya secara efisien, efektif transparan, independen dan akuntabel. Evaluasi terhadap Piagam Dewan Komisaris dilakukan secara berkala dengan mengacu kepada peraturan perundang-undangan yang berlaku. Piagam Dewan Komisaris terakhir kali diperbarui pada tanggal 9 Agustus 2021 dan telah tersedia di situs web Perseroan www.vale.com/indonesia.

Piagam Dewan Komisaris mengatur hal-hal berikut ini:

1. Struktur;
2. Keanggotaan;
3. Tugas, Tanggung Jawab dan Wewenang;
4. Rapat;
5. Pelaporan;
6. Evaluasi Kinerja; dan
7. Praktik-Praktik Lain

As one of the Company's organ, the Board of Commissioners of the Company is responsible for overseeing the Company's management by the Board of Directors in accordance with the Articles of Association and providing assistance to the Board of Directors in determining the Company's strategy, as well as providing suggestions, advice and recommendations to the Board of Directors regarding certain issues and matters. The Board of Commissioners is also responsible for ensuring the Company has implemented GCG in a sustainable manner. In performing its duties and responsibilities, the Board of Commissioners shall act in an independent manner.

CHARTER OF THE BOARD OF COMMISSIONERS

The Company has a Charter of the Board of Commissioners which serves as the guidelines and rules for the Board of Commissioners in performing its supervisory function in an efficient, effective, transparent, independent and accountable manner. Evaluation of the Charter of the Board of Commissioners is conducted periodically in accordance with prevailing laws and regulations. The Charter of the Board of Commissioners was last updated on August 9th, 2021 and made available on the Company's website www.vale.com/Indonesia.

The Charter of the Board of Commissioners comprised of the following:

1. Structure;
2. Membership
3. Duties, Responsibilities and Authorities;
4. Meetings;
5. Reporting;
6. Performance Evaluation; and
7. Other Practices.

DEWAN KOMISARIS Board of Commissioners

PENUNJUKAN DAN KRITERIA KEANGGOTAAN DEWAN KOMISARIS

Dengan mengacu kepada peraturan perundang-undangan, Anggaran Dasar dan Piagam Direksi, Dewan Komisaris serta komite di bawah Dewan Komisaris, Perseroan menyusun Kebijakan Proses Nominasi dan Remunerasi sebagai pedoman dalam proses nominasi dan remunerasi anggota Dewan Komisaris, Direksi serta anggota komite di bawah Dewan Komisaris. Kebijakan tersebut meliputi pencarian, penilaian, pemilihan dan rekomendasi calon anggota direktur, komisaris dan/atau anggota komite di bawah Dewan Komisaris, sebagai berikut:

1. Selain mematuhi kriteria yang diatur oleh POJK Nomor 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik ("POJK 33"), calon anggota Dewan Komisaris juga harus memenuhi kriteria berikut ini:
 - a. Tidak pernah dinyatakan bersalah karena tindak pidana, pelanggaran, kepercayaan, ketidakjujuran atau perilaku curang;
 - b. Tidak pernah diberhentikan dengan tidak hormat dari posisi pekerjaan apapun selama 5 (lima) tahun sebelum proses nominasi;
 - c. Tidak sedang dalam perwalian;
 - d. Tidak mengambil peran atau posisi lain baik sebagai anggota direksi atau Dewan Komisaris dari perusahaan lain yang didirikan di bawah yurisdiksi asing manapun yang dapat menyebabkan benturan kepentingan dengan Perseroan, kecuali (i) sebagaimana dapat disetujui oleh Dewan Komisaris dan dilaporkan kepada RUPS Perseroan; atau (ii) dalam hal rangkap jabatan oleh seorang Komisaris utama Perseroan, sebagaimana dapat disetujui oleh RUPS Perseroan.

APPOINTMENT AND MEMBERSHIP CRITERIA OF THE BOARD OF COMMISSIONERS

In reference to the laws and regulations, the Articles of Association and Charter of the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners, the Company established a Nomination and Remuneration Process Policy which serves as a guideline in the nomination and remuneration process of members of the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners. The policy includes the sourcing, assessment, selection, and recommendation of candidate directors, commissioners and/or members of the committees under the Board of Commissioners, as follows:

1. In addition to the criteria under OJK Regulation Number 33/POJK.04/2014 on the Board of Directors and the Board of Commissioners of Issuers or Public Companies ("POJK 33"), a candidate for member of the Board of Commissioners shall meet the following criteria:
 - a. He/she has never been found guilty of any criminal action, breach of trust, dishonesty or fraudulent behavior;
 - b. He/she has never been dismissed disrespectfully from any job position in the last 5 (five) years prior to the nomination process;
 - c. He/she is not under custodianship;
 - d. He/she has not assumed any other role or position either as member of the board of directors or of the board of commissioners of any other companies established in Indonesia or as any other executive of any company established under any foreign jurisdictions that may lead to a conflict of interest with the Company, except (i) as may be approved by the Board of Commissioners and reported to a GMS of the Company; or (ii) in the case of dual positions by a president commissioner of the Company, as may be approved by a GMS of the Company;

DEWAN KOMISARIS Board of Commissioners

- e. Calon, orang tua, kakek nenek, saudara kandung, pasangan, anak dan/atau cucunya tidak memiliki hubungan bisnis, secara langsung atau secara tidak langsung terkait dengan aktivitas bisnis Perseroan, kecuali sebaliknya diungkapkan. Dalam hal apapun, jika calon diangkat sebagai Komisaris Perseroan, calon harus berusaha untuk melepaskan dirinya dari setiap proses pengambilan keputusan yang melibatkan bisnis keluarganya yang disebutkan di atas dengan Perseroan. Untuk menghindari keraguan, yang dimaksud dengan hubungan bisnis adalah seorang calon tidak akan menghalangi calon untuk menjadi seorang yang memenuhi syarat calon; dan
 - f. Sehat jasmani dan rohani dan tidak mengalami kesulitan atau komplikasi yang dapat menghalangi calon untuk melaksanakan setiap tugas dan tanggung jawab seorang komisaris Perseroan.
2. Calon Komisaris dapat diusulkan oleh sumber-sumber berikut ini:
 - a. Setiap pemegang saham yang memiliki setidaknya bagian dari saham yang ditempatkan Perseroan;
 - b. Setiap pemegang saham yang memiliki sekurang kurangnya 1/10 bagian dari saham yang ditempatkan Perseroan dalam hal dimana pemegang saham tersebut mengajukan permohonan tertulis kepada Perseroan untuk melakukan panggilan RUPS untuk mengangkat Komisaris baru dan mengusulkan (calon-calon) sesuai dengan peraturan perundang-undangan yang berlaku di Indonesia;
 - c. Dewan Komisaris, setelah mengajukan permohonan tertulis kepada Perseroan untuk mengadakan RUPS;
 - d. Komite Tata Kelola, Nominasi dan Remunerasi, terbatas pada calon komisaris independen; atau
- e. He/she, his/her parents, grandparents, sibling(s), spouse, child(ren), and/or his/her grandchild(ren) do not have any business relationship, directly or indirectly, related to the Company's business activities, except as otherwise declared. In any event, if he/she is appointed as the Company's commissioner, he/she must undertake to recuse him/herself from any decision-making process involving his/her aforementioned family's business with the Company. For avoidance of doubt, a declaration of business relationship as contemplated herein by a candidate will not preclude him/her from being a qualified candidate; and
 - f. He/she is physically and mentally healthy and does not have any difficulty or complication which may prevent him/her from performing any of the duties and responsibilities of a commissioner of the Company.
2. Potential candidates for commissioner may be proposed by the following sources:
 - a. Any shareholder holding at least 1/10 of the Company's issued shares;
 - b. Any shareholders holding at least an aggregate of 1/10 of the Company's issued shares in those cases where such shareholder(s) submitted a written request to the Company to call for a GMS to appoint new commissioners and propose the candidate(s) in accordance with the applicable laws and regulations in Indonesia;
 - c. The Board of Commissioners, upon submitting a written request to the Company to call for a GMS;
 - d. The Governance, Nomination and Remuneration Committee, limited to candidates for independent commissioners; or

DEWAN KOMISARIS Board of Commissioners

- | | |
|---|--|
| <p>e. Sumber profesional lain yang dilibatkan oleh Dewan Komisaris, atau oleh Komite Tata Kelola, Nominasi dan Remunerasi atas pendelegasian dari Dewan Komisaris.</p> <p>3. Penilaian dilakukan oleh Komite Tata Kelola, Nominasi dan Remunerasi untuk menentukan apakah atas (calon - calon) yang diajukan memenuhi syarat sehingga dapat direkomendasikan untuk diangkat menjadi Komisaris. Dalam melakukan penilaian, Komite Tata Kelola, Nominasi dan Remunerasi dapat melibatkan profesional eksternal/ firma konsultan.</p> <p>4. Komite Tata Kelola, Nominasi dan Remunerasi melaporkan hasil penilaiannya terhadap calon untuk pertimbangan Dewan Komisaris dalam merekomendasikan calon Komisaris terpilih kepada RUPS untuk disetujui.</p> <p>5. Dewan Komisaris akan menelaah laporan Komite Tata Kelola, Nominasi dan Remunerasi tersebut sebelum menyampaikan rekomendasi kepada RUPS untuk selanjutnya diangkat oleh RUPS.</p> | <p>e. Other professional sources may be engaged by the Board of Commissioners, or by the Governance, Nomination and Remuneration Committee upon delegation by the Board of Commissioners at the expense of the Company.</p> <p>3. The assessment by the Governance, Nomination and Remuneration Committee is to be performed to determine whether the proposed candidates are qualified so as to be recommended to be appointed as commissioners. In assessing the potential candidates, the Governance, Nomination and Remuneration Committee may engage an external professional/consulting firm at the cost of the Company.</p> <p>4. The Governance, Nomination and Remuneration Committee shall report on the outcome of its assessment of the potential candidates for the BOC's consideration in recommending selected candidate(s) for commissioner to the GMS for approval.</p> <p>5. The Board of Commissioners shall review the above mentioned Governance, Nomination and Remuneration Committee report before providing its recommendation to the GMS for appointment by the GMS.</p> |
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KOMPOSISI DEWAN KOMISARIS

Sesuai Anggaran Dasar Perseroan dan Piagam Dewan Komisaris, susunan dan komposisi anggota Dewan Komisaris terdiri dari sebanyak - banyaknya 10 (sepuluh) anggota dimana satu orang menjabat sebagai Presiden Komisaris, satu orang anggota sebagai Wakil Presiden Komisaris, dan tidak lebih dari 8 (delapan) orang anggota menjabat sebagai Komisaris. Sekurang-kurangnya 1/3 (satu per tiga) dari seluruh jumlah anggota Dewan Komisaris terdiri dari Komisaris Independen.

COMPOSITION OF THE BOARD OF COMMISSIONERS

In accordance with the Articles of Association of the Company and the Charter of the Board of Commissioners, the structure and composition of the Board of Commissioners shall be a maximum of 10 (ten) members, who shall include one President Commissioner, one Vice President Commissioner and not more than 8 (eight) Commissioners. A least 1/3 (one third) of the total members of the Board of Commissioners consists of Independent Commissioners.

DEWAN KOMISARIS Board of Commissioners

Jumlah dan komposisi Dewan Komisaris mempertimbangkan keberagaman keahlian, pengetahuan dan pengalaman yang memungkinkan Dewan Komisaris untuk memberikan saran yang independen dan efektif kepada Direksi serta untuk mengambil keputusan terkait dengan fungsi pengawasannya, dalam rangka mencapai maksud dan tujuan Perseroan serta sesuai dengan kebutuhan Perseroan.

Selaras dengan prinsip ACGS, komposisi Dewan Komisaris terdiri dari 1 (satu) orang wanita yang merupakan Komisaris Independen, yaitu Dwia Aries Tina Pulubuhu.

Selama periode pelaporan terjadi perubahan keanggotaan Dewan Komisaris berdasarkan keputusan RUPS Tahunan 2021 pada tanggal 29 April 2021.

Pemegang saham menerima pengunduran diri Cory McPhee sebagai Komisaris Perseroan, serta menyetujui pengangkatan Nicolas D. Kanter sebagai Komisaris Perseroan yang baru untuk periode 3 tahun atau sampai dengan penutupan RUPST Perseroan di tahun 2024 dan pengangkatan kembali Raden Sukhyar sebagai Komisaris Independen Perseroan.

Berdasarkan hal tersebut, maka komposisi Dewan Komisaris Perseroan per 31 Desember 2021 adalah sebagai berikut:

The number and composition of the Board of Commissioners considers diverse expertise, knowledge and experience which shall enable the Board of Commissioners to provide independent and effective advice to the Board of Directors and to make decisions related to its supervisory function, for the purpose of achieving the Company's objectives and in compliance with the Company's needs.

In line with the ACGS principles, the composition of the Board of Commissioners includes 1 (one) woman as Independent Commissioner, namely Dwia Aries Tina Pulubuhu.

During the reporting period there was a change in membership of the Board of Commissioners based on the decision of the 2021 Annual GMS on April 29th, 2021.

Shareholders accepted the resignation of Cory McPhee as Commissioner of the Company, and approved the appointment of Nicolas D. Kanter as the new Commissioner of the Company for a period of 3 years or until the closing of the Company's AGMS in 2024 and the re-appointment of Raden Sukhyar as Independent Commissioner.

Based on the foregoing, the current composition of the Board of Commissioners of the Company as of December 31st, 2021 is as follow:

DEWAN KOMISARIS

Board of Commissioners

| No | Nama Name | Jabatan Title |
|----|----------------------------|---|
| 1 | Mark James Travers | Presiden Komisaris President Commissioner |
| 2 | Ogi Prastomiyono | Wakil Presiden Komisaris Vice President Commissioner |
| 3 | Luiz Fernando Landeiro Jr | Komisaris Commissioner |
| 4 | Nicolas D. Kanter | Komisaris Commissioner |
| 5 | Nobuhiro Matsumoto | Komisaris Commissioner |
| 6 | Rizal Sukma | Komisaris Commissioner |
| 7 | Alexandre Silva D'Ambrosio | Komisaris Commissioner |
| 8 | Raden Sukhyar | Komisaris Independen Independent Commissioner |
| 9 | Rudiantara | Komisaris Independen Independent Commissioner |
| 10 | Dwia Aries Tina Pulubuhu | Komisaris Independen Independent Commissioner |

MASA JABATAN

Masa jabatan seorang anggota Dewan Komisaris berlaku efektif sejak tanggal penutupan RUPS yang mengangkat anggota Dewan Komisaris tersebut atau sebagaimana ditentukan oleh RUPS, dan berakhir pada penutupan RUPS tahunan pada tahun ketiga setelah tanggal pengangkatannya tanpa mengurangi hak RUPS untuk memberhentikannya pada setiap waktu dan dengan alasan apapun sesuai dengan Anggaran Dasar dan peraturan perundang-undangan yang berlaku. Anggota Dewan Komisaris yang telah selesai masa jabatannya dapat diangkat kembali dengan memperhatikan ketentuan yang berlaku.

Masa jabatan Komisaris Independen paling banyak 2 (dua) periode berturut-turut. Komisaris Independen yang telah menjabat selama 2 (dua) periode masa jabatan dapat diangkat kembali pada periode selanjutnya, sepanjang Komisaris Independen tersebut menyatakan dirinya tetap independen sesuai Pasal 25 POJK 33.

TERM OF OFFICE

The term of office of a member of the Board of Commissioners is effective as of the closing of the GMS at which the member is elected or at any other date as determined by the GMS, and expiring on the closing of the GMS on the third anniversary. A GMS can dismiss members of the Board of Commissioners at any time and for any reason in accordance with the Articles of Association and prevailing laws and regulations. A member of the Board of Commissioners whose term of office has expired may be re-elected by observing the prevailing laws and regulations.

The term of office of an Independent Commissioner is a maximum of 2 (two) consecutive full terms of office. After 2 (two) consecutive full terms of office, an independent commissioner may continue to serve as Independent Commissioner provided that the Independent Commissioner declares to the GMS that

DEWAN KOMISARIS Board of Commissioners

Berdasarkan perubahan Piagam Dewan Komisaris terakhir tanggal 29 Agustus 2021, masa jabatan Komisaris Independen dibatasi sampai dengan usia pensiun wajib 75 tahun dengan ketentuan bahwa Dewan Komisaris dapat mengesampingkan batasan usia tersebut.

Komisaris Independen yang menjabat sebagai Kepala Komite Audit hanya dapat diangkat kembali sebagai Komite Audit untuk 1 (satu) periode masa jabatan berikutnya.

Masa jabatan anggota Dewan Komisaris akan berakhir dalam kondisi:

1. Mengundurkan diri;
2. Dinyatakan pailit atau berdasarkan keputusan pengadilan ditaruh di bawah pengampuan;
3. Diberhentikan berdasarkan keputusan RUPS;
4. Dilarang menjadi anggota Dewan Komisaris karena peraturan perundang - undangan yang berlaku;
5. Meninggal dunia atau tidak mampu untuk melaksanakan tugas - tugasnya sebagai Komisaris.

PROGRAM PENGENALAN UNTUK ANGGOTA DEWAN KOMISARIS BARU

Perseroan memiliki program pengenalan bagi anggota baru Dewan Komisaris agar mereka dapat mengenal dan memahami profil dan kegiatan usaha Perseroan, sehingga dapat melaksanakan tugas-tugasnya secara efektif dan efisien.

Program pengenalan berupa sesi presentasi oleh para senior manajer serta dokumen-dokumen yang disiapkan dan diberikan Sekretaris Perusahaan, antara lain meliputi:

he/she is independent and submit a written statement of independence in accordance with Article 25 of POJK 33. In accordance with the latest amendmend to the Board of Commissioners' Charter in August 29th, 2021, the term of office of the Independent Commissioner is limited to the mandatory retirement age of 75 years provided that the Board of Commissioners can rule out this age limit.

An Independent Commissioner who serves as Chair of the Audit Committee can only be re-appointed for 1 (one) more period.

The term of office of a member of the Board of Commissioners shall terminate if the member of the Board of Commissioners concerned:

1. Resigns;
2. Is declared bankrupt or a court decision is issued under which the member of the Board of Commissioners is put under a conservatorship;
3. Is dismissed, based on the resolution of a GMS;
4. Is prohibited from continuing as a member of the Board of Commissioners by prevailing laws and regulations; or
5. Passed away or is incapable of performing his/her duties as a Commissioner.

INDUCTION PROGRAM FOR NEW MEMBER OF THE BOARD OF COMMISSIONERS

The Company has an induction program for new members of the Board of Commissioners to provide them with an introduction and understanding of the Company's profile and business, in order to perform its duties in an effective and efficient manner.

The induction program is comprised of presentations by managers and documents prepared and distributed by the Corporate Secretary, among others:

DEWAN KOMISARIS Board of Commissioners

- | | |
|--|--|
| <ol style="list-style-type: none"> 1. Visi dan Misi Perseroan; 2. Anggaran Dasar Perseroan; 3. Kontrak Karya dan perubahannya; 4. Rencana Kerja 5 (lima) tahun Perseroan; 5. Norma Delegasi Kewenangan; 6. Manajemen Risiko Perusahaan; 7. Struktur Organisasi Perseroan; 8. Piagam Dewan Komisaris serta piagam komite di bawah Dewan Komisaris; 9. Piagam Direksi serta unit kerja dibawah Direksi; 10. Kode Perilaku Perseroan; 11. Kebijakan dan Pedoman Utama Perseroan; 12. Laporan Tahunan Perseroan; 13. Laporan Keberlanjutan Perseroan; dan 14. Kalender Rapat Tahunan Direksi, Dewan Komisaris dan komite di bawah Dewan Komisaris. | <ol style="list-style-type: none"> 1. Vision and Mission of the Company; 2. Articles of Association of the Company; 3. Contract of Work and its amendment; 4. 5 (five) years Work Plan of the Company; 5. Delegation of Authority Norm; 6. Enterprise Risk Management; 7. Organization Chart of the Company; 8. Charter of the Board of Commissioners and the committees under the Board of Commissioners; 9. Charter of the Board of Directors and working units under the Board of Directors; 10. Code of Conduct of the Company; 11. Key Policies and Guidelines of the Company; 12. Annual Report of the Company; 13. Sustainability Report of the Company; and 14. Annual Calendar of the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners. |
|--|--|

TUGAS, TANGGUNG JAWAB DAN WEWENANG DEWAN KOMISARIS

Dewan Komisaris bertindak dan bertanggung jawab secara kolegal, dengan didukung oleh Komite Audit, Komite Mitigasi Risiko dan Komite Tata Kelola, Nominasi dan Remunerasi.

Tugas, tanggung jawab dan wewenang Dewan Komisaris adalah sebagai berikut:

1. Mengawasi seluruh aspek pengurusan Perseroan oleh Direksi dan untuk menjalankan tugas - tugas dan lainnya yang didelegasikan kepadanya oleh RUPS atau peraturan perundangan-undangan yang berlaku, dengan cara:
 - a. Mengawasi dan memberikan nasihat kepada Direksi
 - b. Mempertimbangkan tindakan-tindakan tertentu yang diminta oleh Direksi dan mengambil keputusan atas hak tersebut sebelum memberikan arahan kepada Direksi atau mengusulkan hal tersebut kepada RUPS untuk mendapatkan persetujuan pemegang saham;

DUTIES, RESPONSIBILITIES AND AUTHORITIES OF THE BOARD OF COMMISSIONERS

The Board of Commissioners acts and is accountable as a collegial body, with the support of the Audit Committee, the Risk Mitigation Committee and the Governance, Nomination and Remuneration Committee.

Duties and responsibilities of the Board of Commissioners are comprised of:

1. Overseeing all aspects of the management of the Company by the Board of Directors and to undertake such other tasks delegated to it by the GMS or applicable laws and regulations. In performing its duties, the Board of Commissioners:
 - a. Supervises and provides advice to the Board of Directors; and
 - b. Considers certain actions requested by the Board of Directors and decides on such matters before providing direction to the Board of Directors or further referring such matters to the GMS for shareholder approval;

DEWAN KOMISARIS Board of Commissioners

2. Setiap anggota Dewan Komisaris wajib melaksanakan tugasnya dengan itikad baik, dengan kehati-hatian dan penuh tanggung jawab, serta sesuai dengan Anggaran Dasar Perseroan, Piagam Dewan Komisaris dan peraturan perundang-undangan yang berlaku;
 3. Setiap tahun dan setiap tengah tahun, Dewan Komisaris akan menelaah strategi Perseroan dan tujuan kinerja Direksi serta pelaksanaan strategi tersebut;
 4. Menelaah secara tahunan dan triwulanan, kinerja nyata Perseroan dibandingkan dengan rencana yang dianggarkan;
 5. Secara tahunan atau lebih sering, menelaah kinerja Perseroan dan mempersiapkan penilaian tertulis atas kinerja tersebut untuk laporan tahunan dan RUPS tahunan yang ditandatangani oleh seluruh Komisaris atau memberikan penjelasan mengapa Komisaris tidak dapat menandatangani penilaian tertulis tersebut;
 6. Dari waktu ke waktu mempelajari atau mencari informasi dalam menentukan remunerasi yang pantas serta menentukan persyaratan yang diperlukan dari calon untuk anggota Direksi dengan bantuan Komite Tata Kelola, Nominasi dan Remunerasi;
 7. Menelaah dan menyetujui rencana suksesi untuk anggota Direksi dengan bantuan Komite Tata Kelola, Nominasi dan Remunerasi Perseroan;
 8. Setiap waktu berhak memberhentikan sementara seorang anggota Direksi yang telah melakukan pelanggaran material atas Anggaran Dasar atau peraturan perundang-undangan yang berlaku, melalaikan tugas-tugasnya atau untuk suatu alasan yang dianggap material oleh Dewan Komisaris;
2. Each member of the Board of Commissioners shall perform his/her duties in good faith, with due care and full responsibility and in accordance with the Company's Articles of Association, Charter of the Board of Commissioners and applicable laws and regulations;
 3. On an annual basis, and on a semi-annual basis, the Board of Commissioners shall review the Board of Directors corporate strategy and performance objectives and its implementation of such strategy
 4. Review on annual and quarterly basis, the Company's actual performance compared to the budgeted plan;
 5. On an annual or more frequent basis, review the performance of the Company and prepare a written evaluation of such performance for the annual report and annual general meeting of shareholders signed by all Commissioners or provide an explanation why a commissioner was unable to sign;
 6. From time to time undertake such studies or seek information as to determine appropriate remuneration and also identify necessary qualifications and candidates for members of the Board of Directors assisted by the Governance, Nomination and Remuneration Committee;
 7. Review and approve the succession plan for members of the Board of Directors assisted by the Governance, Nomination and Remuneration Committee;
 8. At any time be entitled to temporarily dismiss a member of the Board of Directors who has acted in a way materially contrary to the Articles of Association or to applicable laws and regulations, has neglected his/her duties or for any other reason deemed material by the Board of Commissioners;

DEWAN KOMISARIS Board of Commissioners

9. Mengurus Perseroan dalam keadaan tertentu dan untuk waktu tertentu yang diatur dalam Anggaran Dasar atau sebagaimana ditentukan oleh RUPS;
 10. Sesuai dengan Anggaran Dasar dan kebijakan Perseroan, serta peraturan perundang - undangan yang berlaku, memiliki akses terhadap informasi yang secara wajar diperlukan untuk fungsi pengawasannya;
 11. Secara wajar mengusahakan untuk hadir pada RUPS Tahunan dan RUPS lainnya;
 12. Memiliki wewenang untuk menunjuk penasehat independen yang sesuai dan diperlukan untuk memenuhi fungsi penasehat dan pengawasannya;
 13. Menelaah manajemen risiko dan sistem pengendalian internal Perseroan sebagaimana disampaikan oleh manajemen untuk memastikan bahwa kedua hal tersebut sesuai untuk perusahaan publik di Indonesia serta memberikan rekomendasi kepada Direksi pelaksanaan atas setiap perubahan atau tindakan korektif yang diperlukan;'
 14. Setiap tahun, Dewan Komisaris (atau komite di bawah Dewan Komisaris) menerima laporan dari Direksi mengenai efektivitas kerangka pengendalian internal dan pengendalian dan prosedur pengungkapan Perseroan yang mana laporan tersebut memastikan (a) bahwa kekayaan Perseroan dilindungi dari setiap penggunaan yang tidak sah; (b) bahwa administrasi keuangan Perseroan dalam keadaan baik. dapat diandalkan dan mewakili kondisi Perseroan; dan bahwa seluruh keterbukaan informasi atas regulasi dan keuangan dilakukan secara lengkap. akurat dan tepat waktu;
9. Manage the Company in certain conditions and for certain periods set forth in the Articles of Association or as determined by the GMS;
 10. In accordance with the Company's Articles of Association and policies, and applicable laws and regulations, have access to such information as is reasonably necessary to satisfy its supervisory function;
 11. Make all reasonable efforts to attend, the Annual GMS and each other GMS;
 12. Have the authority to engage independent advisors as appropriate and necessary to fulfill its supervisory and oversight functions;
 13. Review the Company's internal risk management and control systems as presented by management to ensure that they are suitable to a publicly traded company in Indonesia. The Board of Commissioners shall be entitled to recommend to the Board of Directors the implementation of any necessary changes or corrective actions;
 14. On an annual basis, the Board of Commissioners (or a committee thereof) shall receive from the Board of Directors a report on the effectiveness of the internal control framework and disclosure controls and procedures of the Company, which report shall ensure that (a) the assets of the Company have been safeguarded against unauthorized use (b) the financial administration of the Company is in good order, reliable and fairly represents the condition of the Company; and (c) all regulatory and financial disclosures are made in a complete, accurate and timely manner;

DEWAN KOMISARIS Board of Commissioners

15. Menelaah rencana tahunan yang disusun secara rinci oleh Direksi dengan penjelasan kinerja tanggung jawab sosial Perseroan serta langkah-langkah yang diambil oleh Direksi untuk melaksanakan rencana tersebut; dan
 16. Dengan tunduk pada ketentuan Anggaran Dasar, Dewan Komisaris dapat mendelegasikan sebagian wewenangnya kepada beberapa atau seluruh anggota Direksi yang akan ditelaah dari waktu ke waktu dan disetujui oleh Dewan Komisaris.
15. Receive and review a detailed annual plan prepared by the Board of Directors detailing the performance of the Company of its corporate social responsibility and setting forth the steps that the Board of Directors is taking to implement the plan; and
 16. Subject to the requirements under the Articles of Association, the Board of Commissioners may delegate some of its authority to some or all of members of the Board of Directors which will be reviewed from time to time and approved by the Board of Commissioners.

Adapun tugas dan tanggung jawab Presiden Komisaris adalah sebagai *primus inter pares*, yakni mengkoordinasikan pelaksanaan tugas dan tanggung jawab Dewan Komisaris. Presiden Komisaris juga memiliki tugas dan tanggung jawab berikut ini:

1. Memastikan bahwa pelaksanaan tanggung jawab Dewan Komisaris telah dilaksanakan sesuai dengan ketentuan yang berlaku;
 2. Memastikan bahwa setiap anggota Dewan Komisaris bersikap sesuai dengan Piagam Dewan Komisaris; dan
 3. Memastikan bahwa rapat Dewan Komisaris melakukan pengambilan keputusan secara efektif berdasarkan informasi yang benar dan lengkap. Dewan Komisaris mengatur sendiri pembagian kerja di antara para anggota. Fokus bidang pengawasan masing-masing anggota Dewan Komisaris mengacu pada pembagian peran sebagai Ketua dan anggota dari komite penunjang Dewan Komisaris sesuai dengan kompetensi dan pengalaman yang dimiliki.
- The President Commissioner's duties and responsibilities are *primus inter pares*, namely coordinating the activities of the Board of Commissioners. The President Commissioner also has the following duties and responsibilities:
1. To ensure the performance of duties and responsibilities of the Board of Commissioners is in accordance with the prevailing regulations;
 2. To ensure that each member of the Board of Commissioners is acting in accordance with the Charter of the Board of Commissioners; and
 3. To ensure that meetings of the Board of Commissioners make effective decisions based on accurate and complete information. The Board of Commissioners determines the distribution of work among its members. The supervisory focus for each member of the Board of Commissioners refers to the division of roles as the Chairman of the Board of Commissioners' Supporting Committees in accordance with their competence and experience.

DEWAN KOMISARIS

Board of Commissioners

Fokus Bidang Pengawasan Dewan Komisaris

Board of Commissioners' Supervisory Focus

| Komite dan Bidang Pengawasan Committee and Supervision | Anggota Dewan Komisaris Board of Commissioners' Member | Jabatan Title |
|--|---|-------------------|
| Komite Audit Audit Committee | Rudiantara | Ketua Chair |
| Komite Tata Kelola, Nominasi dan Remunerasi Governance, Nomination and Remuneration Committee | Rudiantara | Ketua Chair |
| | Mark James Travers | Anggota Member |
| | Luiz Fernando Landeiro Jr | Anggota Member |
| | Rizal Sukma | Anggota Member |
| | Nobuhiro Matsumoto | Anggota Member |
| Komite Mitigasi Risiko Risk Mitigation Committee | Raden Sukhyar | Anggota Member |
| | Luiz Fernando Landeiro Jr | Anggota Member |
| | Ogi Prastomiyono | Anggota Member |

KOMISARIS INDEPENDEN

Jumlah Komisaris Independen per tanggal 31 Desember 2021 ada 3 orang, atau 30% dari total anggota Dewan Komisaris sebanyak 10 orang. Persentase tersebut telah memenuhi ketentuan paling kurang 30% dari jumlah seluruh anggota Dewan Komisaris, yang dipersyaratkan POJK 33.

Kriteria Komisaris Independen

Seluruh Komisaris Independen dipilih berdasarkan kriteria Komisaris Independen yang diatur dalam Piagam Dewan Komisaris serta Kebijakan Proses Nominasi dan Remunerasi yang disusun berdasarkan peraturan perundang-undangan yang berlaku, yaitu:

INDEPENDENT COMMISSIONER

The number of Independent Commissioners of the Company as at December 31st, 2021 was 3 persons or 30% of the total of 10 members of the Board of Commissioners. The percentage meets the minimum requirement of 30% of the total members of the Board of Commissioners under POJK 33.

Independent Commissioner Criteria

All Independent Commissioners are nominated based on the criteria for Independent Commissioners under the Charter of the Board of Commissioners and the Nomination and Remuneration Process Policy, which are prepared based on the prevailing laws and regulations, as follows:

DEWAN KOMISARIS Board of Commissioners

1. Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam waktu 6 (enam) bulan terakhir, kecuali untuk pengangkatan kembali sebagai komisaris independen Perseroan pada periode berikutnya;
 2. Tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan;
 3. Tidak mempunyai hubungan “Afiliasi” dengan emiten atau perusahaan publik, anggota Dewan Komisaris, anggota Direksi, atau pemegang saham utama Perseroan; dan
 4. Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan.
1. He/she is not a person who has worked for or has had the authority and responsibility over planning, directing, controlling or supervising activities of the Company within the six (6) month period prior to the proposed appointment, except in the case of re-appointment of an Independent Commissioner of the Company for the next period;
 2. He/she does not have any shareholding in the Company, either directly or indirectly;
 3. He/she does not have any “Affiliation” relationship with the Company, any member of the Board of Commissioners, any member of the Board of Directors or any principal shareholder of the Company; and
 4. He/she does not have any business relationship, directly or indirectly, related to the Company’s business activities.



DEWAN KOMISARIS Board of Commissioners

Pernyataan Independensi Komisaris Independen

Para Komisaris Independen menyampaikan pernyataan independensi pada saat pengangkatannya berlaku efektif. Sesuai dengan POJK 33, para Komisaris Independen yang diangkat kembali setelah menjabat lebih dari dua periode juga akan menyampaikan pernyataan independensi.

Statement of Independence of the Independent Commissioner

The Independent Commissioners provide a statement of independence when their appointment becomes effective. Pursuant to POJK 33, the re-appointed Independent Commissioner shall also provide a statement of independence after serving for more than two periods.

| No | Kriteria Komisaris Independen Independent Commissioner Criteria | Rudiantara | Raden Sukhyar | Dwia Aries Tina Pulubuhu |
|----|---|------------|---------------|-----------------------------|
| 1 | Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam waktu 6 (enam) bulan terakhir, kecuali untuk pengangkatan kembali sebagai komisaris independen Perseroan pada periode berikutnya He/she is not a person who has worked for or has had the authority and responsibility over planning, directing, controlling or supervising activities of the Company within the six (6) month period prior to the proposed appointment, except in the case of re-appointment of an Independent Commissioner of the Company for the next period | √ | √ | √ |
| 2 | Tidak mempunyai saham baik langsung maupun tidak langsung pada Perseroan He/she does not have any shareholding in the Company, either directly or indirectly | √ | √ | √ |
| 3 | Tidak mempunyai hubungan "Afiliasi" dengan emiten atau perusahaan publik, anggota Dewan Komisaris, anggota Direksi, atau pemegang saham utama Perseroan He/she does not have any "Affiliation" relationship with the Company, any member of the Board of Commissioners, any member of the Board of Directors or any principal shareholder of the Company | √ | √ | √ |
| 4 | Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan He/she does not have any business relationship, directly or indirectly, related to the Company's business activities | √ | √ | √ |

DIREKSI

Board of Directors

Di bawah koordinasi Presiden Direktur, Direksi memiliki tanggung jawab secara kolegal atas pengelolaan Perseroan secara efektif, efisien dan hati-hati untuk kepentingan, maksud, dan tujuan Perseroan serta mewakili Perseroan baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar Perseroan.

PIAGAM DIREKSI

Direksi menjalankan peran, tugas, tanggung jawab dan kewajiban dengan berpedoman pada Piagam Direksi. Evaluasi terhadap Piagam Dewan Komisaris dilakukan secara berkala dengan peraturan perundang undangan yang berlaku. Piagam Dewan Komisaris terakhir kali diperbarui pada tanggal 7 Oktober 2020 dan telah tersedia di situs web Perseroan www.vale.com/indonesia

Piagam Direksi mengatur hal - hal berikut ini:

1. Struktur;
2. Keanggotaan;
3. Tugas, Tanggung Jawab dan Wewenang;
4. Rapat;
5. Pelaporan;
6. Penilaian Kinerja; dan
7. Praktik-Praktik Lain.

PENUNJUKAN DAN KRITERIA KEANGGOTAAN DIREKSI

Dengan mengacu kepada peraturan perundang - undangan, Anggaran Dasar dan Piagam Direksi, Dewan Komisaris serta komite di bawah Dewan Komisaris, Perseroan menyusun Kebijakan Proses Nominasi dan Remunerasi sebagai pedoman dalam proses nominasi dan remunerasi anggota Dewan Komisaris, Direksi serta anggota Komite di bawah Dewan Komisaris. Kebijakan tersebut meliputi pencarian, penilaian, pemilihan dan rekomendasi calon anggota direktur, komisaris dan/atau

Under the coordination of the President Director, the Board of Directors is collegially responsible for the management of the Company in an effective, efficient and prudent manner for the interest, objectives and purposes of the Company as well as representing the Company inside and outside the court in accordance with the Articles of Association of the Company.

CHARTER OF THE BOARD OF DIRECTORS

The Board of Directors perform its roles, duties and responsibilities with reference to the Charter of the Board of Directors. Evaluation of the Charter of the Board of Directors is conducted periodically in accordance with prevailing laws and regulations. The Charter of the Board of Commissioners was last updated on October 7th, 2020 and made available on the Company's website www.vale.com/Indonesia.

The Charter of the Board of Directors comprised of the following:

1. Structure;
2. Membership
3. Duties, Responsibilities and Authorities;
4. Meetings;
5. Reporting;
6. Performance Assessment; and
7. Other Practices.

APPOINTMENT AND MEMBERSHIP CRITERIA OF THE BOARD OF DIRECTORS

In reference to the laws and regulations, the Articles of Association and Charter of the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners, the Company established a Nomination and Remuneration Process Policy which serves as a guideline in the nomination and remuneration process of members of the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners. The policy includes the

DIREKSI Board of Directors

anggota komite di bawah Dewan Komisaris, sebagai berikut:

1. Selain mematuhi kriteria yang diatur oleh POJK 33, calon anggota Direksi juga harus memenuhi kriteria berikut ini:
 - a. Tidak pernah dinyatakan bersalah karena tindak pidana, pelanggaran, kepercayaan, ketidakjujuran atau perilaku curang;
 - b. Tidak pernah diberhentikan dengan tidak hormat dari posisi pekerjaan apapun selama 5 (lima) tahun sebelum proses nominasi;
 - c. Tidak sedang dalam pengampunan;
 - d. Tidak menduduki atau menjabat pada posisi lain baik sebagai anggota Direksi atau Dewan Komisaris perusahaan lain yang didirikan di Indonesia atau sebagai eksekutif dari perusahaan yang didirikan di bawah yurisdiksi asing yang dapat mengarah kepada benturan kepentingan dengan Perseroan, kecuali (i) sebagaimana disetujui oleh Dewan Komisaris dan dilaporkan kepada RUPS Perseroan; atau (ii) dalam hal rangkap jabatan oleh Presiden Direktur Perseroan, sebagaimana disetujui oleh RUPS Perseroan;
 - e. Calon, orang tua, kakek nenek, saudara kandung, pasangan, anak dan/atau cucunya tidak memiliki hubungan bisnis, secara langsung atau secara tidak langsung terkait dengan aktivitas bisnis Perseroan, kecuali sebaliknya diungkapkan. Dalam hal apapun, jika calon diangkat sebagai direktur Perseroan, calon harus berusaha untuk melepaskan dirinya dari setiap proses pengambilan keputusan yang melibatkan bisnis keluarganya yang disebutkan di atas dengan Perseroan. Untuk menghindari keraguan, yang dimaksud dengan hubungan bisnis adalah seorang calon tidak akan menghalangi calon untuk menjadi seorang yang memenuhi syarat calon; dan

sourcing, assessment, selection, and recommendation of candidate directors, commissioners and/or members of the committees under the Board of Commissioners, as follows:

1. In addition to the criteria under POJK 33, a candidate for member of the Board of Directors shall meet the following criteria:
 - a. He/she has never been found guilty of any criminal action, breach of trust, dishonesty or fraudulent behavior;
 - b. He/she has never been dismissed disrespectfully from any job position in the last 5 (five) years prior to the nomination process;
 - c. He/she is not under custodianship;
 - d. He/she has not assumed any other role or position either as member of the board of directors or of the board of commissioners of any other companies established in Indonesia or as any other executive of any company established under any foreign jurisdictions that may lead to a conflict of interest with the Company, except (i) as may be approved by the Board of Commissioners and reported to a GMS of the Company; or (ii) in the case of dual positions by a president commissioner of the Company, as may be approved by a GMS of the Company;
 - e. He/she, his/her parents, grandparents, sibling(s), spouse, child(ren), and/or his/her grandchild(ren) do not have any business relationship, directly or indirectly, related to the Company's business activities, except as otherwise declared. In any event, if he/she is appointed as the Company's commissioner, he/she must undertake to recuse him/herself from any decision-making process involving his/her aforementioned family's business with the Company. For avoidance of doubt, a declaration of business relationship as contemplated herein by a candidate will not preclude him/her from being a qualified candidate; and

DIREKSI Board of Directors

- f. sehat jasmani dan rohani dan tidak mengalami kesulitan atau komplikasi yang dapat menghalangi calon untuk melaksanakan setiap tugas dan tanggung jawab seorang direktur Perseroan.
2. Calon Direktur dapat diusulkan oleh sumber-sumber berikut ini:
- Setiap pemegang saham yang memiliki setidaknya 1/20 bagian dari saham yang ditempatkan Perseroan;
 - Setiap pemegang saham yang memiliki sekurang kurangnya 1/10 bagian dari saham yang ditempatkan Perseroan dalam hal dimana pemegang saham tersebut mengajukan permohonan tertulis kepada Perseroan untuk melakukan panggilan RUPS untuk mengangkat Direktur baru dan mengusulkan (calon-calon) sesuai dengan peraturan perundang-undangan yang berlaku;
 - Dewan Komisaris, setelah mengajukan permohonan tertulis kepada Perseroan untuk mengadakan RUPS;
 - Komite Tata Kelola, Nominasi dan Remunerasi; atau
 - Sumber profesional lain yang dilibatkan oleh Dewan Komisaris, atau oleh Komite Tata Kelola, Nominasi dan Remunerasi atas pendelegasian dari Dewan Komisaris.
3. Penilaian dilakukan oleh Komite Tata Kelola, Nominasi dan Remunerasi untuk menentukan apakah atas (calon-calon) yang diajukan memenuhi syarat sehingga dapat direkomendasikan untuk diangkat menjadi Direktur. Dalam melakukan penilaian, Komite Tata Kelola, Nominasi dan Remunerasi dapat melibatkan profesional eksternal/ firma konsultan.
- f. He/she is physically and mentally healthy and does not have any difficulty or complication which may prevent him/her from performing any of the duties and responsibilities of a director of the Company.
2. Potential candidates for commissioner may be proposed by the following sources:
- Any shareholder holding at least 1/20 of the Company's issued shares;
 - Any shareholders holding at least an aggregate of 1/10 of the Company's issued shares in those cases where such shareholder(s) submitted a written request to the Company to call for a GMS to appoint new directors and propose the candidate(s) in accordance with the applicable laws and regulations in Indonesia;
 - The Board of Commissioners, upon submitting a written request to the Company to call for a GMS;
 - The Governance, Nomination and Remuneration Committee; or
 - Other professional sources may be engaged by the Board of Commissioners, or by the Governance, Nomination and Remuneration Committee upon delegation by the Board of Commissioners.
3. The assessment by the Governance, Nomination and Remuneration Committee is to be performed to determine whether the proposed candidates are qualified so as to be recommended to be appointed as directors. In assessing the potential candidates, the Governance, Nomination and Remuneration Committee may engage an external professional/ consulting firm at the cost of the Company.

DIREKSI

Board of Directors

4. Komite Tata Kelola, Nominasi dan Remunerasi melaporkan hasil penilaiannya terhadap calon untuk pertimbangan Dewan Komisaris dalam merekomendasikan calon Direktur terpilih kepada RUPS untuk disetujui.
5. Dewan Komisaris akan menelaah laporan Komite Tata Kelola, Nominasi dan Remunerasi tersebut sebelum menyampaikan rekomendasi kepada RUPS untuk selanjutnya diangkat oleh RUPS.

KOMPOSISI DIREKSI

Sesuai Anggaran Dasar Perseroan dan Piagam Direksi, susunan dan komposisi anggota Direksi terdiri dari sebanyak banyaknya 7 (tujuh) anggota dimana satu orang menjabat sebagai Presiden Direktur, satu orang anggota sebagai Wakil Presiden Direktur, dan tidak lebih dari 5 (lima) orang anggota menjabat sebagai Direktur.

Jumlah dan komposisi Direksi mempertimbangkan keberagaman keahlian, pengetahuan dan pengalaman, dalam rangka mencapai maksud dan tujuan Perseroan serta sesuai dengan kebutuhan Perseroan.

KOMPOSISI DIREKSI

Berdasarkan RUPS Tahunan yang dilaksanakan pada 29 April 2021, pemegang saham menyetujui usulan pengangkatan Febriany Eddy sebagai Presiden Direktur Perseroan untuk periode 3 tahun atau sampai dengan penutupan RUPS Tahunan Perseroan di tahun 2024.

Selanjutnya, pada RUPS Luar Biasa yang dilaksanakan pada 31 Agustus 2021, pemegang saham menerima pengunduran diri Agus Superiadi dari jabatannya sebagai Direktur Perseroan, serta memberikan pembebasan dan pelunasan dari segala tindakan hukum yang dilakukan selama menjabat. Direksi dan Dewan Komisaris Perseroan menyampaikan ucapan terima kasih kepada Agus Superiadi atas kontribusi yang berharga dan dedikasi beliau terhadap Perseroan.

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4. The Governance, Nomination and Remuneration Committee shall report on the outcome of its assessment of potential candidates for the BOC's consideration in recommending selected candidate(s) for director to the GMS for approval.
5. The Board of Commissioners shall review the above mentioned Governance, Nomination and Remuneration Committee report before providing its recommendation to the GMS for appointment by the GMS.

COMPOSITION OF THE BOARD OF DIRECTORS

In accordance with the Articles of Association of the Company and the Charter of the Board of Directors, the structure and composition of the Board of Directors shall be a maximum of 7 (seven) members, who shall include one President Director, one Vice President Director and not more than 5 (five) Directors.

The number and composition of the Board of Directors considers diverse expertise, knowledge and experience, for the purpose of achieving the Company's objective and in compliance with the Company's needs.

BOARD OF DIRECTORS' COMPOSITION

Based on the Annual GMS held on April 29th, 2021, shareholders approved the proposed appointment of Febriany Eddy as President Director for a period of 3 years or until the closing of the Company's Annual GMS in 2024.

Afterwards, at the Extraordinary GMS held on August 31st, 2021, the shareholders accepted the resignation of Agus Superiadi from his position as Director of the Company, and fully released him from all legal actions taken during his tenure. The Company's Board of Directors and Board of Commissioners expressed their appreciation to Agus Superiadi for his valuable contribution and dedication to the Company.

DIREKSI

Board of Directors

Berdasarkan hal tersebut, maka susunan Direksi Perseroan per 31 Desember 2021 adalah sebagai berikut:

Based on the foregoing, the current composition of the Board of Directors of the Company as of December 31st, 2021 is as follows:

| No | Nama Name | Jabatan Title |
|----|--------------------------|--|
| 1 | Febriany Eddy | Presiden Direktur President Director |
| 2 | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| 3 | Bernardus Irmanto | Direktur Director |
| 4 | Vinicius Mendes Ferreira | Direktur Director |
| 5 | Dani Widjaja | Direktur Director |

MASA JABATAN

Masa jabatan seorang anggota Direksi berlaku efektif sejak tanggal penutupan RUPS yang mengangkat anggota Direksi tersebut atau sebagaimana ditentukan oleh RUPS, dan berakhir pada penutupan RUPS tahunan pada tahun ketiga setelah tanggal pengangkatannya tanpa mengurangi hak RUPS untuk memberhentikannya pada setiap waktu dan dengan alasan apapun sesuai dengan Anggaran Dasar dan peraturan perundang-undangan yang berlaku. Anggota Direksi yang telah selesai masa jabatannya dapat diangkat kembali dengan memperhatikan ketentuan yang berlaku.

Masa jabatan anggota Direksi akan otomatis berakhir dalam kondisi:

1. Mengundurkan diri;
2. Dinyatakan pailit atau berdasarkan keputusan pengadilan ditaruh di bawah pengampuan;
3. Diberhentikan berdasarkan keputusan RUPS;
4. Dilarang menjadi anggota Direksi karena peraturan perundang-undangan yang berlaku; atau
5. Meninggal dunia atau tidak mampu untuk melaksanakan tugas-tugasnya sebagai Direktur.

TERM OF OFFICE

The term of office of a member of the Board of Directors is effective as of the closing of the GMS at which the member is elected or at any other date as determined by the GMS, and expiring on the closing of the GMS on the third anniversary. A GMS can dismiss members of the Board of Directors at any time and for any reason in accordance with the Articles of Association and the prevailing laws and regulations. A member of the Board of Directors whose term of office has expired may be re-elected by observing the prevailing laws and regulations.

Term of office of a member of the Board of Directors shall automatically terminate in the following conditions:

1. Resignation;
2. Declared bankrupt; or based on court decisions placed under guardianship;
3. Dismissed by virtue of a GMS resolution;
4. Prohibited from being a member of the Board of Directors due to prevailing laws and regulations; and
5. Deceased or unable to perform their duties as a Director.

DIREKSI Board of Directors

PROGRAM PENGENALAN UNTUK ANGGOTA DIREKSI BARU

Perseroan memiliki program pengenalan bagi anggota baru Direksi agar mereka dapat mengenal dan memahami profil dan kegiatan usaha Perseroan, sehingga dapat melaksanakan tugas-tugasnya secara efektif dan efisien.

Program pengenalan berupa sesi presentasi oleh para senior manajer serta dokumen-dokumen yang disiapkan dan diberikan Sekretaris Perusahaan, antara lain meliputi:

1. Visi dan Misi Perseroan;
2. Anggaran Dasar Perseroan;
3. Kontrak Karya dan perubahannya;
4. Rencana Kerja 5 (lima) tahun Perseroan;
5. Norma Delegasi Kewenangan;
6. Manajemen Risiko Perusahaan;
7. Struktur Organisasi Perseroan;
8. Piagam Dewan Komisaris serta piagam komite di bawah Dewan Komisaris;
9. Piagam Direksi serta unit kerja dibawah Direksi;
10. Kode Perilaku Perseroan;
11. Kebijakan dan Pedoman Utama Perseroan;
12. Laporan Tahunan Perseroan;
13. Laporan Keberlanjutan Perseroan; dan
14. Kalender Rapat Tahunan Direksi, Dewan Komisaris dan komite di bawah Dewan Komisaris.

TUGAS DAN TANGGUNG JAWAB DIREKSI

Tugas dan tanggung jawab anggota Direksi ditentukan berdasarkan Anggaran Dasar Perseroan, Piagam Direksi dan peraturan perundang-undangan yang berlaku. Direksi secara bersama-sama berwenang untuk mengambil keputusan bagi Perseroan dan memiliki lima tugas utama, yaitu terkait manajemen operasional, manajemen risiko, pengendalian internal, komunikasi dan tanggung jawab sosial.

INDUCTION PROGRAM FOR NEW MEMBER OF THE BOARD OF DIRECTORS

The Company has an induction program for new members of the Board of Directors to provide them with an introduction and understanding of the Company's profile and business, in order to perform his or her duties in an effective and efficient manner.

The induction program is comprised of presentations by managers and documents prepared and distributed by the Corporate Secretary, among others:

1. Vision and Mission of the Company;
2. Articles of Association of the Company;
3. Contract of Work and its amendment;
4. 5 (five) years Work Plan of the Company;
5. Delegation of Authority Norm;
6. Enterprise Risk Management;
7. Organization Chart of the Company;
8. Charter of the Board of Commissioners and the committees under the Board of Commissioners;
9. Charter of the Board of Directors and working units under the Board of Directors;
10. Code of Conduct of the Company;
11. Key Policies and Guidelines of the Company;
12. Annual Report of the Company;
13. Sustainability Report of the Company; and
14. Annual Calendar of the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners.

DUTIES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The duties and responsibilities of Board of Directors' members are determined based on the Company's Articles of Association, the Board of Directors' Charter and the prevailing laws and regulations. The Board of Directors is jointly authorized to make decisions for the Company and has five main duties, which are related to operational management, risk management, internal control, communication and social responsibility.

DIREKSI Board of Directors

Tugas dan tanggung jawab Direksi antara lain:

1. Bertanggung jawab atas pengurusan Perseroan sehari-hari secara efektif dan efisien untuk kepentingan Perseroan dan sesuai dengan prinsip tata kelola perusahaan yang baik serta maksud dan tujuan Perseroan. Tugas kepengurusan termasuk pelaksanaan pengendalian internal, manajemen risiko, keberlanjutan, komunikasi dengan para pemangku kepentingan serta penyusunan laporan pertanggung jawaban;
2. Masing-masing anggota Direksi wajib melaksanakan tugasnya dengan itikad baik, dengan kehati-hatian dan penuh tanggung jawab, serta sesuai dengan Anggaran Dasar Perseroan dan peraturan perundang-undangan yang berlaku;
3. Berwenang untuk mewakili Perseroan baik di dalam maupun di luar pengadilan dalam segala hal dan dalam setiap peristiwa mempunyai kekuasaan dan kewenangan untuk mengikat Perseroan dengan pihak lain dan pihak lain dengan Perseroan dan untuk mengambil tindakan baik yang berhubungan dengan kepengurusan maupun kepemilikan dan pelepasan harta Perseroan, kecuali ditentukan lain oleh Anggaran Dasar atau peraturan perundang-undangan yang berlaku;
4. Masing-masing anggota Direksi memiliki akses yang penuh dan bebas kepada seluruh karyawan (dan agen atau konsultan pihak ketiga) Perseroan yang bertujuan untuk memperoleh informasi yang diperlukan untuk memenuhi kewajibannya sebagai seorang anggota Direksi;
5. Masing-masing anggota Direksi diharapkan untuk menghadiri, dan akan secara wajar mengusahakan untuk hadir pada, RUPS Tahunan dan RUPS lainnya, dan kehadiran tersebut akan diungkapkan di laporan tahunan;
6. Berwenang untuk menunjuk penasihat independen yang sesuai dan diperlukan untuk memenuhi fungsi pengurusannya;

Duties and responsibilities of the Board of Directors are:

1. Responsible for the effective and efficient day-to-day management of the Company in the interest of the Company and in accordance with good corporate governance principles and the Company's purposes and objectives. The management duties include the implementation of internal control, risk management, sustainability, communication with stakeholder as well as making of accountability report;
2. Each member of the Board of Directors shall perform his/her duties in good faith, with due care and full responsibility, and in accordance with the Company's Articles of Association and prevailing laws and regulations.
3. Have the authority to represent the Company within and outside the courts of justice in respect of all matters and in any event shall have the power and authority to bind the Company to other parties and other parties to the Company and to undertake any act concerning the management of the affairs of the Company as well as the ownership and disposition of its properties, except as may otherwise be provided in the Articles of Association or prevailing laws and regulations;
4. Each member of the Board of Directors shall have full and free access to all employees (and third-party agents or consultants) of the Company for the purposes of obtaining the information necessary to complete his/her obligations as a member of the Board of Directors;
5. Each member of the Board of Directors shall be expected to attend, and shall make all reasonable efforts to attend, the Annual GMS and other GMS, and such attendance shall be disclosed in the annual report;
6. Have the authority to appoint independent advisors as appropriate and necessary to fulfill its management function;

DIREKSI

Board of Directors

7. Bertanggung jawab untuk memastikan bahwa Perseroan memiliki sistem manajemen risiko dan pengendalian internal yang sesuai untuk perusahaan publik di Indonesia. Sehubungan dengan hal tersebut, Direksi menyusun sistem manajemen risiko dan pengendalian internal serta mekanisme pengawasan dan pelaporan yang terkait;
8. Melakukan perubahan yang diperlukan atau tindakan korektif yang direkomendasikan oleh Dewan Komisaris (atau komite di bawah Dewan Komisaris). Sekurang Kurangnya setiap tahun Direksi menyampaikan laporan kepada Dewan Komisaris mengenai efektivitas kerangka pengendalian internal dan keterbukaan informasi mengenai pengendalian dan prosedur Perseroan dalam memastikan (a) bahwa kekayaan Perseroan dilindungi dari penggunaan yang tidak sah; (b) bahwa administrasi keuangan Perseroan dalam keadaan baik, dapat diandalkan dan mewakili kondisi Perseroan; dan (c) bahwa seluruh keterbukaan informasi atas regulasi dan keuangan dilakukan secara lengkap, akurat dan tepat waktu;
9. Memastikan kinerja tanggung jawab sosial Perseroan dengan menyusun rencana tahunan secara rinci (termasuk usulan anggaran, yang menjadi bagian dari anggaran tahunan Perseroan) dan secara rutin melaporkan kegiatan pelaksanaan rencana tersebut kepada Dewan Komisaris;
10. Menerapkan prinsip-prinsip GCG dalam menjalankan tugas sehari-hari sebagai manajemen Perseroan;
11. Mengawasi, memelihara, serta mengelola aset-aset Perseroan;
12. Mempersiapkan dan memelihara daftar pemegang saham, daftar khusus, risalah RUPS, serta risalah rapat Direksi;
13. Melaporkan setiap saham yang dimiliki anggota Direksi maupun keluarga mereka di Perseroan maupun di perusahaan lain dengan cara memasukkan informasi ke dalam daftar khusus;
7. Responsible for ensuring that the Company has internal risk management and control systems suitable to a publicly traded company in Indonesia. In connection therewith, the Board of Directors shall establish risk management and control systems and related monitoring and reporting mechanisms;
8. Implement any necessary changes or corrective actions recommended by the Board of Commissioners (or a committee thereof). The Board of Directors shall at least annually provide the Board of Commissioners with a report on the effectiveness of the internal control framework and disclosure controls and procedures of the Company in ensuring that (a) the assets of the Company have been safeguarded against unauthorized use; (b) that the financial administration of the Company is in good order, reliable and fairly represents the condition of the Company; and (c) that all regulatory and financial disclosures are made in a complete, accurate and timely manner;
9. Ensure performance by the Company of its corporate social responsibility by preparing a detailed annual plan (including a proposed budget, which shall be part of the Company's annual budget) and regularly reporting to the Board of Commissioners on its activities to implement the plan;
10. Applying GCG principles in carrying out the day-to-day duties for the management of the Company;
11. Controlling, maintaining and managing the Company's assets;
12. Preparing and maintaining the shareholder register, special register, minutes of GMS and minutes of the Board of Directors' meetings;
13. Reporting any shares that they or their families own in the Company, or in other companies, through entering such information in a special register for this purpose;

DIREKSI Board of Directors

14. Mempersiapkan laporan tahunan dan laporan keuangan Perseroan berdasarkan peraturan perundang-undangan yang berlaku untuk diserahkan dalam RUPS setelah terlebih dahulu mendapat persetujuan dari Dewan Komisaris;
 15. Menyimpan semua catatan, risalah, dan dokumen keuangan Perseroan;
 16. Meninjau dan memberikan masukan untuk semua masalah yang membutuhkan perhatian Dewan Komisaris dan/atau RUPS sesuai dengan Anggaran Dasar atau ketentuan yang berlaku;
 17. Menyusun rencana kerja tahunan sebelum dimulainya tahun buku yang akan datang;
 18. Menyelenggarakan RUPS sesuai dengan Anggaran Dasar dan ketentuan peraturan dan perundang-undangan yang berlaku.
14. Preparing the Company's annual report and financial statements in accordance with prevailing laws and regulations and presenting them to the GMS for approval by the Board of Commissioners;
 15. Maintaining all records, minutes and any financial documents of the Company;
 16. Reviewing and providing recommendations on any matter requiring approval from the Board of Commissioners and/ or the GMS under the Articles of Association or prevailing laws and regulations;
 17. Preparing an annual work plan before the start of the following fiscal year; and
 18. Holding a GMS in accordance with the Articles of Association and prevailing laws and regulations.

PEMBAGIAN TUGAS DAN TANGGUNG JAWAB MASING-MASING ANGGOTA DIREKSI

Masing-masing anggota Direksi dapat melaksanakan tugas mengambil keputusan sesuai dengan pembagian tugas dan wewenangnya. Namun demikian, pelaksanaan tugas oleh masing-masing anggota Direksi tetap merupakan tanggung jawab bersama.

DISTRIBUTION OF DUTIES AND RESPONSIBILITIES OF EACH MEMBER OF THE BOARD OF DIRECTORS

Each member of the Board of Directors carries out their decision-making tasks in accordance with the division of duties and authority. However, the implementation of each member's duties in the Board of Directors remains a joint responsibility.

DIREKSI

Board of Directors

Pembagian Tugas dan Tanggung Jawab Masing-masing Anggota Direksi

Distribution of Duties and Responsibilities of the Board of Directors

| Nama Name | Jabatan Title | Tugas dan Tanggung Jawab Duties and Responsibilities |
|--------------------------|--|---|
| Febriany Eddy | Presiden Direktur President Director | Seluruh kegiatan usaha dan juga bertanggung jawab khusus untuk tata kelola perusahaan, hukum, kepatuhan, audit internal dan sumber daya manusia. All business activities with specific responsibility for corporate governance, legal, compliance, internal audit and human resources. |
| Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director | Manajemen para pemangku kepentingan, prinsip-prinsip tata kelola perusahaan, rencana keuangan dan anggaran proyek. Management of stakeholders, principles of corporate governance, financial plans and project budgets |
| Bernardus Irmanto | Direktur Director | Keuangan, akuntansi, perpajakan, hubungan dengan investor, teknologi informasi (IT), pengadaan barang dan jasa operasional serta strategis, logistik. Finance, accounting, taxation, investor relations, information technology (IT), operational and strategic goods and service procurement. |
| Dani Widjaja | Direktur Director | Pengembangan proyek untuk pemenuhan komitmen investasi berdasarkan KK. Project development for fulfilling investment commitments under the COW. |
| Vinicius Mendes Ferreira | Direktur Director | Operasi dan produksi, eksplorasi, keselamatan dan kesehatan karyawan, lingkungan hidup. Operations and production, exploration, employees' safety and health, the environment. |

Pembagian tugas dan tanggung jawab anggota Direksi diharapkan membantu Direksi memenuhi tujuan-tujuan utama pengelolaan Perseroan, yang mencakup:

1. Melaporkan secara komprehensif, akurat dan tepat waktu, mengenai kegiatan bisnis dan sosial Perseroan secara umum, ataupun mengenai hal-hal tertentu yang dianggap material atau dapat berdampak signifikan pada Perseroan, pemegang saham ataupun pemangku kepentingan Perseroan;
2. Bertindak secara tepat waktu dan mengambil segala keputusan yang diperlukan sehubungan dengan bisnis dan operasi Perseroan sesuai dengan seluruh ketentuan ketentuan hukum dan perundang-undangan atau kewajiban lainnya yang berlaku dalam kerangka kebijakan perusahaan terkini, dengan tujuan untuk memaksimalkan nilai jangka panjang bagi pemegang saham;

The distribution of duties and responsibilities between members of the Board of Directors is expected to assist the Board of Directors in fulfilling its main objective of managing the Company, and includes:

1. Comprehensive, accurate and timely reporting on the business and social activities of the Company in general, or on certain matters deemed material or that may have a significant impact on the Company, its shareholders or stakeholders.
2. Acting in a timely manner and taking all necessary decisions in relation to the Company's business and operations in accordance with all applicable laws and regulations or other obligations in the current corporate policy framework, with a view to maximizing long-term value for shareholders.

DIREKSI Board of Directors

3. Melakukan proses penetapan anggaran tahunan secara komprehensif dan memantau kinerja keuangan dan operasional Perseroan secara seksama sesuai dengan rencana bisnis tahunan yang telah disetujui oleh Dewan Komisaris;
 4. Mengkaji secara berkesinambungan rencana strategis jangka pendek dan jangka panjang serta pelaksanaannya dalam semua bidang kegiatan utama, dengan memerhatikan faktor-faktor penting, antara lain perkembangan kondisi pasar, perubahan peraturan, hukum, dan teknologi yang terkait;
 5. Menerapkan kebijakan, prosedur dan proses-proses yang diperlukan guna memastikan standar integritas dan perilaku etika tertinggi di kalangan manajemen dan karyawan Perseroan;
 6. Memastikan keberlanjutan usaha Perseroan dengan meminimalkan dampak operasional terhadap masyarakat dan lingkungan hidup sekitar.
3. Performing a comprehensive annual budgeting process and monitoring the Company's financial and operational performance carefully in line with the annual business plan as approved by the Board of Commissioners.
 4. Continuously reviewing short-term and long-term strategic plans and their implementation in all key areas of activity, taking into account key factors, including the development of market conditions, regulatory changes, laws and related technologies.
 5. Implementing the policies, procedures and processes necessary to ensure the highest standards of integrity and ethical behavior among the Company's management and employees.
 6. Ensuring the sustainability of the Company's business by minimizing its operational impact on the surrounding community and the environment.

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB DIREKSI TAHUN 2021

Selama tahun 2021, Direksi telah melaksanakan tugas dan tanggung jawabnya dengan baik dalam mengurus Perseroan sehingga Perseroan berhasil mencatat berbagai pencapaian di tengah tahun 2021 yang penuh tantangan, baik dalam aspek keuangan, operasional, lingkungan maupun keberlanjutan. Salah satu bentuk pelaksanaan tugas dan tanggung jawab yang bersifat strategis diantaranya peluncuran rujukan Perseroan yang baru pada bulan Maret 2021 dan penandatanganan Perjanjian Kerangka Kerjasama Proyek Fasilitas Pengolahan Nikel Bahodopi (Project Cooperation Framework Agreement – PCFA) dengan mitra perusahaan asal Cina, Taiyuan Iron & Steel (Group) Co. Ltd. (TISCO) dan Shandong Xinhai Technology Co., Ltd. (Xinhai), pada tanggal 24 Juni 2021.

PERFORMANCE OF DUTIES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS FOR 2021

During 2021, the Board of Directors has carried out their duties and responsibilities in managing the Company so that the Company has been successful to record various achievements in the middle of 2021 which is full of challenges, both in financial, operational, environmental and sustainability aspects. One of strategic implementation of their duties and responsibilities are the launching of the Company's new purpose in March 2021 and the signing of the Bahadopi Nickel Processing Facilities Project (Project Cooperation Framework Agreement – PCFA) in cooperation with partner companies from China, Taiyuan Iron & Steel (Group) Co. Ltd. (TISCO) and Shandong Xinhai Technology Co., Ltd. (Xinhai), on June 24, 2021.

DIREKSI

Board of Directors

PELATIHAN DIREKSI

Untuk meningkatkan kapasitas dalam pengelolaan Perseroan dan selalu update terhadap perkembangan Bisnis Perseroan, Direksi mengikuti berbagai pelatihan dan pengembangan yang diadakan oleh Vale Base Metals atau pihak luar. Sepanjang tahun 2021, Direksi telah mengikuti pelatihan sebagai berikut:

BOARD OF DIRECTORS TRAINING

To increase capacity in managing the Company and always updated on business developments of the Company, the Board of Directors has participated in various training and development programs conducted by Vale Base Metals or external parties. Throughout 2021, the Board of Directors participated in training as follows:

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|--|--------------------------------|--|--------------------------|--|
| Vale Culture Plan Workshop #5 Vale Culture Plan Workshop #5 | Walk The Talk Walk The Talk | 14 Januari 2021 January 14 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Base Metals 2021: Global Leadership Summit Base Metals 2021: Global Leadership Summit | Vale | 19 Januari 2021 January 19 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Vale Hse & R Leadership Forum Vale Hse & R Leadership Forum | Vale | 21 Januari 2021 January 21 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| PTVI Leadership Team Culture Workshop #2 PTVI Leadership Team Culture Workshop #2 | Walk The Talk Walk The Talk | 21 Januari 2021 January 21 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |

DIREKSI Board of Directors

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|---|--|--|--------------------------|--|
| Vale Culture Plan Workshop #6 Vale Culture Plan Workshop #6 | Walk The Talk Walk The Talk | 17 Februari 2021 Februari 17 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| PTVI Corporate Affairs Workshop PTVI Corporate Affairs Workshop | Vale | 18 Februari 2021 Februari 18 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Base Metals Senior (BMSR) Leadership Forum Base Metals Senior (BMSR) Leadership Forum | Vale | 16 Maret 2021 March 16 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Base Metals Senior (BMSR) Leadership Forum Base Metals Senior (BMSR) Leadership Forum | Vale | 23 Maret 2021 March 23 rd , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Base Metals Senior (BMSR) Leadership Forum Base Metals Senior (BMSR) Leadership Forum | Vale | 25 Maret 2021 March 25 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| PTVI Leadership Team Culture Workshop #4 PTVI Leadership Team Culture Workshop #4 | Walk The Talk Walk The Talk | 31 Maret 2021 March 31 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Base Metals Senior (BMSR) Leadership Forum Base Metals Senior (BMSR) Leadership Forum | Vale | 13 April 2021 April 13 rd , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Vale Culture Plan Workshop #7 Vale Culture Plan Workshop #7 | Walk The Talk Walk The Talk | 14 April 2021 April 14 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Diskusi Online: Mekanisme Hubungan Dewan Komisaris & Direksi Entitas Induk Dengan Entitas Anak Dari Perspektif Dewan Komisaris Perusahaan Induk Online Discussion: The Relationship Mechanism between the Board of Commissioners & Directors of the Holding and its Subsidiaries From the Perspective of the Board of Commissioners of the Holding. | LKDI (Lembaga Komisaris & Direktur Indonesia) LKDI Indonesian Institute of Commissioners and Directors | 21 April 2021 April 21 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| PTVI Leadership Team Culture Workshop #5 PTVI Leadership Team Culture Workshop #5 | Walk The Talk Walk The Talk | 28 April 2021 April 28 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |

DIREKSI

Board of Directors

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|---|--|--|--------------------------|--|
| Base Metals Senior (BMSR) Leadership Forum Base Metals Senior (BMSR) Leadership Forum | Vale | 11 Mei 2021 May 11 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| PTVI Leadership Team Culture Workshop #6 PTVI Leadership Team Culture Workshop #6 | Walk The Talk Walk The Talk | 30 Juli 2021 July 30 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Webinar Minerba Series: Minerba Untuk Indonesia Tangguh & Indonesia Tumbuh Webinar Minerba Series: Mineral and Coal For Strong Indonesia & Growing Indonesia | Kementerian ESDM Ministry of MEMR | 14 September 2021 September 14 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| Vale Safety Summit 2021 Vale Safety Summit 2021 | Vale | 14 September 2021 September 14 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Public Expose 2021 Public Expose 2021 | IDX | 8 September 2021 September 8 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Vale Safety Summit 2021 Vale Safety Summit 2021 | Vale | 21 September 2021 September 21 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| Webinar Welcoming Session & Coaching Vol. 1 Webinar Welcoming Session & Coaching Vol. 1 | MIND.ID Woman Learning Club MIND.ID Woman Learning Club | 21 Mei 2021 May 21 st , 2021 | Febriany Eddy | Presiden Direktur President Director |

DIREKSI Board of Directors

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|--|--|--|--------------------------|--|
| IICD CG Conference 2021: The 10th ACGS Implementations: Road to ESG in Indonesia IICD CG Conference 2021: The 10th ACGS Implementations: Road to ESG in Indonesia | IICD (Institute for Corporate Directorship) IICD (Institute for Corporate Directorship) | 27 Mei 2021 May 27 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Vale Global Inclusion & Diversion Workshop Vale Global Inclusion & Diversion Workshop | Vale | 27 - 28 Mei 2021 May 27 th - 28 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| 2021 Leader's Forum 2021 Leader's Forum | Vale | 15 Juni 2021 Juni 15 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| | | | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| | | | Bernardus Irmanto | Direktur Director |
| | | | Dani Widjaja | Direktur Director |
| | | | Vinicius Mendes Ferreira | Direktur Director |
| Vale Diversity & Inclusion Regional Workshop Vale Diversity & Inclusion Regional Workshop | Vale | 22 Juni 2021 Juni 22 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Base Metals Senior (BMSR) Leadership Forum Base Metals Senior (BMSR) Leadership Forum | Vale | 23 Juni 2021 Juni 23 rd , 2021 | Febriany Eddy | Presiden Direktur President Director |
| The 1 st International Seminar on Mineral & Coal Technology (ISMCT) 2021 The 1 st International Seminar on Mineral & Coal Technology (ISMCT) 2021 | Tekmira & Kementerian ESDM Tekmira & Ministry of MEMR | 24 Juni 2021 Juni 24 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Katadata Safe Forum 2021: Achieving Sustainability Through Internal Capacity Katadata Safe Forum 2021: Achieving Sustainability Through Internal Capacity | IBCWE | 26 Agustus 2021 Agustus 26 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| MIND, ID Synergy Forum 2021: Digital Transformation & Sustainability, How Far We Should Go? MIND, ID Synergy Forum 2021: Digital Transformation & Sustainability, How Far We Should Go? | MIND.ID MIND.ID | 30 Agustus 2021 Agustus 30 th , 2021 | Febriany Eddy | Presiden Direktur President Director |

DIREKSI

Board of Directors

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|---|--------------------------------------|--|---|---|
| Purposeful Leadership Workshop #1 Purposeful Leadership Workshop #1 | Vale | 9 September 2021 September 9 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Vale Base Metals Safety Webinar Vale Base Metals Safety Webinar | Vale | 16 September 2021 September 16 th , 2021 | Febriany Eddy Adriansyah Chaniago Bernardus Irmanto Dani Widjaja Vinicius Mendes Ferreira | Presiden Direktur President Director Wakil Presiden Direktur Vice President Director Direktur Director Direktur Director Direktur Director |
| Vale Base Metals Executive Growth Forum - Project Review Vale Base Metals Executive Growth Forum - Project Review | Vale | 17 September 2021 September 17 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Webinar Wealth Wisdom Virtual Event 2021: Wellness to Wealth/Women Empowerment Webinar Wealth Wisdom Virtual Event 2021: Wellness to Wealth/Women Empowerment | Permata Bank - Katadata | 17 September 2021 September 17 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Purposeful Leadership Workshop #3 Purposeful Leadership Workshop #3 | Vale | 23 September 2021 September 23 rd , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Purposeful Leadership Workshop #4 Purposeful Leadership Workshop #4 | Vale | 30 September 2021 September 30 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Indonesia Knowledge Forum (Ikf) X - 2021 (Towards Business Rebound: Accelerate Economic Recovery Through Knowledge) Indonesia Knowledge Forum (IKF) X - 2021 (Towards Business Rebound: Accelerate Economic Recovery Through Knowledge) | PT Bank Central Asia (BCA) - IKF | 7 Oktober 2021 October 7 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Webinar Minerba Series: Pengelolaan & Pemanfaatan Mineral Logam Sebagai Sumber Energi Baru dan Terbarukan PT Vale Indonesia Webinar Minerba Series: Management & Utilization of Metallic Minerals as New and Renewable Energy Source PT Vale Indonesia | Kementerian ESDM Ministry of MEMR | 14 Oktober 2021 October 14 th , 2021 | Febriany Eddy | Presiden Direktur President Director |

DIREKSI
Board of Directors

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|--|--|--|--------------------------------------|---|
| GRI-SMIC Asean Sustainability E-Summit 2021 GRI-SMIC Asean Sustainability E-Summit 2021 | Global Reporting Initiative (GRI) Global Reporting Initiative (GRI) | 22 Oktober 2021 October 22 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| COP26 Climate Change Conference, Glasgow COP26 Climate Change Conference, Glasgow | UNFCCC UNFCCC | 1 - 5 November 2021 November 1 st - 5 th , 2021 | Febriany Eddy Adriansyah Chaniago | Presiden Direktur President Director Wakil Presiden Direktur Vice President Director |
| Women's Summit 2021 Women's Summit 2021 | Vale | 18 November 2021 November 18 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| The Indonesia International Conference for Sustainable Economy 2021: Energy Transformation & Green Finance The Indonesia International Conference for Sustainable Economy 2021: Energy Transformation & Green Finance | Institute Of Chartered Accountant in England & Wales (ICAEW) Institute Of Chartered Accountant in England & Wales (ICAEW) | 26 November 2021 November 26 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Campus Roadshow Webinar (Jawa) Campus Roadshow Webinar (Jawa) | Experd | 26 November 2021 November 26 th , 2021 | Febriany Eddy | Presiden Direktur President Director |
| Webinar Knowledge Sharing: Kemitrasejajaran Gender - Peran Perempuan Dalam Pembangunan Webinar Knowledge Sharing: Gender Equality - The Role of Women in Development | Kementerian ESDM Ministry of MEMR | 1 Desember 2021 December 1 st , 2021 | Febriany Eddy | Presiden Direktur President Director |
| CITIC CLSA Asean Access Month CITIC CLSA Asean Access Month | - | 23 Maret 2021 March 23 rd , 2021 | Febriany Eddy | Presiden Direktur President Director |
| BNP Paribas - MIND.ID NDR Forum BNP Paribas - MIND.ID NDR Forum | BNP Paribas | 10 September 2021 September 10 th , 2021 | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| Global Institutional Relations Summit Global Institutional Relations Summit | Vale | 22 September 2021 September 22 nd , 2021 | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| Campus Roadshow Webinar (Sulawesi) Campus Roadshow Webinar (Sulawesi) | Experd | 19 November 2021 November 19 th , 2021 | Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director |
| Webinar Electricity For Indonesian Mineral Smelters Webinar Electricity For Indonesian Mineral Smelters | Petromindo | 29 Oktober 2021 October 29 th , 2021 | Dani Widjaja | Direktur Director |

DIREKSI

Board of Directors

| Pelatihan Yang Diikuti Attended Trainings | Penyelenggara Organizer | Waktu Time | Peserta Participant | Jabatan Title |
|---|--|--|------------------------|----------------------|
| Tsinghua Sem Executive Program - Leading Business In China For 2021: Session 5-10 Tsinghua Sem Executive Program - Leading Business In China For 2021: Session 5-10 | | | | |
| 1. Session 5 - Financing Entrepreneurship & Innovation In China Session 5 - Financing Entrepreneurship & Innovation In China | Tsinghua University School of Economics & Management Tsinghua University School of Economics & Management | 30 Maret 2021 March 30 th , 2021 | Dani Widjaja | Direktur Director |
| 2. Session 6 - Understanding The Chinese Economy Session 6 - Understanding The Chinese Economy | | 28 April 2021 April 28 th , 2021 | Dani Widjaja | Direktur Director |
| 3. Session 7 - Transformation Speed Of China Session 7 - Transformation Speed Of China | | 24 Mei 2021 May 24 th , 2021 | Dani Widjaja | Direktur Director |
| 4. Session 8 - How To Succeed In China Market: Lesson From Multi-National Enterprises Session 8 - How To Succeed In China Market: Lesson From Multi-National Enterprises | | 22 Juni 2021 June 22 th , 2021 | Dani Widjaja | Direktur Director |
| 5. Session 9 - Return To Protectionism: Patterns, Theories And Recent Trends In International Trade Session 9 - Return To Protectionism: Patterns, Theories And Recent Trends In International Trade | | 27 September 2021 September 27 th , 2021 | Dani Widjaja | Direktur Director |
| 5. Session 10 - Red Swan: Doing Business In China Deciphered Session 10 - Red Swan: Doing Business In China Deciphered | | 27 Oktober 2021 October 27 th , 2021 | Dani Widjaja | Direktur Director |

HUBUNGAN AFILIASI ANTARA ANGGOTA DEWAN KOMISARIS, DIREKSI, DAN PEMEGANG SAHAM UTAMA DAN/ATAU PENGENDALI

Affiliation Between Members of the Board of Commissioners and Majority Shareholders and/or Controlling Shareholders

Sebagian besar anggota Dewan Komisaris dan Direksi tidak memiliki hubungan afiliasi, baik hubungan keluarga maupun hubungan keuangan dengan sesama anggota Dewan Komisaris, Direksi dan Pemegang Saham Pengendali. Anggota Dewan Komisaris yang dicalonkan oleh Pemegang Saham Pengendali memiliki hubungan afiliasi berupa hubungan keuangan dengan Pemegang Saham Pengendali, dimana hal tersebut tidak melanggar peraturan perundang-undangan yang berlaku.

Majority of members of the Board of Commissioners and the Board of Directors are not affiliated, whether family or financial relationship, with other members of the Board of Commissioners, the Board of Directors and the Controlling Shareholders. Members of the Board of Commissioners nominated by the Controlling Shareholders, in which it does not violate prevailing laws and regulations.

| Nama Name | Jabatan Title | Hubungan Keluarga dengan Has Family Relationship with | | | | | | Hubungan Keuangan dengan Has Financial Relation with | | | | | |
|---|---|--|-------------|------------------------------|-------------|---|-------------|---|-------------|------------------------------|-------------|--------------------------------|-------------|
| | | Dewan Komisaris Board of Commissioner | | Direksi Board of Director | | Pemegang Saham Pengendali Controlling Shareholders | | Dewan Komisaris Board of Commissioner | | Direksi Board of Director | | Pemegang Saham Shareholders | |
| | | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No |
| Dewan Komisaris Board of Commissioner | | | | | | | | | | | | | |
| Mark James Travers | Presiden Komisaris President Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Ogi Prastomiyono | Wakil Presiden Komisaris Vice President Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Luiz Fernando Landeiro Jr | Komisaris Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Cory McPhee* | Komisaris Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Nicolas D. Kanter** | Komisaris Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Nobuhiro Matsumoto | Komisaris Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Rizal Sukma | Komisaris Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Alexandre Silva D'Ambrosio | Komisaris Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Raden Sukhyar | Komisaris Independen Independent Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Rudiantara | Komisaris Independen Independent Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |
| Dwia Aries Tina Pulubuhu | Komisaris Independen Independent Commissioner | √ | | √ | | √ | | √ | | √ | | √ | |

HUBUNGAN AFILIASI ANTARA ANGGOTA DEWAN KOMISARIS, DIREKSI, DAN PEMEGANG SAHAM UTAMA DAN/ATAU PENGENDALI

Affiliation Between Members of the Board of Commissioners and Majority Shareholders and/or Controlling Shareholders

| Nama Name | Jabatan Title | Hubungan Keluarga dengan Has Family Relationship with | | | | | | Hubungan Keuangan dengan Has Financial Relation with | | | | | |
|---|--|--|-------------|------------------------------|-------------|---|-------------|---|-------------|------------------------------|-------------|--------------------------------|-------------|
| | | Dewan Komisaris Board of Commissioner | | Direksi Board of Director | | Pemegang Saham Pengendali Controlling Shareholders | | Dewan Komisaris Board of Commissioner | | Direksi Board of Director | | Pemegang Saham Shareholders | |
| | | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No | Ya Yes | Tidak No |
| Dewan Komisaris Board of Commissioner | | | | | | | | | | | | | |
| Febriany Eddy | Presiden Direktur President Director | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | |
| Adriansyah Chaniago | Wakil Presiden Direktur Vice President Director | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | |
| Bernardus Irmanto | Direktur Director | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | |
| Vinicius Mendes Ferreira | Direktur Director | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | |
| Dani Widjaja | Direktur Director | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | |
| Agus Superiadi*** | Direktur Director | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | | ✓ | |

Keterangan | Notes:

- * Telah mengajukan pengunduran diri sebagai Komisaris Perseroan yang berlaku efektif sejak pengunduran diri tersebut diterima oleh pemegang saham pada RUPS Tahunan 2021 tanggal 29 April 2021
Submitted his resignation as Commissioner of the Company, effective upon acceptance by the shareholders at the 2021 Annual GMS on April 29th, 2021
- ** Diangkat sebagai Komisaris Perseroan oleh RUPS Tahunan 2021 pada tanggal 29 April 2021
Appointed as Commissioner of the Company by the 2021 Annual GMS on April 29th, 2021
- *** Telah mengajukan pengunduran diri sebagai Direktur Perseroan yang berlaku efektif sejak pengunduran diri tersebut diterima oleh pemegang saham pada RUPS Luar Biasa tanggal 31 Agustus 2021
Submitted his resignation as Director of the Company, effective upon acceptance by the shareholders at the 2021 Annual GMS on August 31st, 2021



KEPEMILIKAN SAHAM DEWAN KOMISARIS DAN DIREKSI

The Board of Commissioners and Directors Share Ownership

Diantara anggota Dewan Komisaris dan keluarga, maupun anggota Direksi dan keluarga, masing-masing tidak memiliki saham Perusahaan, dengan rincian sebagai berikut:

The Board of Commissioners and their family, the Board of Directors and their family do not have any shares of the Company as detailed below:

| No | Nama Name | Kepemilikan Saham di Own the Shares at | | |
|---|----------------------------|---|------------------------------------|--------------------------------------|
| | | Anak Perusahaan Subsidiaries | Perusahaan Lain Other Companies | Institusi Lain Other Institutions |
| Dewan Komisaris Board of Commissioner | | | | |
| 1 | Mark James Travers | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 2 | Ogi Prastomiyono | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 3 | Luiz Fernando Landeiro Jr | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 4 | Nicolas D. Kanter | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 5 | Nobuhiro Matsumoto | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 6 | Rizal Sukma | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 7 | Alexandre Silva D'Ambrosio | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 8 | Raden Sukhyar | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 9 | Rudiantara | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 10 | Dwia Aries Tina Pulubuhu | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| Direksi Board of Directors | | | | |
| 1 | Febriany Eddy | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 2 | Adriansyah Chaniago | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 3 | Bernadus Irmanto | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 4 | Vinicius Mendes Ferreira | Tidak Ada None | Tidak Ada None | Tidak Ada None |
| 5 | Dani Widjaja | Tidak Ada None | Tidak Ada None | Tidak Ada None |

KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI

Composition Diversity of The Board of Commissioners and Directors

Perseroan memberikan kesempatan setara kepada setiap individu untuk menjadi anggota Dewan Komisaris dan Direksi tanpa memandang latar belakang suku, agama, dan ras, sepanjang memenuhi kualifikasi serta persyaratan yang ditentukan peraturan perundang-undangan yang berlaku, Anggaran Dasar Perseroan, Piagam Direksi dan Dewan Komisaris, serta Kebijakan Proses Nominasi dan Remunerasi. Sampai dengan akhir periode pelaporan, komposisi keanggotaan Dewan Komisaris, Direksi serta pejabat eksekutif lain di Perseroan, terdiri atas individu-individu terbaik dengan latar belakang yang beraneka ragam.

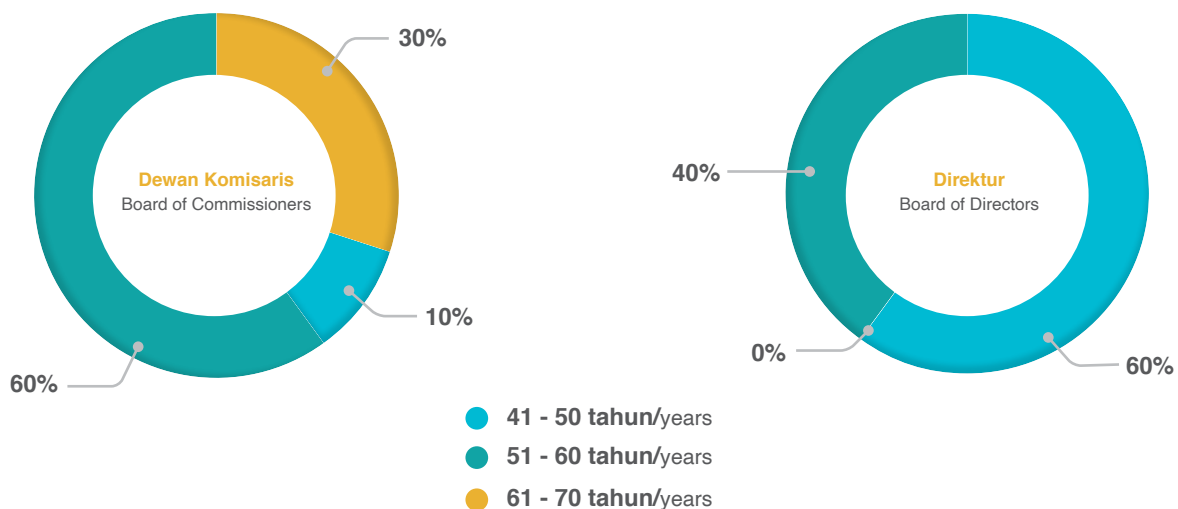
Hal tersebut di atas menandakan Perseroan telah menerapkan Pedoman Tata Kelola Perusahaan Terbuka, terutama Prinsip 3 dan Prinsip 5. Komposisi anggota Dewan Komisaris dan Direksi telah memperlihatkan keberagaman keahlian, pengetahuan dan pengalaman yang diselaraskan dengan kebutuhan Perseroan.

The Company provides equal opportunity for anyone to become a member of the Board of Commissioners and the Board of Directors, regardless of ethnicity, religion or race background, insofar as they fulfill the qualifications and criteria required by the prevailing laws and regulations, the Company's Articles of Association, Charters of the Board of Directors and the Board of Commissioners, as well as the Nomination and Remuneration Process Policy. As of the end of the reporting period, the Company's Board of Directors composition and other executive officers comprised the best individuals with diverse background.

The foregoing shows that the Company has implemented the Corporate Governance Guidelines for Public Companies, particularly Principles 3 and 5, and the composition of the Board of Commissioners and the Board of Directors reflects a diversity of expertise, knowledge and experience aligned with the Company's needs.

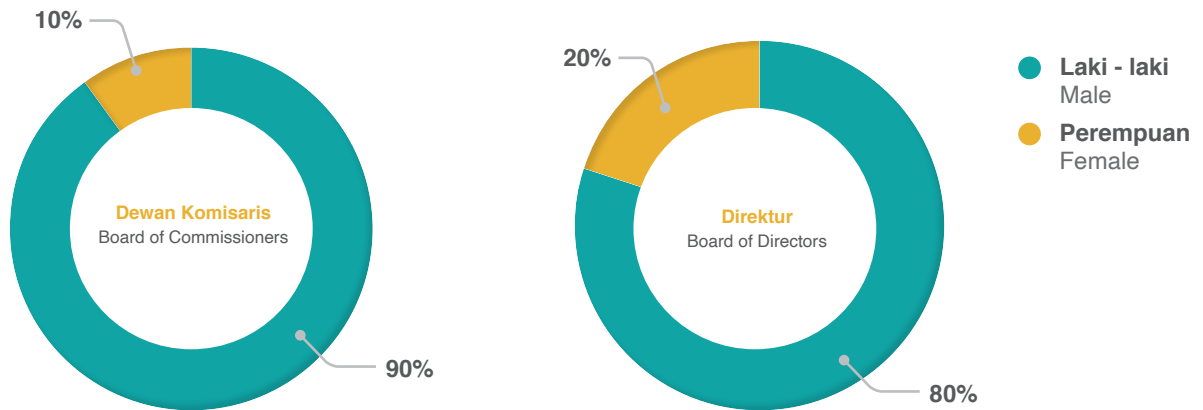
● Komposisi Keberagaman Dewan Komisaris dan Direksi Berdasarkan Usia

Composition Diversity of The Board of Commissioners and Directors by Age

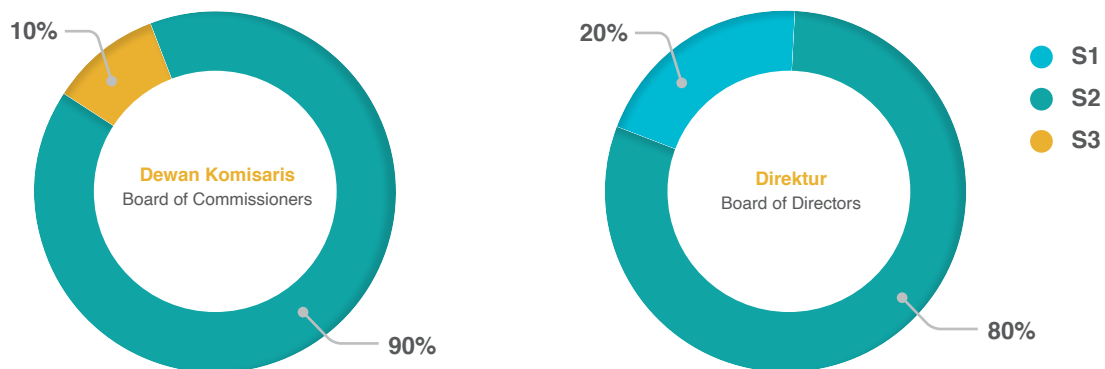


KEBERAGAMAN KOMPOSISI DEWAN KOMISARIS DAN DIREKSI Composition Diversity of The Board of Commissioners and Directors

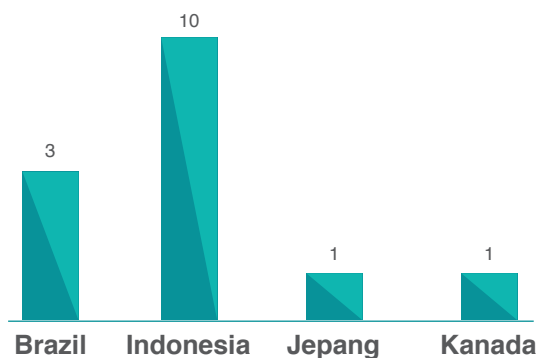
Komposisi Keberagaman Dewan Komisaris dan Direksi Berdasarkan Jenis Kelamin Composition Diversity of The Board of Commissioners and Directors by Gender



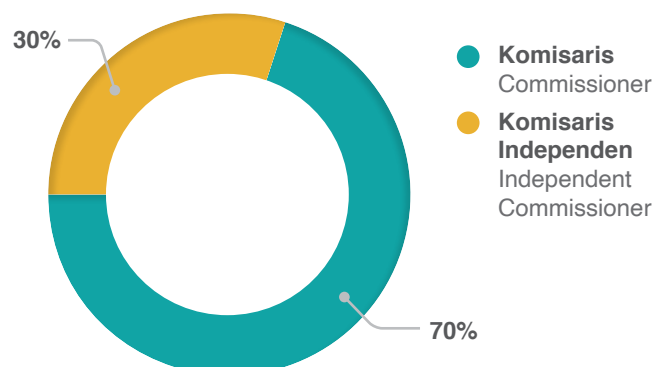
Komposisi Keberagaman Dewan Komisaris dan Direksi Berdasarkan Pendidikan Composition Diversity of The Board of Commissioners and Directors by Education Background



Komposisi Keberagaman Dewan Komisaris dan Direksi Berdasarkan Kewarganegaraan Composition Diversity of The Board of Commissioners and Directors based Nationality



Persentase Komisaris Independen pada Komposisi Dewan Komisaris Percentage of Independent Commissioners in the Composition of the Board of Commissioners



RANGKAP JABATAN ANGGOTA DEWAN KOMISARIS

Board of Commissioners' Concurrent Positions

Rangkap jabatan anggota Dewan Komisaris mengacu kepada POJK No. 33, sebagai berikut:

1. Anggota Dewan Komisaris dapat merangkap jabatan sebagai anggota Direksi atau anggota Dewan Komisaris, pada tidak lebih dari dua emiten atau perusahaan publik.
2. Apabila anggota Dewan Komisaris tidak merangkap jabatan sebagai anggota Direksi di perusahaan lain, anggota Dewan Komisaris tersebut dapat merangkap jabatan sebagai anggota Dewan Komisaris, paling banyak pada empat emiten atau perusahaan publik lain.
3. Anggota Dewan Komisaris dapat menjadi anggota Komite paling banyak lima Komite di Perseroan dan perusahaan publik lain. Anggota Dewan Komisaris yang bersangkutan juga menjabat sebagai anggota Direksi atau anggota Dewan Komisaris.

Rangkap jabatan hanya dapat dilakukan selama tidak bertentangan dengan peraturan perundang-undangan lainnya. Apabila terdapat undang-undang lain yang mengatur ketentuan rangkap jabatan yang berbeda dengan peraturan OJK, peraturan yang lebih ketat berlaku.

Concurrent positions for The Board of Commissioners' refers to OJK Regulation No.33 as follows:

1. Members of the Board of Commissioners may concurrently serve as members of a Board of Directors or a Board of Commissioners at no more than two companies or other public companies.
2. If the Board of Commissioners members do not hold concurrent positions as a member of a Board of Directors in other companies, then the relevant members may hold concurrent positions as members of the Board of Commissioners at no more than four companies or other public companies.
3. Members of the Board of Commissioners may become a member of five committees at a maximum in the Company and in other public companies where the relevant members also serve as members of the Board of Directors or the Board of Commissioner

Concurrent positions may only be held as long as they are not contrary to other laws and regulations. If any other regulations, which control the provisions of concurrent positions, differ from the OJK regulations, then the more restrictive one applies.

| Nama Name | Jabatan di Perseroan Title in Company | Jabatan di Perusahaan Lain Title in Other Company |
|---|--|--|
| Dewan Komisaris Board of Commissioner | | |
| Mark James Travers | <ul style="list-style-type: none"> • Presiden Komisaris President Commissioner • Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | <ul style="list-style-type: none"> • Chief Executive Officer, Vale Base Metals, 2020 - 2021 Chief Executive Officer, Vale Base Metals, 2020 - 2021 |
| Ogi Prastomiyono | <ul style="list-style-type: none"> • Wakil Presiden Komisaris Vice President Commissioner | <ul style="list-style-type: none"> • Pendiri dan Anggota Steering Committee Rumah Mentor Indonesia (RUMI) Founder and Member of the Steering Committee of Indonesian Mentor House (RUMI) |
| Luiz Fernando Landeiro Junior | <ul style="list-style-type: none"> • Komisaris Commissioner • Anggota Komite Mitigasi Risiko Member of the Risk Mitigation Committee | <ul style="list-style-type: none"> • Komisaris, PT Bahodopi Nickel Smelting Indonesia, 2019 - sekarang Commissioner of PT Bahodopi Nickel Smelting Indonesia, 2019 - present • Komisaris pada PT Kolaka Nickel Indonesia, 2019 - sekarang Commissioner of PT Kolaka Nickel Indonesia, 2019 - present • Director Technology and Engineering, Vale Canada Limited, 2022 - sekarang Director Technology and Engineering, Vale Canada Limited, 2022 - present |

RANGKAP JABATAN ANGGOTA DEWAN KOMISARIS Board of Commissioners' Concurrent Positions

| Nama Name | Jabatan di Perseroan Title in Company | Jabatan di Perusahaan Lain Title in Other Company |
|----------------------------|--|--|
| Nicolas D. Kanter | <ul style="list-style-type: none"> • Komisaris Commissioner | <ul style="list-style-type: none"> • Direktur PT Kolaka Nickel Indonesia Director of PT Kolaka Nickel Indonesia • Direktur PT Bahadopi Nickel Smelting Indonesia Director of PT Bahadopi Nickel Smelting Indonesia |
| Nobuhiro Matsumoto | <ul style="list-style-type: none"> • Komisaris Commissioner • Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | <ul style="list-style-type: none"> • Managing Executive Officer, Chief Director of Non-Ferrous metals Metals Business, Direktur SMM, 2020 - sekarang Managing Executive Officer, Chief Director of Non-Ferrous metals Metals Business, Director SMM, 2020 - present |
| Rizal Sukma | <ul style="list-style-type: none"> • Komisaris Commissioner • Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | <ul style="list-style-type: none"> • Senior Research Fellow dari Centre for Strategic and International Studies ("CSIS"), Jakarta Senior Research Fellow at the Centre for Strategic and International Studies ("CSIS"), Jakarta • Anggota Indonesian Committee, Council of Security Cooperation in Asia Pacific (CSCAP) Member of the Indonesian Committee, Council of Security Cooperation in Asia Pacific (CSCAP) • Anggota Indonesia's Eminent and Expert Persons (EEP), the ASEAN Regional Forum Member of the Indonesia's Eminent and Expert Persons (EEP), the ASEAN Regional Forum • Sekretaris Yayasan Syafii Maarif Secretary of Yayasan Syafii Maarif • Anggota Dewan Penasihat the Indonesian Institute Member to the Advisory Board of the Indonesian Institute |
| Alexandre Silva D'Ambrosio | <ul style="list-style-type: none"> • Komisaris Commissioner • Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | <ul style="list-style-type: none"> • General Counsel Vale S.A, March, 2018 - sekarang General Counsel of Vale S.A, 2018 - present • Officer Vale International S.A. Officer of Vale International S.A. • Anggota Direksi Vale New Caledonia Member of the Board of Directors of Vale New Caledonia • Anggota Direksi Curator Council Fundação Renova Member of the Board of Directors of Fundação Renova |
| Raden Sukhyar | <ul style="list-style-type: none"> • Komisaris Independen Independent Commissioner • Anggota Komite Mitigasi Risiko Member of the Risk Mitigation Committee | <ul style="list-style-type: none"> • Tenaga Ahli Menteri Perindustrian untuk Sumber Daya Alam Minister of Industry Expert for Natural Resources • Anggota Kelompok Kerja ESDM, Komite Ekonomi dan Industri Nasional (KEIN) Member of the MEMR Working Group, National Industry and Economy Committee |
| Rudiantara | <ul style="list-style-type: none"> • Komisaris Independen Independent Commissioner • Anggota Komite Tata Kelola, Nominasi dan Remunerasi Member of the Governance, Nomination and Remuneration Committee | <ul style="list-style-type: none"> • Komisaris Independen, Indosat Ooredoo Hutchison, 2021 - sekarang Independent Commissioner, Indosat Ooredoo Hutchison, 2021 - present • Komisaris Utama PT Semen Indonesia (Persero) Tbk, 2020 - sekarang President Commissioner PT Semen Indonesia (Persero) Tbk, 2020 - present |

RANGKAP JABATAN ANGGOTA DEWAN KOMISARIS

Board of Commissioners' Concurrent Positions

| Nama Name | Jabatan di Perseroan Title in Company | Jabatan di Perusahaan Lain Title in Other Company |
|--------------------------|--|--|
| | | <ul style="list-style-type: none"> • Komisaris Independen, PT Rukun Rahardja Tbk Independent Commissioner, PT Rukun Rahardja Tbk • Presiden Komisaris GMM President Commissioner, GMM • GEO GTech Indonesia GEO GTech Indonesia • Managing Director GTech Asia Pacific Pte. Managing Director, GTech Asia Pacific Pte • Ketua Dewan Wali Amanat pada Universitas Padjajaran Chairman of Board of Trustee, Padjajaran University • Dewan Pembina Yayasan Warisan Nilai Luhur Indonesia Board of Trustee of the Indonesian Noble Value Heritage Foundation • Ketua Yayasan Next Indonesia Unicorn Chairman of Yayasan Next Indonesia Unicorn |
| Dwia Aries Tina Palubuhu | Komisaris Independen Independent Commissioner | <ul style="list-style-type: none"> • Rektor Universitas Hasanuddin, 2014 - sekarang Rector at Hasanuddin University, 2014 - present |



RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

Dalam rangka mencapai tujuan Perseroan, Dewan Komisaris dan Direksi selalu melakukan komunikasi dan koordinasi agar proses mencapai tujuan Perseroan dapat dilakukan dengan efektif dan efisien. Maka dari itu Dewan Komisaris dan Direksi selalu mengadakan rapat. Rapat tersebut dilakukan baik hanya di dalam lingkungan masing-masing Dewan Komisaris dan Direksi maupun gabungan.

RAPAT DEWAN KOMISARIS

Rapat Dewan Komisaris merupakan forum bagi para anggota Dewan Komisaris untuk mengambil keputusan secara kolektif, serta membahas kinerja Direksi dalam mengelola Perseroan. Rapat Dewan Komisaris dapat diadakan dengan cara tatap muka maupun secara jarak jauh melalui telekonferensi, video konferensi atau sarana media elektronik lainnya, sepanjang diperbolehkan oleh peraturan perundang-undangan yang berlaku sehubungan dengan pandemi Covid-19 dan penerapan protokol kesehatan secara ketat. Rapat Dewan Komisaris terdiri dari rapat internal dan rapat dengan mengundang Direksi untuk membahas berbagai aspek operasional dan pengelolaan finansial Perseroan.

Kebijakan Rapat Dewan Komisaris dan Rapat Gabungan

1. Rapat Dewan Komisaris wajib diadakan paling sedikit 6 (enam) kali dalam satu tahun dan dengan jarak tidak lebih dari 2 bulan. Setiap anggota Dewan Komisaris dapat menyampaikan permintaan kepada sekretaris perusahaan untuk menyelenggarakan rapat setiap waktu.
2. Dewan Komisaris wajib mengadakan rapat dengan Direksi paling sedikit satu kali setiap empat (4) bulan.
3. Dewan Komisaris wajib menjadwalkan rapat-rapat untuk tahun berikutnya, sebelum berakhirnya tahun buku berjalan

To reach the Company's objective, the Board of Commissioners and Directors always maintain the communication and coordination to accomplish the objectives effectively and efficiently. The Board of Commissioners and Directors, therefore, always organize meetings both among the Board of Commissioners only, among the Board of Directors only, or between the boards.

BOARD OF COMMISSIONERS MEETING

The Board of Commissioners' meeting is a forum for its members to make collective decisions and discuss the Board of Directors' performance in managing the Company. The Board of Commissioners meetings can be held in-person or through remote means by way of teleconference, video-conference or similar communication equipment, as may be permitted by applicable laws and regulations in response to the Covid-19 pandemic and application of a strict health protocol. Board of Commissioners meeting comprises internal meeting and meeting with Directors to discuss operational and financial aspects of the company.

Meeting Policy For Board of Commissioners and Joint Meeting

1. A meeting of the Board of Commissioners shall be held at least 6 (six) times per year and at no more than two-monthly intervals. Any member of the Board of Commissioners may submit a request to the corporate secretary to hold a meeting at any time.
2. The Board of Commissioners shall meet with the Board of Directors at least once every four (4) months.
3. The Board of Commissioners shall schedule the meetings for the following year, prior to the end of the current financial year

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

4. Rapat Dewan Komisaris dan Rapat Gabungan Dewan Komisaris dan Direksi dipimpin oleh Presiden Komisaris. Dalam hal Presiden Komisaris tidak hadir pada rapat Dewan Komisaris atau rapat Gabungan Dewan Komisaris dan Direksi, Wakil Presiden Komisaris akan memimpin rapat dan dalam hal Wakil Presiden Komisaris tidak hadir maka Komisaris yang hadir menunjuk salah satu Komisaris tersebut sebagai ketua untuk tujuan rapat tersebut. Ketua rapat Dewan Komisaris memastikan bahwa rapat Dewan Komisaris memenuhi kuorum.
 5. Pemanggilan untuk rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi harus disampaikan kepada peserta rapat sekurang-kurangnya 21 (dua puluh satu) hari kerja untuk rapat terjadwal atau apabila seluruh anggota Dewan Komisaris menyampaikan persetujuannya secara tertulis untuk jangka waktu yang lebih singkat, dan sebelum pembukaan rapat untuk rapat yang tidak terjadwal.
 6. Setiap Komisaris berhak mengusulkan hal untuk dibicarakan di dalam rapat dalam waktu lima (5) hari kerja setelah pemanggilan.
 7. Pemanggilan akhir rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi serta rincian agenda yang wajar atas hal yang akan dibicarakan dan bahan-bahan terkait untuk mempertimbangkan agenda tersebut harus disampaikan kepada Dewan Komisaris paling lambat 5 (lima) hari kerja sebelum rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi.
 8. Masing-masing anggota Dewan Komisaris, pada setiap rapat Dewan Komisaris, berhak mengajukan hal apapun untuk dibicarakan dan dipertimbangkan oleh Dewan Komisaris, terlepas dari apakah hal tersebut termasuk di dalam agenda yang telah dijadwalkan sebelumnya; dengan ketentuan, (i)
4. The Board of Commissioners meeting and Joint Board of Commissioners and Board of Directors meeting shall be chaired by the President Commissioner. If the President Commissioner is not present at any Board of Commissioners meeting or Joint Board of Commissioners and Board of Directors meeting, the Vice-President Commissioner shall chair the meeting and in his or her absence the Commissioners present may appoint any one of the Commissioners to act as chairman for the purpose of the meeting. The chairman of a meeting of the Board of Commissioners shall ensure that such Board of Commissioners meeting is quorate.
 5. Notice of meeting of the Board of Commissioners and joint meeting of the Board of Commissioners and the Board of Directors shall be given prior to the meeting at least twenty one (21) business days for a scheduled meeting or where all of the Commissioners agree in writing to a shorter notice period, and prior to the opening of the meeting for unscheduled meetings.
 6. Any Commissioner shall be entitled to propose an item for discussion with a related resolution to be proposed at the meeting within five (5) business days after the notice.
 7. A final notice of meeting of the Board of Commissioners and joint meeting of the Board of Commissioners and the Board of Directors and reasonably detailed agenda of the matters to be discussed and any material relevant to the consideration of the agenda items matters shall be provided to the Board of Commissioners at least 5 (five) business days before a meeting of the Board of Commissioners and joint meeting of the Board of Commissioner and the Board of Directors.
 8. Each member of the Board of Commissioners shall, at any meeting of the Board of Commissioners, be entitled to raise any matter for discussion and consideration by the Board of Commissioners, regardless of whether or not such matter was on the originally scheduled agenda; provided, (i) that

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

- ketua rapat dapat menunda hal tersebut di rapat selanjutnya apabila ia menentukan bahwa tidak tersedia waktu yang cukup untuk mempertimbangkan hal tersebut secara menyeluruh atau (ii) sebagian besar komisaris independen dan sebagian besar Komisaris menyetujui hal baru tersebut.
9. Rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi adalah sah dan berhak untuk mengambil keputusan yang sah dan mengikat hanya apabila lebih dari 1/2 (satu per dua) dari jumlah seluruh anggota Dewan Komisaris yang menjabat hadir atau diwakili oleh wakilnya dalam rapat.
 10. Masing-masing anggota Dewan Komisaris wajib menggunakan usaha terbaiknya untuk menghadiri rapat dan kehadiran tersebut diungkapkan dalam laporan tahunan.
 11. Seorang anggota Dewan Komisaris dapat diwakili dalam rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi oleh anggota Dewan Komisaris lainnya dengan surat kuasa.
 12. Sebagai badan kolegial, Dewan Komisaris mengambil keputusan berdasarkan musyawarah untuk mufakat. Dalam hal keputusan berdasarkan musyawarah untuk mufakat tidak tercapai, maka keputusan diambil dengan pemungutan suara berdasarkan suara setuju terbanyak dari anggota Dewan Komisaris yang hadir atau yang diwakili dalam rapat yang memenuhi kuorum.
 13. Setiap anggota Dewan Komisaris berhak untuk mengeluarkan 1 (satu) suara dan Presiden Komisaris memiliki suara yang menentukan dalam rapat Dewan Komisaris sedangkan Wakil Presiden Komisaris tidak memiliki suara yang menentukan dalam rapat Dewan Komisaris.
 14. Setiap rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi dapat diadakan melalui telekonferensi, video konferensi atau sarana media elektronik lainnya, sepanjang diperbolehkan oleh peraturan perundang-undangan yang berlaku,
- the chair of the meeting may defer such matter to the next meeting if he/she determines that there is insufficient time available to fully consider the matter or (ii) a majority of the independent commissioners agree and a majority of all Commissioners agree to the new item.
9. A meeting of the Board of Commissioners and a joint meeting of the Board of Commissioners and the Board of Directors shall be lawful and entitled to adopt valid and binding resolutions only if more than 1/2 (one half) of the total number of the members of the Board of Commissioners holding office are present or represented by proxy at such meeting.
 10. Each member of the Board of Commissioners shall use his/her best endeavors to attend a meeting and such attendance shall be disclosed in the annual report.
 11. A member of the Board of Commissioners may be represented at a meeting of the Board of Commissioners by another member of the Board of Commissioners by virtue of a power of attorney.
 12. As a collegial board, the Board of Commissioners shall make decisions based on mutual consensus. In case the Board of Commissioners meeting fails to reach mutual consensus, the decision shall be taken by simple majority of the votes of the members of the Board of Commissioners present and voting at a quorate meeting of the Board of Commissioners meeting and joint meeting of the Board of Commissioners and the Board of Directors.
 13. Each member of the Board of Commissioner shall have one (1) vote, and the President Commissioner shall have a casting vote and the Vice-President Commissioner shall not have a casting vote in a meeting of the Board of Commissioners and joint meeting of the Board of Commissioners and the Board of Directors.
 14. Any meeting of the Board of Commissioners and joint meeting of the Board of Commissioners and the Board of Directors may be convened by way of teleconference, video-conference or similar communication equipment, as may be permitted

RAPAT DEWAN KOMISARIS DAN DIREKSI Board of Commissioners and Directors Meetings

bila cara tersebut memungkinkan semua peserta saling mendengar, atau melihat dan mendengar secara langsung serta berpartisipasi dalam rapat.

15. Rapat-rapat Dewan Komisaris dan rapat gabungan Dewan Komisaris dan Direksi akan dituangkan dalam suatu minuta rapat yang akan diedarkan untuk ditelaah dan disetujui. Seluruh minuta rapat Dewan Komisaris harus ditandatangani oleh seluruh anggota Dewan Komisaris yang hadir dan disampaikan kepada seluruh anggota Dewan Komisaris, sedangkan seluruh minuta rapat gabungan Dewan Komisaris dan Direksi harus ditandatangani oleh seluruh anggota Direksi dan Dewan Komisaris yang hadir dan disampaikan kepada seluruh anggota Direksi dan Dewan Komisaris, serta disimpan di buku minuta Perseroan pada kantor korporasi Perseroan.
16. Dewan Komisaris dapat juga mengambil keputusan yang sah tanpa mengadakan rapat Dewan Komisaris dengan ketentuan semua anggota Dewan Komisaris telah diberitahu secara tertulis mengenai usul yang bersangkutan dan semua anggota Dewan Komisaris telah memberikan persetujuan tertulis dan menandatangani persetujuan terkait. Keputusan yang diambil dengan cara demikian mempunyai kekuatan hukum yang sama dengan keputusan yang diambil secara sah dalam rapat Dewan Komisaris.

by applicable laws and regulations, that enable all participants to hear, or view and hear each other and to participate in the meeting.

15. Meetings of the Board of Commissioners and joint meetings of the Board of Commissioners and the Board of Directors shall be recorded in minutes of meeting which will be circulated for review and approval. All minutes of the Board of Commissioners' meeting shall be signed by all Commissioners present and provided to all members of Board of Commissioners and all minutes of the Joint Board of Commissioners and Board of Directors Meeting shall be signed by all Directors and Commissioners present and provided to all members of the Board of Directors and Board of Commissioners, and kept in the Company's minute book at the Company's corporate office.
16. The Board of Commissioners may also adopt lawful resolutions without holding a meeting of the Board of Commissioners, provided that all members of the Board of Commissioners have been notified in writing of the proposals to be voted on and all members of the Board of Commissioners have given their written approval thereof and signed the approvals concerned.

Frekuensi Rapat dan Tingkat Kehadiran Dewan Komisaris 2021

Selama tahun 2021, Dewan Komisaris melaksanakan 6 kali rapat internal Dewan Komisaris. Jumlah kehadiran para Anggota Dewan Komisaris dalam Rapat Dewan Komisaris pada tahun 2021 adalah sebagai berikut:

Meeting Frequency and Attendance of the Board of Commissioners in 2021

During 2021, Board of Commissioners had organized 6 internal meetings. The total attendees of Board of Commissioners in the Meeting of Board of Commissioners in 2021 is as follow:



RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

| Nama Name | Jabatan Title | Rapat Dewan Komisaris Meeting of the Board of Commissioners | | | | | | Jumlah Rapat Total Meetings |
|----------------------------|---|--|-----------|-----------|------------|-----------|----------|--------------------------------|
| | | 9 Feb | 27 Apr | 23 Jun | 15 Sept | 16 Nov | 8 Dec | |
| Mark James Travers | Presiden Komisaris President Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Ogi Prastomyono | Wakil Presiden Komisaris Vice President Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Luiz Fernando Landeiro | Komisaris Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Cory McPhee* | Komisaris Commissioner | X | √ | - | - | - | - | 2 |
| Nicolas D. Kanter** | Komisaris Commissioner | - | - | √ | √ | √ | √ | 4 |
| Alexandre Silva D'Ambrosio | Komisaris Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Rizal Sukma | Komisaris Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Nobuhiro Matsumoto | Komisaris Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Raden Sukhya | Komisaris Independen Independent Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Rudiantara | Komisaris Independen Independent Commissioner | √ | √ | √ | √ | √ | √ | 6 |
| Dwia Aries Tina Pulubuhu | Komisaris Independen Independent Commissioner | √ | √ | √ | √ | √ | √ | 6 |

Keterangan | Notes:

* Telah mengajukan pengunduran diri sebagai Komisaris Perseroan yang berlaku efektif sejak pengunduran diri tersebut diterima oleh pemegang saham pada RUPS Tahunan 2021 tanggal 29 April 2021

Submitted his resignation as Commissioner of the Company, effective upon acceptance by the shareholders at the 2021 Annual GMS on April 29th, 2021

** Diangkat sebagai Komisaris Perseroan oleh RUPS Tahunan 2021 pada tanggal 29 April 2021

Appointed as Commissioner of the Company by the 2021 Annual GMS on April 29th, 2021

Agenda Rapat Dewan Komisaris Sepanjang Tahun 2021

Agenda tetap yang dibahas dalam rapat Dewan Komisaris adalah sebagai berikut:

1. Permohonan persetujuan dan/atau pemberitahuan permohonan persetujuan di awal;
2. Laporan kinerja operasional;
3. Laporan kinerja keuangan;
4. Laporan perkembangan strategi bisnis;

Board of Commissioners Meeting Agenda During 2021

Agenda regularly discussed at the meeting of the Board of Commissioners are as follows:

1. Request for approval and/or heads-up;
2. Operational performance report;
3. Financial performance report;
4. Business strategic development report;

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

| | | | Rapat Dewan Komisaris tanpa Kehadiran Direksi Meeting of the Board of Commissioners without the Board of Directors presence | | | | |
|--|--------------------------------------|--|--|---------|--------------------------------|--------------------------------------|--|
| | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance | 27 Apr | 15 Sept | Jumlah Rapat Total Meetings | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 1 | 50% | √ | - | 1 | 1 | 100% |
| | 4 | 100% | - | √ | 1 | 1 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |
| | 6 | 100% | √ | √ | 2 | 2 | 100% |

- | | |
|---|--|
| 5. Laporan perkembangan peraturan dan permasalahan hukum; | 5. Regulations and legal issues report; |
| 6. Laporan investasi sosial lingkungan; | 6. Socio-environment Investment report; |
| 7. Laporan Komite Audit. | 7. Audit Committee report; |
| 8. Laporan Komite Tata Kelola, Nominasi dan Remunerasi; dan | 8. Governance, Nomination and Remuneration Committee report; and |
| 9. Laporan Komite Mitigasi Risiko. | 9. Risk Mitigation Committee report. |

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

Selain agenda tetap tersebut, rapat Dewan Komisaris juga membahas agenda-agenda berikut ini:

Other than the regular agenda, meeting of the Board of Commissioners also discussed the following agenda:

| No | Tanggal Pelaksanaan Date of Meeting | Agenda Rapat Meeting Agenda |
|----|--|---|
| 1 | 9 Februari February 9 th | <ol style="list-style-type: none"> Jaminan penutupan tambang untuk tahun 2021 2021 mine closure guarantees Pengembangan tambang di tahun 2021 2021 mine development Program investasi sosial lingkungan di tahun 2021 2021 socio-environmental investment program Dukungan untuk pemulihan bencana alam di Mamuju (Sulawesi Selatan) Support for disaster recovery in Mamuju (South Sulawesi) |
| 2 | 27 April April 27 th | <ol style="list-style-type: none"> Penunjukan dan penunjukan kembali anggota Direksi dan Dewan Komisaris serta komite-komite; Appointment and re-appointment of the Board of Directors and the Board of Commissioners as well as committees members; Penunjukan auditor eksternal; Appointment of external auditor; Analisa dan rekomendasi untuk pembagian dividen; dan Analysis and recommendation for dividend distribution; Permohonan persetujuan untuk permintaan dan pemberian kontrak. Contract requisition and contract award requests for approval. |
| 3 | 23 Juni June 23 rd | <ol style="list-style-type: none"> Perubahan Kebijakan Manajemen Risiko; dan Amendment to the Risk Management Policy; and Perubahan Kode Perilaku. Amendment to the Code of Conduct. |
| 4 | 15 September September 15 th | <ol style="list-style-type: none"> Permohonan persetujuan kontrak: perubahan kedua terhadap Kontrak Pemeliharaan dan Perbaikan; Request of approval for contract requisition: second amendment to the Maintenance and Repair Contract; Perubahan Kebijakan dan Norma Manajemen Risiko; Amendment to the Risk Management Policy and Norm; Informasi mengenai status proyek <i>debottlenecking</i>; dan De-bottlenecking project update; and Diskusi mengenai aspirasi lokal. Discussion on local aspiration. |
| 5 | 16 November November 16 th | <ol style="list-style-type: none"> Kemampuan pembiayaan proyek; dan Projects funding affordability; and Persetujuan untuk menyelesaikan arbitrase, proses hukum atau sengketa lain. Approval to resolve arbitration, legal proceedings or other disputes. |
| 6 | 8 Desember Desember 8 th | <ol style="list-style-type: none"> Informasi mengenai status proyek <i>debottlenecking</i>; De-bottlenecking project update; Informasi mengenai rencana perpanjangan Kontrak Karya; dan Contract of Work extension update; and Penunjukan dan penunjukan kembali anggota Dewan Komisaris serta komite-komite; Appointment and re-appointment of the Board of Commissioners and committees members. |

Agenda rapat gabungan Dewan Komisaris dan Direksi membahas risalah rapat sebelumnya, kinerja Perseroan serta isu-isu politik, ekonomi, sosial dan keamanan Negara yang dapat mempengaruhi kinerja Perseroan.

Agenda of the joint meeting of the Board of Commissioners and the Board of Directors are minutes of the previous meeting, the Company's performance, as well as political, economic, social and national security issues that could affect the Company's performance.

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

RAPAT DIREKSI

Ketentuan Rapat Direksi

1. Rapat Direksi wajib diadakan paling sedikit satu kali dalam satu bulan. Setiap anggota Direksi dapat menyampaikan permintaan kepada Sekretaris Perseroan untuk menyelenggarakan rapat setiap waktu.
2. Direksi akan menjadwalkan rapat Direksi dan rapat gabungan Direksi dan Dewan Komisaris untuk tahun berikutnya, sebelum berakhirnya tahun buku berjalan.
3. Rapat Direksi dipimpin oleh Presiden Direktur. Dalam hal Presiden Direktur tidak hadir pada rapat Direksi, Wakil Presiden Direktur akan memimpin rapat dan dalam hal Wakil Presiden Direktur tidak hadir maka Direktur yang hadir menunjuk salah satu Direktur tersebut sebagai ketua untuk tujuan rapat tersebut. Ketua rapat Direksi memastikan bahwa rapat Direksi memenuhi kuorum. Rapat gabungan Direksi dan Dewan Komisaris dipimpin oleh Presiden Komisaris. Ketua rapat Direksi memastikan bahwa rapat Direksi tersebut memenuhi kuorum.
4. Setiap pemanggilan rapat akan disampaikan sebelum rapat dalam jangka waktu yang ditentukan oleh peraturan perundang-undangan yang berlaku (sekurang-kurangnya tujuh (7) hari kalender untuk rapat terjadwal atau apabila seluruh Direktur menyampaikan persetujuannya secara tertulis untuk jangka waktu pemanggilan yang lebih singkat, dan sebelum pembukaan rapat untuk rapat yang tidak terjadwal) dan setiap Direktur berhak mengusulkan hal untuk dibicarakan di dalam rapat sekurang-kurangnya dua (2) hari kalender setelah pemanggilan. Rincian agenda yang wajar atas hal yang akan dibicarakan dan bahan-bahan terkait untuk mempertimbangkan agenda tersebut disampaikan kepada Direksi sekurang-kurangnya

BOARD OF DIRECTORS MEETING

The Board of Directors Meeting Rules

1. A meeting of the Board of Directors shall be held at least once every month. Any member of the Board of Directors may submit a request to the corporate secretary to hold a meeting at any time.
2. The Board of Directors shall schedule the Board of Directors meetings and Joint Board of Directors and Board of Commissioners Meeting for the following year, prior to the end of the current financial year.
3. The Board of Directors meeting shall be chaired by the President Director. If the President Director is not present at any Board of Directors meeting, the Vice-President Director shall chair the meeting and in his or her absence the Directors present may appoint any one of the Directors to act as chairman for the purpose of the meeting. The chairman of a meeting of the Board of Directors shall ensure that such Board of Directors meeting is quorate. The Joint meetings of Board of Directors and Board of Commissioners shall be chaired by the President Commissioner. The chairman of the Board of Directors meeting shall ensure that such Board of Directors meeting is quorate.
4. Each notice of meeting shall be given prior to the meeting within a period as stipulated under applicable laws and regulations (at least seven (7) calendar days for a scheduled meeting or where all of the Directors agree in writing to a shorter notice period, and prior to the opening of the meeting for unscheduled meetings) and any Director shall be entitled to propose an item for discussion at the meeting at least two (2) calendar days after the notice. A reasonably detailed agenda of the matters to be discussed and any papers relevant to the consideration of the agenda items matters shall be provided to the Board of Directors at least five (5) calendar days prior to the meeting. Each member of the Board of Directors shall, at any meeting of the

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

lima (5) hari kalender sebelum rapat. Masing-masing anggota Direksi, di setiap rapat Direksi, berhak mengajukan hal apapun untuk dibicarakan dan dipertimbangkan oleh Direksi, terlepas dari apakah hal tersebut termasuk di dalam agenda yang telah dijadwalkan sebelumnya atau berada di bawah tugas dan tanggung jawab Direktur tersebut yang ditentukan; dengan ketentuan, (i) ketua rapat dapat menunda hal tersebut di rapat selanjutnya apabila ia menentukan bahwa tidak tersedia waktu yang cukup untuk mempertimbangkan hal tersebut secara menyeluruh atau (ii) mayoritas dari seluruh Direktur menyetujui hal baru tersebut.

5. Rapat Direksi adalah sah dan berhak untuk mengambil keputusan yang sah dan mengikat hanya apabila lebih dari 1/2 (satu per dua) bagian dari jumlah seluruh anggota Direksi yang menjabat hadir atau diwakili dengan surat kuasa dalam rapat.
6. Masing-masing anggota Direksi akan menggunakan usaha terbaiknya untuk menghadiri rapat dan kehadiran tersebut diungkapkan dalam laporan tahunan.
7. Anggota Direksi dapat diwakili dalam rapat Direksi oleh anggota Direksi lainnya dengan surat kuasa.
8. Sebagai badan kolegial, Direksi mengambil keputusan berdasarkan musyawarah untuk mufakat. Dalam hal keputusan berdasarkan musyawarah untuk mufakat tidak tercapai, maka keputusan diambil dengan pemungutan suara berdasarkan suara setuju terbanyak dari jumlah suara yang dikeluarkan para anggota Direksi yang hadir atau diwakili dalam rapat yang memenuhi kuorum.

Board of Directors, be entitled to raise any matter for discussion and consideration by the Board of Directors, regardless of whether or not such matter was on the originally scheduled agenda or falls within such Director's duties and responsibilities determined; provided, (i) that the chair of the meeting may defer such matter to the next meeting if he/she determines that there is insufficient time available to fully consider the matter or (ii) a majority of all Directors agree to the new item.

5. A meeting of the Board of Directors shall be lawful and entitled to adopt valid and binding resolutions only if more than 1/2 (one half) of the total number of the members of the Board of Directors holding office are present or represented by proxy at such meeting.
6. Each member of the Board of Directors shall use his/her best endeavors to attend a meeting and such attendance shall be disclosed in the annual report.
7. A member of the Board of Directors may be represented at a meeting of the Board of Directors by another member of the Board of Directors by virtue of a power of attorney.
8. As a collegial board, the Board of Directors shall make decisions based on mutual consensus. In case the Board of Directors fails to reach mutual consensus, the decision shall be taken by a simple majority of the votes of the members of the Board of Directors present and voting at a Quorate Board of Directors meeting.

RAPAT DEWAN KOMISARIS DAN DIREKSI Board of Commissioners and Directors Meetings

9. Setiap anggota Direksi berhak untuk mengeluarkan 1 (satu) suara dan baik Presiden Direktur maupun Wakil Presiden Direktur tidak memiliki suara yang menentukan dalam rapat Direksi.
 10. Setiap rapat Direksi dapat diselenggarakan dengan cara telekonferensi, video conference atau peralatan komunikasi serupa, sebagaimana diizinkan oleh peraturan perundang-undangan yang berlaku, yang memungkinkan semua peserta untuk saling mendengar, atau melihat, dan berpartisipasi dalam rapat. Keikutsertaan seorang anggota Direksi dalam rapat dianggap hadir dalam rapat tersebut, termasuk untuk tujuan kuorum dan pemungutan suara.
 11. Rapat Direksi akan dituangkan dalam suatu minuta rapat dan akan diedarkan untuk ditelaah dan disetujui oleh Direksi. Seluruh minuta rapat Direksi ditandatangani oleh Direktur yang hadir dan disampaikan kepada seluruh anggota Direksi, serta disimpan di buku minuta Perseroan.
 12. Direksi dapat juga mengambil keputusan yang sah tanpa mengadakan rapat Direksi, dengan ketentuan semua anggota Direksi telah diberitahu secara tertulis mengenai usul yang bersangkutan dan semua anggota Direksi telah memberikan persetujuan tertulis dan menandatangani persetujuan terkait.
9. Each member of the Board of Directors shall have one (1) vote and neither the President Director nor the Vice- President Director shall have a casting vote in a Board of Directors meeting.
 10. Any meeting of the Board of Directors may be convened by way of teleconference, video-conference or similar communication equipment, as may be permitted by applicable laws and regulations, that enable all participants to hear, or view and hear each other and to participate in the meeting. Participation by a member of the Board of Directors in a Board of Directors meeting in such manner shall be deemed to constitute presence in person of such member of the Board of Directors at such meeting, including for purposes of a quorum and voting.
 11. Meetings of the Board of Directors shall be recorded in minutes or meetings which will be circulated for review and approval by the Board of Directors. All minutes of the Board of Directors' meeting shall be signed by all Directors present and provided to all members of Board of Directors, and kept in the Company's minute book.
 12. The Board of Directors may also adopt lawful resolutions without holding a meeting of the Board of Directors, provided that all members of the Board of Directors have been notified in writing of the proposals to be voted on and all members of the Board of Directors have given their written approval thereof and signed the approvals concerned.

Frekuensi dan Tingkat Kehadiran Rapat Direksi Tahun 2021

Selama tahun 2021, Direksi telah menyelenggarakan rapat dengan jumlah dan tingkat kehadiran sebagai berikut:

Frequency and Attendance of Board of Directors Meetings in 2021

During 2021, the Board of Directors has held meetings with the following numbers and levels of attendance:

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

| Nama Name | Rapat Direksi Meeting of the Board of Directors | | | Rapat Gabungan Dewan Komisaris dan Direksi Joint Meeting of the Board of Commissioners and the Board of Directors | | |
|--------------------------|--|--------------------------------------|--|--|--------------------------------------|--|
| | Jumlah Rapat Total Meetings | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance | Jumlah Rapat Total Meetings | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance |
| Nicolas D. Kanter* | 15 | 14 | 93.3% | 1 | 1 | 100% |
| Febriany Eddy | 42 | 40 | 95.2% | 3 | 3 | 100% |
| Adriansyah Chaniago | 42 | 39 | 92.8% | 3 | 3 | 100% |
| Bernardus Irmanto | 42 | 41 | 97.6% | 3 | 3 | 100% |
| Vinicius Mendes Ferreira | 42 | 40 | 95.2% | 3 | 3 | 100% |
| Dani Widjaja | 42 | 39 | 92.8% | 3 | 3 | 100% |
| Agus Superiadi** | 30 | 26 | 86.6% | 1 | 1 | 100% |

Keterangan | Notes:

* Tidak lagi menjabat sebagai Presiden Direktur Perseroan sejak penutupan RUPS Tahunan 2021 tanggal 29 April 2021

No longer serve as President Director of the Company, effective at the closing of the 2021 Annual GMS on April 29th, 2021

** Tidak lagi menjabat sebagai Direktur Perseroan sejak penutupan RUPS Luar Biasa 2021 tanggal 31 Agustus 2021

No longer serve as President Director of the Company, effective at the closing of the 2021 Annual GMS on August 31st, 2021

Agenda Rapat Direksi

Board of Directors Meetings Agenda

| Tanggal Rapat Direksi Date of Meeting of the Board of Directors | Rapat Direksi Meeting of the Board of Directors | | | | | | | Agenda Agenda |
|--|--|---------------|---------------------|-------------------|--------------|----------------|--------------------------|---|
| | Nicolas D. Kanter* | Febriany Eddy | Adriansyah Chaniago | Bernardus Irmanto | Dani Widjaja | Agus Superiadi | Vinicius Mendes Ferreira | |
| 12 Januari January 12 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | Agenda yang dibicarakan adalah untuk menyetujui, mengetahui, melaporkan dan/ atau berdiskusi antara lain mengenai tinjauan visi dan misi Perseroan, kepatuhan, temuan internal audit, kinerja Perseroan, koordinasi operasional, lingkungan, keselamatan kerja, manajemen risiko, sistem manajemen dan pengelolaan SDM. |
| 19 January January 19 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 26 January January 26 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 2 February February 2 nd | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 16 February February 16 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 23 February February 23 rd | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 2 Maret March 2 nd | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |

RAPAT DEWAN KOMISARIS DAN DIREKSI Board of Commissioners and Directors Meetings

| Tanggal Rapat Direksi Date of Meeting of the Board of Directors | Rapat Direksi Meeting of the Board of Directors | | | | | | | Agenda Agenda |
|--|--|---------------|---------------------|-------------------|--------------|----------------|--------------------------|--|
| | Nicolas D. Kanter* | Febriany Eddy | Adriansyah Chaniago | Bernardus Irmanto | Dani Widjaja | Agus Superiadi | Vinicius Mendes Ferreira | |
| 9 Maret March 9 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | Agenda yang dibicarakan pada rapat di minggu terakhir setiap bulannya adalah mengenai kinerja Perseroan di bulan yang bersangkutan. The agendas discussed approving, understanding, reporting and/or discussing, among other matters, reviews of the Company's vision and mission, compliance, internal audit findings, the Company's performance, operational coordination, environment, work safety, risk management, HR and management systems. The meeting held in the last week of every month discussed the performance of the Company in the respective month. |
| 16 Maret March 16 th | ✓ | ✓ | ✓ | ✓ | ✓ | X | X | |
| 23 Maret March 23 rd | ✓ | ✓ | X | ✓ | ✓ | ✓ | ✓ | |
| 30 Maret March 30 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 6 April April 6 th | X | X | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 13 April April 13 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 20 April April 20 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 26 April April 26 th | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 5 Mei May 5 th | - | ✓ | X | ✓ | ✓ | X | ✓ | |
| 11 Mei May 11 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 18 Mei May 18 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 25 Mei May 25 th | - | X | X | ✓ | ✓ | ✓ | ✓ | |
| 3 Juni June 3 rd | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 8 Juni June 8 th | - | ✓ | ✓ | ✓ | X | ✓ | ✓ | |
| 15 Juni June 15 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 22 Juni June 22 nd | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 29 Juni June 29 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 6 Juli July 6 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 13 Juli July 13 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 27 Juli July 27 th | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 2 Agustus August 2 nd | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 3 Agustus August 3 rd | - | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | |
| 10 Agustus August 10 th | - | ✓ | ✓ | ✓ | ✓ | X | ✓ | |

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

| Tanggal Rapat Direksi Date of Meeting of the Board of Directors | Rapat Direksi Meeting of the Board of Directors | | | | | | | Agenda Agenda |
|--|--|---------------|---------------------|-------------------|--------------|----------------|--------------------------|------------------|
| | Nicolas D. Kanter* | Febriany Eddy | Adriansyah Chaniago | Bernardus Irmanto | Dani Widjaja | Agus Superiadi | Vinicius Mendes Ferreira | |
| 24 Agustus August 24 th | - | ✓ | ✓ | ✓ | ✓ | X | ✓ | |
| 7 September September 7 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 14 September September 14 th | - | ✓ | ✓ | X | ✓ | - | ✓ | |
| 21 September September 21 st | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 28 September September 28 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 5 Oktober October 5 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 19 Oktober October 19 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 26 Oktober October 26 th | - | ✓ | ✓ | ✓ | X | - | ✓ | |
| 9 November November 9 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 23 November November 23 rd | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 30 November November 30 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 7 Desember December 7 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |
| 14 Desember December 14 th | - | ✓ | ✓ | ✓ | ✓ | - | ✓ | |

RAPAT GABUNGAN DEWAN KOMISARIS DAN DIREKSI

Berdasarkan dengan ketentuan POJK 33 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik. Direksi wajib mengadakan rapat Direksi bersama Dewan Komisaris paling kurang satu kali dalam 4 bulan.

BOARD OF COMMISSIONERS AND DIRECTORS JOINT MEETING

Based on the provisions of POJK 33 concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies, the Board of Directors is required to hold a meeting of the Board of Directors with the Board of Commissioners at least once in 4 months.

RAPAT DEWAN KOMISARIS DAN DIREKSI

Board of Commissioners and Directors Meetings

Frekuensi dan Tingkat Kehadiran Rapat Gabungan Dewan Komisaris dan Direksi Tahun 2021

Sebagai realisasi dari hubungan kerja antara Dewan Komisaris dan Direksi, selama tahun 2021, Dewan Komisaris dan Direksi menyelenggarakan 3 kali Rapat Gabungan. Adapun tingkat kehadiran anggota Dewan Komisaris dan Direksi dalam Rapat Gabungan Dewan Komisaris dan Direksi selama tahun 2021 adalah sebagai berikut:

Frequency and Attendance of Joint Meetings of the Board of Commissioners and Directors in 2021

As a realization of the working relationship between the Board of Commissioners and Directors. During 2021, the Board of Commissioners and Directors held 3 Joint Meetings. The attendance levels of members of the Board of Commissioners and Directors at the Joint Meetings of the Board of Commissioners and Directors during 2021 are as follows:

| Peserta Rapat Attendees | Jumlah Rapat Gabungan Number of Joint Meeting | Tanggal Rapat Gabungan Date of Joint Meeting | | | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance |
|--|--|---|---------|-------|--------------------------------------|--|
| | | 27 Apr | 15 Sept | 8 Des | | |
| Komisaris Board of Commissioners | | | | | | |
| Mark James Travers | 3 | √ | √ | √ | 3 | 100% |
| Ogi Prastomiyono | 3 | √ | √ | √ | 3 | 100% |
| Luiz Fernando Landeiro Jr | 3 | √ | √ | √ | 3 | 100% |
| Cory McPhee* | 1 | √ | - | - | 1 | 100% |
| Nicolas D. Kanter** | 2 | - | √ | √ | 2 | 100% |
| Alexandre Silva D'Ambrosio | 3 | √ | √ | √ | 3 | 100% |
| Rizal Sukma | 3 | √ | √ | √ | 3 | 100% |
| Nobuhiro Matsumoto | 3 | √ | √ | √ | 3 | 100% |
| Raden Sukhyar | 3 | √ | √ | √ | 3 | 100% |
| Rudiantara | 3 | √ | √ | √ | 3 | 100% |
| Dwia Aries Tina Pulubuhu | 3 | √ | √ | √ | 3 | 100% |
| Direksi Board of Directors | | | | | | |
| Nicolas D. Kanter* | 1 | √ | - | - | 1 | 100% |
| Febriany Eddy** | 3 | √ | √ | √ | 3 | 100% |
| Adriansyah Chaniago | 3 | √ | √ | √ | 3 | 100% |
| Bernardus Irmanto | 3 | √ | √ | √ | 3 | 100% |
| Vinicius Mendes Ferreira | 3 | √ | √ | √ | 3 | 100% |

Keterangan | Notes:

* Telah mengajukan pengunduran diri sebagai Komisaris Perseroan yang berlaku efektif sejak pengunduran diri tersebut diterima oleh pemegang saham pada RUPS Tahunan 2021 tanggal 29 April 2021

Submitted his resignation as Commissioner of the Company, effective upon acceptance by the shareholders at the 2021 Annual GMS on April 29th, 2021

** Diangkat sebagai Komisaris dan Presiden Direktur Perseroan oleh RUPS Tahunan 2021 pada tanggal 29 April 2021

Appointed as Commissioner and President Director of the Company by the 2021 Annual GMS on April 29th, 2021

PENILAIAN KINERJA DEWAN KOMISARIS DAN DIREKSI

Performance Assessment of the Board of Commissioners and Directors

Penilaian kinerja Dewan Komisaris dan Direksi dilaksanakan secara kolegal setiap akhir tahun dan diungkapkan pada Laporan ini serta disampaikan kepada pemegang saham melalui RUPS Tahunan yang selanjutnya memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya kepada Direksi dan Dewan Komisaris, masing-masing untuk tindakan pengelolaan dan pengawasan Perseroan selama tahun buku pelaporan.

Penilaian Kinerja Dewan Komisaris

Penilaian kinerja Dewan Komisaris dilakukan berdasarkan prinsip peninjauan sendiri atas pelaksanaan tugas dan tanggung jawab yang diatur oleh piagam kerja Dewan Komisaris sepanjang tahun 2021, antara lain:

1. Efektivitas dalam mengawasi pelaksanaan roadmap untuk melaksanakan praktik-praktik terbaik dalam GCG
2. Terlaksananya program-program keselamatan dan kesehatan kerja karyawan
3. Penentuan target bagi Komite-Komite Penunjang Dewan Komisaris dan Direksi serta evaluasi pada setiap triwulan
4. Terlaksananya rencana bisnis tahunan serta strategi jangka panjang
5. Memonitor pelaksanaan dari program-program CSR
6. Memonitor pelaksanaan program-program yang disepakati sebagai bagian dari rencana suksesi untuk calon-calon yang disiapkan untuk menggantikan anggota dari Direksi
7. Pembagian tugas dan tanggung jawab masing-masing anggota Direksi sesuai dengan kebutuhan Perseroan serta penentuan remunerasi serta insentif jangka pendek dan jangka panjang Direksi sebagaimana yang diamanatkan oleh RUPS Tahunan

The performance assessment of the Board of Commissioners and the Board of Directors is carried out collegially at the end of the year and discloses it in this report and is submitted to shareholders through the Annual GMS, subsequently granting full discharge and release of responsibilities to the Board of Directors and Board of Commissioners respectively for its management and supervision of the Company during the reporting year.

Performance Assessment of the Board of Commissioners

The performance assessment of the Board of Commissioners is based on the principles of self-assessment on the implementation of its duties and responsibilities regulated by the board charter of the Board of Commissioners during 2021, among others:

1. Effectiveness in supervising the roadmap execution using the best practices in GCG
2. Implementation of health and safety programs for employees
3. Setting targets for Sub-Committees under the Board of Commissioners and Board of Directors including their quarterly evaluation
4. Execution of annual and long-term business plans
5. Monitoring the implementation of CSR programs
6. Monitoring the implementation of agreed programmes as part of the succession plan for Board of Director members.
7. The distribution of duties and responsibilities of each member of the Board of Directors refers to the Company's needs as well as the determination of remuneration, short-term and long-term incentives for the Board of Directors mandated by the Annual GMS.

PENILAIAN DEWAN KOMISARIS DAN DIREKSI

Assessment of the Board of Commissioners and Directors

Penilaian Terhadap Kinerja Komite di Bawah Dewan Komisaris

Dewan Komisaris didukung oleh Komite Audit, Komite Tata Kelola, Nominasi dan Remunerasi, serta Komite Mitigasi Risiko dalam melaksanakan tugas dan tanggung jawab pengawasan pengelolaan Perseroan dan pemberian nasihat kepada Direksi. Untuk pertama kalinya, komite-komite tersebut melakukan penilaian secara kolektif dan dilaporkan kepada Dewan Komisaris pada rapat Dewan Komisaris tanggal 8 Desember 2021. Secara keseluruhan, komite-komite tersebut telah melakukan tugas dan tanggung jawab sesuai dengan mandat Dewan Komisaris yang dituangkan dalam piagam kerja masing-masing komite.

Penilaian Kinerja Direksi

Penilaian kinerja Direksi dilaksanakan secara kolegial setiap akhir tahun berdasarkan pencapaian terhadap target Perseroan, yang ditetapkan sebagai KPI pada setiap awal tahun. Penilaian kinerja tersebut diungkapkan. Adapun kriteria penilaian kinerja Direksi, adalah sebagai berikut:

Berikut adalah indikator penilaian untuk Direksi:

1. Pencapaian agenda strategis yang sudah disetujui;
2. Pemenuhan terhadap rencana produksi;
3. Pemenuhan terhadap rencana perawatan aset;
4. Pemenuhan terhadap anggaran biaya produksi tetap;
5. Pencapaian arus kas bebas: EBITDA, baik untuk nilai investasi yang disesuaikan maupun yang tidak disesuaikan;
6. Pencapaian target kesehatan dan keselamatan kerja;
7. Penurunan scenario risiko operasional yang berpotensi bencana berdasarkan identifikasi bahaya dan penilaian resiko (HIRA);

Performance Assessment of Committee under the Board of Commissioners

The Board of Commissioners is assisted by the Audit Committee, the Governance, Nomination and Remuneration Committee and the Risk Committee in carrying out its duties and responsibilities to supervise the management of the Company and to give advice to the Board of Directors. For the first time, these committees have conducted a collective assessment and reported to the Board of Commissioners in the Board of Commissioners meeting on December 8th, 2021. Overall, these committees have carried out its duties and responsibilities in accordance with its respective board charter of each committee mandated by the Board of Commissioners.

Performance Assessment of the Board of Directors

The Performance assessment of the Board of Directors is carried out collegially at the end of the year based on the achievement of the Company's target set as KPIs at the beginning of the year. This performance assessment is disclosed. The criteria for evaluating the performance of the Board of Directors are as follows:

The following is assessment indicator for the Board of Directors:

1. Deliver the agreed strategic agenda
2. Adherence to production plan
3. Adherence to assets maintenance plan
4. Achieve fixed production expense adherence to budget
5. Achievement of cash flow: EBITDA, for both adjusted and unadjusted investments;
6. Achievement of safety and health targets;
7. Reduction of catastrophic operational risk scenarios based on the identified hazard and risk assessment (HIRA);

PENILAIAN DEWAN KOMISARIS DAN DIREKSI

Assessment of the Board of Commissioners and Directors

- | | |
|--|---|
| <p>8. Pencapaian penerapan bisnis berkelanjutan dalam hal perubahan iklim, hutan dan penggunaan energi ramah lingkungan; dan</p> <p>9. Pencapaian produktivitas tenaga kerja serta pemenuhan terhadap anggaran tenaga kerja.</p> | <p>8. Deliver sustainable business practices in the climate change, forest and clean energy utilization; and</p> <p>9. Achievement of labor productivity and fulfillment of the labor cost.</p> |
|--|---|

Secara keseluruhan, kinerja Direksi di tahun 2021 sangat baik sehingga Perseroan dapat mencapai target yang ditetapkan untuk 2021 dan bahkan melampaui target, walaupun produksi mengalami penurunan karena penundaan pembangunan kembali tanur listrik 4.

Overall, the performance of the Board of Directors in 2021 was very good so that the Company was able to achieve the targets set for 2021 and even exceed the targets, even though the production has experienced a decrease due to the delay in re-building the electric furnace 4.

Penilaian Kinerja Komite Pendukung Tugas Direksi

Dalam melakukan tugas dan tanggung jawabnya, Direksi dibantu oleh 3 unit kerja, yaitu Sekretaris Perusahaan, Unit Audit Internal dan Unit Manajemen Risiko. Secara umum, Direksi menilai 3 unit kerja tersebut telah melaksanakan tugas dan tanggung jawab dengan baik, sebagaimana disampaikan pada pembahasan masing-masing unit kerja di bagian lain dalam Laporan ini.

Performance Assessment of Supporting Committees under the Board of Directors

In carrying out its duties and responsibilities, the Board of Directors is assisted by 3 work units, namely the Corporate Secretary, the Internal Audit Unit and the Risk Management Unit. In general, the Board of Directors assesses that the 3 work units have carried out its duties and responsibilities well, as presented in the discussion of each work unit in other sections of this Report.

Informasi Mengenai Keputusan RUPS

Uraian dan informasi mengenai keputusan RUPS, baik keputusan RUPS satu tahun sebelumnya maupun keputusan RUPS pada tahun buku, disampaikan pada pembahasan mengenai RUPS di halaman 193 - 206 dalam Laporan ini.

Information on GMS Resolutions

A description and information regarding the GMS resolutions, both for the previous year and the current year, can be found in the GMS section on pages 193 - 206 of this Report

KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI Remuneration Policy of Board of Commissioners and Directors

KEBIJAKAN PROSEDUR, DASAR PENETAPAN, DAN STRUKTUR REMUNERASI DEWAN KOMISARIS

Perseroan memiliki kebijakan memberikan remunerasi hanya kepada Komisaris Independen, yang ditetapkan berdasarkan rekomendasi Komite Tata Kelola, Nominasi dan Remunerasi kepada Dewan Komisaris. Rekomendasi remunerasi kepada Komisaris Independen disampaikan dalam suatu struktur dan jumlah remunerasi dengan mempertimbangkan kondisi pasar pada industri yang sama. Dewan Komisaris kemudian mengusulkan nilai remunerasi tahunan berdasarkan tinjauan dan rekomendasi Komite Tata Kelola, Nominasi dan Remunerasi Perseroan ke para pemegang saham untuk disetujui di dalam RUPS Tahunan.

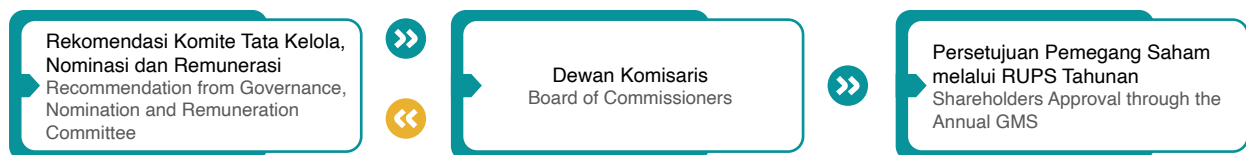
Dalam memberikan rekomendasi suatu struktur dan jumlah remunerasi, Komite Tata Kelola, Nominasi, dan Remunerasi berpedoman pada indikator acuan penetapan remunerasi berupa tolok ukur industri yang diperoleh dari berbagai sumber yang memiliki kredibilitas. Sumber-sumber yang menjadi acuan di antaranya fungsi SDM Perseroan, konsultasi dengan perusahaan publik lain, dan konsultasi dengan ahli di bidang industri dari luar Perseroan.

PROCEDURE, BASIS FOR DETERMINATION, AND REMUNERATION STRUCTURE POLICY FOR THE BOARD OF COMMISSIONERS

The Company has a policy that provides remuneration based on the recommendation of the Governance, Nomination and Remuneration Committee to the Board of Commissioners. The remuneration recommendations for the Independent Commissioners are submitted in a structure and amount of remuneration after taking into account market conditions in the same industry. Based on the recommendation of the Governance, Nomination and Remuneration Committee, the Board of Commissioners proposes an annual remuneration amount to the shareholders for their approval at the Annual GMS.

In providing recommendations for the structure and amount of remuneration, the Corporate Governance, Nomination and Remuneration Committee refers to industry benchmarks with credible sources. Sources used as reference include, among Company's Human Resources department, consultation with other public companies and industry experts from outside the Company.

● **Prosedur Penetapan Remunerasi Dewan Komisaris** Procedures for Determining Remuneration of the Board of Commissioners



STRUKTUR REMUNERASI DEWAN KOMISARIS

Dalam RUPS Tahunan 2021, pemegang saham menyetujui remunerasi tahun 2020 untuk anggota Dewan Komisaris adalah mencakup pembayaran (a) AS\$16.750 per triwulan dan (b) AS\$2.500 per kehadiran rapat.

BOARD OF COMMISSIONERS' REMUNERATION STRUCTURE

In the 2021 Annual GMS, the shareholders approved the 2020 remuneration for members of the Board of Commissioners that comprised payments of (a) US\$16,750 per quarter and (b) US\$2,500 per meeting attendance.

KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI

Remuneration Policy of Board of Commissioners and Directors

Laporan ini menampilkan besaran remunerasi bagi Komisaris dengan komponen remunerasi yang terdiri dari gaji dan imbalan pekerjaan jangka pendek. Perseroan tidak memberikan bonus kinerja, bonus non-kinerja, dan/atau opsi saham kepada Dewan Komisaris.

The remuneration for Commissioners consists of salaries and short-term employment benefits. The Company does not give performance bonuses, non-performance bonuses, and/or stock options to the Board of Commissioners.

● Remunerasi Komisaris

Commissioners' Remuneration

| Uraian Description | Satuan Unit | 2021 | 2020 | 2019 | 2018 | 2017 |
|--|----------------------------|------|------|-------|-------|-------|
| Jumlah Komisaris Number of Commissioners | Orang Person | 5 | 5 | 2 | 2 | 3 |
| Gaji dan Imbalan Jangka Pendek Short-term Salaries and Benefits | Ribu AS\$ Thousand US\$ | 606 | 240 | 177.5 | 215.5 | 255.0 |

KEBIJAKAN, PROSEDUR, DASAR PENETAPAN, STRUKTUR REMUNERASI DIREKSI

Perseroan memiliki kebijakan memberikan remunerasi hanya kepada Komisaris Independen, yang ditetapkan berdasarkan rekomendasi Komite Tata Kelola, Nominasi dan Remunerasi kepada Dewan Komisaris. Rekomendasi remunerasi kepada Komisaris Independen disampaikan dalam suatu struktur dan jumlah remunerasi dengan mempertimbangkan kondisi pasar pada industri yang sama. Dewan Komisaris kemudian mengusulkan nilai remunerasi tahunan berdasarkan tinjauan dan rekomendasi Komite Tata Kelola, Nominasi dan Remunerasi Perseroan ke para pemegang saham untuk disetujui di dalam RUPS Tahunan.

Dalam memberikan rekomendasi suatu struktur dan jumlah remunerasi, Komite Tata Kelola, Nominasi, dan Remunerasi berpedoman pada indikator acuan penetapan remunerasi berupa tolok ukur industri yang diperoleh dari berbagai sumber yang memiliki kredibilitas. Sumber-sumber yang menjadi acuan di antaranya fungsi SDM Perseroan, konsultasi dengan perusahaan publik lain, dan konsultasi dengan ahli di bidang industri dari luar Perseroan.

PROCEDURE, BASIS FOR DETERMINATION, AND REMUNERATION STRUCTURE POLICY FOR THE BOARD OF DIRECTORS

The Company has a policy that provides remuneration based on the recommendation of the Governance, Nomination and Remuneration Committee to the Board of Commissioners. The remuneration recommendations for the Independent Commissioners are submitted in a structure and amount of remuneration after taking into account market conditions in the same industry. Based on the recommendation of the Governance, Nomination and Remuneration Committee, the Board of Commissioners proposes an annual remuneration amount to the shareholders for their approval at the Annual GMS.

In providing recommendation for the structure and amount of remuneration, the Corporate Governance, Nomination and Remuneration Committee refers to industry benchmarks with credible sources. Sources used as reference include, among Company's Human Resources department, consultation with other public companies and industry experts from outside the Company.

KEBIJAKAN REMUNERASI DEWAN KOMISARIS DAN DIREKSI Remuneration Policy of Board of Commissioners and Directors

● **Prosedur Penetapan Remunerasi Direksi** Board of Directors Remuneration Determination Procedure



STRUKTUR REMUNERASI DAN HUBUNGAN DENGAN KINERJA PERSEROAN

Besaran remunerasi Direksi untuk tahun buku 2021 sebesar AS\$4.673 ribu. Jumlah tersebut terdiri atas gaji dan imbalan pekerjaan jangka pendek serta imbalan pasca-kerja.

Selain bonus kinerja dan bonus yang tidak terkait dengan kinerja untuk tahun 2020 yang diterima di tahun 2021 sebagai bagian dari imbalan pekerjaan jangka pendek, anggota Direksi tidak menerima manfaat lainnya seperti opsi setara saham.

REMUNERATION STRUCTURE AND RELATIONSHIP WITH COMPANY PERFORMANCE

The Board of Directors' remuneration for financial year 2021 amounted to US\$4,673 thousand. It comprised of salaries and short-term employee benefits and post-employment benefits.

Other than the performance bonus and non-performance related bonus for 2020 received in 2021 as part of the short-term employee benefits, members of the Board of Directors did not receive other benefits such as stock options.

● **Remunerasi Direksi (Dalam Ribu AS\$)** Board of Directors' Remuneration (In Thousand US\$)

| Uraian Description | 2021 | 2020 | 2019 | 2018 | 2017 |
|---|--------------|--------------|--------------|--------------|--------------|
| Gaji dan Imbalan Jangka Pendek Salary and Short-Term Employment Benefits | 4,482 | 2,921 | 3,158,3 | 3,465 | 1,989 |
| Imbalan Pasca Kerja Post-Employment Benefits | 191 | 222 | 204,7 | 167 | 159 |
| Jumlah Total | 4,673 | 3,143 | 3,632 | 2,148 | 1,529 |

ORGAN PENUNJANG DEWAN KOMISARIS DAN DIREKSI

The Board of Directors and The Board of Commissioners Supporting Organs

KOMITE PENUNJANG DEWAN KOMISARIS

Dalam melaksanakan tugas dan tanggung jawabnya, Dewan Komisaris didukung oleh (i) Komite Audit, (ii) Komite Tata Kelola, Nominasi dan Remunerasi, serta (iii) Komite Mitigasi Risiko. Sedangkan untuk kebutuhan administrasi, Dewan Komisaris dibantu oleh Sekretaris Perusahaan.

Setiap Komite dipimpin oleh seorang Komisaris Independen dan memiliki piagam sebagai pedoman kerjanya. Pembentukan komite penunjang Dewan Komisaris mengacu pada ketentuan yang mengatur tentang pelaksanaan praktik-praktik GCG. Komite penunjang Dewan Komisaris wajib membuat laporan kepada Dewan Komisaris atas setiap penugasan yang diterima, disertai rekomendasi jika diperlukan. Laporan ditandatangani oleh ketua dan anggota komite.

Laporan ini akan menyampaikan uraian dan informasi masing-masing Komite, dengan mengacu pada ketentuan tentang penulisan Laporan Tahunan yang diterbitkan OJK.

DEPARTEMEN/UNIT MANAJEMEN PENDUKUNG KINERJA DIREKSI

Setiap departemen pendukung kinerja Direksi dipimpin pejabat perusahaan, yang diangkat berdasarkan surat keputusan (SK) yang diterbitkan Direksi. Secara berkala masing-masing departemen menyampaikan laporan kinerja kepada Direksi.

Sesuai ketentuan tentang penulisan Laporan Tahunan yang diterbitkan OJK, informasi departemen/unit kerja yang disampaikan Laporan ini adalah departemen Sekretaris Perusahaan, Hubungan Investor, Unit Manajemen Risiko, Unit Internal Audit dan Unit Pengendalian Internal.

COMMITTEES SUPPORTING THE BOARD OF COMMISSIONERS

In performing its duties and responsibilities, the Board of Commissioners is supported by (i) Audit Committee, (ii) Governance, Nomination and Remuneration Process Policy and (iii) Risk Mitigation Committee. The Corporate Secretary shall assist the Board of Commissioners on administrative matters.

Each committee is chaired by an Independent Commissioner and has a charter which serves as its working guidelines. Establishment of supporting committees of the Board of Commissioners refers to the provisions on GCG practices implementation. Supporting committees of the Board of Commissioner must prepare a report to the Board of Commissioners for each assignment received, together with recommendations if needed. Reports are signed by the chairman and committee members.

This Report provides descriptions and information on each committee in accordance with the applicable provision issued by OJK on Annual Report preparation

DEPARTMENT/MANAGEMENT UNIT SUPPORTING THE BOARD OF DIRECTORS

Each department supporting the Board of Directors is led by a company official appointed by a decree issued by the Board of Directors. Each department shall present a report on its performance to the Board of Directors.

In accordance with the provisions on Annual Report preparation issued by OJK, information on departments/ working units provided in this Report comprise of Corporate Secretary, Investor Relations, Risk Management Unit, Internal Audit Unit and Internal Control Unit.

KOMITE AUDIT

Audit Committee

Komite Audit adalah komite independen yang bertugas membantu Dewan Komisaris dalam mengawasi proses dan integritas dari praktik tata kelola, manajemen risiko, dan pengendalian internal pada Perseroan. Komite Audit bertanggung jawab langsung kepada Dewan Komisaris.

Penetapan keanggotaan Komite mengacu pada POJK No.55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit. Keanggotaan Komite terdiri atas tidak kurang dari tiga anggota, dengan sekurangnya terdiri dari satu orang Komisaris Independen dan pihak dari luar Perseroan.

Komite Audit dipimpin oleh Komisaris Independen. Pada periode pelaporan, Ketua Komite Audit dijabat oleh Bapak Rudiantara. Penetapan Ketua Komite Audit berdasarkan keputusan Dewan Komisaris yang diambil pada rapat Dewan Komisaris tanggal 28 Juli 2020, dan telah telah mempertimbangkan rekomendasi Komite Tata Kelola, Nominasi, dan Remunerasi.

The Audit Committee is an independent committee to assist the Board of Commissioners in overseeing the process and integrity of governance, risk management and internal control practices in the Company. The Audit Committee reports directly to the Board of Commissioners.

The Committee's membership was established based on POJK No.55/POJK.04/2015 concerning the Establishment and Implementation Guidelines for Audit Committees. The Committee's membership shall consist of at least three members, with at least one Independent Commissioner and parties from outside of the Company.

The Independent Commissioner chairs the Audit Committee. Rudiantara was appointed as the Chairman of the Audit Committee during the reporting period. The appointment was based on a Board of Commissioners resolution adopted at the Board of Commissioners meeting dated July 28th, 2020, after taking into account the Governance, Nomination and Remuneration Committee's recommendation.

Komposisi Komite Audit per 31 Desember 2021 Audit Committee Composition as at December 31st, 2021

| Nama Name | Jabatan Title | Periode Jabatan Tenure |
|--------------|-------------------|---|
| Rudiantara | Ketua Chairman | 28 Juli 2020 – sekarang July 28 th , 2020 - present |
| Herwan Ng | Anggota Member | 1 Mei 2019 – sekarang May 1 st , 2019 - present |
| Felia Salim | Anggota Member | 1 Januari 2020 – sekarang January 1 st , 2020 - present |

Profil anggota Komite Audit yang merupakan anggota Dewan Komisaris disajikan pada bagian profil Dewan Komisaris, sedangkan profil anggota Komite Mitigasi Risiko lainnya disajikan pada tabel di bawah ini.

Profile of members of the Audit Committee whom are member of the Board of Commissioners is presented in the Board of Commissioners profiles section, while profile of the other member of the Risk Mitigation Committee is presented in the table below.

PROFIL KOMITE AUDIT

Audit Committee Profile



Herwan Ng

Anggota Komite Audit
Member of the Audit Committee

| | | | | | | | |
|---|--|---|--|--|---|---|--|
| Usia Age | 49 Tahun 49 Years old | | | | | | |
| Kewarganegaraan Nationality | Indonesia Indonesian | | | | | | |
| Dasar Hukum Pengangkatan Legal Basis of Appointment | Pertama ditetapkan sebagai anggota Komite Audit melalui keputusan tertulis Dewan Komisaris tanggal 1 Mei 2019, kemudian diangkat kembali melalui keputusan Dewan Komisaris yang diambil pada rapat tanggal 27 April 2021. First appointment as member of the Audit Committee by virtue of a written resolution of the Board of Commissioners dated May 1 st , 2019, and re-appointed by virtue of resolution of the Board of Commissioner adopted at the April 27 th , 2021 meeting. | | | | | | |
| Riwayat Pendidikan Education History | <table border="1"> <tr> <td>Master of Business Administration, Edinburgh Business School, Heriot Watt University</td> <td>Sarjana Ekonomi, Universitas Tarumanagara Bachelor Degree in Economy, University of Tarumanagara</td> </tr> </table> | Master of Business Administration, Edinburgh Business School, Heriot Watt University | Sarjana Ekonomi, Universitas Tarumanagara Bachelor Degree in Economy, University of Tarumanagara | | | | |
| Master of Business Administration, Edinburgh Business School, Heriot Watt University | Sarjana Ekonomi, Universitas Tarumanagara Bachelor Degree in Economy, University of Tarumanagara | | | | | | |
| Rangkap Jabatan Concurrent Position | <table border="1"> <tr> <td>Anggota Komite Audit PT Industri Jamu & Farmasi Sido Muncul Tbk, 2021 - Sekarang Member of the Audit Committee of PT Industri Jamu & Farmasi Sido Muncul Tbk, 2021 – Present</td> <td>Anggota Komite Audit PT Goodyear Indonesia, 2019 - Sekarang Member of the Audit Committee of PT Goodyear Indonesia, 2019 - Present</td> </tr> <tr> <td>Anggota Komite Audit PT Samudera Indonesia Tbk, 2021 - Sekarang Member of the Audit Committee of PT Samudera Indonesia Tbk, 2021 – Present</td> <td>Komisaris Independen dan Ketua Komite Audit Hewlett Packard Finance Indonesia, 2016 - sekarang Independent Commissioner and Chairman of the Audit Committee of Hewlett Packard Finance Indonesia, 2016 – present</td> </tr> <tr> <td>Anggota Komite Audit PT Archi Indonesia Tbk, 2021 - Sekarang Member of the Audit Committee of PT Archi Indonesia Tbk, 2021 – Present</td> <td></td> </tr> </table> | Anggota Komite Audit PT Industri Jamu & Farmasi Sido Muncul Tbk, 2021 - Sekarang Member of the Audit Committee of PT Industri Jamu & Farmasi Sido Muncul Tbk, 2021 – Present | Anggota Komite Audit PT Goodyear Indonesia, 2019 - Sekarang Member of the Audit Committee of PT Goodyear Indonesia, 2019 - Present | Anggota Komite Audit PT Samudera Indonesia Tbk, 2021 - Sekarang Member of the Audit Committee of PT Samudera Indonesia Tbk, 2021 – Present | Komisaris Independen dan Ketua Komite Audit Hewlett Packard Finance Indonesia, 2016 - sekarang Independent Commissioner and Chairman of the Audit Committee of Hewlett Packard Finance Indonesia, 2016 – present | Anggota Komite Audit PT Archi Indonesia Tbk, 2021 - Sekarang Member of the Audit Committee of PT Archi Indonesia Tbk, 2021 – Present | |
| Anggota Komite Audit PT Industri Jamu & Farmasi Sido Muncul Tbk, 2021 - Sekarang Member of the Audit Committee of PT Industri Jamu & Farmasi Sido Muncul Tbk, 2021 – Present | Anggota Komite Audit PT Goodyear Indonesia, 2019 - Sekarang Member of the Audit Committee of PT Goodyear Indonesia, 2019 - Present | | | | | | |
| Anggota Komite Audit PT Samudera Indonesia Tbk, 2021 - Sekarang Member of the Audit Committee of PT Samudera Indonesia Tbk, 2021 – Present | Komisaris Independen dan Ketua Komite Audit Hewlett Packard Finance Indonesia, 2016 - sekarang Independent Commissioner and Chairman of the Audit Committee of Hewlett Packard Finance Indonesia, 2016 – present | | | | | | |
| Anggota Komite Audit PT Archi Indonesia Tbk, 2021 - Sekarang Member of the Audit Committee of PT Archi Indonesia Tbk, 2021 – Present | | | | | | | |
| Pengalaman Kerja Work Experience | <table border="1"> <tr> <td>Managing Director, AWR Lloyd, 2019 - 2020 Managing Director, AWR Lloyd, 2019 - 2020</td> <td>Assurance and Business Advisory, Senior Manager, PwC, Indonesia and Netherlands, 1995 - 2005 Assurance and Business Advisory, Senior Manager, PwC, Indonesia and Netherlands, 1995 - 2005</td> </tr> <tr> <td>Finance Director and Chief Financial Officer, Rio Tinto Indonesia, 2005 - 2019 Finance Director and Chief Financial Officer, Rio Tinto Indonesia, 2005 - 2019</td> <td></td> </tr> </table> | Managing Director, AWR Lloyd, 2019 - 2020 Managing Director, AWR Lloyd, 2019 - 2020 | Assurance and Business Advisory, Senior Manager, PwC, Indonesia and Netherlands, 1995 - 2005 Assurance and Business Advisory, Senior Manager, PwC, Indonesia and Netherlands, 1995 - 2005 | Finance Director and Chief Financial Officer, Rio Tinto Indonesia, 2005 - 2019 Finance Director and Chief Financial Officer, Rio Tinto Indonesia, 2005 - 2019 | | | |
| Managing Director, AWR Lloyd, 2019 - 2020 Managing Director, AWR Lloyd, 2019 - 2020 | Assurance and Business Advisory, Senior Manager, PwC, Indonesia and Netherlands, 1995 - 2005 Assurance and Business Advisory, Senior Manager, PwC, Indonesia and Netherlands, 1995 - 2005 | | | | | | |
| Finance Director and Chief Financial Officer, Rio Tinto Indonesia, 2005 - 2019 Finance Director and Chief Financial Officer, Rio Tinto Indonesia, 2005 - 2019 | | | | | | | |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi Has no affiliate relationship | | | | | | |

PROFIL KOMITE AUDIT Audit Committee Profile

Felia Salim

Anggota Komite Audit
Member of the Audit Committee



| | | |
|---|--|---|
| Usia Age | 64 Tahun 64 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesia | |
| Dasar Hukum Pengangkatan Legal Basis of Appointment | Pertama ditetapkan sebagai anggota Komite Audit melalui keputusan tertulis Dewan Komisaris tanggal 6 Januari 2020, kemudian diangkat kembali melalui keputusan Dewan Komisaris yang diambil pada rapat tanggal 8 Desember 2021. First appointment as member of the Audit Committee by virtue of a written resolution of the Board of Commissioners dated January 6 th , 2020 and re-appointed by virtue of resolution of the Board of Commissioner adopted at the December 8 th , 2021 meeting. | |
| Riwayat Pendidikan Education History | Master of Political and Economic Science, Carleton University, Ottawa, Canada Master of Political and Economic Science, Carleton University, Ottawa, Canada | Bachelor of Arts, Carleton University, Ottawa, Canada Bachelor of Arts, Carleton University, Ottawa, Canada |
| Rangkap Jabatan Concurrent Position | Anggota Direksi - (Direktur Independen) Lembaga Pembiayaan Ekspor Indonesia, sekaligus Ketua Komite Pemantau Risiko, 2018 - Sekarang Member of Board of Directors/Independent Director of the Indonesian Exim Bank, Chairperson of the Risk Management Oversight Committee, 2018 - Present | Anggota Direksi, The & Green Fund, yayasan pembiayaan campuran dengan basis di Belanda, 2018 - Sekarang Member of Board of Directors of The &Green Fund, a Dutch based blended finance foundation, 2018 - Present |
| Pengalaman Kerja Work Experience | Wakil Presiden Direktur PT Bank Negara Indonesia Tbk, 2008 - 2015 Vice President Director PT Bank Negara Indonesia Tbk, 2008 - 2015 Komisaris Independen PT Bank Negara Indonesia Tbk, 2004 - 2008 Independent Commissioner PT Bank Negara Indonesia Tbk, 2004 - 2008 | Deputi Ketua Badan Penyehatan Perbankan Nasional, 2001 - 2002 Deputy Chairman of Indonesian Bank Restructuring Agency, 2001 - 2002 Ketua Sekretariat Komite Kebijakan Sektor Keuangan, 2000 - 2001 Chairman of the Secretariat at the Financial Sector Policy Committee, 2000 - 2001 |
| Hubungan Afiliasi Affiliate Relationship | Tidak memiliki hubungan afiliasi Has no affiliate relationship | |
| Filantropi Philanthropic Engagement | HSBC Panel Penasihat Iklim HSBC Climate Advisory Panel | Wakil Chairperson dari Global Alliance for Improved Nutrition Vice Chairperson of the Global Alliance for Improved Nutrition |
| | Anggota Clean Energy Forum Member of the Clean Energy Forum | Anggota Dewan dari Climate and Land Use Alliance Board of the Climate and Land Use Alliance |
| | Chairperson dari Board of Transparency International Indonesia Chairperson of the Board of Transparency International Indonesia | Anggota Dewan dari Dana Abadi Blue in Marine Conservation Board of the Blue Abadi Fund in Marine Conservation |

KOMITE AUDIT

Audit Committee

PERNYATAAN INDEPENDENSI KOMITE AUDIT

Untuk menjaga independensi setiap anggota Komite Audit, masing-masing anggota Komite Audit setiap tahunnya diwajibkan memberikan pernyataan independensi yang disusun berdasarkan Pasal 7 POJK No.55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit, terkait Persyaratan Keanggotaan dan Masa Tugas Komite Audit.

Independensi Komite Audit Tahun 2021

Audit Committee Independency in 2021

| Nama Name | Anggota Komite Audit Audit Committee Member | | |
|--|--|-----------|-------------|
| | Rudiantara | Herwan Ng | Felia Salim |
| Bukan merupakan orang yang bekerja pada Kantor Akuntan Publik, Kantor Konsultan Hukum, Kantor Jasa Penilai Publik atau pihak lain yang memberi jasa assurance, jasa non-assurance, jasa penilai dan/atau jasa konsultasi lain pada Perseroan dalam waktu enam bulan terakhir. Has not worked for a Public Accounting Firm, Legal Consultant Office, Public Appraiser Office or any other party providing assurance, non - assurance, appraisal and/or other consulting services to the Company within the last six months | √ | √ | √ |
| Bukan merupakan orang yang bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan dalam waktu enam bulan terakhir, kecuali Komisaris Independen. Is not a person who worked or had the authority and responsibility to plan, lead, control or supervise the activities of the Company in the last six months, except for Independent Commissioners | √ | √ | √ |
| Tidak mempunyai saham langsung maupun tidak langsung dengan Perseroan. Does not own direct or indirect shares in the Company | √ | √ | √ |
| Tidak mempunyai hubungan afiliasi dengan anggota Dewan Komisaris, anggota Direksi lain maupun Pemegang Saham utama Perseroan. Has no affiliated relationship with members of the Board of Commissioners, members of the Board of Directors' or the Company's principal shareholders | √ | √ | √ |
| Tidak mempunyai hubungan usaha baik langsung maupun tidak langsung yang berkaitan dengan kegiatan usaha Perseroan. Does not have direct or indirect business relationships with the Company business activities | √ | √ | √ |

PIAGAM KOMITE AUDIT

Piagam Komite Audit yang menjadi pedoman anggota Komite dalam menjalankan fungsi, tugas dan tanggung jawabnya untuk membantu Dewan Komisaris terakhir kali diperbaharui pada tanggal 29 Agustus 2021 berdasarkan keputusan Dewan Komisaris yang diambil melalui Keputusan Sirkuler pengganti Rapat Dewan Komisaris tertanggal 29 Agustus 2021. Hal-hal

PT Vale Indonesia Tbk

Laporan Tahunan 2021 Annual Report

AUDIT COMMITTEE INDEPENDENT STATEMENT

To maintain the independence of members of the Audit Committee, each member of the Audit Committee is required to provide an annual independence statement in conformity with Article 7 of POJK No.55/POJK.04/2015 concerning the Establishment and Working Guidelines of the Audit Committee, relating to Membership Requirements and Tenure of the Audit Committee.

CHARTER OF THE AUDIT COMMITTEE

The Charter of the Audit Committee provides guidelines for the members of the Audit Committee in carrying out their function, duties and responsibilities for assisting the Board of Commissioners. It was last updated on August 29th, 2021 based on a resolution of the Board of Commissioners adopted in the Circular Resolution in Lieu of a Meeting of the Board of Commissioners

KOMITE AUDIT

Audit Committee

yang diatur oleh Piagam Komite Audit meliputi, antara lain tugas, tanggung jawab dan wewenang, laporan, keanggotaan Komite Audit, proses kerja, rapat Komite Audit serta penilaian kinerja.

TUGAS DAN TANGGUNG JAWAB

1. Laporan Keuangan

- a. Melakukan penelaahan dan analisa terhadap keandalan dan objektivitas atas pelaporan keuangan Perseroan (antara lain laporan keuangan, proyeksi dan laporan lainnya terkait dengan informasi keuangan) yang akan dikeluarkan kepada publik dan pihak luar lainnya (termasuk badan-badan pemerintahan dan badan-badan regulasi); dan
- b. Melakukan penelaahan dan menilai pengaduan yang berkaitan dengan proses akuntansi dan pelaporan keuangan Perseroan serta mengawasi rencana tindakan terhadap pengaduan tersebut. Pengaduan harus disampaikan secara tertulis kepada Komite Audit. Untuk menangani pengaduan yang diterima, Komite Audit dapat meminta Unit Audit Internal dan/ atau manajemen Perseroan dan/atau pihak ketiga yang independen untuk melakukan pemeriksaan audit. Pengaduan yang telah terbukti akan dilaporkan kepada Direksi dan Komite Audit akan mengawasi pelaksanaan tindak lanjut dari rencana tindakan untuk mengatasi pengaduan tersebut.

2. Aktivitas Manajemen Risiko

- a. Melakukan penelaahan dan menganalisis aktivitas pelaksanaan manajemen risiko yang dilakukan oleh Direksi melalui koordinasi dengan Komite Mitigasi Risiko

3. Aktivitas Assurance – Audit Internal

- a. Melakukan penelaahan dan menganalisis rencana, kemajuan dan hasil pelaksanaan kegiatan yang dilaksanakan oleh Unit

dated August 29th, 2021. Matters set forth in the Charter of the Audit Committee include duties, responsibilities and authorities, reporting, membership of the Audit Committee, work processes, meetings of the Audit Committee and performance evaluations.

DUTIES AND RESPONSIBILITIES

1. Financial Reports

- a. Review and analyze the reliability and objectivity of the Company's financial reports (such as financial statements, projection and other financial related reports) intended for issuance to the public and other external parties (including governmental entities and regulatory agencies); and
- b. Review and assess complaints related to the accounting and financial reporting processes in the Company and monitor any action plan derived from the complaint. Complaints must be submitted in writing to the Audit Committee. To handle the received complaint, the Audit Committee may request for an audit investigative to be performed by the Internal Audit Unit and/or Company's management and/or an independent third party. All proven complaints will be reported to the Board of Directors and the Audit Committee will monitor the follow up of the action plans to address the complaints.

2. Risk Management Activities

- a. Review and analyze the risk management activities performed by the BOD, in coordination with the Risk Mitigation Committee.

3. Assurance Activities – Internal Audit

- a. Review and analyze the plans, progress and results of activities conducted by the Internal Audit Unit, including its audit report and

KOMITE AUDIT

Audit Committee

Audit Internal, termasuk laporan audit dan rekomendasi kepada Direksi dan Dewan Komisaris untuk menilai apakah risiko-risiko utama telah dievaluasi dan ditanggapi dengan baik serta untuk memastikan kecukupan kebijakan pengendalian internal;

- b. Mengawasi tindak lanjut oleh Direksi atas temuan dan rekomendasi Unit Audit Internal; dan
- c. Menelaah objektivitas dan independensi Unit Audit Internal.

4. Aktivitas Assurance – Audit Eksternal

- a. Memberikan rekomendasi kepada Dewan Komisaris sehubungan dengan penunjukan, penunjukan kembali dan pemberhentian auditor eksternal Perseroan.
- b. Melakukan penelaahan dan mengevaluasi rencana audit, kemajuan dan hasil kegiatan yang dilaksanakan oleh auditor eksternal Perseroan berdasarkan kriteria yang ditetapkan oleh POJK terkait. Hasil dari evaluasi terhadap kinerja jasa audit oleh auditor eksternal disampaikan kepada OJK dalam waktu 6 (enam) bulan setelah tahun buku berakhir;
- c. Memberikan pendapat independen dalam hal terjadi perbedaan pendapat antara Direksi dan auditor eksternal atas jasa yang diberikannya;
- d. Melakukan penelaahan terhadap objektivitas dan independensi, ruang lingkup penugasan, dan imbalan jasa auditor eksternal Perseroan; dan
- e. Mengawasi tindak lanjut yang dilakukan oleh Direksi sehubungan dengan temuan dan rekomendasi yang dikeluarkan oleh auditor eksternal.

5. Lain - Lain

- a. Mengambil tindakan atas hal-hal lain yang dimintakan oleh Dewan Komisaris dari waktu ke waktu;
- b. Menganalisa dan menilai adanya potensi benturan kepentingan Perseroan serta

recommendations to the Board of Directors and the Board of Commissioners to assess whether key risks are appropriately evaluated and addressed and to ensure the adequacy of internal control policies;

- b. Oversee the follow-up by the Board of Directors with regard to the findings and recommendations of the Internal Audit Unit; and
- c. Review the objectivity and independence of the Internal Audit Unit.

4. Assurance Activities – External Audit

- a. Provide a recommendation to the Board of Commissioners with regard to the appointment, re-appointment and dismissal of the Company's external auditor;
- b. Review and evaluate the audit plan, progress and results of activities conducted by the Company's external auditor based on the criteria established by the applicable POJK. The result of the evaluation for the performance of audit service by the external auditor is submitted to the OJK within six (6) months after financial year ended;
- c. Provide independent opinion in the event of disagreement between the Board of Directors and the external auditor for services rendered;
- d. Review the objectivity and independence, audit scope of work and audit fees of the Company's external auditor; and
- e. Oversee the follow-up by the Board of Directors with regard to the findings and recommendations issued by the external auditor.

5. Miscellaneous

- a. Take action on such other matters as the Board of Commissioners may from time to time request;
- b. Analyze and assess the Company's potential conflict of interests and further advise the Board

KOMITE AUDIT

Audit Committee

memberikan saran kepada Dewan Komisaris terkait dengan hal tersebut;

- c. Menjaga kerahasiaan dokumen, data dan informasi Perseroan; dan
- d. Menganalisa dan menilai ketaatan Perseroan terhadap peraturan perundang-undangan yang berlaku

of Commissioners of such matter

- c. Maintain confidentiality of the Company's documents, data and information; and
- d. Analyze and assess the Company's compliance to applicable laws and regulations.

RAPAT KOMITE AUDIT

Komite Audit wajib mengadakan rapat sekurang-kurangnya empat (4) kali dalam satu tahun buku dengan jarak tidak lebih dari tiga bulan, atau sebagaimana ditentukan lain oleh Dewan Komisaris. Rapat tersebut dihadiri oleh manajemen dan Unit Audit Internal Perseroan dan dapat mengundang pihak-pihak yang relevan sebagaimana diperlukan.

Selama tahun 2021, Komite Audit telah melaksanakan 8 kali rapat secara jarak jauh melalui konferensi video dikarenakan kondisi pandemi COVID-19. Rapat-rapat tersebut membahas, antara lain, laporan keuangan, rencana dan hasil audit yang dilakukan auditor eksternal Perseroan, potensi permasalahan hukum dan pajak, pelaksanaan pengendalian internal dan manajemen risiko, serta kegiatan dan permasalahan audit internal. Kehadiran masing-masing anggota Komite Audit dalam rapat Komite Audit tersebut adalah sebagai berikut:

MEETING OF THE AUDIT COMMITTEE

The Audit Committee shall meet at least four (4) times in one financial year at no more than three-monthly intervals, or as determined otherwise by the Board of Commissioners. The meeting shall be attended by the Company's management and Internal Audit Unit, and may invite relevant parties as appropriate.

In 2021, the Audit Committee held eight meetings through remote means by videoconference due to the Covid-19 pandemic. The meetings discussed, among others, financial reports, audit plans and results from the Company's external auditor, potential legal and tax issues, implementation of internal controls and risk management, as well as internal audit activities and problems. The attendance of each member of the Audit Committee in the Audit Committee's meeting is as follows:

Jumlah Rapat Komite Audit Tahun 2021 dan Tingkat Kehadiran Anggota Komite

Number of Audit Committee Meetings in 2021 and Level of Attendance by Committee Member

| Nama Anggota Komite Committee Member Name | Jabatan Title | Jumlah Rapat Number of Meetings | Jumlah Kehadiran Number of Attendance | Persentase Kehadiran Percentage of Attendance |
|--|-------------------|------------------------------------|--|--|
| Rudiantara | Ketua Chairman | 8 | 8 | 100% |
| Herwan Ng | Anggota Member | 8 | 8 | 100% |
| Felia Salim | Anggota Member | 8 | 8 | 100% |

KOMITE AUDIT

Audit Committee

Pelatihan Komite Audit

The Audit Committee Training

| No | Pelatihan Training | Peserta Participant |
|----|--|---------------------|
| 1 | <p><i>Fellowship received for the last seven years as follows:</i></p> <ul style="list-style-type: none"> • <i>Georgetown University flagship program, the GSL (Georgetown Leadership Seminar);</i> <p><i>Senior leadership programs at :</i></p> <ul style="list-style-type: none"> • <i>MIT Sloan School of Management and</i> • <i>the Aspen Institute, USA;</i> • <i>the Australian-Indonesian Council Financial Leaders Program in Sydney, Canberra and Melbourne and</i> • <i>INSEAD Bootcamp in Singapore; and the most recent updates are for</i> • <i>BARA - Bankers Risk Association Certification, (Aug. 2021);</i> • <i>MIT Management Global Program: SDG's Leadership Lab on Transforming Systems for Better systems Better World (Commencing December 2021 until 2023)</i> | Felia Salim |
| 2 | <ul style="list-style-type: none"> • <i>Internal Audit in the Age of Disruption (18 Januari 2021 January, 18th 2021, IIA)</i> • <i>Indonesia Economic Outlook 2021 (21 Januari 2021 January, 21st 2021, CPA Australia)</i> • <i>Strategi Pengelolaan Aset Berdasarkan PSAK dalam Mengantisipasi Dampak Penurunan Bisnis Untuk Mempertahankan Kinerja Keuangan Perusahaan (22 Januari 2021, IAPI)</i> • <i>Asset Management Strategy Based on PSAK in Anticipating the Impact of a Business Downturn to Maintain the Company's Financial Performance (January, 22nd 2021, IAPI)</i> • <i>PSAK Refreshment: PSAK 1, ISAK 36, PSAK 73 Amendment and PSAK 71 (9 Maret 2021 March, 9th 2021, IAPI)</i> • <i>Leadership Coaching (25 Maret 2021 March, 25th 2021, CPA Australia)</i> • <i>Laporan Berkelanjutan (7 April 2021, LPPI)</i> • <i>Sustainability Report (April, 7th 2021, LPPI)</i> • <i>Anti-Bribery Management System - Benefits of Implementation (8 April 2021 April, 8th 2021, CPA Australia)</i> • <i>Kode Etik Profesi Akuntan Publik 2020 (22 April 2021, IAPI)</i> • <i>Code of Ethics for the Public Accountant Profession 2020 (April, 22nd 2021, IAPI)</i> • <i>Pertimbangan Khusus Dalam Audit Laporan Keuangan Sektor Pasar Modal (27 Mei 2021, IAPI)</i> • <i>Specific Considerations in Auditing the Financial Statements of the Capital Markets Sector (May, 27th 2021, IAPI)</i> • <i>Keuangan Berkelanjutan dalam Pemulihan Ekonomi Nasional (15 Juni 2021, LPPI)</i> • <i>Sustainable Finance in National Economic Recovery (June, 15th 2021, LPPI)</i> • <i>Towards A Comprehensive System of Corporate Reporting: Communication of Long Term Value Creation (22 Juni 2021 June, 22nd 2021, AFA)</i> • <i>Transformasi Manajemen Pemerintah dan Korporasi Menghadapi Perubahan di Era Pandemi dan Digital (3 Juli 2021, PPM)</i> • <i>Government and Corporate Management Transformation in Facing Change in the Pandemic and Digital Era (July, 3rd 2021, PPM)</i> • <i>Business Performance Management (9 Juli 2021 July, 9th 2021, ICEAW-IAI)</i> • <i>Audit IT Untuk Menunjang Pekerjaan Akuntan Publik Dalam Laporan Keuangan (22 Juli 2021, IAPI)</i> • <i>IT Audit to Support the Work of Public Accountants in Financial Statements (July, 22nd 2021, IAPI)</i> • <i>Loan COVID Restructuring After Implementation of POJK 48 2020 (5 Agustus 2021 August, 5th 2021, BARa)</i> • <i>Aspek Akuntansi dan Audit Dari Penerapan PSAK 71 Pada Perusahaan Pembiayaan (23 September 2021, IAPI, OJK)</i> • <i>Accounting and Audit Aspects of the Application of PSAK 71 in Financing Companies (September, 23rd 2021, IAPI, OJK)</i> • <i>Raising Ambitions for Climate Secure Future (11 Oktober 2021 October, 11th 2021, FPCI)</i> • <i>IAI Sustainability Roundtable Discussion (16 November 2021 November, 16th 2021, IAI)</i> • <i>Sustainability Reporting: An Overview of Best Practices in Australia and Perspectives from Indonesia's Landscape (29 November 2021 November, 29th 2021, CPA Australia, IAI, IAPI)</i> • <i>Facing The Certainty of Uncertainty (7 Desember 2021 December, 7th 2021, IAI)</i> | Herwan Ng |

KOMITE AUDIT

Audit Committee

LAPORAN KOMITE AUDIT

Selama tahun 2021, Komite Audit telah melaksanakan tugas dan tanggung jawabnya sesuai dengan Piagam Komite Audit. Berikut adalah rangkuman dari kegiatan Komite Audit yaitu berupa peninjauan terhadap:

1. Laporan keuangan Perseroan untuk periode-periode yang berakhir pada 31 Desember 2020, 31 Maret 2021, 30 Juni 2021, dan 30 September 2021;
2. Presentasi oleh auditor eksternal Perseroan mengenai hasil audit atas laporan keuangan tahunan Perseroan untuk tahun yang berakhir pada 31 Desember 2020, termasuk komentar mengenai perbaikan terhadap proses-proses pengendalian serta tanggapan manajemen dan juga rencana audit tahunan untuk tahun buku 2021;
3. Pelaksanaan pemberian jasa audit atas informasi keuangan historis tahunan Perseroan oleh Akuntan Publik dan/atau Kantor Akuntan Publik dan pembuatan rekomendasi dalam penunjukan Akuntan Publik dan/atau Kantor Akuntan Publik;
4. Surat Ketetapan dan perlakuan perpajakan termasuk permasalahan perpajakan yang berpotensi memiliki dampak terhadap laporan keuangan Perseroan;
5. Kasus hukum yang berpotensi memiliki dampak signifikan terhadap Perseroan;
6. Laporan Unit Audit Internal serta status pelaksanaan atas rekomendasi yang dikeluarkan oleh Unit Audit Internal Perseroan;
7. Status pelaksanaan Rencana Kerja Tahunan Unit Audit Internal untuk tahun 2021, dan dukungan yang dibutuhkan oleh unit Audit Internal untuk melaksanakan fungsi dan tugasnya;
8. Rencana kerja Unit Audit Internal untuk tahun 2022 beserta penilaian risiko, lingkup serta metodologinya;
9. Aktivitas dan prosedur manajemen risiko Perseroan.

AUDIT COMMITTEE REPORT

In 2021, the Audit Committee conducted its duties and responsibilities in accordance with the Charter of the Audit Committee. The following summarizes the activities of the Audit Committee, the review of:

1. The Company's financial statements for the periods ended December 31st, 2020, March 31st, 2021, June 30th, 2021, and September 30th, 2021;
2. Presentation by the Company's external auditor regarding the audit results of the Company's financial statements for the year ended December 31st, 2020, including comments regarding the control process improvement and management's responses and also the audit plan for fiscal year 2021;
3. The performance of the audit services on the Company's annual historical financial information by the Public Accountant and/or Public Accounting Firm and to prepare a recommendation with regard to the appointment of Public Accountant and/or Public Accounting Firm;
4. Tax assessment and treatment including tax issues that may potentially have impact to the Company's financial statements;
5. Legal cases that may have a potential significant impact on the Company;
6. Internal Audit Unit's report and implementation status of the recommendations issued by the Internal Audit Unit;
7. Implementation status of the Internal Audit Unit's Annual Audit Plan for 2021 and the support needed by the Internal Audit Unit to perform its function and duties;
8. Internal Audit Unit's annual audit plan for 2022 together with its risk assessment, scope and methodology;
9. The Company's risk management activities and procedures.

KOMITE AUDIT

Audit Committee

Pendapat utama yang disampaikan oleh Komite Audit adalah:

1. Laporan Keuangan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2020, dan periode yang berakhir pada 31 Maret 2021, 30 Juni 2021, dan 30 September 2021, telah disusun secara wajar sesuai dengan Standar Akuntansi Keuangan yang berlaku di Indonesia untuk dimintakan persetujuan dari Dewan Komisaris untuk diterbitkan;
2. Manajemen telah mengambil tindakan perbaikan yang memadai terhadap permasalahan dan temuan audit dari auditor eksternal Perseroan;
3. Manajemen telah melakukan usaha-usaha yang signifikan untuk meningkatkan pengendalian internal Perseroan baik pada rancangan maupun pelaksanaannya;
4. Pengendalian internal telah ditetapkan dan dilaksanakan untuk mengelola risiko Perseroan pada tingkat yang wajar.

The main opinions expressed by the Audit Committee are:

1. The Company's financial statements for the periods ended December 31st, 2020, March 31st, 2021, June 30th, 2021, and September 30th, 2021 were presented fairly in accordance with Indonesian Financial Accounting Standards for approval by the Board of Commissioners for issuance;
2. Management has taken proper corrective actions on the audit problems and findings raised by the Company's external auditor;
3. Management has made a significant effort to improve the Company's internal controls both in their design and implementation;
4. The internal controls have been established and implemented to manage the Company's risk to a reasonable level.



KOMITE MITIGASI RISIKO

Risk Mitigation Committee

Komite Mitigasi Risiko dibentuk berdasarkan keputusan Dewan Komisaris yang diambil pada Rapat Dewan Komisaris tertanggal 27 Maret 2017. Komite Mitigasi Risiko membantu Dewan Komisaris dalam melakukan pengawasan terhadap penerapan dan pelaksanaan pengelolaan risiko.

KEANGGOTAAN

Anggota Komite Mitigasi Risiko terdiri dari sekurang-kurangnya tiga orang anggota yang diangkat oleh Dewan Komisaris dengan masa jabatan anggota Komite adalah 3 (tiga) tahun, dimana satu orang anggota merangkap ketua yang merupakan Komisaris Independen dan anggota lainnya dicalonkan oleh para pemegang saham yang berhak.

Di tahun 2021 tidak terjadi perubahan keanggotaan Komite Mitigasi Risiko, komposisi Komite Mitigasi Risiko per tanggal 31 Desember 2021 terdiri dari seorang Ketua dan tiga orang anggota.

Komposisi Komite Mitigasi Risiko Perseroan per 31 Desember 2021

Risk Mitigation Committee Composition as at December 31st, 2021

| Nama Anggota Komite Committee Member Name | Jabatan Title | Masa Jabatan Tenure |
|--|-------------------|---|
| Raden Sukhyar | Ketua Chairman | Pertama kali diangkat berdasarkan Keputusan Rapat Dewan Komisaris tanggal 16 Agustus 2019, lalu diangkat kembali berdasarkan Keputusan Rapat Dewan Komisaris tanggal 27 April 2021. First appointment based on a resolution of the Board of Commissioners adopted in a meeting on August 16 th , 2019 and was re-appointed based on a resolution of the Board of Commissioners adopted in a meeting on April 27 th , 2021. |
| Luiz Fernando Landeiro | Anggota Member | Pertama kali diangkat berdasarkan Keputusan Rapat Dewan Komisaris tanggal 2 April 2019, lalu diangkat kembali berdasarkan Keputusan Rapat Dewan Komisaris tanggal 27 April 2021. First appointment based on a resolution of the Board of Commissioners adopted in a meeting on April 2 nd , 2019 and was re-appointed based on a resolution of the Board of Commissioners adopted in a meeting on April 27 th , 2021. |
| Justin Thompson | Anggota Member | Pertama kali diangkat berdasarkan Keputusan Rapat Dewan Komisaris tanggal 2 April 2019, lalu diangkat kembali berdasarkan Keputusan Rapat Dewan Komisaris tanggal 27 April 2021. First appointment based on a resolution of the Board of Commissioners adopted in a meeting on April 2 nd , 2019 and was re-appointed based on a resolution of the Board of Commissioners adopted in a meeting on April 27 th , 2021. |
| Ogi Prastomiyono | Anggota Member | Keputusan Rapat Dewan Komisaris tanggal 19 November 2020 Resolution of the Board of Commissioners Meeting on November 19 th , 2020 |

The Risk Mitigation Committee was established based on a resolution of the Board of Commissioners adopted in the meeting of the Board of Commissioners on March 27th, 2017. The Risk Mitigation Committee assists the Board of Commissioners with respect to risk management application and implementation supervision.

MEMBERSHIP

Members of the Risk Mitigation Committee comprised of no less than 3 (three) members appointed by the Board of Commissioners for a 3 (tiga) three year term, provided that one member is concurrently the Chair and an Independent Commissioner, and other members shall be nominated by the entitled shareholders.

In 2021, there was no changes in the membership of the Risk Mitigation Committee, composition of the Risk Mitigation Committee as at December 31st, 2021 comprised of a Chairman and three members.

KOMITE MITIGASI RISIKO

Risk Mitigation Committee

Profil anggota Komite Mitigasi Risiko yang merupakan anggota Dewan Komisaris disajikan pada bagian profil Dewan Komisaris, sedangkan profil anggota Komite Mitigasi Risiko lainnya disajikan pada tabel di bawah ini.

Profile of members of the Risk Mitigation Committee whom are member of the Board of Commissioners is presented in the Board of Commissioners profiles section, while profile of the other member of the Risk Mitigation Committee is presented in the table below.



Justin Thompson

Anggota Komite Mitigasi Risiko
Member of the Risk Mitigation Committee

| | | |
|---|--|--|
| Usia Age | 35 Tahun 35 Years old | |
| Kewarganegaraan Nationality | Kanada Canadian | |
| Dasar Hukum Pengangkatan Legal Basis of Appointment | Pertama kali diangkat berdasarkan Keputusan Rapat Dewan Komisaris tanggal 2 April 2019, lalu diangkat kembali berdasarkan Keputusan Rapat Dewan Komisaris tanggal 27 April 2021 First appointment based on a resolution of the Board of Commissioners adopted in a meeting on April 2 nd , 2019 and was re-appointed based on a resolution of the Board of Commissioners adopted in a meeting on April 27 th , 2021 | |
| Riwayat Pendidikan Education History | Bachelor of Applied Science in Mining Engineering, Queens University Master of Applied Science in Mineral Economics, Queens University | |
| Rangkap Jabatan Concurrent Position | Manager Operational & Enterprise Risk, Vale Canada Limited, 2019 – sekarang Manager of Operational & Enterprise Risk, Vale Canada Limited, April 2019 – present | Professional engineer pada Association of Professional Engineers and Geoscientists of Alberta Professional engineer pada Association of Professional Engineers and Geoscientists of Alberta |
| Pengalaman Kerja Work Experience | Manajer Operational & Enterprise Risk, Vale Canada Limited (2019 – sekarang) Manager Operational & Enterprise Risk, Vale Canada Limited (2019 – present) | Teck Resources Limited di Vancouver, British Columbia (2015 – 2019) Teck Resources Limited in Vancouver, British Columbia (2015 – 2019) |

KOMITE MITIGASI RISIKO

Risk Mitigation Committee

PIAGAM KOMITE MITIGASI RISIKO

Piagam Komite Mitigasi Risiko pertama kali disusun pada tanggal 7 Juni 2017 dan terakhir diperbaharui pada tanggal 29 Agustus 2021 berdasarkan persetujuan Dewan Komisaris. Piagam tersebut merupakan pedoman kerja bagi Komite Mitigasi Risiko dalam menjalankan tugas dan tanggung jawabnya secara efektif dan efisien. Piagam tersebut memuat tentang maksud dan tujuan keseluruhan, tugas, tanggung jawab dan wewenang, pelaporan, keanggotaan, proses kerja, rapat serta penilaian kinerja Komite Mitigasi Risiko.

TUGAS DAN TANGGUNG JAWAB

Tugas dan tanggung jawab utama Komite Mitigasi Risiko adalah membantu Dewan Komisaris dalam mengawasi keseluruhan risiko perusahaan, termasuk memformulasikan profil risiko dan tingkat risiko yang dapat diterima oleh Perusahaan. Komite Mitigasi Risiko juga memastikan bahwa kerangka manajemen risiko Perusahaan (seperti kebijakan-kebijakan, tata cara dan praktik-praktik) tetap kuat dan sehat.

Berdasarkan Piagam Komite Manajemen Risiko, tugas dan tanggung jawab Komite Mitigasi Risiko antara lain:

1. Melakukan penelaahan dan analisis terhadap pelaksanaan kerangka manajemen risiko;
2. Mengamati budaya risiko yang mempromosikan pengungkapan yang terbuka dan transparan maupun peningkatan kualitas kegiatan manajemen risiko pada Perusahaan;
3. Memberikan saran dan rekomendasi kepada Dewan Komisaris mengenai manajemen, termasuk referensi profil risiko dan tingkat risiko yang diharapkan akan diambil oleh Perusahaan;
4. Melakukan penelaahan dan analisa rencana, kemajuan dan hasil kegiatan yang dilaksanakan oleh Unit Manajemen Risiko, termasuk laporan periodik dan rekomendasi kepada Direksi dan

CHARTER OF THE RISK MITIGATION COMMITTEE

The charter of the Risk Mitigation Committee was first issued on June 7th, 2017 and last amended on August 29th, 2021 based on the approval of the Board of Commissioners. The Charter serves as a working guideline for the Risk Mitigation Committee in carrying out its duties and responsibilities effectively and efficiently. The charter comprised of overall objectives and purposes, duties, responsibilities, reporting, membership, working processes, meetings and performance assessments of the Risk Mitigation Committee.

DUTIES AND RESPONSIBILITIES

The main duty and responsibility of the Risk Mitigation Committee is assisting the Board of Commissioners in overseeing overall company risks, including to formalize the risk profile and risk appetite. The risk Mitigation Committee ensures the Company's risk management framework (policies, procedures and practices) remain strong and healthy.

Pursuant to the Charter of the Risk Mitigation Committee, duties and responsibilities of the Risk Mitigation Committee are as follows:

1. Review and analyze the implementation of the risk management framework established by the Board of Directors, to ensure that it remains robust and sound;
2. Monitor risk culture that promotes open and transparent disclosure as well as improvement in the quality of risk management activities within the Company;
3. Provide advice and recommendations on risk management, including risk profile and risk appetite references to the Board of Commissioners;
4. Review and analyze the plans, progress and results of activities conducted by the Risk Management Unit, including its periodical report and recommendations to the Board of Directors and

KOMITE MITIGASI RISIKO

Risk Mitigation Committee

Dewan Komisaris untuk menilai apakah risiko-risiko utama telah sepatutnya dianalisa dan ditanggapi serta untuk memastikan kecukupan rencana-rencana mitigasi;

- Mengawasi tindak lanjut oleh Direksi sehubungan dengan temuan dan rekomendasi Unit Manajemen Risiko; dan
- Mengambil tindakan atas hal-hal lain yang dapat dimintakan Dewan Komisaris dari waktu ke waktu.

the Board of Commissioners to assess whether key risks are appropriately evaluated and addressed and to ensure the adequacy of mitigation plans;

- Oversee the follow up by the Board of Directors with regard to the findings and recommendations of the Risk Management Unit; and
- Take action on such matters as the Board of Commissioners may from time to time request.

RAPAT

Komite Mitigasi Risiko mengadakan rapat paling sedikit tiga kali dalam satu tahun buku. Piagam Komite Mitigasi Risiko juga menentukan bahwa rapat dapat diadakan secara fisik atau jarak jauh. Oleh karenanya, dengan kondisi pandemi COVID-19 sepanjang tahun 2021, rapat-rapat Komite Mitigasi Risiko diselenggarakan secara jarak jauh dengan menggunakan konferensi video. Kuorum rapat tersebut sama dengan kuorum untuk rapat yang diadakan secara fisik, yaitu lebih dari setengah jumlah anggota Komite Mitigasi Risiko. Komite Mitigasi Risiko menyelenggarakan tiga kali rapat sepanjang tahun 2021. Adapun kehadiran masing-masing anggota Komite Mitigasi Risiko dalam rapat tersebut disajikan pada tabel di bawah ini.

MEETINGS

The Risk Mitigation Committee shall meet at least three times per financial year. The Charter of the Risk Mitigation Committee also governs that a meeting can be held in person or through remote means. Therefore, with the COVID-19 pandemic in 2021, meetings of the Risk Mitigation Committee were held through remote means by videoconference. Quorum for the meeting is the same with in-person meetings, namely more than half of the total Risk Mitigation Committee membership. The Risk Mitigation Committee held three meetings during 2021. The attendance of each member of the Risk Mitigation Committee in the meetings is as follows:

Jumlah Rapat Komite Mitigasi Risiko Tahun 2021 dan Tingkat Kehadiran Anggota Komite

Number of Risk Mitigation Committee Meetings in 2021 and Level of Attendance by Committee Member

| Nama Name | Jabatan Title | Tanggal Rapat Date of Meetings | | | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance |
|------------------------|-------------------|-----------------------------------|---------------------|-----------------|--------------------------------------|--|
| | | 6 April April, 6 | 13 Juli July, 13 | 6 Dec Dec, 6 | | |
| Raden Sukhyar | Ketua Chairman | √ | √ | √ | 3 | 100% |
| Luiz Fernando Landeiro | Anggota Member | √ | √ | √ | 3 | 100% |
| Justin Thompson | Anggota Member | √ | √ | √ | 3 | 100% |
| Ogi Prastomiyono | Anggota Member | √ | √ | √ | 3 | 100% |

KOMITE MITIGASI RISIKO Risk Mitigation Committee

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB DI TAHUN 2021

Selama tahun 2021, Komite Mitigasi Risiko telah melaksanakan dan menyelesaikan tugas dan tanggung jawabnya sesuai dengan Piagam Kerja Komite Mitigasi Risiko, antara lain:

1. Meninjau revisi Kebijakan Manajemen Risiko Perseroan dan mengusulkan kebijakan yang diperbarui kepada Dewan komisaris untuk persetujuan Dewan Komisaris
2. Meninjau dan memberikan rekomendasi risiko yang dapat diterima (*risk appetite*) Perseroan dan selaras dengan Kebijakan Manajemen Risiko Perseroan
3. Meninjau dan memberikan rekomendasi revisi Piagam Komite Mitigasi Risiko
4. Melakukan tinjauan secara mendalam terhadap beberapa risiko Perseroan untuk memastikan pengendalian mitigasi yang tepat untuk menurunkan risiko

PERFORMANCE OF DUTIES AND RESPONSIBILITIES IN 2021

During 2021, the Risk Mitigation Committee carried out its duties and responsibilities in accordance with the Charter of the Risk Mitigation Committee, as follows:

1. Review on the revision of Risk Management Policy of the company and proposed the updated Policy to the Board of Commissioners for approval
2. Review and provide recommendation on Risk Appetite of company and aligned with Risk management policy
3. Provide advice and recommendation on revision of Risk Mitigation Committee Charter
4. Conducted in-depth reviews of several risk events of the company to ensure proper mitigation control to reduce the risk



KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

Tugas dan tanggung jawab Komite Tata Kelola, Nominasi dan Remunerasi Perseroan adalah membantu Dewan Komisaris terkait aspek tata kelola perusahaan, proses nominasi dan remunerasi. Komite dibentuk berdasarkan keputusan Dewan Komisaris pada Rapat Dewan Komisaris tertanggal 27 Maret 2017.

KEANGGOTAAN KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Berdasarkan ketentuan POJK No.34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Perusahaan Publik, komposisi Komite Tata Kelola, Nominasi dan Remunerasi paling sedikit terdiri dari tiga orang anggota, dengan ketentuan satu orang anggota merangkap ketua yang merupakan Komisaris Independen. Anggota lain dapat berasal dari anggota Dewan Komisaris, pihak dari luar Perseroan maupun pihak yang menduduki jabatan manajerial di bawah Direksi yang membidangi Sumber Daya Manusia.

Anggota Komite Tata Kelola, Nominasi dan Remunerasi diangkat oleh Dewan Komisaris untuk masa jabatan 3 tahun. Selama tahun 2021, komposisi Komite Tata Kelola, Nominasi dan Remunerasi tidak mengalami perubahan. Sehingga per 31 Desember 2021 terdiri dari seorang Ketua dan 4 orang Anggota dengan detail sebagai berikut:

The Corporate Governance, Nomination and Remuneration Committee duties and responsibilities are to assist the Board of Commissioners in matters related to corporate governance, and nomination and remuneration processes. The Governance, Nomination and Remuneration Committee was established based on the Board of Commissioners' Meeting decision dated March 27th, 2017

MEMBERSHIP OF THE GOVERNANCE, NOMINATION AND REMUNERATION COMMITTEE

Pursuant to POJK No.34/POJK.04/2014 on Nomination and Remuneration Committee of Public Companies, the Governance, Nomination and Remuneration Committee composition shall consist of at least three members, with one member acting as Chairman who is also an Independent Commissioner. Other members may be members of the Board of Commissioners, parties from outside the Company, as well as those who hold managerial positions under the Board of Directors in charge of human resources.

Members of the Governance, Nomination and Remuneration Committee are appointed by the Board of Commissioners for a 3-year term. In 2021, the composition of the Governance, Nomination and Remuneration Committee did not change. So, As of December 31, 2021 it was comprised of 1 Chairman and 4 members as follows:

Komposisi Komite Tata Kelola, Nominasi dan Remunerasi per 31 Desember 2021

Risk Mitigation Committee Composition as at December 31st, 2021

| Nama Anggota Komite Committee Member Name | Jabatan Title | Tanggal Penunjukkan Date of Appointment |
|--|-------------------|--|
| Rudiantara | Ketua Chairman | 29 Juli 2020 July 29 th , 2020 |
| Mark James Travers | Anggota Member | 19 November 2020 November 19 th , 2020 |
| Luiz Fernando Landeiro | Anggota Member | 12 Juni 2020 June 12 th , 2020 |
| Nobuhiro Matsumoto | Anggota Member | 12 Juni 2020 June 12 th , 2020 |
| Rizal Sukma | Anggota Member | 19 November 2020 November 19 th , 2020 |

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

Profil anggota Komite Tata Kelola, Nominasi Dan Remunerasi yang merupakan anggota Dewan Komisaris disajikan pada bagian profil Dewan Komisaris, sedangkan profil anggota Komite Mitigasi Risiko lainnya disajikan pada tabel di bawah ini.

Profile of members of the Governance, Nomination and Remuneration Committee whom are member of the Board of Commissioners is presented in the Board of Commissioners profiles section, while profile of the other member of the Risk Mitigation Committee is presented in the table below.

PERNYATAAN INDEPENDENSI

Sehubungan dengan Pasal 3 POJK No.34/POJK.04/2014 tentang Komite Nominasi dan Remunerasi Emiten atau Perusahaan Publik, anggota komite yang berasal dari luar Perseroan wajib memberikan pernyataan independensi. Sampai dengan tanggal 31 Desember 2021, pernyataan independensi telah diberikan oleh Rudiantara sebagai Ketua Komite yang merupakan Komisaris Independen Perseroan.

STATEMENT OF INDEPENDENCE

In accordance with Article 3 of POJK No.34/POJK.04/2014 concerning the Nomination and Remuneration Committee for Issuers or Public Companies Committee, members from outside the Company must provide a statement of independence. As at December 31st, 2021, a statement of independence had been given by Rudiantara as the Chair and Independent Commissioner.

PIAGAM KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Komite melaksanakan tugas dan tanggung jawabnya dengan berpedoman pada Piagam Komite Tata Kelola, Nominasi, dan Remunerasi yang telah diperbaharui dan berlaku sejak 7 Oktober 2020. Piagam Komite Tata Kelola, Nominasi dan Remunerasi memuat tentang:

1. Referensi;
2. Maksud dan Tujuan Keseluruhan;
3. Tugas dan Tanggung Jawab;
4. Wewenang;
5. Pelaporan;
6. Keanggotaan Komite;
7. Rapat Komite;
8. Penilaian Kinerja;
9. Ketentuan Lain.

CHARTER OF GOVERNANCE, NOMINATION AND REMUNERATION COMMITTEE

The Committee carries out its duties and responsibilities based on the Charter of Governance, Nomination and Remuneration Committee which has been updated and is effective since October 7th, 2020. The charter of the Governance, Nomination and Remuneration Committee contains:

1. Reference;
2. Overall Purpose and Objectives;
3. Duties and Responsibilities;
4. Authority;
5. Reporting;
6. Committee membership;
7. Committee Meetings;
8. Performance Appraisal;
9. Other Provisions.

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

TUGAS DAN TANGGUNG JAWAB

Sebagaimana diatur di dalam Piagam Komite Tata Kelola, Nominasi dan Remunerasi, tugas dan tanggung jawab Komite Tata Kelola, Nominasi dan Remunerasi adalah sebagai berikut.

1. Mengawasi perkembangan dan perubahan atas praktik-praktik terbaik dari tata kelola perusahaan, standar dan ketentuan yang diatur oleh seluruh badan regulasi terkait, OJK dan BEI;
2. Melakukan penelaahan tahunan terhadap independensi para anggota Dewan Komisaris, sebagaimana diatur oleh badan regulasi, organisasi regulator mandiri serta standar pencatatan yang diberlakukan oleh BEI dan memberikan rekomendasi kepada Dewan Komisaris;
3. Mengkaji pertanyaan-pertanyaan atas kemungkinan adanya benturan kepentingan para anggota Direksi dan/ atau Dewan Komisaris, dan memberikan rekomendasi kepada Dewan Komisaris; dan
4. Membantu Dewan Komisaris untuk melakukan penelaahan atas kebijakan tata kelola perusahaan yang disetujui atau untuk disetujui oleh Direksi untuk diterapkan oleh Perseroan, termasuk kebijakan terkait tanggung jawab sosial perseroan dan etika bisnis, dan oleh karenanya membantu Dewan Komisaris dalam melakukan evaluasi atas pelaksanaan program-program tersebut.

Tugas dan tanggung jawab terkait rencana suksesi dan prosedur seleksi:

1. Membantu dan memberikan rekomendasi kepada Dewan Komisaris dalam melakukan penelaahan atas penyusunan, rencana suksesi dan kebijakan penilaian kinerja untuk anggota Direksi dan/atau Dewan Komisaris untuk memastikan tim manajemen yang berkelanjutan;
2. Membantu dan memberikan rekomendasi kepada Dewan Komisaris dalam melakukan penelaahan atau mengembangkan kriteria seleksi untuk anggota Direksi, Dewan Komisaris dan pejabat eksekutif kunci tertentu lainnya, jika diminta oleh Dewan

DUTIES AND RESPONSIBILITIES

As regulated under the Charter of the Governance, Nomination and Remuneration Committee, duties and responsibilities of the Governance, Nomination and Remuneration Committee are as follows.

1. Regularly monitor developments and changes in corporate governance best practices, standards and requirements by all applicable regulatory agencies, OJK and IDX;
2. Annually review the independence of members of the Board of Commissioners, as may be required by regulatory agencies, self-regulatory bodies and applicable listing standards of the IDX and make recommendations to the Board of Commissioners;
3. Consider questions of possible conflicts of interest of members of the Board of Commissioners and/or Board of Directors, and make recommendations to the Board of Commissioners; and
4. Assist the Board of Commissioners to review corporate governance policies approved or to be approved by the Board of Directors for adoption by the Company, including policies relating to corporate social responsibility and business ethics, and thereafter assist the Board of Commissioners in the evaluation of the implementation of such programs.

Duties and responsibilities on succession planning and selection procedures:

1. Assist and make recommendation to the Board of Commissioners in reviewing composition, succession planning and performance evaluation policies for members of the Board of Directors and/or the Board of Commissioners to ensure a sustainable management team;
2. Assist and make recommendation to the Board of Commissioners in reviewing or developing selection criteria for members of the Board of Directors, the Board of Commissioners and certain other key executives, where requested by the Board

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

Komisaris, dan dalam melakukan penelaahan terhadap kandidat yang dinominasikan untuk posisi pada Direksi dan Dewan Komisaris untuk direkomendasikan kepada RUPS;

3. Menominasikan (i) anggota Direksi, apabila anggota Direksi kurang dari jumlah minimum anggota Direksi yang diatur oleh Anggaran Dasar; dan (ii) komisaris independen sebagaimana yang diatur oleh peraturan perundangundangan yang berlaku;
4. Membantu dan memberikan rekomendasi kepada Dewan Komisaris dalam melakukan penelaahan atas kinerja para anggota Direksi dan Dewan Komisaris berdasarkan sistem Penilaian; dan
5. Membantu dan memberikan rekomendasi kepada Dewan Komisaris dalam menyusun program peningkatan kapasitas para anggota Direksi dan Dewan Komisaris.

Tugas dan tanggung jawab terkait terkait remunerasi dan penggantian biaya:

1. Melakukan penelaahan dan memberikan rekomendasi kepada Dewan Komisaris sehubungan dengan kompensasi para anggota Dewan Komisaris dan Komite Audit, termasuk struktur, kebijakan dan tingkat kompensasi;
2. Melakukan penelaahan dan memberikan rekomendasi kepada Dewan Komisaris sehubungan dengan struktur, syarat dan ketentuan penggantian biaya untuk pengeluaran selama perjalanan anggota Dewan Komisaris yang secara wajar ditimbulkan dalam melaksanakan tanggung jawabnya;
3. Membantu Dewan Komisaris dalam menentukan dan menyetujui struktur, kebijakan dan tingkat kompensasi para anggota Direksi dan pejabat senior, termasuk Presiden Direktur, yang mencakup gaji dan insentif dalam bentuk uang tunai dan berbasis ekuitas;

of Commissioners, and in reviewing candidates nominated for Board of Directors and Board of Commissioners positions for recommendation to the GMS;

3. Nominate (i) members of the Board of Directors, if the members of the Board of Directors are less than the minimum number of members of the Board of Directors as stipulated in the Articles of Association; and (ii) independent commissioners as stipulated by the prevailing laws and regulations;
4. Assist and make recommendations to the Board of Commissioners in reviewing performance evaluation for members of the Board of Directors and the Board of Commissioners based on the evaluation system; and
5. Assist and make recommendations to the Board of Commissioners in the formulation of the capacity building programs for the members of the Board of Directors and the Board of Commissioners.

Duties and responsibilities on remuneration and reimbursement:

1. Review and make recommendations to the Board of Commissioners with respect to compensation of the members of the Board of Commissioners and members of the Audit Committee, including the structure, policies and level of the compensation;
2. Review and make recommendations to the Board of Commissioners with respect to the structure, terms and conditions of costs reimbursements for any travel expenses of the members of the Board of Commissioners that are reasonably incurred in carrying out his/her duties.
3. Assist the Board of Commissioners to determine and approve the structure, policies and level of compensation of the members of the Board of Directors and senior officers, including the President Director, including salary and cash and equity-based incentives;

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

4. Membantu Dewan Komisaris dalam melakukan penelaahan terhadap remunerasi yang diterima oleh masing-masing anggota Direksi, anggota Dewan Komisaris dan anggota Komite Audit; dan
5. Menyetujui atau memberikan rekomendasi kepada Dewan Komisaris atas rencana kompensasi insentif baru atau perubahan material terhadap rencana kompensasi insentif yang ada.

Selain tugas dan tanggung jawab di atas, Komite Tata Kelola, Nominasi dan Remunerasi juga dapat mengambil tindakan atas hal-hal lain yang dimintakan Dewan Komisaris dari waktu ke waktu.

RAPAT

Komite Tata Kelola, Nominasi, dan Remunerasi mengadakan rapat paling sedikit satu kali dalam 4 (empat) bulan dan setiap rapat dapat diadakan secara fisik atau jarak jauh (seperti telekonferensi, konferensi video atau bentuk komunikasi serupa) apabila rapat secara jarak jauh tersebut diperbolehkan peraturan perundang-undangan yang berlaku serta memungkinkan peserta rapat untuk mendengar, atau melihat dan mendengar satu sama lain serta berpartisipasi dalam rapat.

Kuorum rapat dipenuhi apabila dihadiri oleh lebih dari setengah dari seluruh jumlah anggota Komite Tata Kelola, Nominasi dan Remunerasi dan dihadiri oleh sekurang-kurangnya (secara fisik atau dengan sarana jarak jauh): (i) Ketua komite dan (ii) setidaknya anggota komite dari pemegang saham yang berhak atas nominasi.

Keputusan rapat diambil secara musyawarah untuk mufakat. Apabila rapat gagal mencapai pemufakatan, maka keputusan akan berlaku apabila disetujui oleh mayoritas anggota komite yang hadir pada rapat yang memenuhi kuorum. Komite akan menunjuk sekretaris komite yang bertanggung jawab untuk mempersiapkan dan mengirimkan agenda dan seluruh bahan pendukung dan tambahan untuk setiap rapat serta mempersiapkan minuta rapat tersebut.

4. Assist the Board of Commissioners in reviewing the performance evaluation against the remuneration received by each member of the Board of Directors, member of the Board of Commissioners and member of the Audit Committee.
5. Approve or make recommendations to the Board of Commissioners regarding any new incentive compensation plan or any material change to an existing incentive compensation plan.

Other than the foregoing duties and responsibilities, the Governance, Nomination and Remuneration Committee shall also take action on such other matters as the Board of Commissioners may from time to time request.

MEETINGS

The Governance, Nomination and Remuneration Committee shall meet at least once in every once in every 4 (four) months and each meeting may be held in person or through remote means (such as teleconference, video conference or similar communication) if such remote means are permissible by applicable laws and regulations and enable all participants to hear, or view and hear each other and to participate in the meeting.

The quorum for a meeting shall be met if attended by more than half of the total number of the committee members where at least the following persons are present (in person or by remote means): (i) Chair of the committee; and (ii) at least one member of the committee from each eligible shareholder who is entitled to a nomination right.

Any decisions shall be made by deliberation for consensus. If the meeting fails to reach a consensus then the decision shall be effective if approved by simple majority of the votes of the Committee members in attendance at a meeting where a quorum is present. The Committee shall designate a secretary of the Committee who shall be responsible for preparing and circulating the agenda and all supporting and supplementary material for each meeting and preparing the minutes of each meeting.

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

Selama tahun 2021 komite telah melakukan 3 (tiga) kali rapat. Seluruh rapat telah memenuhi kuorum sehingga pelaksanaan rapat dan keputusan Komite telah memenuhi ketentuan dalam Piagam Komite Tata Kelola, Nominasi dan Remunerasi.

The committee has held 3 (three) meetings in 2021. All meetings have met the quorum and therefore the implementation and resolutions have satisfied the requirements under the Charter of the Governance, Nomination and Remuneration Committee.

Frekuensi Rapat dan Tingkat Kehadiran Anggota Komite Tata Kelola, Nominasi dan Remunerasi Tahun 2021

Meeting Frequency and Attendance of the Governance, Nomination and Remuneration Committee Member in 2021

| Peserta Rapat Attendees | Jabatan Title | 27 Apr | 12 Ags | 6 Des | Jumlah Rapat Number of Meetings | Jumlah Kehadiran Total Attendance | Persentase Kehadiran Percentage of Attendance |
|----------------------------|-------------------|-----------|-----------|----------|--|--|--|
| Rudiantara | Ketua Chairman | ✓ | ✓ | ✓ | 3 | 3 | 100% |
| Mark James Travers | Anggota Member | ✓ | ✓ | ✓ | 3 | 3 | 100% |
| Luiz Fernando Landeiro | Anggota Member | ✓ | ✓ | N/A | 2 | 2 | 100% |
| Alexandre Silva D'Ambrosio | Anggota Member | N/A | N/A | ✓ | 1 | 1 | 100% |
| Nobuhiro Matsumoto | Anggota Member | ✓ | ✓ | ✓ | 3 | 3 | 100% |
| Rizal Sukma | Anggota Member | ✓ | ✓ | ✓ | 3 | 3 | 100% |

Keterangan | Notes:

N/A : Belum menjabat atau sudah tidak lagi menjabat.
Not yet appointed or no longer in office.

PENINGKATAN KOMPETENSI

Peningkatan kompetensi berupa pelatihan atau lokakarya yang diikuti oleh anggota Komite Tata Kelola, Nominasi dan Remunerasi pada tahun 2021 disajikan pada pengungkapan informasi tentang pendidikan dan pelatihan anggota Dewan Komisaris pada bahasan mengenai Profil Perseroan, di halaman 84 - 93 Laporan ini.

COMPETENCY ENHANCEMENT

Competency enhancement such as training or workshop participated by members of the Governance, Nomination and Remuneration Committee in 2021 is available in the discussion on education and training of the Board of Commissioners on the Company Profile section, page 84 - 93 of this Report.

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB DI TAHUN 2021

Sesuai dengan tugas, tanggung jawab dan kewenangan yang diatur dalam Piagam Kerja, Komite Tata Kelola, Nominasi dan Remunerasi telah melaksanakan beberapa kegiatan, di antaranya:

PERFORMANCE OF DUTIES AND RESPONSIBILITIES IN 2021

In accordance with the duties, responsibilities and authorities under the Charter, the Governance, Nomination and Remuneration Committee has conducted several activities, among others:

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

ASPEK TATA KELOLA

Selama periode pelaporan, Komite Tata Kelola, Nominasi dan Remunerasi telah melaksanakan dan menyelesaikan beberapa tugas berikut:

1. Mengkaji dan memberikan rekomendasi terhadap pengkinian Piagam Dewan Komisaris, Piagam Komite Mitigasi Risiko, Piagam Komite Audit dan Kode Perilaku;
2. Mengkaji dan memberikan rekomendasi terhadap batasan masa jabatan maksimum Komisaris Independen Perseroan;
3. Mengkaji dan memberikan rekomendasi terhadap usulan model operasional Perseroan;
4. Mengkaji dan memberikan rekomendasi terhadap usulan pembagian tugas dan tanggung jawab anggota Direksi;
5. Mengawasi dan memberikan rekomendasi terhadap identifikasi dan pelaksanaan inisiatif perbaikan GCG Perseroan serta usulan rencana kerja tata kelola Perseroan di tahun 2022; dan
6. Melakukan penilaian terhadap pelaksanaan GCG Perseroan di tahun 2021.

ASPEK REMUNERASI

Selama periode pelaporan, Komite Tata Kelola, Nominasi dan Remunerasi telah melaksanakan dan menyelesaikan tugas-tugas berikut ini:

1. Mengkaji dan memberikan rekomendasi kepada Dewan Komisaris mengenai kompensasi untuk anggota Dewan Komisaris serta anggota komite-komite Dewan Komisaris;
2. Mengkaji dan memberikan pertimbangan mengenai kompensasi dan remunerasi bagi Direksi dan pejabat senior Perseroan; dan
3. Mengawasi administrasi program-program insentif kompensasi Perseroan dan menyetujui pemberian penghargaan dalam program-program tersebut

GOVERNANCE ASPECT

During the reporting period, the Governance, Nomination and Remuneration Committee has conducted and completed the following duties:

1. Reviewing and making recommendation on updates to the Charter of the Board of Commissioners, Charter of the Risk Mitigation Committee, Charter of the Audit Committee and Code of Conduct;
2. Reviewing and making recommendation to the maximum services period of the Independent Commissioner of the Company;
3. Reviewing and making recommendation to the Company's operating model proposal;
4. Reviewing and making recommendation to the proposed distribution of duties and responsibilities of members of the Board of Directors;
5. Overseeing and providing recommendations on the identification and implementation of the Company's GCG improvement initiatives and proposed 2022 governance work plan; and
6. Assessing the implementation of the Company's GCG in 2021.

REMUNERATION ASPECT

During the reporting period, the Governance, Nomination and Remuneration Committee has conducted and completed the following duties:

1. Reviewing and making recommendations to the Board of Commissioners on the compensation for the members of the Board of Commissioners and committee's members under the Board of Commissioners;
2. Reviewing and giving consideration on the compensation and remuneration of the Board of Directors and senior officers of the Company; and
3. Overseeing the administration of the Company's incentives compensation plans and approving rewards under such plans.

KOMITE TATA KELOLA, NOMINASI DAN REMUNERASI

Governance, Nomination and Remuneration Committee

RENCANA SUKSESI DAN PROSEDUR NOMINASI

Selama periode pelaporan, Komite Tata Kelola, Nominasi dan Remunerasi telah melaksanakan dan menyelesaikan tugas yang berkaitan dengan suksesi Direksi Perseroan dan pejabat Perseroan yang lain. Suksesi diatur dan dilakukan melalui sistem CSP yang menyediakan program-program penunjang perencanaan karir dan suksesi, antara lain proses evaluasi kinerja karyawan, aspirasi karir, program pelatihan dan pengembangan diri.

Peran strategis Komite Tata Kelola, Nominasi dan Remunerasi berkaitan dengan rekomendasi calon pengganti, yang kemudian melakukan penilaian kandidat yang bersangkutan dengan mempertimbangkan kualifikasi kandidat, kebutuhan Perseroan serta persyaratan yang diatur di dalam peraturan perundang-undangan yang berlaku. Hasil penilaian disampaikan kepada Dewan Komisaris, yang akan membawa calon yang dipilih untuk diangkat dan ditetapkan pemegang saham dalam RUPS.

Pada tahun 2021, Komite Tata Kelola, Nominasi dan Remunerasi telah memberikan rekomendasi bagi perubahan pejabat-pejabat Perseroan, meliputi:

1. Pengangkatan Febriany Eddy sebagai Presiden Direktur;
2. Pengangkatan kembali Bernardus Irmanto, Dani Widjaja, Agus Superiadi dan Vinicius Mendes Ferreira, masing-masing sebagai Direktur;
3. Pengangkatan Nicolas Djajus Kanter sebagai Komisaris;
4. Pengangkatan kembali R. Sukhyar sebagai Komisaris Independen dan Ketua Komite Mitigasi Risiko;
5. Pengangkatan kembali Luiz Fernando Landeiro dan Justin Thompson, masing-masing sebagai anggota Komite Mitigasi Risiko; dan
6. Pengangkatan kembali Herwan Ng dan Felia Salim, masing-masing sebagai anggota Komite Audit.

SUCCESSION PLANNING AND NOMINATION PROCEDURES

During the reporting period, the Governance, Nomination and Remuneration Committee has conducted and completed duties related to the succession of the Board of Directors of the Company and other officers of the Company. Succession is regulated and conducted through a CSP system which provides programs supporting career plan and succession, among others, evaluation process of the employee's performance, career aspirations, training and development programs

The strategic role of the Governance, Nomination and Remuneration Committee is related to the recommendation of candidates to the committee who will assess the candidate by considering the qualifications, the Company's needs and conditions regulated in the prevailing laws and regulations. The assessment result is delivered to the Board of Commissioners who will propose the selected candidate to be appointed and approved by the shareholders at the GMS.

In 2021, the Governance, Nomination and Remuneration Committee has provided recommendation on the changes of officers of the Company, as follows:

1. Appointment of Febriany Eddy as President Director;
2. Appointment of Bernardus Irmanto, Dani Widjaja, Agus Superiadi and Vinicius Mendes Ferreira, each as Director;
3. Appointment of Nicolas Djajus Kanter as Commissioner;
4. Re-appointment of R. Sukhyar as Independent Commissioner and Chairman of the Risk Mitigation Committee;
5. Re-appointment of Luiz Fernando Landeiro and Justin Thompson, each as member of the Risk Mitigation Committee; and
6. Re-appointment of Herwan Ng and Felia Salim, each as member of the Audit Committee.

SEKRETARIS PERUSAHAAN

Company Secretary

Penunjukan Sekretaris Perusahaan diatur dalam POJK No.35/ POJK.04/2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik (“POJK 35”) dan Peraturan BEI No.1-E Tentang Kewajiban Penyampaian Informasi. Sekretaris Perusahaan bertanggung jawab kepada Direksi, dan diangkat/diberhentikan berdasarkan Keputusan Direksi dengan persetujuan Dewan Komisaris. Sekretaris Perusahaan memiliki fungsi strategis, sebagai penghubung antara Perseroan dengan pemegang saham, OJK, BEI dan pemangku kepentingan lain.

KUALIFIKASI SEKRETARIS PERUSAHAAN

Sesuai dengan POJK No.35, Sekretaris Perusahaan harus memenuhi sekurang-kurangnya persyaratan berikut:

1. Cakap melakukan perbuatan hukum;
2. Memiliki pengetahuan dan pemahaman di bidang hukum, keuangan, dan tata kelola perusahaan;
3. Memahami kegiatan usaha Perseroan dan dapat berkomunikasi dengan baik;
4. Berdomisili di Indonesia;
5. Dapat menjaga kerahasiaan dokumen, data dan informasi yang bersifat rahasia kecuali dalam rangka memenuhi kewajiban sesuai dengan peraturan perundang-undangan atau ditentukan lain dalam peraturan perundang undangan; dan
6. Tidak memiliki rangkap jabatan di dalam Perseroan.

PIAGAM SEKRETARIS PERUSAHAAN

Tugas dan tanggung jawab Sekretaris Perusahaan mengacu kepada Piagam Sekretaris Perusahaan, yang terakhir kali diperbarui dan disetujui Direksi pada 12 Januari 2015. Selama periode pelaporan belum dilakukan perubahan Piagam Sekretaris Perusahaan karena dinilai masih sesuai dengan peraturan perundang-undangan yang berlaku

The appointment of the Corporate Secretary is regulated under POJK No.35/POJK.04/2014 on Corporate Secretary of Issuers or Public Companies (“POJK 35”) and IDX Regulation No.1-E on Disclosure of Information Requirement. The Corporate Secretary is responsible to the Board of Directors and is appointed/dismissed based on a Decree of the Board of Directors with approval from the Board of Commissioners. The Corporate Secretary has a strategic function as a liaison between the Company and the shareholders, OJK, IDX and other stakeholders.

QUALIFICATIONS OF THE CORPORATE SECRETARY

In accordance with POJK 35, a Corporate Secretary must meet the minimum requirements, as follows:

1. Has the ability to perform legal acts;
2. Has a knowledge and understanding of law, finance and corporate governance
3. Has understanding of the Company’s business activities and is able to communicate well;
4. Resides in Indonesia;
5. Can maintain the confidentiality of documents; data and information, except when fulfilling obligations in accordance with laws and regulations; and
6. Has no concurrent positions within the Company.

CHARTER OF THE CORPORATE SECRETARY

Duties and responsibilities of the Corporate Secretary refers to the Charter of the Corporate Secretary, lastly amended and approved by the Board of Directors on January 12th, 2015. During the reporting period, there was no amendment to the Charter of the Corporate Secretary because it is deemed to remain relevant with the prevailing laws and regulations.

SEKRETARIS PERUSAHAAN Company Secretary

PROFIL SEKRETARIS PERUSAHAAN

Sampai dengan akhir periode pelaporan, Sekretaris Perusahaan dijabat oleh Cut Fika Lutfi yang ditunjuk Direksi berdasarkan Surat Keputusan (SK) Direksi No 002/SK-DIR/ XI/2018 tertanggal 30 November 2018. Penunjukan Sekretaris Perusahaan berlaku efektif pada tanggal 1 Desember 2018 dan telah dilaporkan kepada OJK dan BEI melalui surat No.1026/ SS-J/XII/2018 tertanggal 3 Desember 2018.

PROFILE OF THE CORPORATE SECRETARY

At the end of the reporting period, Cut Fika Lutfi served as the Corporate Secretary following appointment based on the Board of Directors Decree No. 002/SK-DIR/XI/2018 dated November 30th, 2018 . The Corporate Secretary appointment became effective as of December 1, 2018 and was notified to OJK and IDX by letter No. 1026/SS-J/XII/2018 dated December 3rd, 2018 .



PROFIL SEKRETARIS PERUSAHAAN

Company Secretary Profile



Cut Fika Lutfi

Sekretaris Perusahaan
Corporate Secretary

| | | |
|---|---|---|
| Tanggal Penunjukan Date of Appointment | 1 Desember 2018 December 1st, 2018 | |
| Usia Age | 37 Tahun 37 Years old | |
| Kewarganegaraan Nationality | Indonesia Indonesian | |
| Dasar Pengangkatan Legas Basis of Appointment | Ditunjuk sebagai Sekretaris Perusahaan melalui Surat Keputusan Direksi No.002/SK-DIR/XI/2018 tanggal 30 November 2018. Penunjukan Sekretaris Perusahaan berlaku efektif pada tanggal 1 Desember 2018 dan telah dilaporkan kepada OJK dan BEI melalui surat No.1026/SS-J/XII/2018 tertanggal 3 Desember 2018. Appointed as the Corporate Secretary by Decree No 002/SK-DIR/XI/2018 dated November 30 th , 2018. The Corporate Secretary appointment became effective as of December 1 st , 2018 and was notified to OJK and IDX by letter No. 1026/SS-J/XII/2018 dated December 3 rd , 2018. | |
| Riwayat Pendidikan Education History | Master di bidang Hukum dan Kebijakan Mineral, Center of Energy, Petroleum and Mineral Law and Policy, Universitas Dundee, 2015 - 2016 Master Degree in Mineral Law and Policy, Center of Energy, Petroleum and Mineral Law and Policy, University of Dundee, 2015 - 2016 | Sarjana Hukum, Universitas Indonesia, 2001 - 2005 Bachelor Degree in Law, University of Indonesia, 2001 - 2005 |
| Pengalaman Kerja Work Experience | Senior Legal Counsel di PT Vale, 2013 - 2018 Senior Legal Counsel at PT Vale, 2013 - 2018 | Associate di Firma Hukum Lubis Ganie Surowidjojo, 2006 - 2007 Associate at Lubis Ganie Surowidjojo Law Firm, 2006 - 2007 |
| | VP Corporate Legal di PT Penjaminan Infrastruktur Indonesia, 2012 VP Corporate Legal at PT Penjaminan Infrastruktur Indonesia, 2012 | Paralegal di Firma Hukum Ali Budiardjo Nugroho Reksodiputro, 2005 Paralegal at Ali Budiardjo Nugroho Reksodiputro Law firm, 2005 |
| | Senior Associate di Firma Hukum Soemadipradja & Taher, 2007 - 2012 Senior Associate at Soemadipradja & Taher Advocates, 2007 - 2012 | |

SEKRETARIS PERUSAHAAN

Company Secretary

Pelatihan Sekretaris Perusahaan

Corporate Secretari Training

| No | Nama Kegiatan Activity | Waktu Pelaksanaan Time | Penyelenggara Organizer |
|----|--|--|---|
| 1 | Sosialisasi Penilaian ASEAN <i>Corporate Governance Scorecard</i> ASEAN Corporate Governance Assessment Socialisation | 22 Februari 2021 February 22 nd , 2021 | Bursa Efek Indonesia (“BEI”) Indonesian Stock Exchange (“IDX”) |
| 2 | <i>2021 International Women’s day themed “Women in Leadership: Achieving an Equal Future in a COVID-19”: Ring the Bell for Gender Equality</i> 2021 International Women’s day themed “Women in Leadership: Achieving an Equal Future in a COVID-19”: Ring the Bell for Gender Equality | 9 - 10 Maret 2021 March 9 th -10 th , 2021 | <i>Women’s Empowerment Working Group (WEPWG)</i> yang diselenggarakan oleh <i>Indonesia Global Compact Network, UN Women’s WeEmpowerAsia</i> (suatu program yang didanai oleh European Union) dan <i>Indonesia Business Coalition for Women Empowerment (IBCWE)</i> dan didukung oleh International Finance Corporation (IFC) dan IDX The Women’s Empowerment Working Group (WEPWG) organized by Indonesia Global Compact Network (IGCN), UN Women’s WeEmpowerAsia (a programme funded by European Union) and Indonesia Business Coalition for Women Empowerment (“IBCWE”) with the support from International Finance Corporation (IFC) and IDX |
| 3 | <i>Be More Persuasive in Digital Era through The Right Public Speaking</i> Be More Persuasive in Digital Era through The Right Public Speaking | 30 Maret 2021 March 30 th , 2021 | <i>Indonesia Corporate Secretary Association (“ICSA”)</i> Indonesia Corporate Secretary Association (“ICSA”) |
| 4 | Pelatihan Anti-Korupsi (Penyegaran) Anti-Corruption (Refresher) Training | 31 Maret 2021 March 31 st , 2021 | Departement <i>Compliance and Ethics</i> Perseroan Compliance and Ethics Department of the Company |
| 5 | <i>Indonesia legal reforms I The Omnibus Law and its implementing regulations</i> Indonesia legal reforms I The Omnibus Law and its implementing regulations | 27 April dan 4 Mei 2021 April 27 th and May 4 th , 2021 | Hogan Lovell DNFP Hogan Lovell DNFP |
| 6 | Webinar Hukumonline Cipta Kerja Updates: Kesiapan Pemerintah Daerah dalam Implementasi OSS dan Kemudahan Berusaha untuk Peningkatan Investasi Sesuai PP No. 6 Tahun 2021 Webinar Hukumonline Job Creation Updates: Readiness for Local Government in Implementing OSS and Ease of Doing Business to Increase Investment in accordance with PP No. 6 Year 2021 | 6 Mei 2021 May 6 th , 2021 | Hukumonline Hukumonline |
| 7 | Pendalaman POJK No. 15/POJK.04/2020 tentang Rencana dan Penyelenggaraan RUPS Perusahaan Terbuka & POJK NO. 16/POJK.04/2020 tentang Pelaksanaan RUPS Perusahaan Terbuka Secara Elektronik | 27 Mei 2021 May 27 th , 2021 | ICSA ICSA |
| 8 | <i>Webinar: The 10th ASEAN Corporate Governance Scorecard Implementation: Road To Environmental Social Governance In Indonesia</i> | 27 Mei 2021 May 27 th , 2021 | <i>Indonesian Institute for Corporate Directorship (“IICD”)</i> in partnership with Berita Satu Indonesian Institute for Corporate Directorship (“IICD”) in partnership with Berita Satu |

SEKRETARIS PERUSAHAAN

Company Secretary

| No | Nama Kegiatan Activity | Waktu Pelaksanaan Time | Penyelenggara Organizer |
|----|---|--|--|
| 9 | Program Keanekaragaman dan Inklusi: Pelatihan Bias Gender untuk Manajer Diversity and Inclusion Program : Gender Bias Training for Manager | 28 Mei 2021 May 28 th , 2021 | Perseroan dengan bekerjasama dengan IBCWE The Company in cooperation with IBCWE |
| 10 | Pelatihan Hak Asasi Manusia Human Rights Training | 20 June 2021 June 20 th , 2021 | People and Culture Department of the Company People and Culture Department of the Company |
| 11 | Webinar 21 Tahun Hukumonline: Peran Teknologi dalam Transformasi Profesi Hukum dan Bisnis Perusahaan Webinar 21 st Years Hukumonline : The Role of Technology in Transforming the Legal Profession and Corporate Business | 14 Juli 2021 July 14 th , 2021 | Hukumonline Hukumonline |
| 12 | <i>The road to sustainability and the future of EV</i> | 30 Agustus 2021 August 30 th , 2021 | Nikkei Asia Nikkei Asia |
| 13 | Sosialisasi SEOJK Nomor 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik Socialization of SEOJK Number 16/SEOJK.04/2021 concerning the Form and Content of the Annual Report of Issuers or Public Companies | 31 Agustus 2021 August 31 st , 2021 | ICSA ICSA |
| 14 | Dialog Multi Pihak 8 WEPWG "Pelaporan Inklusi dan Keberagaman Gender" The 8th WEPWG Multi Parties Dialogue "Inclusivity and Gender Diversity Reporting" | 9 September 2021 September 9 th , 2021 | Global Compact Network Indonesia Global Compact Network Indonesia |
| 15 | Tata Kelola Komunikasi Good Corporate Communication | 9 September 2021 September 9 th , 2021 | ICSA ICSA |
| 16 | <i>Workshop Finance for Non Finance</i> | 11 September 2021 September 11 st , 2021 | ICSA ICSA |
| 17 | <i>Unconscious Bias in the Workplace Training</i> | 26 Oktober 2021 October 26 th , 2021 | People and Culture Department of the Company People and Culture Department of the Company |
| 18 | <i>Criminalization of Environment Law - Is This a Trend?</i> | 27 Oktober 2021 October 27 th , 2021 | Hogan Lovell DNFP Hogan Lovell DNFP |
| 19 | Pengenalan Aspek ESG sebagai Salah Satu Penunjang Bisnis Keberlanjutan | 19 November 2021 November 19 th , 2021 | ICSA ICSA |
| 20 | <i>Webinar: Sexual Harrasment in the Workplace: Get Rid of the 'Old School' Approaches</i> | 26 November 2021 November 26 th , 2021 | International Labor Organization (ILO) and IBCWE International Labor Organization (ILO) and IBCWE |

SEKRETARIS PERUSAHAAN Company Secretary

TUGAS DAN TANGGUNG JAWAB

1. Mengikuti perkembangan pasar modal khususnya peraturan perundang-undangan yang berlaku di bidang pasar modal.
2. Memberikan masukan kepada Direksi dan Dewan Komisaris mengenai kepatuhan ketentuan peraturan perundang-undangan di bidang pasar modal.
3. Membantu Direksi dan Dewan Komisaris dalam pelaksanaan tata kelola perusahaan terutama dalam hal:
 - a. Keterbukaan informasi kepada masyarakat termasuk ketersediaan informasi pada situs web Perseroan;
 - b. Penyampaian laporan kepada OJK dan IDX secara tepat waktu;
 - c. Penyelenggaraan dan dokumentasi RUPS;
 - d. Penyelenggaraan dan dokumentasi rapat Direksi, rapat Dewan Komisaris dan rapat gabungan antara Dewan Komisaris dan Direksi, serta rapat-rapat komite di bawah Dewan Komisaris;
 - e. Pelaksanaan program orientasi bagi anggota baru dari Direksi dan/atau Dewan Komisaris Perseroan.
4. Bertindak sebagai penghubung antara Perseroan dengan pemegang saham, OJK, IDX, dan para pemangku kepentingan lainnya.

DUTIES AND RESPONSIBILITIES OF THE

1. Keeping abreast of developments in the capital market, especially applicable capital market laws and regulations;
2. Providing input to the Board of Directors and the Board of Commissioners regarding compliance to the capital market laws and regulations;
3. Assisting the Board of Directors and the Board of Commissioners in the implementation of corporate governance, particularly in terms of:
 - a. Disclosure of information to public, including the availability of information on the Company's website;
 - b. Submission of reports to OJK and IDX in a timely manner;
 - c. Convening and documentation of GMS;
 - d. Convening and documentation of meetings of the Board of Directors, meetings of the Board of Commissioners, and joint meetings of the Board of Commissioners and the Board of Directors, as well as meetings of the committees under the Board of Commissioners;
 - e. Implementation of orientation program for new members of the Board of Directors and/or the Board of Commissioners of the Company;
4. Acting as a liaison between the Company and the shareholders, OJK, IDX and other stakeholders.

SEKRETARIS PERUSAHAAN Company Secretary

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB 2021

1. Melakukan dan memastikan pelaporan keterbukaan informasi sesuai dengan peraturan perundang-undangan di bidang pasar modal;
2. Mengawasi perkembangan peraturan pasar modal dan menyampaikan informasi mengenai peraturan perundang-undangan terbaru di bidang pasar modal kepada Direksi, Dewan Komisaris dan Komite Tata Kelola, Nominasi dan Remunerasi Perseroan, serta memastikan kepatuhan terhadap peraturan perundang-undangan tersebut;
3. Membantu Direksi dalam penyelenggaraan RUPS Tahunan 2021 dalam kondisi pandemi dengan kehadiran fisik terbatas dan disiarkan secara langsung, serta RUPS Luar Biasa Tahun 2021 yang untuk pertama kalinya diadakan secara elektronik melalui sistem eASY.KSEI;
4. Membantu Direksi dalam menyusun jadwal dan menyiapkan kalender rapat Direksi, Dewan Komisaris serta komite-komite di bawah Dewan Komisaris untuk tahun buku 2021;
5. Memastikan bahwa rapat-rapat Direksi dan Dewan Komisaris terselenggara sesuai dengan jadwal yang sudah ditentukan dan membantu Direksi dan Dewan Komisaris dalam menyelenggarakan rapat-rapat tersebut;
6. Menjadi sekretaris dalam rapat Direksi, rapat Dewan Komisaris dan rapat Komite Tata Kelola, Nominasi dan Remunerasi, termasuk memastikan bahwa bahan rapat tersedia pada jangka waktu yang telah ditentukan dan membuat risalah rapat sesuai dengan peraturan perundang-undangan yang berlaku;
7. Mengkaji dan memperbaharui Piagam Dewan Komisaris, Piagam Komite Audit dan Piagam Komite Mitigasi Risiko;

IMPLEMENTATION OF DUTIES AND RESPONSIBILITIES IN 2021

1. Preparing and ensuring any reporting related to disclosure of information is in accordance with capital market laws and regulations;
2. Monitoring the development of capital market regulation and providing information on recent laws and regulations in capital market to the Board of Directors, the Board of Commissioners and Governance, Nomination and Remuneration Committee of the Company, and ensuring compliance with such laws and regulations;
3. Assisting the Board of Directors in convening the 2021 Annual GMS in pandemic condition with limited physical attendance and broadcast live, as well as the 2021 Extraordinary GMS which held electronically through eASY.KSEI system for the first time;
4. Assisting the Board of Directors in scheduling and preparing a calendar of meetings for the Board of Directors, the Board of Commissioners and committees under the Board of Commissioners in 2021;
5. Ensuring meetings of the Board of Directors and the Board of Commissioners are held in accordance with pre-determined schedules and assisting the Board of Directors in holding meetings;
6. Acting as secretary to the meetings of the Board of Directors, the Board of Commissioners and Governance, Nomination and Remuneration Committee, and ensuring that the relevant materials are available within the determined timeline and preparing minutes of meeting in accordance with the prevailing laws and regulations;
7. Reviewing and updating the Charter of the Board of Commissioners, the Charter of the Audit Committee and the Charter of the Risk Mitigation Committee;

SEKRETARIS PERUSAHAAN Company Secretary

8. Membantu Direksi dan Dewan Komisaris dalam memastikan penerapan prinsip-prinsip GCG;
 9. Berkoordinasi dengan area-area terkait untuk memastikan tersedianya informasi yang akurat dan terkini untuk melakukan keterbukaan informasi kepada para pemegang saham, OJK, BEI dan para pemangku kepentingan lainnya; dan
 10. Menyelenggarakan kunjungan para perwakilan pemegang saham ke wilayah operasi Perseroan di Sorowako, Sulawesi Selatan.
8. Assisting the Board of Directors and the Board of Commissioners in ensuring the implementation of GCG principles within the Company;
 9. Coordinating with relevant areas to ensure the availability of accurate and updated information for disclosure of information to shareholders, OJK, IDX and other stakeholders; and
 10. Organizing the visit of representatives of the shareholders to the operation of the Company in Sorowako, South Sulawesi.

PENILAIAN KINERJA SEKRETARIS PERUSAHAAN

Penilaian kinerja Sekretaris Perusahaan dilakukan secara kolegial oleh Direksi, berdasarkan pelaksanaan tugas dan tanggung jawab. Aspek penilaian di antaranya penyampaian laporan kepada Direksi dan Dewan Komisaris serta komite-komite di bawahnya secara tepat waktu, serta mengambil langkah-langkah yang diperlukan untuk memastikan bahwa praktik-praktik terbaik tata kelola dilaksanakan di dalam organisasi.

PERFORMANCE ASSESSMENT OF THE CORPORATE SECRETARY

Performance assessment of the Corporate Secretary is conducted collegially by the Board of Directors based on the implementation of its duties and responsibilities. The assessment covers timely submission of report to the Board of Directors and the Board of Commissioners as well as the committees under the Board of Commissioners, taking necessary actions to ensure that best practices of governance are implemented within the organization.



DEPARTEMEN HUBUNGAN INVESTOR

Investor Relations Department

Departemen Hubungan Investor mulai berdiri sendiri sejak tahun 2011, setelah sebelumnya fungsi tersebut diintegrasikan dengan fungsi sekretaris perusahaan pada tahun 2005. Pada awal periode pelaporan, Departemen Hubungan Investor Perseroan dipimpin oleh Novian Fitriawan yang kemudian digantikan oleh Adi Susatio pada bulan November 2021 sampai dengan akhir periode pelaporan.

TUGAS DAN TANGGUNG JAWAB

1. Menyusun strategi komunikasi khususnya kepada investor, calon investor, analis, *fund manager* dan masyarakat pasar modal pada umumnya.
2. Menyiapkan materi dan melaksanakan kegiatan *roadshow*, pertemuan dengan analis dan telekonferensi.
3. Mengkomunikasikan berbagai aspek terkait dengan saham dan kinerja Perseroan serta laporan keuangan kepada pihak-pihak seperti *fund manager*, investor dan calon investor.
4. Mengelola hubungan baik dan menjadi penghubung antara Perseroan dengan para *fund manager*, pakar dan pengamat ekonomi (khususnya saham).
5. Memantau dan melaporkan hasil analisis para analis terhadap kinerja dan harga saham Perseroan secara berkala.
6. Mengkoordinasikan penyusunan, penerbitan dan pendistribusian laporan tahunan kepada seluruh pemangku kepentingan.
7. Menyediakan data dan informasi keuangan Perseroan untuk investor dan masyarakat pasar modal.

The Investor Relations Department was established independently in 2011, after being integrated with the corporate secretary function in 2005. At the beginning of the reporting period, the Investor Relation Department is led by Novian Fitriawan which was replaced by Adi Susatio in November 2021 until the end of the reporting period.

DUTIES AND RESPONSIBILITIES

1. Preparing communication strategy, particularly to investor, potential investor, analyst, *fund manager* and capital market society in general.
2. Preparing materials and conduct *roadshow*, analyst meeting and conference call.
3. Communicating various aspects related to shares and performance of the Company as well as financial statements to parties such as *fund manager*, investor and potential investor.
4. Maintaining good relationship and acting as intermediary between the Company and *fund manager*, economic expert and observer (particularly shares).
5. Monitoring and reporting analysis result of the analyst on the performance of the Company's shares periodically.
6. Coordinating the drafting, publishing and distributing annual report to all stakeholders.
7. Providing financial data and information of the Company to the investor, shareholder community and capital market society.

DEPARTEMEN HUBUNGAN INVESTOR

Investor Relations Department

Pelaksanaan Tugas dan Tanggung Jawab di Tahun 2021

Performance of Duties and Responsibilities in 2021

| Kegiatan Activity | Frekuensi Frequency |
|---|------------------------|
| Pertemuan dengan Analis dan investor Analyst and Investor meetings | 22x |
| Konferensi atau <i>Non-Deal Roadshow</i> dengan analis dan investor baik domestik maupun Internasional Conference or Non-Deal Roadshow with domestic and international analysts and investors | 37x |
| Telekonferensi dengan analis dan investor tentang pencapaian kinerja Perseroan triwulan Teleconference with analysts and investors regarding the Company's quarterly performance achievements | 4x |
| Siaran pers kepada OJK dan BEI tentang pencapaian kinerja Perseroan triwulan Press releases to the OJK and the IDX regarding the Company's quarterly performance achievements | 4x |
| Siaran pers kepada OJK dan BEI tentang RUPS Tahunan maupun RUPS Luar Biasa Press releases to the OJK and the IDX regarding the Annual GMS and Extraordinary GMS | 2x |
| Penyampaian laporan keuangan triwulan kepada OJK dan BEI Submitted quarterly financial statements to OJK and IDX | 4x |
| Penyampaian laporan eksplorasi bulanan kepada BEI Submitted monthly exploration reports to IDX | 12x |
| Penyampaian laporan bulanan tentang registrasi saham kepada OJK dan BEI Submitted reports related to shares registration to OJK and IDX | 12x |
| Paparan Publik Tahunan 2021 pada tanggal 8 September 2021 dilaksanakan secara online dalam bentuk konferensi video menggunakan fasilitas Webex Event yang disediakan oleh BEI. 2021 Annual Public Expose on September 8th, 2021 was held online by video conference using Webex Event platform facilitated by IDX. | 1x |

PROGRAM KEPEMILIKAN SAHAM OLEH KARYAWAN ATAU MANAJEMEN (ESOP/MSOP)

Investor Relations Department

Sampai dengan akhir tahun 2021, Perseroan tidak memiliki program kepemilikan saham oleh karyawan dan/atau manajemen (ESOP/MSOP).

As at the end of 2021, the Company did not have any employee and/or management share ownership program (ESOP/MSOP).

SISTEM PENGENDALIAN INTERNAL

Internal Control System

Perseroan telah menerapkan pengendalian internal menggunakan kerangka kerja yang dikeluarkan *Committee of Sponsoring Organizations of the Treadway Commission (COSO)*.

The Company applies internal controls using the framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO).

TUJUAN DAN KERANGKA KERJA PENGENDALIAN INTERNAL

Efektivitas dan Efisiensi Operasi

Sistem pengendalian internal mendukung pencapaian tujuan kinerja, mempromosikan efisiensi operasi, meningkatkan proses manajemen dan tata kelola, meminimalisir risiko dan melindungi aset. Perseroan terus berupaya menjadi produsen nikel berbiaya rendah, melalui efisiensi sehingga operasi yang dijalankan menjadi lebih efektif. Sampai dengan akhir tahun 2021, Perseroan mencatat peningkatan produksi 2% lebih tinggi dari perencanaan awal.

INTERNAL CONTROL OBJECTIVES AND FRAMEWORK

Effectiveness and Efficiency of Operations

Internal control systems support the achievement of performance goals, promote operational efficiency, improve management and governance process, and minimize risk and protect assets. The Company continually strives to be a low-cost nickel producer, through efficient and more effective operations. As of the end of 2021, the Company recorded an increase of 2% production compared with initial planning.

Keandalan Pelaporan Keuangan

Penerapan pengendalian internal menjadikan sistem akuntansi dalam pelaporan keuangan Perseroan, menghasilkan informasi akuntansi yang lebih andal, tepat waktu, dapat dibandingkan dan dipahami, akurat dan lengkap, serta dapat diaudit dan diuji kebenarannya. Selama periode pelaporan, Perseroan telah memenuhi kewajiban penyampaian seluruh pelaporan keuangan.

Reliability of Financial Reporting

The internal controls in the Company's financial reporting accounting system ensure the accounting information produced is more reliable, timely, comparable and understandable, accurate and complete, and can be audited and tested for its correctness. During the reporting period, the Company has complied with all mandatory financial reports.

Kepatuhan Terhadap Peraturan Perundang-undangan yang Berlaku

Perseroan senantiasa menjunjung kepatuhan terhadap ketentuan hukum, baik yang berlaku di Indonesia maupun di Amerika Serikat, mengingat Perseroan adalah anak perusahaan dengan kepemilikan tidak langsung dari Vale S.A., perusahaan publik yang didirikan berdasarkan hukum Republik Federal Brasil dan tercatat di Bursa New York Amerika Serikat. Sampai dengan akhir periode pelaporan, Perseroan tidak pernah mendapatkan sanksi atas sangkaan ketidakpatuhan hukum, baik di Indonesia maupun di Amerika Serikat.

Compliance with Applicable Laws and Regulations

The Company complies with legal provisions, both in Indonesia and the United States, considering that the Company is a subsidiary with indirect ownership by Vale S.A., a public company established under the laws of the Federal Republic of Brazil and listed on the New York Stock Exchange in the United States. As at the end of the reporting period, the Company has never received any sanction in any form for non-compliance allegations, whether in Indonesia or the United States.

SISTEM PENGENDALIAN INTERNAL Internal Control System

Kesesuaian dengan Kerangka Kerja COSO

Perseroan menerapkan pengendalian internal sesuai dengan kerangka kerja COSO, yang menempatkan lima unsur pengendalian internal.

Alignment with COSO Framework

The Company has implemented internal controls in accordance with the COSO framework, following five elements of internal control.

Kerangka Pengendalian Internal Internal Control Framework

| Komponen Component | Penerapan Implementation |
|---|---|
| <p>Lingkungan Pengendalian Meliputi seperangkat standar, proses dan struktur yang memberikan dasar untuk melakukan pengendalian internal. Control Environment includes sets of standards, processes, and structures as the basis for implementing internal controls.</p> | <p>Pemberlakuan Kode Etik dan Perilaku. Pemberlakuan Matriks Delegasi Kewenangan untuk mengatur tingkat persetujuan transaksi dan pemisahan tugas yang tepat. Pembagian fungsi, tugas dan kewenangan melalui Piagam Dewan Komisaris, Piagam Direksi dan Piagam Komite Penunjang Dewan Komisaris. Pembentukan Unit Pengendalian Internal untuk memastikan kepatuhan dan efektivitas sistem pengendalian internal Perseroan. Code of Ethics and Behavior enforcement. Authority Delegation Matrix enforcement to regulate the level of transaction approval and proper segregation of duties. Distribution of functions, duties and authorities through the Board of Commissioners' Charter, Board of Directors' Charter, and Board of Commissioners Supporting Committees' Charters. Establishment of an Internal Control Unit to ensure the Company's internal control system compliance and effectiveness.</p> |
| <p>Penilaian Risiko membentuk dasar untuk menentukan bagaimana risiko harus dikelola oleh organisasi. Risk Assessment The basis for determining how risk must be managed by the organization.</p> | <p>Penyusunan rencana jangka panjang Perseroan, rencana kerja dan anggaran Perseroan setiap tahun. Penerapan sistem manajemen risiko dan proses manajemen risiko, aplikasi terkait manajemen risiko serta sumber daya untuk mendukung pencegahan dan mitigasi risiko. Preparation of the Company's long-term plan, work plan and annual budget. Implementation of risk management systems and risk management processes, develop application relating to risk management and resources to support risk prevention and mitigation</p> |
| <p>Aktivitas Pengendalian adalah tindakan-tindakan yang ditetapkan melalui kebijakan-kebijakan dan prosedur-prosedur yang memastikan bahwa arahan manajemen untuk mengurangi risiko terhadap pencapaian tujuan telah dilakukan. Control Activities established through policies and procedures that ensure that management's direction to reduce risks to the achievement of objectives has been carried out.</p> | <p>Penerapan dan pengembangan sistem formal kebijakan dan prosedur bidang keuangan dan operasional. Pemanfaatan teknologi informasi melalui pengembangan aplikasi yang mendukung kegiatan pengendalian. A formal system of financial and operational policies and procedures implementation and development. Use of information technology through application developments that support control activities.</p> |
| <p>Informasi & Komunikasi. Informasi yang diperlukan manajemen adalah informasi yang relevan dan berkualitas baik, yang berasal dari proses komunikasi antara pihak internal maupun eksternal. Information & Communication Information needed by management that is relevant and of good quality, from the communication processes between internal and external parties.</p> | <p>Penerapan alur pelaporan dan publikasi, baik untuk internal maupun dengan pihak-pihak di luar Perseroan. Pemanfaatan teknologi informasi melalui pengembangan aplikasi yang mendukung proses komunikasi dan penyampaian/pengumpulan informasi, termasuk intranet kolaboratif. Reporting and publications flow, both internally and with parties outside the Company. Use of information technology through application developments that support the communication and delivery/information gathering processes, including collaborative intranets.</p> |
| <p>Kegiatan pemantauan merupakan kegiatan evaluasi yang digunakan untuk memastikan masing-masing dari kelima komponen ada dan berfungsi. Monitoring activity is an evaluation activity used to ensure that each of the five components exists and functions.</p> | <p>Evaluasi berkelanjutan oleh Unit Audit Internal dan fungsi pengawasan lain di Perseroan. Pelibatan auditor eksternal dan assessor independen lain secara berkala. Continuous Internal Audit Unit evaluations and other supervisory functions in the Company. External auditors and other independent assessors regular involvement.</p> |

SISTEM PENGENDALIAN INTERNAL

Internal Control System

Perseroan juga menerapkan mekanisme pelaporan atas dugaan penyimpangan terkait pelanggaran atas Kode Etik dan Perilaku Perseroan, melalui sistem *Vale Whistleblower Channel* yang dibahas secara terpisah.

HASIL TINJAUAN EFEKTIVITAS SISTEM PENGENDALIAN INTERNAL DALAM LAPORAN KEUANGAN

Sepanjang tahun 2021, penerapan sistem pengendalian internal telah dapat mendukung penerapan perbaikan berkelanjutan.

1. Implementasi platform SAP GRC *Process Control* untuk memantau realisasi risiko pemisahan tugas secara tepat waktu dengan memberikan peringatan secara otomatis dan alur kerja sistematis;
2. Implementasi platform BWISE Pengendalian Internal untuk mengelola kepatuhan atas penerapan indikator konsep lini pertahanan terkait proses akuntansi termasuk diantaranya akun utang, piutang dan perbendaharaan;
3. Pembaharuan beberapa kebijakan dan prosedur, termasuk diantaranya Manajemen Kebijakan dan Prosedur, Kebijakan Manajemen Risiko, Standar Manajemen Risiko, Standar Pengadaan, Prosedur Pembelian hingga Pencatatan Utang, Prosedur Akuntansi dan Penetapan Biaya atas Logam, Pedoman untuk Akun GRIR yang Belum Diselesaikan.

The Company has also implemented a violation reporting mechanism, through a whistleblowing system called *Vale Whistleblower Channel* which is presented separately.

OVERVIEW OF THE INTERNAL CONTROL SYSTEM EFFECTIVENESS FOR OPERATIONAL ACTIVITIES

During 2021, the implementation of internal control systems has supported the performance of sustainable improvement.

1. Implemented platform SAP GRC *Process Control* to monitor segregation of duties risk materialization in a timely manner with automatic and systemic alert and workflow;
2. Implemented platform BWISE Internal Control to manage compliance of applied indicators of line of defense concept related to accounting process including accounts payable, accounts receivable and treasury;
3. Renewed several policies and procedures including Policies and Procedures Management, Risk Management Policy, Risk Management Standard, Procurement Standard, Purchase to Payable Procedure, Metal Accounting and Costing Procedure, Guideline for Long Outstanding GRIR Account.

MANAJEMEN RISIKO

Risk Management



Perseroan menyadari pentingnya pengelolaan risiko di setiap aspek bisnis. Perseroan telah menerapkan sistem manajemen risiko yang mempertimbangkan ISO 31000, ISO 55001 dan COSO-ERM tentang Manajemen Risiko dan Manajemen Aset. Sistem tersebut digunakan untuk pengelolaan risiko-risiko, baik yang bersifat strategis/ bisnis maupun risiko operasional yang berpengaruh pada keseluruhan organisasi serta berdampak negatif terhadap tujuan-tujuan usaha Perseroan.

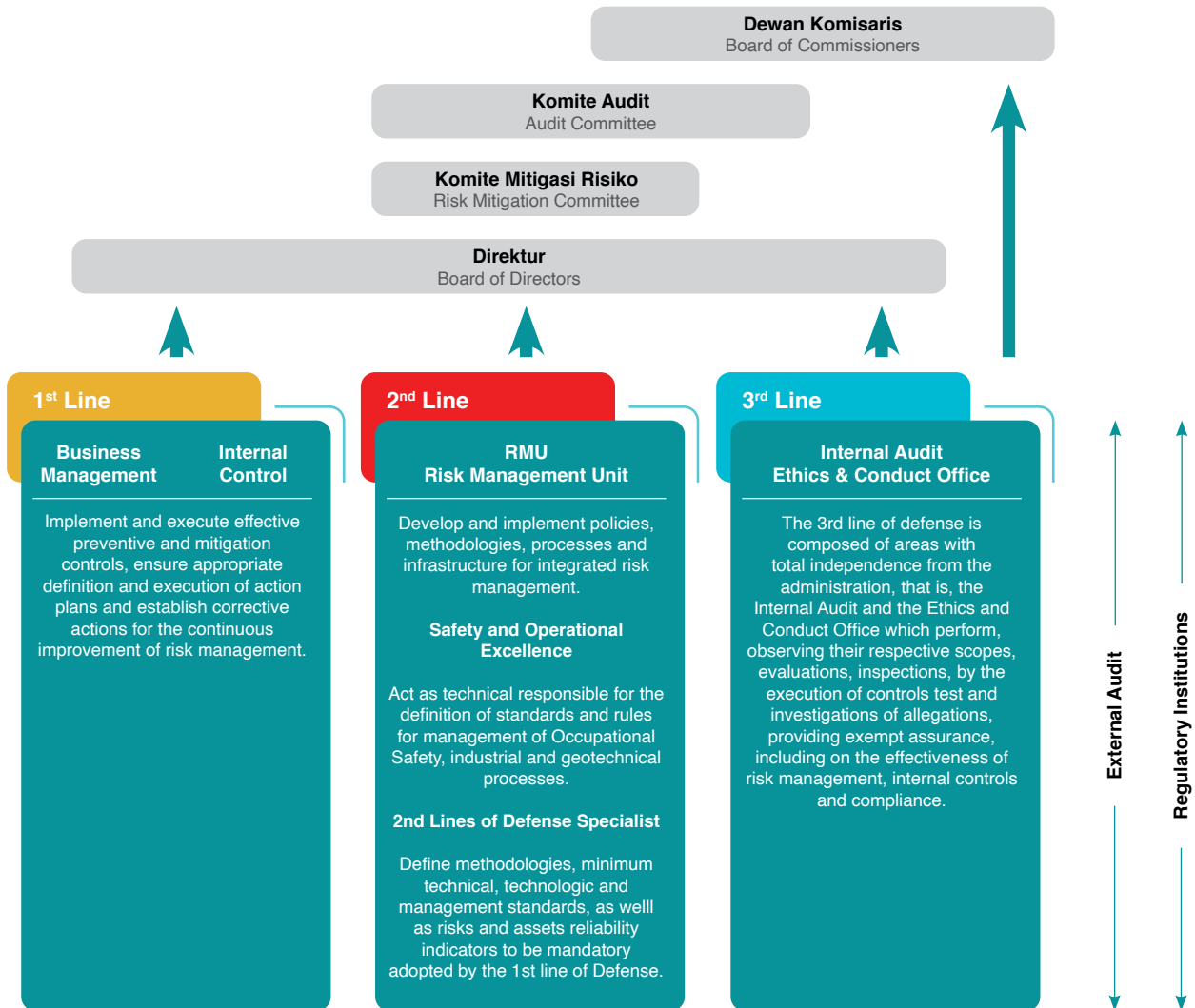
Perseroan menerapkan konsep 3 lini pertahanan untuk meningkatkan kontrol dan pengelolaan risiko. Konsep tersebut membagi tugas dan tanggung jawab manajemen risiko serta kontrol kepada 3 lini pertahanan. Meski setiap lini memiliki tugas dan tanggung jawab yang spesifik, namun ketiganya memiliki objektif tunggal untuk mendukung pencapaian tujuan-tujuan usaha Perseroan melalui manajemen risiko yang efektif.

The Company is aware of the importance of risk management in every aspect of the business. The Company has applied the risk management system which considers ISO 31000, ISO 55001 and COSO-ERM on Risk Management and Asset Management. This system is used for management of risks that are strategic/ business or operational which affect the entire organization and have a negative impact on the business objectives of the Company.

The Company implemented the 3 lines of defense concept as an effort to improve risk management and control. This concept distributes duties and responsibilities to 3 lines of defense with each having specific duties and responsibilities, but a single objective to support achieving the Company's business purposes through effective risk management.

MANAJEMEN RISIKO Risk Management

- **Konsep 3 Lini Pertahanan dalam Penerapan Manajemen Risiko Perseroan**
3 Line of Defenses Concept in the Implementation of the Risk Management of the Company



Pertahanan Lini Pertama, adalah pihak yang setiap hari berhadapan langsung dengan risiko dan bertindak sebagai pemilik risiko. Dengan dukungan dari Pengawasan Internal, Manajemen Lini Depan sebagai Pertahanan Lini Pertama bertugas memastikan pelaksanaan dan efektivitas kontrol pencegahan dan mitigasi dan rencana kerja terkait penurunan risiko.

First Line of Defense is the party who directly interacts with risk on a daily basis and acts as risk owner. With support from the Internal Control, Front Line Management serves as the First Line of Defense to ensure the execution and effectiveness of precautionary measures and mitigation controls as well as work plans to reduce risk.

MANAJEMEN RISIKO Risk Management

Pertahanan Lini Kedua, bertugas memberikan dukungan kepada manajemen senior dalam penerapan manajemen risiko dan menyediakan keahlian teknis untuk mengawasi Pertahanan Lini Pertama dalam mengelola risiko dan kontrolnya. Fungsi yang termasuk Pertahanan Lini Kedua adalah Unit Manajemen Risiko, Departemen *Health Safety & Operational Risk*, Departemen *Operational Planning & Geotechnical*, Departemen *Operational Excellence*, dan *Governance Officer*.

Pertahanan Lini Ke-tiga adalah pihak independen di luar administrasi yang berfungsi meyakinkan Pertahanan Lini Pertama dan Kedua bekerja secara konsisten sesuai harapan para pemangku kepentingan Perseroan. Fungsi yang termasuk dalam Pertahanan Lini Ke-tiga adalah Internal Audit dan Divisi Integritas Korporat.

Second Line of Defense duties are to support senior management in the implementation of risk management measures and provide technical skills to monitor First Line of Defense in risk management and control. Second Line of Defense includes the Risk Management Unit, Health Safety & Operational Risk Department, Operational Planning & Geotechnical Department, Operational Excellence Department, and Governance Officer.

Third Line of Defense is an independent party outside the Company administration. Its function is to ensure consistent performance of the First and Second Lines of Defense in accordance with the Company stakeholders' expectations. This function includes Internal Audit and Corporate Integrity Division.

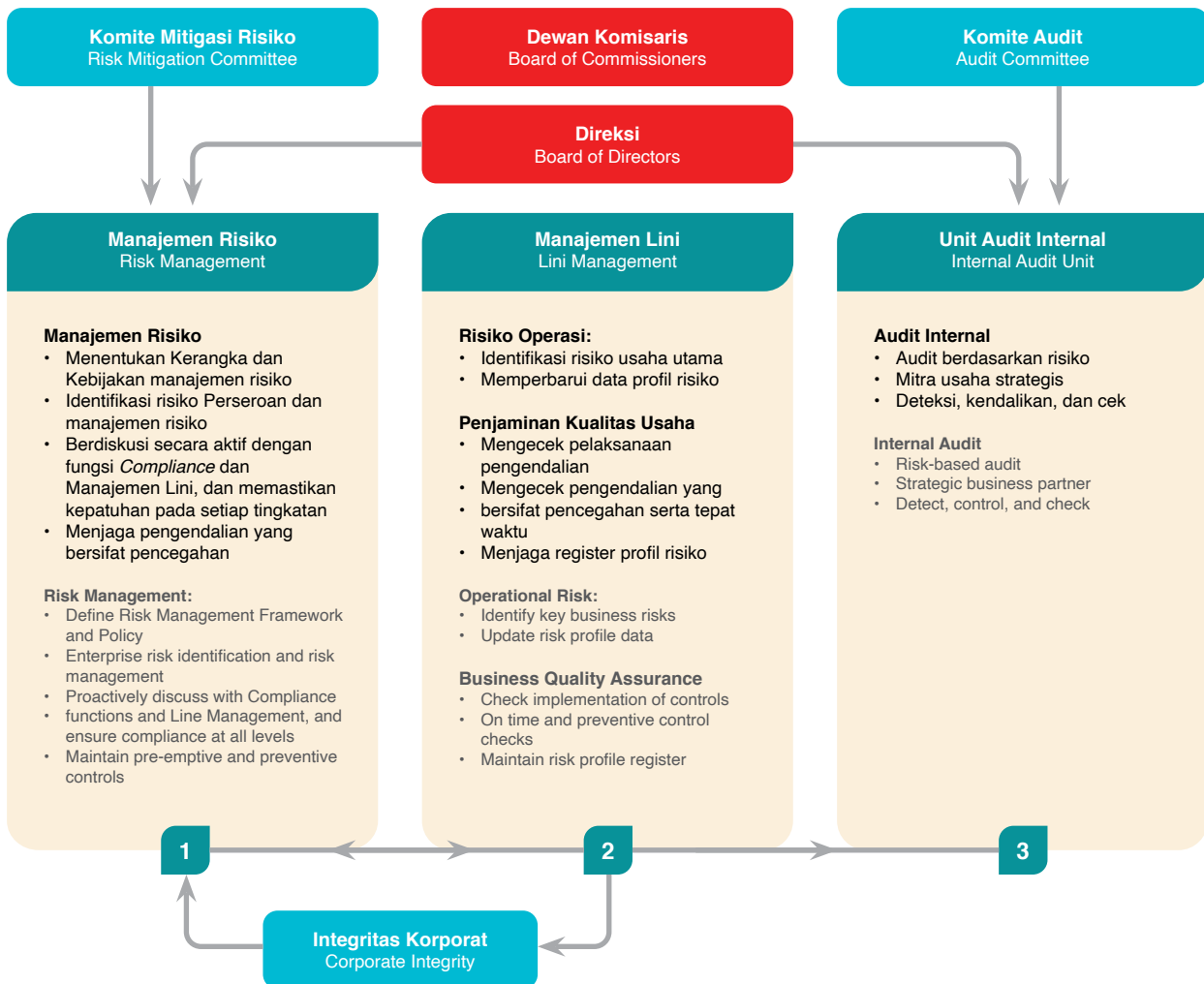


MANAJEMEN RISIKO

Risk Management

Pengelolaan Risiko di Vale

Risk Management at Vale



UNIT MANAJEMEN RISIKO

Pengelolaan risiko Perseroan dikendalikan Direksi dan Unit Manajemen Risiko bertindak sebagai organ yang bertanggung jawab kepada Direksi. Unit Manajemen Risiko pertama kali dibentuk pada tanggal 4 Mei 2016 dan bertanggung jawab untuk memfasilitasi proses pengelolaan risiko Perseroan.

RISK MANAGEMENT UNIT

The Company's risk management is managed by the Board of Directors and the Risk Management Unit as an organ responsible to the Board of Directors. The Risk Management Unit was first established on May 4th, 2016 and is responsible for facilitating the Company's risk process.

MANAJEMEN RISIKO Risk Management

Tugas dan tanggung jawab Unit Manajemen Risiko diatur dalam Piagam Unit Manajemen Risiko dan mencakup penilaian risiko, menyiapkan kontrol pencegahan dan rencana mitigasi risiko, pemantauan pelaksanaan kontrol pencegahan dan rencana mitigasi, evaluasi proses pengelolaan risiko, serta membuat laporan kepada Direksi dan Komite Mitigasi Risiko. Piagam Unit Manajemen Risiko yang telah diperbaharui dan disahkan oleh Direksi, efektif pada tanggal 20 November 2019. Piagam tersebut mengatur antara lain, tugas, tanggung jawab dan wewenang, laporan, keanggotaan dan penilaian kinerja.

KEANGGOTAAN

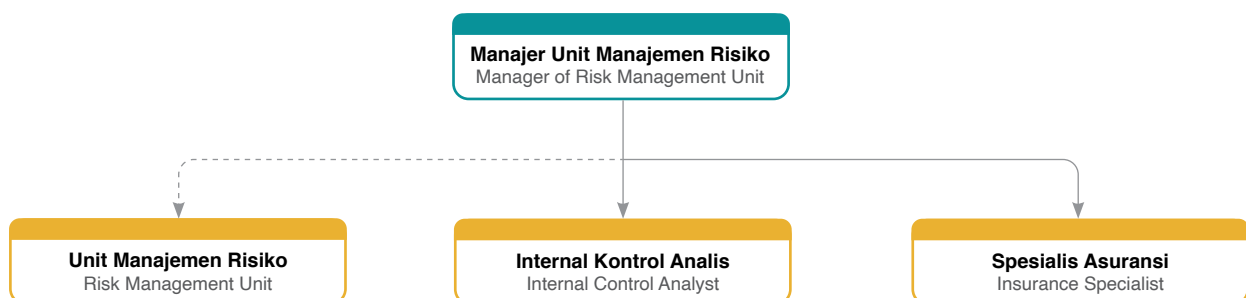
Unit Manajemen Risiko dipimpin oleh Manajer Unit Manajemen Risiko. Sampai dengan akhir tahun 2021 Manajer Unit Manajemen Risiko dijabat Kusnu Hariyanto yang diangkat melalui Surat Keputusan Direksi. Manajer Unit Manajemen Risiko dibantu lima orang perwakilan ex-officio dari masing-masing anggota Direksi.

The Risk Management Unit's duties and responsibilities are set forth in the Charter of the Risk Management Unit and include risk assessments, preparing preventive controls and risk mitigation plans, monitoring preventive controls and mitigation plans, evaluating risk management processes, and preparing reports to the Board of Directors and the Risk Mitigation Committee. The Charter of the Risk Management Unit was updated and approved by the Board of Directors, effective November 20th, 2019. The charter set forth, among others, duties, responsibilities and authorities, reports, membership and performance assessment.

MEMBERSHIP

The Risk Management Unit is headed by a Manager. At the end of 2021, the Manager of Risk Management Unit was Kusnu Hariyanto, whom appointed by virtue of Decree of the Board of Directors. Manager of Risk Management Unit is assisted by five ex-officio representatives of each Director.

● Struktur Organisasi Manajemen Risiko Perseroan Company Risk Management Unit Organization Structure



MANAJEMEN RISIKO

Risk Management

TUGAS DAN TANGGUNG JAWAB UNIT MANAJEMEN RISIKO

Tugas dan tanggung jawab Unit Manajemen Risiko antara lain:

1. Mengembangkan dan melaksanakan kebijakan, metode, proses dan infrastruktur untuk penerapan manajemen risiko terintegrasi;
2. Mendukung pekerjaan pertahanan lini pertama dengan mengadakan pelatihan dan prasarana untuk manajemen risiko dan pencegahan risiko;
3. Mendukung dan mempromosikan pertukaran pengetahuan dan informasi dalam rangka menerapkan budaya manajemen risiko dan pencegahan risiko di organisasi;
4. Mendukung dan mengawasi kepatuhan terhadap model tata kelola manajemen risiko;
5. Mendukung keterbukaan informasi manajemen risiko usaha resmi kepada pihak luar;
6. Mengkaji dan menganalisa kerangka *Enterprise Risk Management* ("ERM") dan toleransi risiko setiap tahun dan memberikan saran kepada Direksi sebagai rekomendasi kepada Dewan Komisaris;
7. Bekerjasama dengan pemilik risiko dalam menilai profil risiko Perseroan dan peristiwa risiko sekurang-kurangnya setiap tahun atau sebagaimana diminta, dalam menyusun peta risiko yang terintegrasi untuk dikaji dan disetujui oleh Direksi;
8. Menyampaikan laporan kepada Komite Mitigasi Risiko atas peta risiko yang terintegrasi, dengan mempertimbangkan status kendali dan tindak lanjut risiko usaha; dan
9. Mengkoordinasikan pengesahan risiko-risiko dengan tingkat risiko Sangat Kritis dan Kritis oleh pertahanan lini pertama, secara tahunan atau atas permintaan.

DUTIES AND RESPONSIBILITIES OF RISK MANAGEMENT UNIT

Duties and responsibilities of the Risk Management Unit are:

1. Develop and implement policies, methodologies, processes and infrastructure for integrated risk management;
2. Support the work of the first line of defense by providing training and tools for risk management and risk prevention;
3. Support and promote the exchange of knowledge and information in order to cultivate a risk management and risk prevention culture in the organization;
4. Support and monitor compliance with the risk management governance model;
5. Support external disclosure of official business risk management information;
6. Review and analyze the Enterprise Risk Management ("ERM") framework and risk appetite on an annual basis and advise the Board of Directors for recommendation to the Board of Commissioners;
7. Liaise with the risk owners in assessing the Company's risk profile and risk events at least annually or as requested to establish an integrated risk map for the Board of Directors review and approval;
8. Report to the Risk Mitigation Committee about the integrated risk map, considering the status of controls and business risk action plans; and
9. Coordinate the sign-off of risks with severity Very Critical and Critical to be carried out, annually or on demand, by the first line of defense.

MANAJEMEN RISIKO

Risk Management

PELAKSANAAN TUGAS DAN TANGGUNG JAWAB DI TAHUN 2021

Unit Manajemen Risiko mengadakan pertemuan rutin untuk mengkaji dan mengevaluasi pelaksanaan ERM di tahun 2021 dan menjelang akhir tahun, Unit Manajemen Risiko menyiapkan rencana tahunan manajemen risiko untuk tahun 2022. Selain itu, Unit Manajemen Risiko juga mengkaji Kebijakan Manajemen Risiko dan Manual Manajemen Risiko dan mengajukan usulan perubahan kepada Komite Mitigasi Risiko untuk disetujui oleh Dewan Komisaris.

KERANGKA KERJA PENGELOLAAN RISIKO

Perseroan melengkapi penerapan pengelolaan risiko dengan menyusun Panduan ERM, berupa Kebijakan Manajemen Risiko dan Manual Manajemen Risiko yang telah disahkan oleh Dewan Komisaris Perseroan dalam Rapat Dewan Komisaris tanggal 27 Maret 2017. Selanjutnya Dewan Komisaris menyetujui pembaharuan Kebijakan Manajemen Risiko serta mengesahkan Norma Manajemen Risiko dalam Rapat Dewan Komisaris tertanggal 15 September 2021.

Secara umum Panduan ERM mengatur kerangka kerja manajemen risiko sebagai berikut:

1. Unit Manajemen Risiko memfasilitasi penilaian risiko secara berkala berdasarkan masukan dari Manajemen Lini, menghasilkan register risiko yang dikaji bersama Komite Audit dan Direksi.
2. Unit Manajemen Risiko bertanggung jawab proaktif meminta dan mengumpulkan informasi dari Manajemen Lini mengenai permasalahan operasional dan nonoperasional yang dapat berdampak pada risiko-risiko yang ada hingga menurunkan taraf risiko ke tingkat yang dapat dikendalikan secara memadai oleh mekanisme pengendalian saat ini.

IMPLEMENTATION OF DUTIES AND RESPONSIBILITIES IN 2021

The Risk Management Unit convened meetings regularly to review and evaluate the performance of ERM in 2021 and before the end of year, the Risk Management Unit prepared the risk management plan for 2022. In addition, the Risk Management Unit also review the Risk Management Policy and the Risk Management Manual and proposed amendment to the Risk Mitigation Committee for approval of the Board of Commissioners.

RISK MANAGEMENT FRAMEWORK

The Company has continued to develop its risk management by formulating an ERM guideline, comprised of a Risk Management Policy and a Risk Management Manual, which was approved by the Company's Board of Commissioners at their Meeting dated March 27, 2017. Further, the Board of Commissioners approved the updated Risk Management Policy and issuance of the Risk Management Norm through a resolution adopted at the meeting of the Board of Commissioners on September 15th, 2021.

In general, the ERM Guideline governs the following risk management framework:

1. Risk Management Unit facilitates a periodic risk assessment based on inputs from the Line Management, resulting in the risk register, jointly reviewed by the Audit Committee and the Board of Directors.
2. Risk Management Unit is responsible to proactively request and collect information from the Line Management with respect to operational and non-operational issues which may impact current risks and lower the risk level to a level which can be properly controlled by current control mechanisms.

MANAJEMEN RISIKO

Risk Management



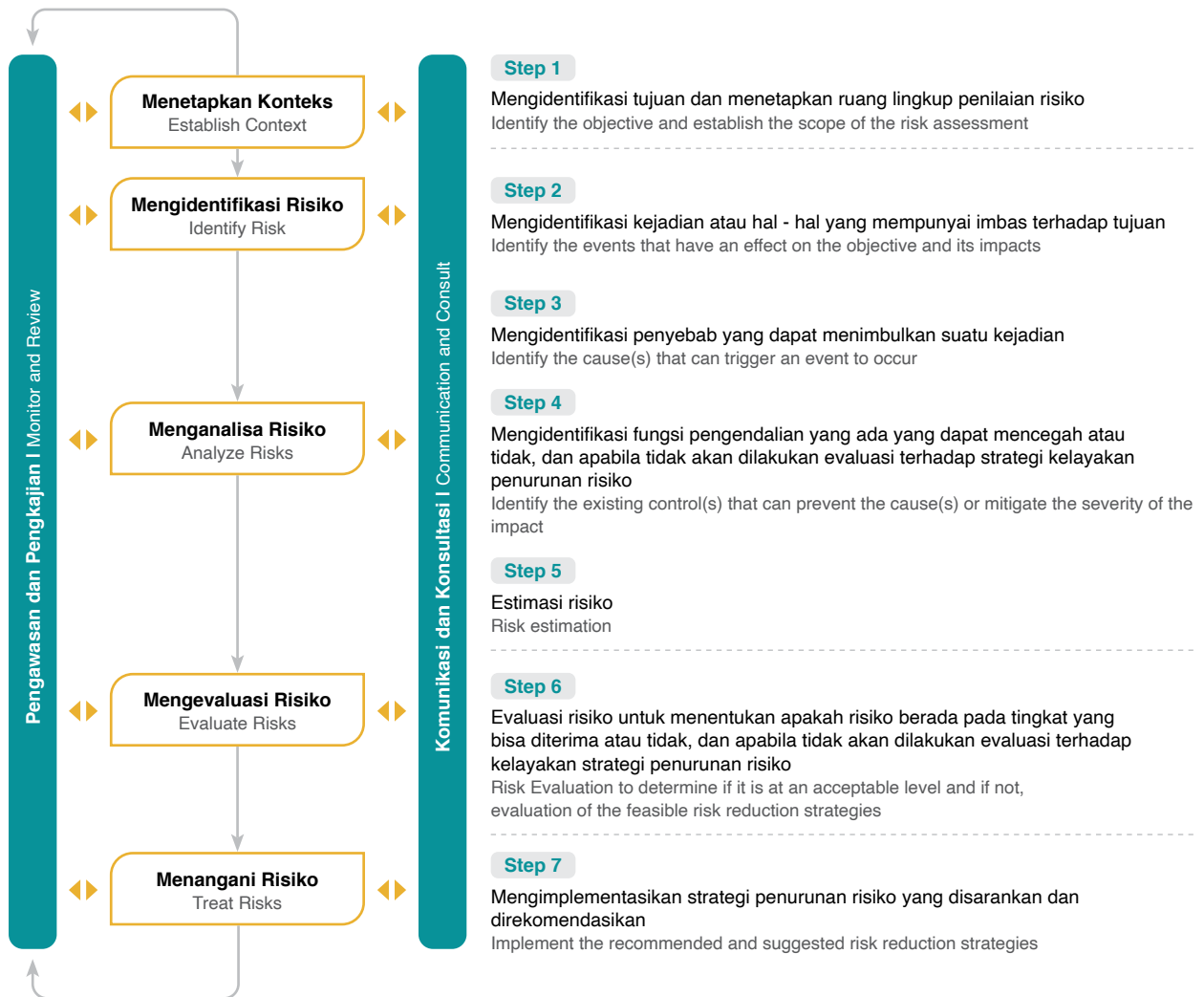
3. Manajemen Lini bertanggung jawab memantau dan mengetahui jika ada peningkatan dari permasalahan yang belum diselesaikan maupun permasalahan baru dari lingkungan internal dan eksternal, kemudian menyampaikan data tersebut kepada Unit Manajemen Risiko untuk penelaahan risiko lebih jauh. Manajemen Lini juga bertanggung jawab secara proaktif berkonsultasi dengan Unit Manajemen Risiko mengenai kepatuhan risiko sesuai dengan peraturan/ketentuan internal maupun eksternal
4. Unit Manajemen Risiko secara proaktif memberikan masukan pada Unit Audit Internal sebagai rujukan dalam menyusun Rencana Audit.
3. The Line Management is responsible to monitor and be aware of the development of any outstanding or new internal and external issues and provide the data to the Risk Management Unit for further risk analysis. The Line Management is also responsible to consult proactively with the Risk Management Unit on risk compliance in accordance with the internal/external regulation/policy.
4. The Risk Management Unit proactively provide inputs to the Internal Audit Unit as a reference in preparing audit plans.

Panduan ERM juga mengatur alur proses yang harus dilalui Perseroan dalam mengelola risiko yang meliputi tujuh tahapan. Proses yang berlangsung memungkinkan Perseroan mengidentifikasi risiko usaha, tingkat risiko, upaya pengendalian, rencana tindakan yang diperlukan dan menyusun rekomendasi untuk menurunkan tingkat risiko. Secara keseluruhan proses melibatkan kerjasama antara fungsi organisasi, namun sebagian besar tahapan berada di bawah Unit Manajemen Risiko dan Manajemen Lini.

The ERM Guideline also governs the process flow that the Company must go through in managing risks, comprising of seven steps. The ongoing process enables the Company to identify business risks, risk levels, control actions, required action plans and prepare recommendations to lower the risk level. The process involves cooperation between functions across the organization, however, most of the steps are within the Risk Management Unit and the Line Management.

MANAJEMEN RISIKO Risk Management

Alur Proses Manajemen Risiko Risk Management Process Flow



SIKLUS ERM

Setiap tahun Perseroan menyelenggarakan ERM workshop, sebelum siklus anggaran baru dimulai. Tujuannya untuk melakukan evaluasi menyeluruh terhadap pengelolaan risiko Perseroan. Untuk tahun buku 2021, kegiatan ERM *workshop* diselenggarakan secara bertahap dan daring dikarenakan oleh pandemi COVID-19. Pada triwulan pertama, aktivitas workshop

ERM CYCLE

The Company organizes an annual ERM workshop before the new budget cycle begins. The purpose is to comprehensively evaluate the Company's risk management. For the financial year of 2021, the ERM workshop were held gradually and online due to Covid-19. In the first quarter, workshop activity focused on action plans analysis that were completed in 2020

MANAJEMEN RISIKO Risk Management

berfokus pada analisa tindak lanjut yang telah selesai di lakukan di tahun 2020 yang berdampak pada level resiko di 2021 dan review kesesuaian risiko terhadap objektif Perseroan di 2021. Pada triwulan kedua, ketiga dan keempat secara berkala dilakukan analisa terhadap kejadian yang terkait dengan resiko yang telah teridentifikasi dan termasuk kontrol yang di perlukan untuk mengendalikan risiko tersebut. Peserta dalam workshop ERM adalah Direksi terkait, manajer manajer kunci, khususnya Line Pertahanan Pertama dan Lini Kedua.

Evaluasi rutin yang melibatkan lini pertahanan pertama dan kedua dilakukan setiap bulan. Hal-hal yang dievaluasi termasuk efektivitas kontrol risiko dan rencana kerja untuk meningkatkan efektivitas kontrol dan/atau mengurangi tingkat risiko. Evaluasi rutin harian terhadap kontrol kritikal untuk risiko operasi juga dilakukan oleh pengawas (supervisor) lini pertahanan pertama melalui papan FMDS risiko yang dipasang pada masing-masing area terkait.

which has an impact on risk level in 2021 and risk review on 2021 Company objective. In the second, third and fourth quarters, analysis and adjustment were conducted on events that associated with risk that have been identified and include controls required to manage its risk. Participants of the ERM workshop were the Board of Director and key managers, in particular the first and Second Lines of Defenses.

A routine evaluation involving the first and second lines of defense is conducted on a monthly basis. Matters being evaluated include risk control effectiveness and work plan to improve control effectiveness and/or reducing risk level. Routine evaluation of critical controls for operational risk is conducted by supervisors of the first line of defense on a daily basis through the FMDS risk board, displayed in each respective area.

Siklus ERM ERM Cycle

| | |
|--------------------------------|--|
| Lokakarya ERM ERM Workshop | <ol style="list-style-type: none"> 1. Menyetujui risiko saat ini dan <i>Maximum Foreseeable Loss</i> (MFL) Agree on current risks and MFL 2. Menyetujui tingkat risiko Agree on severity 3. Menyetujui sebab dan tingkat kemungkinan kejadian Agree on causes and likelihood 4. Membuat diagram risiko bowtie (jika diperlukan) Prepare bowtie (if required) 5. Memperbaharui peta risiko Update risk map 6. Dihadiri Direksi dan manajer-manajer kunci Attended by the Board of Directors & Key managers 7. Melibatkan lini pertahanan pertama dan kedua Involving First and Second Line of Defenses |
| Komunikasi Communicate | Menyampaikan strategi pengelolaan risiko kepada Dewan Komisaris Present risk management strategy to Board of Commissioners |
| Rencana Aksi Action Plan | <ol style="list-style-type: none"> 1. Merumuskan dan melaksanakan tindakan untuk mencapai sasaran strategi risiko Define and implement actions to achieve risk strategy objectives 2. Memastikan pendanaan yang dibutuhkan suatu tindakan terpenuhi Ensure actions requiring budget are funded 3. Memantau dan mengelola tindakan yang sedang berjalan Monitor and manage work in progress |
| Daftar Risiko Risk Register | <ol style="list-style-type: none"> 1. Menelaah risiko-risiko sebelumnya Review previous risks 2. Menambahkan data risiko baru sesuai konteks terkini Add new risks based on current context |

MANAJEMEN RISIKO

Risk Management

KLASIFIKASI RISIKO

RMU mengidentifikasi ada delapan kategori risiko yang dihadapi Perseroan selama tahun 2021. Pengelolaan yang dilakukan dinilai telah mampu mengendalikan risiko sehingga kemungkinan risiko terjadi dapat diturunkan dan kerugian yang dapat ditimbulkan dapat diminimalkan dan kegiatan Perseroan tidak terganggu.

● Profil Risiko tahun 2021

2021 Risk Profile

RISK CLASSIFICATION

RMU identified eight risk categories faced by the Company in 2021. Management carried out measures considered sufficient to control the risks so that the probability risk to occur can be reduced and potential losses incurred could be minimized and the Company's activities were not disturbed.

| Kategori Risiko Berdasarkan Pandangan ERM Risk Category Based on ERM's View | Kategori Risiko Dihadapi Risk Category Faced | Upaya Pengelolaan Management Effort |
|--|--|---|
| Risiko Operasional Operational Risk | Sebagian atau total berhenti dari proses pabrik/ penambang, kejadian dengan lepasnya material berbahaya (logam cair). Partial or total stoppage of process/mining process, event with release of hazardous material (molten metal) | Sistem pemeliharaan terencana, implementasi control berbasis rekayasa, rencana tindak darurat, regular pengecekan control kritikal Maintenance system, engineering control implementation, emergency response plan, regular check on critical control |
| Risiko Kesehatan dan Keselamatan Health and Safety Risk | Kejadian yang menyebabkan kematian, cacat permanen dan cedera aktivitas pekerjaan Occurrence of accident causing deaths, permanent disabilities and injury due to working activity | Implementasi control berbasis rekayasa, rencana tindak darurat, pengadaan rutin pengecekan Kesehatan dan implementasi persyaratan aktivitas kritikal Implementation engineering control, emergency response plan, Medical check up routine and implementation required critical activity |
| Risiko Pendukung Support Risk | Kurang sumber energi yang digunakan dalam operasional, penundaan atau penangguhan izin yang membatasi kapasitas produksi Lack of energy resources used in operations, Delay or suspension of licenses that may limit operating capacity | Implementasi pengecekan rutin untuk air danau dan curah hujan, <i>contract</i> panggilan untuk melakukan penyemaian awan, dan prosedur untuk memastikan keseimbangan energi/air Implementation of routine monitoring of lake level and rainfall, on call contract for cloud seeding procedure for power/water balance |
| Risiko Lingkungan Environment Risk | Pengolahan limbah yang tidak memadai, limbah dan emisi yang berbahaya bagi lingkungan Inadequate treatment waste, effluents and emission that harmful to the environment | Pemisahan limbah, memastikan pemenuhan terhadap aturan pengoperasian, pengambilan sampel secara rutin (air, sumur dan lokasi sampel lain) dan implementasi standar manajemen kewajiban lingkungan Waste segregation, ensure comply with permit to operate, routine sampling (water, well and another sampling point), and implementation of environment liabilities management standard |
| Risiko Pajak dan Hukum Legal and Tax Risk | Ligitasi/tuntutan terhadap manajemen, Perubahan regulasi baru di undang undang saat ini Ligitation/lawsuit against management, new regulation changes in current legislation | Identifikasi berkelanjutan dan update terhadap aturan baru yang akan dibuat, terlibat dalam pembuatan aturan, sistem manajemen permit, program kepatuhan, prosedur hadiah dan keramahan dan saluran <i>whistleblower</i> Continuous identification and update of new permit, involving into permit creation, permit management system, compliance program, procedure for gift and hospitality, dan whistleblower channel |

MANAJEMEN RISIKO

Risk Management

| Kategori Risiko Berdasarkan Pandangan ERM Risk Category Based on ERM's View | Kategori Risiko Dihadapi Risk Category Faced | Upaya Pengelolaan Management Effort |
|--|--|---|
| Risiko Sosial Social Risk | Terganggunya operasi akibat dari permasalahan sosial; penolakan ataupun demonstrasi Interruption to operation as the result from social issue; rejection or demonstration | Perjanjian Kerjasama dengan kepolisian dan tentara, memastikan hubungan baik dengan pemegang kekuasaan, analisa intelegensi, dan tim manajemen kedaruratan. Memorandum of understanding with Police and soldier, ensure good relationship with stakeholder, intelligence analysis, emergency management team |
| Risiko Kapasitas Operasional Operational Capacity Risk | Tidak efektifnya transportasi darat atau gangguan jalanan akibat tanah longsor Ineffective road transport or road interruption due to landslide | Penilaian geoteknik, inspeksi jalan secara rutin, perbaikan jalan dan saluran air secara rutin, dan pemasangan perlindungan dari longsor Geotechnical assessment, routine road inspection, routine road and drainage maintenance, and installation of landslide protection |
| Risiko Struktur Geoteknik Geotechnical Structure Risk | Pecahnya Lereng Rupture of Slope | Penilaian geoteknik, pelatihan rutin, dan pemantauan stabilitas lereng Geotechnical assessment, routine refreshment training, and slope stability monitoring |

Berdasarkan hasil evaluasi tingkat risiko, pada periode pelaporan terdapat risiko-risiko yang memiliki tingkat risiko kritikal.

- Kegagalan proyek pengembangan Bahodopi dan Pomalaa Proyek
Pengembangan di Bahodopi dan Pomalaa akan menjamin daya saing Perseroan di masa depan, memberikan pengaruh positif bagi kemungkinan perpanjangan izin usaha setelah tahun 2025 dan izin sosial Perseroan di Sulawesi Tengah dan Sulawesi Tenggara. Perseroan tengah menyiapkan rencana usaha patungan sebagai strategi proyek ekspansi di Bahodopi dan Pomalaa.
- Kerusakan besar pada pabrik pengolahan Dampak terhadap keselamatan kerja dan gangguan bisnis dari kerusakan besar pada fasilitas pengolahan nikel seperti tanur pengering, tanur pereduksi, dan tanur listrik, akan cukup signifikan. Perseroan memiliki standar operasi, program pelatihan, dan program pemeliharaan yang detail dan menyeluruh untuk memastikan reliabilitas dan keamanan operasi semua fasilitas produksi.

Based on the evaluation to risk level, there were critical risks in the reporting period.

- Failure of Bahodopi and Pomalaa projects development
The development of Bahodopi and Pomalaa projects guarantee the Company's competitiveness in the future, bring positive impact on potential permit extension beyond 2025 and social license of the Company in Central and South East Sulawesi. The Company is preparing joint ventures as an expansion strategy in Bahodopi and Pomalaa.
- Major damage of the Processing plant
The impact to occupational safety and business interruption resulting from major damage to nickel processing facilities such as the dryer, reduction or electric furnaces, would be quite significant. The Company has detailed and comprehensive operational standard, training and maintenance programs to ensure the operational reliability and safety of all production facilities.

MANAJEMEN RISIKO

Risk Management

Perseroan juga menyiapkan Rencana Tindak Darurat (“RTD”) dan *Business Continuity Plan* (“BCP”) sebagai rencana mitigasi. Rencana Tindak Darurat tersebut dilengkapi dengan simulasi rutin untuk memastikan *Emergency Management Team* (“EMT”) dan karyawan terkait memiliki pengetahuan dan keterampilan yang dibutuhkan dalam menghadapi kondisi darurat jika diperlukan.

- Kegagalan memperoleh perpanjangan izin operasi setelah tahun 2025
KK Perseroan akan berakhir pada tahun 2025. Berdasarkan regulasi, Perseroan diizinkan mengajukan perpanjangan izin operasi dua tahun sebelum berakhir. Perpanjangan izin ini menjadi krusial bagi keberlanjutan bisnis Perseroan. Perseroan meyakini pemenuhan lima komitmen yang tercantum dalam Amendemen KK tahun 2014 akan berpengaruh positif bagi peluang perolehan perpanjangan izin operasi setelah 2025, dan menyiapkan berbagai langkah strategis untuk memastikan pemenuhannya

- Kegagalan Bendungan Batubesi, Balambano, dan Karebbe
Sebagai komitmen terhadap kelestarian bumi dan memastikan daya saing, Perseroan memiliki dan mengoperasikan tiga PLTA yang disuplai oleh tiga bendungan. Kegagalan salah satu dari tiga bendungan ini akan memiliki dampak serius bagi pemukiman yang berada di daerah muara dan hilir sungai.

Perseroan memiliki standar operasi, perawatan, dan manajemen bendungan yang menjadi tolak ukur manajemen bendungan di Indonesia, termasuk program sertifikasi kelayakan bendungan untuk memastikan keamanan bendungan-bendungan yang dioperasikan. Perseroan juga telah menyiapkan RTD bendungan yang telah mendapat persetujuan dari pemerintah daerah Kabupaten Luwu Timur.

The Company also prepared an Emergency Action Plan and Business Continuity Plan as mitigation. The Emergency Action Plan is equipped with routine simulation to ensure the Emergency Management Team and respective employees have the required knowledge and skills in responding to emergency situations when necessary.

- Failure of securing operational permit extension beyond 2025
The Company’s CoW ends in 2025. Pursuant to the regulation, the Company may propose an extension of the operational permit two years before the expiry date. The permit extension is crucial to the Company’s business continuity. The Company believes the satisfaction of five commitments under the 2014 CoW Amendment will have a positive impact on the Company’s chances of securing an operational permit extension beyond 2025, and is preparing various strategic steps to ensure its satisfaction.

- Failure of Batubesi, Balambano, and Karebbe Dams
As a commitment to sustainability and ensuring competitiveness, the Company owns and operates three hydroelectric plants which are supplied by three dams. Failure of any of the dams would have serious impact to the villages located in the river estuary and downstream.

The Company has operational, maintenance and management standards for the dams which become the parameter for dam management in Indonesia, including the dam eligibility certification to ensure the safety of the operated dams. The Company also prepared a dams Emergency Action Plan which was approved by the regional government of Luwu Timur.

MANAJEMEN RISIKO

Risk Management

- Kegagalan memenuhi standar kepatuhan lingkungan hidup
Kegiatan penambangan dan pengolahan nikel Perseroan harus memenuhi berbagai aturan lingkungan hidup yang berlaku di Indonesia. Perseroan memiliki berbagai program untuk memastikan pemenuhan standar lingkungan hidup. Penjelasan terperinci mengenai pengelolaan lingkungan hidup Perseroan dapat dilihat dalam Laporan Keberlanjutan.
- Failure of meeting the environmental compliance standard
Nickel mining and processing activities of the Company must comply with various prevailing environmental regulations in Indonesia. The Company organizes various programs to ensure compliance with environmental standards. Detailed information on the environmental management of the Company is provided in the Sustainability Report of the Company.

EVALUASI EFEKTIVITAS SISTEM MANAJEMEN RISIKO

Menghadapi dinamika selama periode pelaporan, Perseroan melakukan upaya perbaikan sistem manajemen risiko untuk mendukung penerapan tata kelola perusahaan yang baik, serta membangun budaya risiko di kalangan karyawan dan mitra kerja/kontraktor. Perbaikan sistem manajemen risiko yang telah dilaksanakan meliputi:

1. Pembaruan Kebijakan Manajemen Risiko, termasuk di dalamnya pemutakhiran respon resiko kritical perusahaan ;
2. Migrasi database sistem manajemen risiko ke sistem baru yang lebih terkini;
3. Pemutakhiran program asuransi terhadap risiko Perseroan;
4. Pengadaan program pelatihan berbasis web terkait manajemen risiko dan manajemen kontrol yang dapat diakses oleh pekerja yang membutuhkan; dan
5. Penyempurnaan manajemen risiko operasional dengan mengadopsi metode sistem HIRA, LOPA (*Layer of Protection Analysis*), and FMEA (*Failure Mode and Effect Analysis*).

EVALUATION ON THE EFFECTIVENESS OF RISK MANAGEMENT SYSTEM

In response to conditions during the reporting period, the Company took improvement measures on the risk management system to support the implementation of good corporate governance, and establish a risk culture among employees and business partners/contractors. The improvement is comprised of:

1. updating the Risk Management Policy, including updating the Company's critical risk response;
2. Migrating the risk management system into the most recent new system;
3. Updating the insurance program on the Company's risk;
4. Establishing a web-based training program related to risk management and risk control, which can be accessed by any employee who needs it; and
5. Perfecting the operational risk management by adopting HIRA, LOPA (*Layer of Protection Analysis*), and FMEA (*Failure Mode and Effect Analysis*) systems.

INFORMASI TENTANG KODE PERILAKU

Information on Code of Conduct

Kode Perilaku Perseroan mengadopsi Kode Perilaku yang berlaku di Vale S.A., yang telah disesuaikan dengan ketentuan peraturan perundang-undangan yang berlaku di Indonesia dan telah disetujui oleh Direksi dan Dewan Komisaris. Kode Perilaku menjadi pedoman semua pihak di Perseroan dalam menjalankan kegiatan usaha maupun operasi secara beretika dan berintegritas.

Sejak tahun 2016, Perseroan menerapkan Kode Perilaku Pemasok yang merupakan pengembangan dari Kode Perilaku Perseroan dan difokuskan pada hal-hal yang dapat dan/atau tidak dapat dilakukan oleh para pemasok pada saat mereka bekerja untuk dan/atau atas nama Perseroan.

DIVISI KODE ETIK DAN PERILAKU

Divisi ini dibentuk pada akhir tahun 2019 di bawah Departemen Legal, dan secara fungsional berhubungan langsung dengan Departemen Etik dan Perilaku Vale S.A. Sejak Februari tahun 2021, Divisi Etik dan Perilaku bertanggung jawab dan melapor langsung Presiden Direktur.

Divisi Etik dan Perilaku memiliki 2 fungsi utama, yaitu:

1. Mempromosikan etika, untuk peningkatan kesadaran etika yang berkesinambungan di Perseroan;
2. Menindaklanjuti dan menginvestigasi aduan, untuk memberikan para pemangku kepentingan internal dan eksternal saluran komunikasi yang proaktif, transparan, independen, dan tidak memihak untuk menangani keluhan dan masalah.

Kode Perilaku bersifat dinamis, dan senantiasa diperbaharui agar selaras dengan perkembangan peraturan perundang-undangan, serta norma serta bisnis Perseroan.

The Code of Conduct adopts the Code of Behavior of Vale S.A., which has been aligned with applicable laws and regulations in Indonesia and approved by the Board of Directors and the Board of Commissioners. The Code of Conduct serves as a guideline for all parties in the Company in conducting business activities and operations ethically and with integrity.

Since 2016, the Company's enacted the Supplier's Code of Conduct which was developed from the Company's Code of Conduct but specifies what can and/or cannot be done by suppliers when they work for and/or on behalf of the Company.

ETHICS AND CONDUCT DIVISION

This division was established at the end of 2019 under the Legal Department, and functionally has a direct reporting line to the Ethics and Conduct Office of Vale S.A. Since February 2021, the Ethics and Conduct Division is responsible and reports directly to the President Director.

The Ethics and Conduct division has two main functions, as follows:

1. Promoting ethics in order to improve sustainable ethics awareness within the Company;
2. Follow up and assist in the investigating allegations in order to facilitate proactive, transparent, independent and impartial communication channels to both internal and external stakeholders, in handling any allegations and issues.

The Code of Conduct is dynamic and continuously updated to align with developments in laws and regulations, as well as the Company's norms and business.

INFORMASI TENTANG KODE PERILAKU

Information on Code of Conduct

Pada Agustus 2021, perusahaan memperbarui Kode Perilaku sebagai bagian dari transformasi budaya perusahaan dengan menekankan pada pentingnya memahami dan menjalankan nilai perusahaan dengan bertindak etis dalam setiap aktivitas dan pengambilan keputusan.

In August 2021, the company updated the Code of Conduct as part of its corporate culture transformation by emphasizing the importance of understanding and living the company's values by acting ethically in every activity and decision making.

Pokok Pokok Kode Perilaku

Code of Conduct Principles

Pokok-pokok Kode Perilaku

Code of Conduct Principles

Prinsip-prinsip Fundamental

Fundamental Principles

- 1. Kehidupan adalah yang terpenting**, memastikan semua aktivitas dan pengambilan keputusan dilakukan berbasis pada manajemen risiko dengan fokus pada tindakan pencegahan, perhatian terhadap kesejahteraan di tempat kerja, kesehatan dan keselamatan, fasilitas, dan manajemen rutinitas dalam sistem Perseroan.
Life matters most, ensuring all activities and decision making are made based on risk management with focus on preventive measures, attention to workplace welfare, health and safety, facilities, and routine management within the Company's system.
- 2. Menghargai Bumi dan Komunitas**, peduli terhadap lingkungan dengan menjaga kelestarian sumber daya alam, menjalin dan mempromosikan hubungan kemitraan yang saling menghormati dengan masyarakat yang berlandaskan pada prinsip-prinsip etika dan integritas serta perlindungan, dukungan, dan kesadaran akan Hak Asasi Manusia dalam kegiatan Perseroan dan diseluruh rantai pasokan sesuai dengan prinsip-prinsip Deklarasi Universal Hak Asasi Manusia.
Respect our planet and communities, care for the environment by preserving natural resources, establish and promote a mutually respectful relationship with communities based on the ethical principles and integrity, as well as protection, support, and be aware of Human Rights in corporate activities, throughout the supply chain, in accordance with the principles of the Universal Declaration of Human Rights.
- 3. Menghargai Karyawan**, perseroan menghargai keberagaman dan mendorong dan membangun lingkungan kerja yang inklusif berdasarkan hubungan saling menghormati, beretika, dan berintegritas.
Value the people who build our company, value diversity and encourage and build an inclusive work environment based on a mutually respect relationship with ethics and integrity.
- 4. Bertindak dengan Integritas**, perseroan mengedepankan dialog terbuka dan transparan dengan menghargai secara aktif pendapat dan sudut pandang yang berbeda, tidak memberikan toleransi pada korupsi atau perolehan keuntungan yang tidak patut, meyakinkan tidak ada benturan kepentingan dalam setiap aktivitas bisnisnya maupun dalam hubungannya kepada pemangku kepentingan termasuk pemasok, pemegang saham, dan pejabat pemerintah serta bertanggung jawab atas aset dan data perusahaan dalam rangka menjaga reputasi perseroan sesuai dengan prinsip-prinsip etika dan integritas.
Act with Integrity, the company promotes open and transparent dialogue by actively respecting different opinions and points of view, does not tolerate corruption or gaining improper advantage, ensures no conflict of interest in any of its business activities or in relation to stakeholders including suppliers, shareholders, and government officials and are responsible for the assets and data of the company in order to maintain the reputation of the corporate in accordance with the principles of ethics and integrity.
- 5. Mewujudkan tujuan** dengan mencapai hasil yang berkelanjutan serta menjalankan kewajiban sosial yang sejalan dengan nilai-nilai perseroan, menjalankan sistem tata kelola yang baik, kepatuhan terhadap hukum serta memberikan kejelasan secara objektif dan transparan, dan ketepatan waktu dalam berkomunikasi dengan pemangku kepentingan.
Make it happen, achieving sustainable results and carrying out social obligations that are in line with corporate values, implementing good corporate governance, complying with the law and providing clarity in an objective and transparent manner, and timely communication with stakeholders.

INFORMASI TENTANG KODE PERILAKU

Information on Code of Conduct

| Pokok-pokok Kode Perilaku Code of Conduct Principles | |
|---|---|
| Cakupan dan Jangkauan Coverage and Scope | <p>Kode Perilaku harus menjadi perhatian anggota Dewan Komisaris dan Direksi serta komite pendukungnya, kepala pejabat eksekutif dan pejabat eksekutif lainnya, karyawan, pekerja magang, kontraktor dan staf lain yang bekerja untuk Perseroan, yang berlaku dan berfungsi sebagai pedoman.</p> <p>The Code Conduct must be observed by members of the Board of Commissioners and the Board of Directors and their supporting committees, and chief executive officers and other executive officers, employees, apprentices, contractors and other staff working for the Company, which serves and function as a guideline</p> |
| Aturan Kode Perilaku Code of Conduct Rules | <p>Penerapan aturan kode perilaku harus sejalan dengan kebijakan dan peraturan perusahaan lainnya serta tunduk pada aturan hukum yang berlaku dan peraturan lainnya yang berlaku internasional.</p> <p>Implementation of the Code of Conduct must align with Company's policies and procedures and comply with applicable laws where the company operates and any applicable international legislation.</p> |

Pokok Pokok Kode Perilaku Pemasok Suppliers' Code Conduct Principles

| Pokok-pokok Kode Perilaku Code of Conduct Principles | |
|--|--|
| Prinsip-prinsip Fundamental Fundamental Principles | <p>Perseroan berkomitmen untuk mengembangkan model bisnis yang berkelanjutan dan memberikan kontribusi bagi masyarakat yang lebih adil, seimbang secara lingkungan dan sejahtera secara ekonomi. Untuk mencapai tujuan ini, kami perlu bertindak, secara positif dan proaktif untuk mempengaruhi masing-masing mitra dan pihak lain yang terlibat dalam rantai produksi Perseroan. Kode Perilaku Pemasok dimaksudkan untuk memperjelas apa yang Perseroan maksud dengan perilaku etis dalam hubungan komersialnya dengan perusahaan yang menyediakan jasa dan produk kepada Perseroan. Demikian juga, Perseroan berharap agar pemasok akan menyebarkan kriteria ini ke seluruh rantai kerja mereka, yaitu kepada pelanggan, mitra, pemasok bahan baku dan penyedia jasa mereka yang langsung atau tidak langsung terkait dengan kegiatan mereka.</p> <p>The Company is committed to developing a sustainable business model and contributing to a more equitable, environmentally and economically prosperous society. To achieve this goal, we need to act positively and proactively to influence our partners and other parties involved in the Company's production chain. The Suppliers' Code of Conduct is intended to clarify what ethical conduct the Company expects in its commercial relationships with companies providing services and products to the Company. Likewise, the Company expects our suppliers to deploy these criteria throughout their work chain, i.e. with customers, partners, suppliers of raw materials and their service providers that are directly or indirectly linked to their activities.</p> |
| Cakupan dan Jangkauan Coverage and Scope | <p>Kode Perilaku Pemasok ini berlaku bagi seluruh pemasok Perseroan, dan pemasok - pemasok dari afiliasi dan anak perusahaan Perseroan, di negara-negara di mana afiliasi Perseroan menjalankan bisnis.</p> <p>The Suppliers' Code of Conduct applies to all Company's suppliers, and suppliers of its affiliates and subsidiaries, in countries where the affiliates conduct business.</p> |
| Ketentuan Dalam Kode Perilaku Pemasok Suppliers' Code of Conduct Provisions | <p>Kode perilaku pemasok mencakup sebagai berikut: Supplier Code of Conduct covers the following:</p> <ol style="list-style-type: none"> 1. Kepatuhan terhadap peraturan, perundang-undangan dan kontrak Compliance with regulations, legislations and contracts 2. Hubungan yang transparan dan informasi yang akurat Transparent in relations and accuracy information 3. Hubungan bisnis yang beretika Ethical business relationship 4. Kerahasiaan informasi Confidentiality of information 5. Kesehatan dan keselamatan di tempat kerja Health and safety at work 6. Perilaku pemasok Supplier conduct |

INFORMASI TENTANG KODE PERILAKU

Information on Code of Conduct

Pokok-pokok Kode Perilaku

Code of Conduct Principles

7. Hak Asasi Manusia
Human rights
8. Lingkungan hidup
Living environment
9. Komitmen
Commitments
10. Pengaduan
Complaints
11. Komunikasi
Communications
12. Pemantauan dan Evaluasi
Monitoring and Evaluation
13. Aturan Pelengkap
Complimentary Provision

BENTUK SOSIALISASI KODE PERILAKU DAN UPAYA PENEGAKANNYA

Perseroan secara berkesinambungan melakukan sosialisasi Kode Perilaku kepada semua pihak, baik di internal Perseroan maupun pihak-pihak lain di luar Perseroan (eksternal). Kegiatan sosialisasi yang dilakukan sepanjang 2021 diantaranya melalui:

- Kegiatan kampanye promosi program etik dan kepatuhan melalui video film tentang perilaku untuk ditonton oleh karyawan yang memiliki akses internet. Ada empat seri video film tentang perilaku yang dibuat sebagai bagian dari sosialisasi kode perilaku di tahun 2021,
- Kegiatan pelatihan program Etik dan Kepatuhan secara daring yang diikuti oleh 1.639 karyawan yang merupakan 91% dari target karyawan yang memiliki akses intranet,
- Kegiatan pelatihan program anti-korupsi dan penyuluhan dilakukan secara daring yang diikuti oleh 172 karyawan dalam pekerjaannya dianggap rentan terhadap risiko korupsi dan penyuluhan.

Kegiatan sosialisasi Kode Perilaku yang baru kepada karyawan dari perusahaan pemasok tidak diadakan di tahun 2021 dikarenakan oleh pandemi COVID-19. Kegiatan sosialisasi Kode Perilaku direncanakan akan dilakukan secara daring pada semester I tahun 2022.

DISSEMINATION OF CODE OF CONDUCT AND ITS ENFORCEMENT

The Company continuously disseminates the Code of Conduct to all parties, both internally and to external parties. Dissemination activities in 2021 were conducted through:

- Ethics and compliance programs promotional campaign through video films about code of conduct for employees who have internet access to watch. There are four video films made as part of the code of conduct socialization in 2021.
- Online training for Ethics and Compliance program that was participated by 1,639 or 91% of employees who have access to the intranet,
- Online Anti-corruption and bribery program training that was participated by 172 employees in their work considered to be exposed to the risk of corruption and bribery.

Dissemination of updated Code of Conduct to suppliers' employees was not conducted in 2021 due to the COVID-19 pandemic. Socialization of the Code of Conduct are planned to be carried out online in the first semester of 2022.

INFORMASI TENTANG KODE PERILAKU Information on Code of Conduct

Perseroan berkomitmen untuk menegakkan Kode Perilaku dengan menekankan pentingnya kepatuhan pada Kode Perilaku oleh semua pihak tanpa kecuali. Perseroan akan menjatuhkan sanksi maupun melakukan langkah hukum yang diperlukan bagi setiap pihak yang terbukti melakukan pelanggaran.

The Company is committed to enforcing the Code of Conduct by emphasizing the importance of compliance with the Code of Conduct by all parties without exception. The Company will impose sanctions and take necessary legal measures to any party proven to violate the Code of Conduct.

PERNYATAAN KEPATUHAN TERHADAP KODE PERILAKU

Kode Perilaku berlaku bagi seluruh level organisasi Perseroan tanpa kecuali, yakni karyawan Perseroan pada semua tingkatan, anggota Direksi dan Dewan Komisaris, serta pejabat eksekutif lain di Perseroan. Bentuk kepatuhan mereka terhadap Kode Perilaku diwujudkan dengan menandatangani pernyataan konfirmasi Penerimaan dan Komitmen Pada Kode Perilaku, yang ditandatangani pada saat mulai bekerja di Perseroan sebagai bentuk komitmen kepatuhan.

STATEMENT OF COMPLIANCE TO THE CODE OF CONDUCT

The Code of Conduct applies to all levels in the Company without exception, employees of the Company at all levels, members of the Board of Directors and the Board of Commissioners, as well as other executive officers in the Company. Compliance to the Code of Conduct is reflected through a statement confirming Acceptance and Commitment to the Code of Conduct, signed when starting work in the Company as a form of compliance commitment.

PELANGGARAN DAN SANKSI DIJATUHKAN

Secara prinsip setiap pelanggaran Kode Perilaku harus dilaporkan. Perseroan menyediakan fasilitas pelaporan, melalui intranet global Perseroan atau situs web www.vale.com. Setiap pelanggaran terhadap ketentuan Kode Perilaku akan mengakibatkan pelanggar dikenakan hukuman disiplin, yang dilaksanakan secara bertahap, termasuk peringatan (lisan atau formal), skors dan pemecatan.

VIOLATION AND IMPOSED SANCTIONS

In principle, any violation of the Code of Conduct must be reported. The Company provides reporting facilities through the Company's global intranet or website www.vale.com. Any violation of the Code of Conduct is subject to disciplinary sanction, which can be conducted in stages, including warning (verbally or formally), suspension and dismissal.

Tindakan Disiplin dan Jumlah Pelanggaran Tahun 2021 Disciplinary Action and Violation in 2021

| Tindakan Disiplin Disciplinary Action | Jumlah Pelanggaran Violation |
|--|---------------------------------|
| Langkah I: Pengarahan Tertulis Step I: Written Direction | 16 |
| Langkah II: Peringatan Tertulis I Step II: Written Warning I | 33 |
| Langkah III: Peringatan Tertulis II Step III: Written Warning II | 6 |
| Langkah IV: Peringatan Tertulis III Step IV: Written Warning III | 1 |
| Langkah V: Pemutusan Hubungan Kerja Step V: Termination of Employment I | 0 |
| Jumlah Total | 56 |

UNIT AUDIT INTERNAL

Internal Audit Unit

Pembentukan Unit Audit Internal mengacu pada POJK No.56/POJK.04/2015 Tentang Pembentukan dan Pedoman Penyusunan Piagam Unit Audit Internal (“POJK 56”). Sesuai Piagam Unit Audit Internal, Unit Audit Internal bertanggung jawab kepada Dewan Komisaris melalui Komite Audit, dan secara administratif bertanggung jawab kepada Presiden Direktur.

STRUKTUR DAN KEDUDUKAN UNIT AUDIT INTERNAL

Unit Audit Internal terdiri dari setidaknya tiga auditor internal. Personel Unit Audit Internal tidak diperkenankan menjabat posisi di departemen-departemen atau divisi operasional lain di Perseroan

Unit Audit Internal dipimpin oleh seorang Senior Manager Internal Audit selaku Kepala Unit Audit Internal, yang diangkat dan diberhentikan oleh Direksi dengan persetujuan Dewan Komisaris. Hingga akhir periode pelaporan, jumlah anggota auditor internal pada Unit Audit Internal Perseroan ada dua orang.

The establishment of the Internal Audit Unit refers to the POJK No.56/POJK.04/2015 concerning the Establishment and Guidelines for Preparation of the Internal Audit Unit Charter (“POJK 56”). In accordance to the Charter of the Internal Audit Unit, the Internal Audit Unit is functionally responsible to the Board of Commissioners through the Audit Committee and administratively responsible to the President Director.

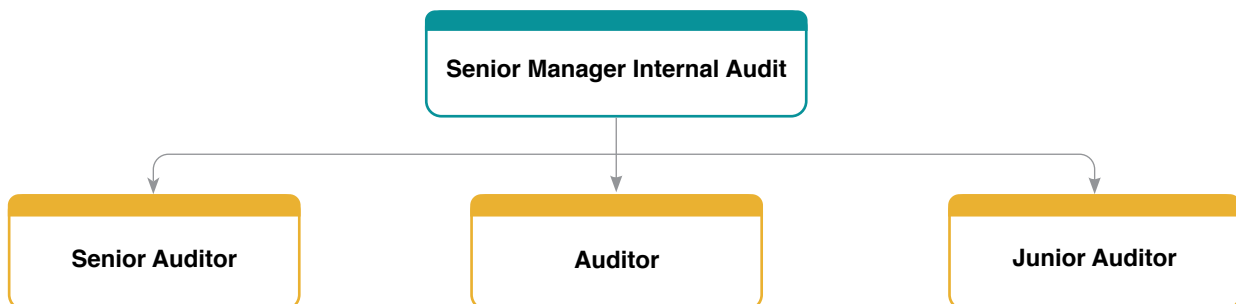
STRUCTURE AND POSITION OF THE INTERNAL AUDIT UNIT

The Internal Audit Unit is comprised of at least three internal auditors. Internal Audit Unit personnel are not permitted to hold positions in other departments or operational divisions of the Company.

Internal Audit Unit is managed by a Senior Manager of Internal Audit as Head of the Internal Audit Unit, who is appointed and dismissed by the Board of Directors with approval from the Board of Commissioners. At the end of the reporting period, there were two internal auditors in the Company’s Internal Audit Unit.

● Struktur Organisasi Unit Audit Internal

Organizational Structure of Internal Audit Unit



PROFIL UNIT AUDIT INTERNAL

Internal Audit Unit Profile

Tito Agustinus Sitepu

Kepala Unit Audit Internal
Head of Internal Audit Unit



| | | | | |
|--|--|--|-------------|--|
| Tanggal Penunjukan Date of Appointment | 1 April 2017 April 1 st , 2017 | | | |
| Usia Age | 42 Tahun 42 Years old | | | |
| Kewarganegaraan Nationality | Indonesia Indonesian | | | |
| Dasar Pengangkatan Legal Basis Appointment | Ditetapkan sebagai Kepala Unit Audit Internal berdasarkan Surat Keputusan Direksi No. 001/SK-DIR/IV/2017 tertanggal 1 April 2017. Appointed as Head of Internal Audit Unit by Decree of the Board of Directors No. 001/SK-DIR/ IV/2017 dated April 1 st 2017 | | | |
| Riwayat Pendidikan Education History | 2005 - 2006 | Program Pendidikan Profesi Akuntan, Universitas Indonesia Accounting Professional Education Program, University of Indonesia | 1997 - 2002 | Sarjana Akuntansi, Universitas Katolik Atma Jaya Jakarta Bachelor Degree in Accounting, Catholic University of Atma Jaya, Jakarta |
| Pengalaman Kerja Work Experience | 2009 - Sekarang 2009 - Present | PT Vale Indonesia Tbk PT Vale Indonesia Tbk | 2003 - 2004 | Kantor Akuntan Publik Hans Tuanakotta Mustofa & Halim (Deloitte Indonesia) dengan jabatan terakhir Semi Senior Auditor Public Accounting Firm of Hans Tuanakotta Mustofa & Halim (Deloitte Indonesia), last position as Semi Senior Auditor |
| | 2004 - 2009 | Kantor Akuntan Publik Haryanto Sahari & Rekan (PricewaterhouseCoopers Indonesia) dengan jabatan terakhir Manager Audit Public Accounting Firm of Haryanto Sahari & Rekan (PricewaterhouseCoopers Indonesia), last position as Audit Manager | | |

UNIT AUDIT INTERNAL

Internal Audit Unit

PERSYARATAN, KUALIFIKASI ATAU SERTIFIKASI PROFESI UNIT AUDIT INTERNAL

1. Memiliki integritas, profesionalisme, independensi, kejujuran dan objektivitas dalam melaksanakan tugasnya;
2. Memiliki pengetahuan dan pengalaman teknik dalam praktik audit dan disiplin ilmu terkait lainnya sesuai dengan tugasnya;
3. Memiliki pengetahuan akan peraturan perundangundangan mengenai pasar modal dan peraturan lain yang relevan;
4. Mampu untuk berinteraksi dan berkomunikasi secara efektif baik verbal maupun tertulis;
5. Mematuhi standar profesi dan kode etik yang ditetapkan oleh Asosiasi Internal Auditor di Indonesia dan/atau yang berlaku secara umum dan internasional;
6. Menjaga kerahasiaan dokumen, informasi, dan/atau data Perseroan sehubungan dengan pelaksanaan tugas dan tanggung jawab dari Unit Audit Internal kecuali disyaratkan lain oleh undang-undang dan peraturan atau keputusan/perintah pengadilan;
7. Memahami praktik tata kelola Perseroan dan rencana manajemen risiko yang ada di Perseroan;
8. Mematuhi Kode Perilaku yang berlaku di Perseroan; dan
9. Senantiasa membangun dan mengembangkan pengetahuan dan kompetensi dalam bidang audit internal yang dimiliki, antara lain dengan mengikuti perkembangan terbaru serta praktik terbaik dalam industri.

Setiap auditor internal juga memiliki kualifikasi dan/atau sertifikasi untuk menunjang profesi Audit Internal.

REQUIREMENTS, QUALIFICATIONS OR PROFESSIONAL CERTIFICATION OF INTERNAL AUDIT UNIT

1. Have integrity and professional behavior, independent, honest and objective in carrying out his or her duty;
2. Have knowledge and experience of audit techniques and other relevant disciplines relevant to his or her duty;
3. Have knowledge of capital market regulations and other relevant laws and regulations;
4. Have the ability to interact and communicate effectively both verbally and in writing;
5. Comply with professional standards and the code of ethics established by the Indonesian Internal Audit Association and/or generally/internationally accepted;
6. Maintain confidentiality of the Company's documentation, information and/or data related to the performance of the Internal Audit Unit's duties and responsibilities unless required by the laws and regulations or any court decision/ ruling;
7. Understand the principles of good corporate governance and risk management;
8. Comply with the Company's Code of Conduct; and
9. Continuously maintain and build upon his or her professional knowledge, expertise and competence in the area of internal audit by, among other things, keeping abreast of new developments and best practices in the industry.

Each internal auditor has qualification and/or certification to support the Internal Audit profession.

UNIT AUDIT INTERNAL Internal Audit Unit

Latar Belakang Pendidikan Personel Unit Audit Internal

Internal Audit Unit Members' Education Background

| Nama Name | Jabatan Title | Latar Belakang Pendidikan Education Background |
|-----------------------|-------------------------------|---|
| Tito Agustinus Sitepu | Senior Manager Internal Audit | Sarjana Akuntansi Bachelor of Accounting |
| Hendro Ganjar Gunarso | Senior Auditor | MSc in Accounting and Control |
| Teddi Gunadi | Auditor | Sarjana Akuntansi Bachelor of Accounting |

Kualifikasi atau Sertifikasi Profesi Anggota Unit Audit Internal

Internal Audit Unit Members' Professional Qualification and Certification

| Kualifikasi/Sertifikasi Qualification/Certification | Dikeluarkan Oleh Issued By | Jumlah Anggota Number |
|--|---|--------------------------|
| Register Negara Akuntan | Departemen Keuangan Republik Indonesia Ministry of Finance Indonesia | 1 |

PELATIHAN ANGGOTA UNIT AUDIT INTERNAL

TRAINING OF MEMBERS OF THE INTERNAL AUDIT

Anggota Unit Audit Internal mengikuti beberapa kegiatan pendidikan dan/atau pelatihan selama tahun 2021:

Member of the Internal Audit Unit attended several educational and/or training activities during 2021:

| No | Tanggal Date | Pelatihan Training | Penyelenggara Organizer | Anggota yang Hadir Attended Member |
|----|--|---|--|---------------------------------------|
| 1 | 18 Januari 2021 January 18 th , 2021 | Internal Audit in the Age of Disruption | Institute of Internal Auditor Indonesia | 2 |
| 2 | 10 Februari 2021 January 10 th , 2021 | Webinar Reimagining Remote Work (APAC) | Korn Ferry | 1 |
| 3 | 18 Maret 2021 March 18 th , 2021 | Building a Solid Equity Story During Uncertainty Period | PwC Indonesia | 1 |
| 4 | 22 Maret 2021 March 22 th , 2021 | Omnibus Law – The Way Forward Regulatory and Accounting Session | PwC Indonesia | 1 |
| 5 | 16 April 2021 April 16 th , 2021 | Introduction to Cloud Auditing | IIA Indonesia | 1 |
| 6 | 19 April 2021 April 19 th , 2021 | Webinar Integrated Reporting – The ASEAN Experience | ASEAN Federation of Accountants | 1 |
| 7 | 22 April 2021 April 22 th , 2021 | Peran Internal Auditor dalam Proses Merger | IIA Indonesia | 2 |
| 8 | 01 Juli 2021 July 01 st , 2021 | Accounting Shenanigans: Peran dan Tanggung Jawab Manajemen, Komisaris, Auditor, dan Regulator | Komite Profesi Akuntan Publik | 1 |
| 9 | 29 Oktober 2021 October 29 th , 2021 | 2021 Annual Technical Update | PwC Indonesia | 1 |
| 10 | 18 November 2021 November 18 th , 2021 | How Data Skills Can Expand Your Career | Fourthrev and London School of Economics | 1 |

UNIT AUDIT INTERNAL

Internal Audit Unit

Anggota Unit Audit Internal juga terlibat aktif dalam keanggotaan asosiasi profesi. Sampai dengan tanggal 31 Desember 2021, para anggota Unit Audit Internal tercatat sebagai anggota The Institute of Internal Auditors. Selain itu, Kepala Unit Audit Internal juga tercatat sebagai anggota dari Ikatan Akuntan Indonesia.

PIAGAM UNIT AUDIT INTERNAL

Unit Audit Internal bekerja secara independen dengan berpedoman pada Piagam Unit Audit Internal yang telah diperbaharui dan efektif sejak tanggal 20 November 2019 berdasarkan persetujuan Dewan Komisaris pada Rapat Dewan Komisaris tanggal 20 November 2019. Piagam Unit Audit Internal berisi:

1. Keseluruhan Maksud dan Tujuan;
2. Tugas, Tanggung Jawab dan Wewenang;
3. Pelaporan;
4. Keanggotaan Unit Audit Internal; dan
5. Ketentuan Lain

FUNGSI, TUGAS, DAN TANGGUNG JAWAB

Berdasarkan Piagam Unit Audit Internal, fungsi utama Unit Audit Internal adalah memberikan layanan keyakinan dan konsultasi yang independen dan objektif dalam rangka meningkatkan nilai Perseroan dan untuk memperbaiki operasi Perseroan.

Fungsi tersebut dilaksanakan melalui suatu pendekatan sistematis dan disiplin dalam mengevaluasi, dan meningkatkan efektivitas dari proses manajemen risiko, pengendalian internal dan tata kelola Perseroan. Unit Audit Internal melakukan penilaian atas pengendalian, prosedur, dan sistem yang ada untuk memastikan hal-hal sebagai berikut:

1. Keandalan dan integritas dari informasi keuangan dan operasional, maupun alat yang digunakan untuk mengidentifikasi, mengelompokkan, memperoleh, dan melaporkan informasi tersebut;

Internal Audit Unit members are active members of professional associations. As at December 31st, 2021, members of the Internal Audit Unit registered as members of The Institute of Internal Auditors. In addition, the Head of Internal Audit Unit is also registered as member of Institute of Indonesia Chartered Accountants.

CHARTER OF THE INTERNAL AUDIT UNIT

The Internal Audit Unit works independently pursuant to the Charter of the Internal Audit Unit which has been updated and effective from November 20th, 2019 based on approval of the Board of Commissioners at the Board of Commissioners' meeting on November 20th, 2019. The Charter of the Internal Audit Unit is comprised of:

1. Overall Purpose and Objectives;
2. Duties, Responsibilities and Authorities;
3. Reporting;
4. Membership of the Internal Audit Unit; and
5. Miscellaneous

FUNCTION, DUTIES AND RESPONSIBILITIES

Based on the Charter of the Internal Audit Unit, the primary function of the Internal Audit Unit is to provide an independent and objective assurance and consulting services, with the objective to increase the value of the Company and to improve the Company's operations.

The function is carried out through a systematic and disciplined approach to evaluate and improve the effectiveness of the Company's risk management, internal control and governance processes. The Internal Audit Unit will assess the controls, procedures and systems in place to ensure:

1. Reliability and integrity of financial and operational information and the means used to identify, classify, secure and report such information;

UNIT AUDIT INTERNAL

Internal Audit Unit

2. Penjagaan terhadap aset;
 3. Kepatuhan terhadap kebijakan dan prosedur Perseroan maupun terhadap peraturan dan perundang-undangan yang berlaku;
 4. Penggunaan sumber daya secara efektif dan efisien dari sisi biaya; dan
 5. Pencapaian dari sasaran dan tujuan Perseroan.
2. Safeguarding of assets;
 3. Compliance with Company's policies and procedures, as well as prevailing laws and regulations;
 4. Cost-effective and efficient use of resources; and
 5. Accomplishment of the Company's goals and objectives.

Unit Audit Internal bekerja sama dan memperoleh informasi dari Dewan Komisaris, Direksi, Komite Audit, Unit Manajemen Risiko dan auditor eksternal Perseroan.

The Internal Audit Unit works closely with the Board of Commissioners, the Board of Directors, the Audit Committee, the Risk Management Unit and external auditors of the Company.

URAIAN TUGAS DAN TANGGUNG JAWAB UNIT AUDIT INTERNAL

1. Rencana Kerja Audit Internal
Membuat rencana audit tahunan berbasis risiko, berdasarkan, namun tidak terbatas pada, Enterprise Risk Assessment dari Unit Manajemen Risiko sebagai satuan kerja Direksi. Rencana audit tahunan berbasis risiko ini harus disetujui oleh Dewan Komisaris.
2. Sistem Pengendalian Internal dan Manajemen Risiko
Menelaah dan menilai sistem pengendalian internal dan manajemen risiko, untuk menentukan apakah sistem tersebut sesuai dengan kebijakan Perseroan.
3. Efisiensi dan Efektivitas
Mengkaji dan menilai efisiensi dan efektivitas dari aspek keuangan, akuntansi, operasional, sumber daya manusia, teknologi informasi, dan bagian-bagian lain Perseroan.
4. Pemberian Nasehat
Memberikan rekomendasi dan informasi yang objektif atas hasil audit internal di seluruh level manajemen.
5. Laporan Audit Internal
Menyiapkan dan menyampaikan laporan audit internal kepada Presiden Direktur dan Dewan Komisaris (melalui Komite Audit).

DESCRIPTION OF DUTIES AND RESPONSIBILITIES OF THE INTERNAL AUDIT UNIT

1. Internal Audit Plan
Develop an annual risk - based audit plan based on, including but not limited to, the Enterprise Risk Assessment from the Risk Management Unit as the working unit of the Board of Directors. This annual risk-based audit plan is subject to approval from the Board of Commissioners.
2. Internal Control and Risk Management System
Review and asses the internal control and risk management systems to determine whether they are in compliance with the Company's policy.
3. Efficiency and Effectiveness
Review and assess the effectiveness and efficiency of the financial, accounting, operational, human resources, information technology and other aspects of the Company.
4. Advisory
Provide recommendations and objective information on internal audit results at all management levels.
5. Internal Audit Report
Prepare and provide internal audit report to the President Director and the Board of Commissioners (through Audit Committee).

UNIT AUDIT INTERNAL

Internal Audit Unit

- | | |
|---|---|
| <p>6. Langkah Perbaikan Memantau, menganalisis dan melaporkan implementasi serta dampak dari langkah-langkah perbaikan yang direkomendasikan.</p> | <p>6. Corrective Actions Monitor, analyze and report the implementation and impact of the proposed corrective actions.</p> |
| <p>7. Koordinasi Melakukan koordinasi baik dengan Komite Audit maupun Unit Manajemen Risiko. Untuk keperluan tersebut, Unit Audit Internal harus menyediakan kepada Unit Manajemen Risiko, sebagai unit kerja dari Direksi, akses kepada informasi internal audit yang relevan termasuk lembar kerja audit apabila diminta, dengan persetujuan dari Kepala Unit Audit Internal dan Direksi untuk informasi rahasia.</p> | <p>7. Coordination Closely coordinate with the Audit Committee and the Risk Management Unit. For such purpose, the Internal Audit Unit shall provide to the Risk Management Unit, as the working unit of the Board of Directors, access to relevant internal audit information including the audit working papers upon request, subject to approval from the Head of the Internal Audit Unit and the Board of Directors for confidential information.</p> |
| <p>8. Penilaian Menyiapkan program peningkatan jaminan kualitas untuk mengevaluasi fungsi kegiatan internal.</p> | <p>8. Assessment Prepare a quality assurance improvement program to evaluate the internal audit function activities.</p> |
| <p>9. Kepatuhan Terhadap Undang-undang dan Peraturan yang Berlaku Mengkaji dan menilai kecukupan dari kepatuhan Perseroan terhadap peraturan perundangan yang berlaku bagi Perseroan, termasuk undang-undang dan peraturan pasar modal.</p> | <p>9. Compliance with Applicable Laws and Regulations Review and assess the adequacy of the Company's compliance with laws and regulations applicable to the Company, including capital market laws and regulations.</p> |
| <p>10. Kepatuhan terhadap Standar Internasional bagi Praktik Profesi Audit Internal Memantau perubahan-perubahan yang signifikan terhadap prinsip, kebijakan, pengendalian, prosedur dan praktik audit internal di Perseroan sebagaimana diusulkan oleh auditor eksternal Perseroan, Komite Audit dari Dewan Komisaris, atau Direksi.</p> | <p>10. Compliance to International Standards for the Professional Practice of Internal Auditing Monitor significant changes to the Company's internal auditing principles, policies, controls, procedures and practices proposed or contemplated by the Company's external auditor, the Audit Committee of the Board of Commissioners or the Board of Directors.</p> |
| <p>11. Audit Khusus Melaksanakan penugasan audit khusus sebagaimana diperlukan dan diminta oleh Direksi atau Dewan Komisaris. Seorang anggota Direksi dapat meminta Unit Audit Internal untuk melakukan audit/telaah yang spesifik setelah sebelumnya mendapatkan persetujuan dari Komite Audit dan Presiden Direktur, dengan memperhitungkan, di antaranya, sumber daya Perseroan.</p> | <p>11. Special Audit Carry out special audit when required and requested by the Board of Directors or the Board of Commissioners. A member of the Board of Directors could request the Internal Audit Unit to perform a specific audit/review with prior approval from the Audit Committee and the President Director, taking into consideration (among other things) the Company's resources.</p> |

UNIT AUDIT INTERNAL

Internal Audit Unit

LAPORAN-LAPORAN UNIT AUDIT INTERNAL

1. Laporan Audit Internal
Menyiapkan Laporan Audit Internal kepada Presiden Direktur, Direksi dan Dewan Komisaris (melalui Komite Audit) mengenai kecukupan dan efektivitas dari proses-proses yang ada untuk mengendalikan kegiatan dan risiko Perseroan, termasuk rekomendasi dan informasi yang objektif dari hasil audit internal pada semua tingkatan manajemen.
2. Kajian Berkala atas Tindakan yang Direkomendasikan
Memberikan kajian berkala kepada Direksi dan Dewan Komisaris serta Komite Audit atas hal-hal berikut:
 - a. kecukupan dari (termasuk kegagalan yang signifikan atau kekurangan) tindakan-tindakan yang diambil atas hal-hal yang sebelumnya telah diidentifikasi oleh Direksi atau Unit Audit Internal memerlukan tindak lanjut;
 - b. permasalahan yang signifikan terkait dengan proses-proses yang ada untuk mengendalikan aktivitas Perseroan dan afiliasinya, termasuk potensi perbaikan atas proses-proses tersebut;
 - c. status dan hasil dari Rencana Kerja Audit tahunan dan kecukupan sumber daya Unit Audit Internal; dan
 - d. kemajuan terhadap pencapaian matriks kinerja yang telah ditetapkan.

Tugas lain dari Unit Audit Internal:

1. Mengkaji dan merekomendasikan kepada Dewan Komisaris perubahan yang dianggap perlu pada Piagam Unit Audit Internal;
2. Mengevaluasi kinerjanya dan menyampaikan hasil evaluasi tersebut kepada Dewan Komisaris secara berkala;
3. Mematuhi seluruh kebijakan Perseroan (termasuk, tidak terbatas pada, Kebijakan Perdagangan Saham Perseroan dan Kebijakan Pengungkapan Informasi Perseroan);

INTERNAL AUDIT UNIT REPORTS

1. Internal Audit Report
Prepare the Internal Audit report to the President Director, the Board of Directors and the Board of Commissioners (through Audit Committee) on the adequacy and effectiveness of the Company's process for controlling its activities and managing its risks, including therewith recommendations and objective information on internal audit results at all management levels;
2. Periodic Assessment of Recommended Actions
Provide a periodic assessment to the Board of Directors, the Board of Commissioners and Audit Committee of:
 - a. the adequacy (including any significant failure by or shortcomings) of actions taken regarding matters previously identified by the Board of Directors or the Internal Audit Unit as requiring action;
 - b. significant issues relating to the Company's processes for controlling the activities of the Company and its affiliates, including potential improvements to those processes;
 - c. status and results of the annual audit plan and sufficiency of Internal Audit Unit resources; and
 - d. progress towards achieving defined performance matrix.

Other duties of the Internal Audit Unit:

1. Review and recommend to the Board of Commissioners any update deemed necessary to the Charter of the Internal Audit Unit;
2. Periodically evaluate its performance and deliver the results to the Board of Commissioners;
3. Comply with the Company's policy (including, but not limited to, Securities Trading Policy of the Company and Disclosure of Information of the Company);

UNIT AUDIT INTERNAL

Internal Audit Unit

- | | |
|---|---|
| <ol style="list-style-type: none"> 4. Bekerja sama dengan Komite Audit; 5. Bekerja sama dengan Unit Manajemen Risiko dan secara berkala menentukan profil risiko dari Perseroan dan implikasinya; dan 6. Berkoordinasi dengan auditor eksternal. | <ol style="list-style-type: none"> 4. Work closely with the Audit Committee; 5. Work closely with the Risk Management Unit, and periodically determine the risk profile of the Company and its implications; 6. Coordinates with the external auditor. |
|---|---|

LAPORAN PELAKSANAAN KEGIATAN TUGAS UNIT AUDIT INTERNAL TAHUN 2021

Selama tahun 2021 Unit Audit Internal telah melakukan lima audit operasional sesuai rencana pemeriksaan tahunan ("RPT") yang telah disetujui. RPT disusun dengan pendekatan berbasis risiko, mencakup *Audit Operasional*, *Internal Control Review* ("ICR"), *Telaah/Evaluasi Atas Pelaksanaan Manajemen Risiko*, *Internal Control Review Over Financial Reporting* ("ICOFR") dan *Audit Khusus*. Pemeriksaan dilakukan untuk menilai apakah risiko sehubungan dengan proses bisnis, dikelola dengan pengawasan internal yang efektif.

2021 INTERNAL AUDIT UNIT ACTIVITY REPORT

In 2021, the Internal Audit Unit conducted five operational audits in accordance with the approved annual audit plan ("AAP"). The AAP is prepared with a risk-based approach, including Operational Audits, Internal Control Review ("ICR"), Risk Management Implementation Review/Evaluation, Internal Control Review Over Financial Reporting ("ICOFR") and Special Audits. The audits were conducted to assess whether risks related to business processes are managed with an effective internal controls.

Pelaksanaan Tugas Audit Internal Tahun 2021

Internal Audit Implementation of Duties 2021

| Bentuk Penugasan Duties | Jumlah Total |
|---|-----------------|
| Jumlah pemeriksaan sesuai RPT yang disetujui Number of audits in accordance with RPT | 5 |
| Jumlah pemeriksaan yang ditunda Number of pending audits | 0 |
| Jumlah pemeriksaan tambahan Number of additional audits | 0 |
| Jumlah pemeriksaan yang dilaksanakan Number of conducted audits | 5 |

AKUNTAN PUBLIK

Public Accountant

Sesuai keputusan RUPS Tahunan 2021 tertanggal 29 April 2021, Perseroan telah menunjuk Kantor Akuntan Publik (“KAP”) Tanudiredja, Wibisana, Rintis & Rekan (anggota dari PricewaterhouseCoopers) sebagai auditor eksternal yang melakukan audit laporan keuangan Perseroan untuk tahun yang berakhir pada tanggal 31 Desember 2021. Penunjukkan tersebut berdasarkan rekomendasi Komite Audit Perseroan dan telah dilaporkan kepada OJK, oleh karenanya telah memenuhi ketentuan Keputusan Menteri Keuangan No.423/KMK.06/2002 Tahun 2002 tentang Jasa Akuntan Publik, Peraturan Pemerintah No. 20 Tahun 2015 Tentang Praktik Akuntan Publik dan POJK Nomor 13/POJK.03/2017 Tentang Penggunaan Jasa Akuntan Publik dan Kantor Akuntan Publik dalam Kegiatan Jasa Keuangan (“POJK 13/2017”).

Sesuai dengan ketentuan POJK 13/2017, penggunaan jasa audit atas informasi keuangan historis dari Akuntan Publik yang sama paling lama 3 (tiga) tahun buku pelaporan berturut-turut, sedangkan untuk penggunaan jasa KAP tergantung pada hasil evaluasi Komite Audit terhadap potensi risiko atas penggunaan jasa dari KAP yang sama secara berturut-turut untuk kurun waktu yang cukup panjang. Penunjukan Akuntan Publik Drs. Irhoan Tanudiredja, CPA pertama kali pada tahun 2019.

BESARAN FEE JENIS JASA YANG DIBERIKAN AKUNTAN PUBLIK

Besaran nilai fee yang dibayarkan oleh Perseroan untuk jasa audit Laporan Keuangan Konsolidasian dan Laporan Keuangan atas dua anak perusahaan untuk periode yang berakhir 31 Desember 2021 sebesar AS\$336,810. Perseroan tidak membayarkan fee untuk jasa lain yang diberikan Akuntan Publik yang ditunjuk.

Daftar kantor akuntan publik, akuntan publik serta biaya yang diberikan untuk mengaudit Laporan Keuangan Perseroan selama periode 2017 – 2021 diungkapkan pada tabel berikut:

Pursuant to the resolution adopted at the 2021 Annual GMS on April 29th, 2020, the Company has appointed Public Accountant Firm Tanudiredja, Wibisana, Rintis & Rekan (member of PricewaterhouseCoopers), as the external auditor to audit the Company’s financial statements for the year ending December 31st, 2021. The appointment is based on the recommendation of the Audit Committee and has been reported to OJK, therefore the Company has complied with the Minister of Finance Decree No.423/KMK.06/2002 Year 2002 concerning Public Accountant Services; Government Regulation No.20 of 2015 concerning Public Accounting Practices; and POJK Decree No.13/POJK.03/2017 dated 2017 concerning the Use of Public Accountant and Public Accounting Firm in Financial Service Activities (“POJK 13/2017”).

In accordance with POJK 13/2017, using audit services for historical financial information from the same Public Accountant is limited to 3 (three) consecutive reporting years, while services of Public Accountant Firm shall depends on the evaluation outcome of the Audit Committee to the risk potentially arising from continuously using the services of the same Public Accountant Firm in a long period. The first appointment of Public Accountant Drs. Irhoan Tanudiredja, CPA was in 2019.

AMOUNT OF FEE FOR SERVICES RENDERED BY PUBLIC ACCOUNTANT

The fee paid by the Company for audit services of Consolidated Financial Statement of the Company and financial statements of its two subsidiaries for the period ended December 31st, 2021 was US\$336,810. The Company did not pay any fee for other services rendered by the appointed Public Accountant.

A list of public accountant firms, public accountants and fees paid for auditing the Company’s Financial Statement for the period of 2017 – 2021 is detailed in the table below:

AKUNTAN PUBLIK

Public Accountant

| Tahun Buku Financial Year | Nama Kantor Akuntan Publik Public Accounting Firm | Akuntan Publik Public Accountant | Jasa Service | Opini Opinion | Biaya Jasa (AS\$) Services Fee (US\$) |
|------------------------------|---|-------------------------------------|--|--|---|
| 2021 | KAP Tanudiredja, Wibisana, Rintis & Rekan | Drs. Irhoan Tanudiredja, CPA | Audit umum atas Laporan Keuangan tahun buku 2021 Audit of Financial Statement for financial year 2021 | Wajar tanpa pengecualian Fair without exception | 336,810 |
| 2020 | KAP Tanudiredja, Wibisana, Rintis & Rekan | Drs. Irhoan Tanudiredja, CPA | Audit umum atas Laporan Keuangan tahun buku 2020 Audit of Financial Statement for financial year 2020 | Wajar tanpa pengecualian Fair without exception | 294,846 |
| 2019 | KAP Tanudiredja, Wibisana, Rintis & Rekan | Drs. Irhoan Tanudiredja, CPA | Audit umum atas Laporan Keuangan tahun buku 2019 Audit of Financial Statement for financial year 2019 | Wajar tanpa pengecualian Fair without exception | 515,781 |
| 2018 | KAP Sidharta Widjaja & Rekan | Budi Susanto | Audit umum atas Laporan Keuangan tahun buku 2018 Audit of Financial Statement for financial year 2018 | Wajar tanpa pengecualian Fair without exception | 338,000 |
| 2017 | KAP Sidharta Widjaja & Rekan | Budi Susanto | Audit umum atas Laporan Keuangan tahun buku 2017 Audit of Financial Statement for financial year 2017 | Wajar tanpa pengecualian Fair without exception | 338,000 |

PERKARA PENTING DENGAN DAMPAK YANG SIGNIFIKAN

Material Cases with Significant Impact

| | |
|--|--|
| <p>Pokok Perkara Subject Matter</p> | <p>Pada akhir tahun 2019, terdapat perkara gugatan Tata Usaha Negara (“TUN”) antara CV Bumi Nikel Bungku (“BNB”) melawan Bupati Morowali dengan Nomor Perkara: 15/G/2019/PTUN.PL. di Pengadilan Tata Usaha Negara Palu (“Perkara No. 15/2019”). Dalam Perkara No.15/2019, BNB mengajukan gugatan TUN terhadap Bupati Morowali (Tergugat I) atas dicabutnya Izin Usaha Pertambangan (“IUP”) milik BNB oleh Bupati Morowali pada tahun 2014 karena IUP tersebut tumpang tindih dengan Wilayah KK Perseroan di Blok Bahodopi. Perseroan kemudian mengajukan diri sebagai Pihak Tergugat II Intervensi untuk membela kepentingan Perseroan.</p> <p>In late 2019, CV Bumi Nikel Bungku (“BNB”) filed a State Administrative claim against Bupati Morowali under case No.15/G/2019/PTUN.PL at the State Administrative Court of Palu (“Case No.15/2019”). In this Case No.15/2019, BNB filed a State Administrative claim against the Bupati of Morowali (Defendant I) for revocation of BNB’s Mining Permit (“IUP”) in 2014 because the IUP overlaps with the Company’s CoW area in Bahodopi Block, Central Sulawesi. Therefore, the Company filed an intervention claim as Intervention Party II to protect the Company’s interest.</p> |
| <p>Status Penyelesaian Perkara Settlement Status</p> | <p>Perkara ini sudah diputus pada tingkat PTUN dan PTTUN dan Perseroan telah mengajukan kasasi di Mahkamah Agung.</p> <p>This case has been decided in the State Admin Court and High State Admin Court and the Company have filed an appeal to the Supreme Court.</p> |
| <p>Pengaruh Terhadap Perseroan Significance to the Company</p> | <p>Apabila Kasasi TUN dikabulkan dan berkekuatan hukum tetap akan dapat berakibat tumpang tindih dengan sebagian Wilayah KK Perseroan di Blok Bahodopi, Sulawesi Tengah.</p> <p>If the State Administrative claim is granted, there will be a partial overlap with the Company’s CoW area in Bahodopi Block, Central Sulawesi.</p> <p>Pada tanggal 23 Agustus 2021, Perseroan menerima pemberitahuan resmi amar putusan Mahkamah Agung yang pada intinya menolak gugatan Perseroan dan memenangkan BNB.</p> <p>On August 23rd, 2021, the Company has received the official declaration of the Supreme Court Decision towards the case where basically the Supreme Court rejects the Company’s claim and in favor of BNB.</p> <p>Perseroan saat ini sedang dalam proses mempersiapkan upaya hukum luar biasa dan mengajukan Peninjauan Kembali.</p> <p>The Company is in process to carry out extraordinary legal measures to submit Civil Review towards the case.</p> |
| <p>Risiko yang Dihadapi dan Pengaruh Terhadap Perseroan Associated Risk and Significance to the Company</p> | <p>Untuk saat ini belum ada pengaruh terhadap kegiatan operasional Perseroan. Perseroan akan melakukan upaya hukum yang ada dan perlu.</p> <p>At this stage, there is no impact to the Company’s operational activity. The Company will file an appeal and take any available and necessary legal measures.</p> |
| <p>Pokok Perkara Subject Matter</p> | <p>Program tabungan atau saving plan untuk karyawan Perseroan (termasuk staff dan Direksi) sebelumnya dikelola oleh dua perusahaan asuransi, yaitu PT Asuransi Jiwa Adisarana Wanaartha (“WA”) and PT Central Asia Raya. Keduanya mengelola saving plan berdasarkan suatu perjanjian kerjasama yang ditandatangani pada awal 2018 untuk jangka waktu tiga tahun. Perseroan telah mengakhiri perjanjian kerjasama dengan WA dan pengakhiran telah berlaku efektif pada tanggal 28 Maret 2020. Namun demikian, sampai dengan hari ini, WA belum mengembalikan dana investasi Perseroan.</p> <p>The Company’s Employee (including staff and board of directors) savings plan program was initially managed by two insurance companies, PT Asuransi Jiwa Adisarana Wanaartha (“WA”) and PT Central Asia Raya. Both have been engaged under a cooperation agreement signed in early 2018 for a three-year duration. The Company terminated the cooperation agreement with WA and the termination was effective on 28 March 2020. However, to date, WA have not returned the Company’s savings.</p> |
| <p>Status Penyelesaian Perkara Settlement Status</p> | <p>Badan Arbitrase Nasional Indonesia (“BANI”) telah mengeluarkan dan/atau mengumumkan amar putusannya dengan nomor 43043/VII/ARB-BANI/2020 tertanggal 27 Mei 2021 dengan amar putusan yang memenangkan Perseroan, dengan menghukum WA untuk mengembalikan dana Investasi Perseroan sebesar Rp 209.550.706.353 dengan mekanisme pembayaran sebagai berikut:</p> <p>BANI has rendered and/or announce its award under the registration number 43043/VII/ARB-BANI/2020 dated 27 May 2021 which award is in favor of the Company and BANI ordered WA to return the Company’s investment fund as much as Rp 209.550.706.353 under the following mechanism :</p> <ol style="list-style-type: none"> 1. Pembayaran ke-1 sebesar Rp104.775.353.176,50 harus dilaksanakan dengan jangka waktu tidak lebih lama dari 6 bulan sejak tanggal putusan arbitrase (27 November 2021); First Payment Rp104,775,353,176.50 which shall be returned no later than 6 months commencing the date of the Arbitration Award (November,2021); 2. Pembayaran ke-2 sebesar Rp104.775.353.176,50 harus dilaksanakan dengan jangka waktu tidak lebih lama dari 12 bulan sejak tanggal putusan arbitrase (27 Mei 2022). Second Payment Rp104,775,353,176.50 which shall be returned no later than 12 months commencing the date of the Arbitration Award (May 27th, 2021); |

PERKARA PENTING DENGAN DAMPAK YANG SIGNIFIKAN MATERIAL

Cases with Significant Impact

| | |
|---|--|
| | <p>Salinan resmi putusan BANI ini telah didaftarkan di Kepaniteraan Pengadilan Negeri Jakarta Selatan dibawah nomor registrasi 12/ARB/HKM/2021/PN. Jak.Sel tanggal 18 Juni 2021 The BANI award has been registered at the South Jakarta District Court's Registrar under registration number 12/ARB/HKM/2021/PN. Jak.Sel dated June 18th, 2021.</p> <p>Perseroan telah membangun komunikasi dengan WA untuk memastikan suksesnya pengembalian dana investasi. The Company is communication with the management of WA to make sure the investment fund shall be returned.</p> <p>Setiap opsi hukum dan mitigasi risiko dipersiapkan untuk memastikan pengembalian dana investasi terkait. Every legal option and risk mitigation is prepared to ensure the return of such investment fund.</p> |
| <p>Pengaruh Terhadap Perseroan Significance to the Company</p> | <p>Pada saat ini tidak ada dampak terhadap kegiatan operasi dan keuangan terhadap Perseroan dan Perseroan akan mengambil semua langkah hukum yang tersedia untuk pengembalian dana investasi. Currently there is no operation and financial impact towards the Company and the Company will continue to take available legal actions to recover it's savings.</p> |
| <p>Risiko yang Dihadapi dan Pengaruh Terhadap Perseroan Associated Risk and Significance to the Company</p> | <p>Ada ekspektasi dari karyawan bahwa Perseroan akan mengganti dana investasi yang telah disimpan di WA. Total jumlah yang dana investasi pada saat tanggal efektif pengakhiran perjanjian adalah Rp209.550.706.353,- dan belum termasuk kerugian investasi. The employees raise expectation for the Company to reimburse their saving plan with WA. The total amount of the saving plan as of the effective date of termination was at IDR209,550,706,353,- and excluding the investment loss.</p> |

INFORMASI TENTANG SANKSI ADMINISTRATIF TERHADAP PERSEROAN

Information on Administrative Sanctions to The Company

Sampai akhir periode pelaporan, baik Perseroan, Dewan Komisaris maupun Direksi Perseroan tidak pernah menerima sanksi administratif maupun sanksi lain dari BEI, OJK maupun pihak berwenang lain.

Until the end of the reporting period, neither the Company nor members of the Board of Commissioners or the Board of Directors of the Company received any administrative sanctions from the IDX, OJK or other authorities.

AKSES INFORMASI DAN DATA PERUSAHAAN

Access to Company Information and Data

Perseroan memberikan kemudahan akses informasi terkait Perseroan agar para pemangku kepentingan dapat mengetahui kondisi terkini Perseroan secara transparan melalui berbagai sarana komunikasi berikut ini:

The Company provides access to information related to the Company which enables the stakeholders to understand the latest condition of the Company transparently through various means of communications, as follows:

| Akses Informasi dan Data Perseroan Access to Company's Information and Data | |
|--|---|
| RUPS GMS | <ol style="list-style-type: none"> 1. RUPS Tahunan Annual GMS 2. RUPS Luar Biasa Extraordinary GMS |
| Situs Web Perseroan Company Website | http://www.vale.com/indonesia Informasi sesuai POJK No. 8/POJK.04/2015 Hasil Triwulan, Laporan Keuangan, Ikhtisar Keuangan, Ikhtisar Saham, Dividen, Laporan Tahunan, RUPS. Information is in accordance with POJK No.8/POJK.04/2015 Quarterly Results, Financial Statements, Financial Highlights, Stock Highlights, Dividends, Annual Report, GMS |
| Email Perseroan Company Email | ptvi-corpsec@vale.com |
| Publikasi Publications | <ol style="list-style-type: none"> 1. Laporan Tahunan Annual Report 2. Laporan Keberlanjutan Sustainability Report 3. Majalah Halo Vale Halo Vale Magazine 4. Tabloid Verbeek Tabloid Verbeek |
| Media Sosial Social Media | <ol style="list-style-type: none"> 1. Facebook: PT Vale Indonesia Tbk 2. You Tube: PT Vale Indonesia Tbk 3. Twitter: @ptvaleid 4. Instagram: @ptvaleindonesia |

Selama tahun 2021, Perseroan melalui Departemen Hubungan Investor menyelenggarakan beberapa kegiatan sebagai bentuk keterbukaan informasi kepada investor dan analis yang diuraikan pada bagian Pelaksanaan Tugas dan Tanggung Jawab Departemen Hubungan Investor di halaman 300.

In 2021, the Company, through the Investor Relations Department, organized other activities as a form of information disclosure to investors and analysts. These are detailed in the Performance of Duties and Responsibilities of the Investor Relations Department on page 300.

SISTEM PELAPORAN PELANGGARAN

Whistleblower System

Perseroan memiliki suatu sistem layanan pelaporan pelanggaran yang mandiri, yaitu Vale Whistleblower Channel (“VWC”) yang terhubung langsung dengan Departemen Etik dan Perilaku Vale S.A., di Brazil. Penerapan VWC menjadi salah satu cara Perseroan meningkatkan nilai-nilai etikanya, termasuk prinsip-prinsip tata kelola perseroan dan ketaatan pada hukum yang berlaku. Investigasi terhadap pengaduan dapat dilakukan secara internal maupun oleh pihak eksternal yang ditunjuk

The Company has an independent violation reporting service system, the Vale Whistleblower Channel (“VWC”) which is directly connected with Vale S.A.’s Ethics and Conduct Office in Brazil. The VWC is one of the ways the Company enhances its ethical values, including the principles of corporate governance and compliance with prevailing laws and regulations. Complaint investigations can be carried out internally or by designated external parties.

Cara Penyampaian Laporan Pelanggaran

Delivery of Violation Report

| Saluran Pelaporan VWC | |
|--|---|
| VWC Reporting Channels | |
| Telepon Telephone | 0 800 100 2233 Merupakan telepon bebas pulsa. Pelapor tidak harus menyampaikan identitasnya. A toll-free phone for anonymous complaints. |
| Faksimili Facsimile | +62 21 2993 8456 <ul style="list-style-type: none"> Formulir pelaporan dapat diunduh di http://valewhistleblowerchannel.tipoffs.info Reporting form can be downloaded at http://valewhistleblowerchannel.tipoffs.info. Informasi lengkap terdapat dalam lembar faks. Detailed information should be included on the fax sheet |
| Email | vwvc@tipoffs.info Alamat email pelapor tidak akan diberikan ke Bagian Kode Etik dan Perilaku di Brazil tanpa sepengetahuan pelapor. The whistleblower email address will not be given to the Ethics and Conduct Office in Brazil without the consent of the whistleblower |
| Website VWC | http://valewhistleblowerchannel.tipoffs.info |
| Surat Mail | Vale Whistleblower Channel, PO Box 3035, JKP 10030 Formulir pelaporan dapat diunduh di http://valewhistleblowerchannel.tipoffs.info , dan dikirim dengan informasi yang lengkap. The report form can be downloaded at http://valewhistleblowerchannel.tipoffs.info , and is submitted with complete information |
| Pesan Singkat Short Message Service (SMS) | +62 812 8040 0622 |

PERLINDUNGAN BAGI PELAPOR DAN PENANGANAN PELAPORAN

Perseroan menjamin kerahasiaan, kemandirian (tanpa intervensi), ketidakberpihakan dan kekebalan dalam penanganan, penyelidikan dan penyimpanan informasi yang diterima melalui VWC. Perseroan melindungi hak-hak perorangan dan kerahasiaan identitas dalam membuat laporan.

PROTECTION FOR REPORTER AND REPORT HANDLING

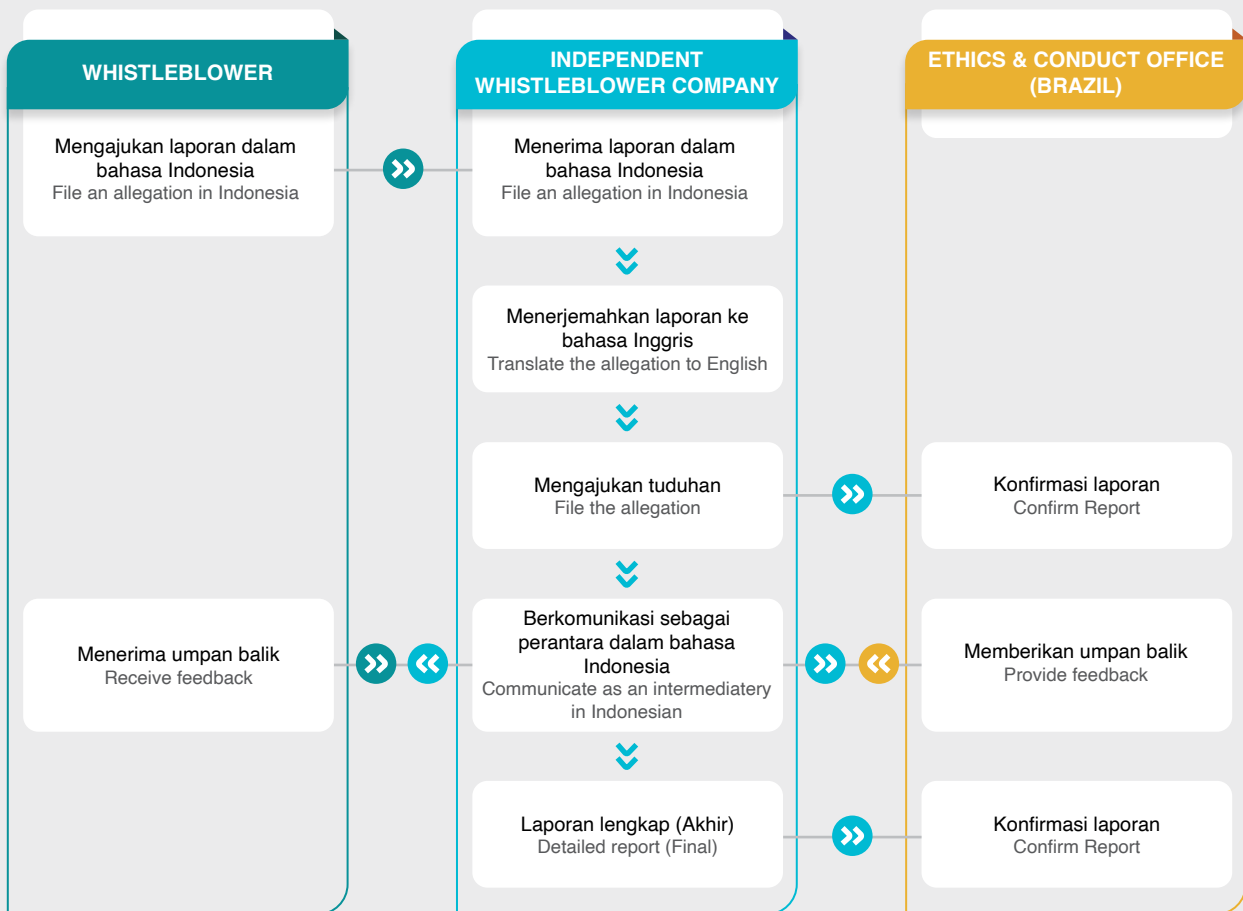
The Company guarantees confidentiality, independence (without intervention), impartiality and immunity when handling, investigating and storing information received through the VWC. The Company protects individual rights in making reports and the confidentiality of their identities.

SISTEM PELAPORAN PELANGGARAN Whistleblower System

Perusahaan menjamin dalam situasi apa pun tidak akan ada pelanggaran terhadap kerahasiaan, intimidasi, atau pembalasan kepada pelapor dan tidak memberikan toleransi terhadap tindakan pembalasan. Tindakan pembalasan dianggap sebagai pelanggaran (misconduct). Seluruh karyawan dihimbau untuk melaporkan setiap kasus pembalasan.

The Company guarantees that under no circumstances will there be a breach of confidentiality, intimidation or retaliation against any whistleblower and does not tolerate retaliation, which itself is considered as a violation (misconduct). All employees are encouraged to report any case of retaliation.

● **Proses Penanganan Pelaporan Pelanggaran**
Violation Reporting Handling Process



SISTEM PELAPORAN PELANGGARAN Whistleblower System

JUMLAH PELAPORAN PELANGGARAN DAN TINDAK LANJUT

Selama periode pelaporan tercatat ada 33 laporan dugaan pelanggaran yang disampaikan melalui VWC. Jumlah tersebut berkurang dibanding tahun 2020 sebanyak 74 laporan. Pengurangan ini dikarenakan pada tahun 2021 semua laporan yang diterima oleh divisi Etik Vale di Brazil dipilah kembali antara laporan dugaan pelanggaran dengan keluhan yang disampaikan kepada saluran pengaduan. Hal-hal yang dapat dilaporkan melalui VWC adalah setiap bentuk pelanggaran, di antaranya: penggelapan, korupsi, pencurian, pelanggaran kebijakan Perseroan, konflik kepentingan, kecurangan laporan keuangan, penyogokan, pelecehan, diskriminasi, pelanggaran ketentuan lingkungan hidup, kesehatan dan keselamatan kerja.

Sejumlah 28 (85%) laporan yang diterima tersebut dikategorikan valid dan telah ditindaklanjuti dengan tetap memegang prinsip kerahasiaan dan perlindungan pelapor. Sebanyak 28 laporan atau 85% dari total laporan telah diinvestigasi. Hasil investigasi menunjukkan:

- 21 (75%) laporan dinyatakan terbukti kebenarannya;
- 2 (7%) laporan tidak dapat disimpulkan karena kurangnya informasi;
- 5 (18%) laporan dinyatakan tidak terbukti kebenarannya

Perseroan menjadikan laporan-laporan yang diterima dan hasil investigasi yang didapat, sebagai bahan evaluasi untuk perbaikan pengendalian internal, guna mencegah terulangnya pelanggaran.

Terhadap pengaduan yang terbukti, Perseroan menjatuhkan sanksi antara lain berupa pengarahan tertulis hingga pemutusan hubungan kerja. Selain itu perusahaan melakukan upaya perbaikan pengendalian internal yang dibutuhkan untuk pencegahan pelanggaran berulang.

TOTAL REPORTED VIOLATIONS AND FOLLOW UP

During the reporting period, there were 33 reports of violation allegations submitted through the VWC, a decrease of 74 compared to reports in 2020. The decrease in allegations was mainly because in 2021 all reports received by Vale Ethics division in Brazil were re-sorted between violation allegation reports and complaints submitted to VWC. Reports through VWC cover any form of violations, including fraud, corruption, theft, violations of company policy, conflicts of interest, fraudulent financial statements, bribery, harassment, discrimination, breaches of environmental, health and occupational provisions.

About 28 (85%) of reports received were valid and have been followed up whilst maintaining the principle of confidentiality and protection of the reporter. 28 reports or 85% of the total reports have been investigated. The investigation shows that:

- 21 (75%) reports are confirmed;
- 2 (7%) reports are inconclusive due to insufficient information;
- 5 (18%) reports are not confirmed.

The Company uses the reports received and the investigation results to evaluate means to improve internal controls and repeated violations.

For proven violation, the Company imposed sanctions of written coaching and termination of employment. In addition, the company also implemented internal control improvement as required to prevent recurring violations.





The background image shows two workers in safety gear (hard hats, safety glasses, and high-visibility vests) engaged in a reforestation activity. One worker is kneeling and holding a shovel, while the other is also kneeling, looking at the ground. They are in a field with tall grass and a young sapling being planted. The image is overlaid with a semi-transparent teal color.

06

TANGGUNG JAWAB SOSIAL PERUSAHAAN

Corporate Social Responsibility

PENDAHULUAN

Introduction



Tanggung Jawab Sosial Perusahaan bagi PT Vale merupakan sebuah bentuk penerapan prinsip pertanggungjawaban kepada para pemangku kepentingan. Melalui Tanggung Jawab Sosial Perusahaan, PT Vale memastikan bahwa operasi bisnisnya dapat memberikan nilai tambah dan berkelanjutan.

Untuk itu, PT Vale berkomitmen mewujudkan “Praktik Pertambangan yang Berkelanjutan” dalam setiap proses kegiatan bisnisnya melalui *Sustainable Roadmap*. Perseroan percaya bahwa menerapkan prinsip keberlanjutan pada setiap proses bisnis dapat membangun ekonomi, sosial dan lingkungan serta memitigasi dampak operasi secara menyeluruh.

Corporate Social Responsibility for PT Vale is an implementation of responsible principle to stakeholders. By Corporate Social Responsibility, PT Vale attempts to make sure that the business operations show value-added and sustainability.

Accordingly, PT Vale is committed to apply “Sustainable Mining Practice” into every process of its business activities through the Sustainable Roadmap. The Company believes that applying the principle of sustainability to every business process can build economic, social and environmental development and mitigate the impact of the whole operations.

PENDAHULUAN Introduction

Perseroan terus menjalin hubungan kepada *stakeholders* melalui investasi dalam mengurangi dampak kegiatan kami, bekerja dengan standar etika yang tinggi, memiliki manajemen yang transparan dan secara aktif berkontribusi pada kemajuan yang berkaitan dengan lingkungan, keanekaragaman hayati, dan pembangunan berkelanjutan.

The Company continues building relationships with stakeholders through investing in reducing the impact of our activities, working with high ethical standards, having transparent management and actively contributing to development related to the environment, biodiversity, and sustainable development.

ROADMAP DAN STRATEGI KEBERLANJUTAN

Vale Global memiliki agenda dan *roadmap* menuju karbon netral di 2050. Untuk mendukung hal tersebut, PT Vale telah menetapkan Strategi Keberlanjutan yang mendukung Agenda Vale Global 2030 pada komitmen perubahan iklim, energi, air, hutan, kontribusi sosial, dan celah Lingkungan, Sosial dan Tata Kelola (“LST”) sebagai langkah transisi ke penambangan karbon netral.

ROADMAP AND SUSTAINABLE STRATEGY

Vale Global has had an agenda and roadmap towards carbon neutral in 2050. To support this, PT Vale has established a Sustainability Strategy that stands for the Vale Global 2030 Agenda’s commitments to climate change, energy, water, forests, social contributions, and Environmental, Social and Governance (“ESG”) as a transition step to carbon neutral mining practice.

● Strategi Keberlanjutan Sustainable Strategies

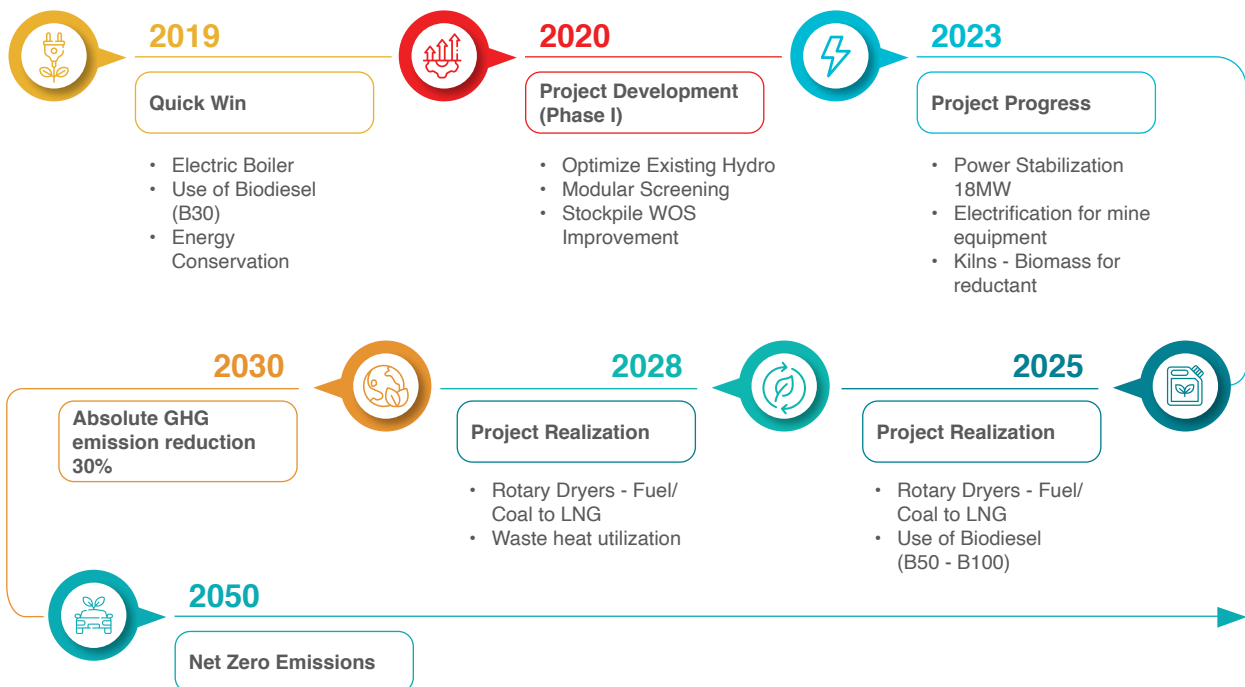
| | |
|---|--|
| <p>Tujuan Purpose</p> | <p>“Mendorong pembangunan berkelanjutan di wilayah dan meningkatkan reputasi PT Vale di hadapan masyarakat.” “Foster sustainable development in the territories and improve PT Vale’s reputation before society.”</p> |
| <p>PANDUAN PRINSIP GUIDING PRINCIPLES</p> | |
| <p>Induksi rantai karbon rendah Induction of a low carbon chain</p> | <p>Kepercayaan dan kredibilitas Trust and credibility</p> |
| <p>Pembentukan nilai bersama Shared value generation</p> | <ul style="list-style-type: none"> • Transparansi dan mendengarkan Transparency and listening • Ketangkasan respons Response agility • Proses partisipatif Participatory processes • Mewujudkan pandangan yang berbeda Embody different views • Menemukan jalur konvergen Find converging paths |
| <p>Pengembangan teritorial Territorial development</p> | <p>KPI yang jelas dan terukur Clear and measurable KPIs</p> |

PENDAHULUAN Introduction

● **Agenda Vale Global 2030** Vale Global's Agenda 2030



● **Roadmap Menuju Karbon Netral 2050** Roadmaps Towards Carbon Neutral 2050



TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP LINGKUNGAN HIDUP

Corporate Social Responsibility to Environment

KOMITMEN TERHADAP LINGKUNGAN

Sebagai perusahaan yang bergerak di bidang pertambangan nikel yang mempunyai dampak signifikan terhadap lingkungan hidup dan keanekaragaman hayati, PT Vale senantiasa menjaga lingkungan melalui program pasca tambang dan *waste management* yang baik yang bertujuan untuk memperbaiki dan memperbaharui ekosistem lahan pascatambang di semua aspek operasional Perseroan.

PROGRAM PASCA TAMBANG

PT Vale juga membatasi luas lahan terbuka untuk kegiatan operasi pertambangan dan melaksanakan pengelolaan keanekaragaman hayati di wilayah operasi pertambangan sesuai Persetujuan 188.4/66/II/BAPEDALDA. Selain itu, PT Vale juga melakukan kegiatan rehabilitasi lahan dan penghutan lintas batas, di luar area operasi pertambangan.

WASTE MANAGEMENT

Sebagai salah satu bentuk komitmen Perusahaan, PT Vale selalu mengolah limbah cair agar memenuhi baku mutu sebelum dikembalikan ke perairan terbuka. Sejak tahun 2013, Perseroan telah melaksanakan program "*Effluent Project*", untuk mengolah limbah cair secara terintegrasi dengan mengoperasikan Pengolahan Air Limbah Pakalangkai ("WWT"). Pada tahun 2016, Perseroan membangun fasilitas *Lamella Gravity Settler* ("LGS") yang memiliki 17 kolam pengendapan terintegrasi dengan kapasitas 16 juta meter kubik. Pembangunan fasilitas ini merupakan bentuk kepatuhan Perusahaan terhadap berlakunya Peraturan Menteri Lingkungan Hidup No. 9 Tahun 2006 tentang Baku Mutu Air Limbah Bagi Usaha dan/atau Kegiatan Pertambangan Bijih Nikel.

COMMITMENT TO ENVIRONMENT

As a company engaged in mining which has a significant impact on the environment and biodiversity, PT Vale always protects the environment through post-mining programs and waste well-management for improving and renewing the post-mining land ecosystem in all aspects of the Company's operations.

POST MINING PROGRAM

PT Vale also confines the area of open land used in its mining operations, and manages the biodiversity in the mining operational areas referred to Agreement 188.4/66/II/BAPEDALDA. PT Vale also does land rehabilitation and cross border forestry activities outside the mining operational areas.

WASTE MANAGEMENT

As one of the Company's commitments, PT Vale always treat liquid waste to meet quality standards before being returned to open water. Since 2013, the Company has been implementing the "Effluent Project" program, to process liquid waste in an integrated manner by operating the Pakalangkai Waste Water Treatment ("WWT"). In 2016, the Company built the Lamella Gravity Settler ("LGS") facility which has 17 integrated deposit ponds with a capacity of 16 million cubic meters. The construction of this facility is a form of the Company's compliance following the enactment of the 2006 Minister of Environment Regulation No. 9 concerning the Quality Standard of Waste Water for Business and/or Nickel Ore Mining Activities.

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP LINGKUNGAN HIDUP

Corporate Social Responsibility to Environment

RENEWABLE ENERGY

Energi menjadi salah satu aspek penting untuk mendukung *Operational Excellence*. Energi diperlukan untuk operasi penambangan, pengangkutan bahan tambang, dan pemrosesan di fasilitas pemurnian. Kebutuhan energi dipenuhi dari konsumsi bahan bakar dan listrik yang dipasok oleh pembangkit listrik.

Bahan bakar tersebut antara lain *High Sulphur Fuel Oil* (HSFO) dan *High-Speed Diesel* (HSD), yang digunakan untuk alat berat dan kendaraan angkut. Selain itu, batubara digunakan pada tanur pengering dan HSFO pada tanur pereduksi. Sedangkan energi listrik digunakan pada tanur listrik untuk proses pemurnian dan juga kegiatan pendukung lainnya.

PT Vale telah membangun dan mengoperasikan tiga pembangkit listrik tenaga air dengan total kapasitas 365 Megawatt. Penggunaan energi bersih telah dimulai sejak awal Perseroan beroperasi.

KONTROL EMISI

Perseroan berupaya menurunkan kadar SO_2 sebagai langkah untuk mengurangi emisi. Perseroan telah menyusun rencana dan target untuk meningkatkan stabilitas dan baku mutu emisi SO_2 dengan menurunkan intensitas secara besar-besaran.

Perseroan bersama perwakilan dari bisnis Vale Base Metal di Kanada membentuk tim panel khusus untuk memastikan rencana dan target pengurangan SO_2 dapat tercapai. Tim tersebut bernama SERP (*SO₂ Emission Reduction Program*). Setiap triwulan tim SERP meninjau kinerja intensitas emisi SO_2 dan proyek-proyek di dalamnya.

RENEWABLE ENERGY

Energy is one of essential aspects to support Operational Excellence. Energy is needed for mining operations, hauling ore, and processing in refining facilities. The use of energy comes from the consumption of fuel and electricity supplied by power plants.

Those fuels are High Sulfur Fuel Oil (HSFO) and High-Speed Diesel (HSD), which are used for heavy equipment and transport vehicles. In addition, coal is used in drying kilns and HSFO is for reducing kilns. Meanwhile, electrical energy is used in electric furnaces for the purification process and other supporting activities.

PT Vale has built and operated three hydroelectric power plants with a total capacity of 365 Megawatts. Clean energy consumption has been started since the beginning of the Company's operations.

EMISSION CONTROL

The Company always strives to reduce SO_2 levels as a step towards low-emissions. The Company has prepared plans and targets to increase the stability and quality standards of SO_2 emissions by decreasing the intensity on a large scale.

The Company together with business representatives from Vale Base Metal in Canada formed a special panel team to ensure that the SO_2 reduction plans and targets can be achieved. The team is SERP (*SO₂ Emission Reduction Program*). Every quarter, SERP team reviews the performance of SO_2 emission intensity and the projects within it.

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP SOSIAL DAN KEMASYARAKATAN

Corporate Social Responsibility on Social and Community

PT Vale berpartisipasi dalam beberapa kegiatan untuk memberikan nilai tambah dan melaksanakan komitmen Perseroan terhadap kesejahteraan masyarakat. Sepanjang tahun 2021, Perseroan telah berkontribusi dalam beberapa kegiatan sosial kemasyarakatan antara lain, adalah:

PT Vale participates in several activities to deliver added value and the Company's commitment to the welfare of the community. Throughout 2021, the Company has contributed to several social activities, including:

| No | Fokus Focus | Kegiatan Activities | Lokasi Location | |
|----|---|--|--|--|
| 1 | Pendidikan Education | | | |
| | Pendidikan, Pelatihan Keterampilan, dan Keahlian Dasar Education, Skills Training and Basic Skills | Pengembangan Kapasitas Pendidik dan Kependidikan Pemuda dan Pelajar Capacity Building for Youth and Student Educators and Education | Nuha, Wasuponda, Malili, Towuti, Angkona, Burau, Kalaena, Mangkutana, Tomoni, Tomoni Timur, Wotu | |
| 2 | Kesehatan Health | | | |
| | Kesehatan Masyarakat Sekitar Tambang Community Health around the Mining Operations | Pelayanan Kesehatan di RS INCO Health care at RS INCO | Nuha, Wasuponda, Malili, Towuti | |
| | Tenaga Kesehatan Health Workers | Pengembangan Kapasitas Tenaga dan Kader Kesehatan melalui pelatihan Capacity Building of Health Workers and Medical Team through training | Nuha, Wasuponda, Malili, Towuti, Angkona, Burau, Kalaena, Mangkutana, Tomoni, Tomoni Timur, Wotu | |
| | Promosi dan Preventif Promotion and Preventive | Pengembangan Upaya Kesehatan Bersumberdaya Masyarakat Berbasis Herbal Herbal-Based Community partnership development for child health program | Nuha, Wasuponda, Malili, Towuti | |
| | | Pengembangan Rumah/Griya Sehat Health shelter/house | | |
| | | Kemitraan Program Kesehatan Ibu dan Anak Health care partnership program for mom and child | Nuha, Wasuponda, Malili, Towuti | |
| | Sosialisasi dan Kampanye Kesehatan Health socialization and campaign | Pencegahan dan Penanganan Penyakit Menular (DBD, Malaria, Tyfus, HIV AIDS) Infectious Disease Prevention and Management | Nuha, Wasuponda, Malili, Towuti | |
| 3 | Pengembangan Sumber Daya Lokal Local Community Development | | | |
| | Perdagangan Trading | Pengembangan Layanan Jasa dan Perkotaan Service and Urban Development | Puncak Indah, Malili, Baruga | |
| | Perkebunan Plantation | Pengembangan Potensi Perkebunan Lada Pepper Plantation Potential Development | Tokalimbo, Loeha, Ranteangin, Bantilaang, Masiku | |
| | Pertanian Farming | Pendampingan dan Pengembangan Pertanian, Perikanan, Peternakan Sehat dan Berkelanjutan (P3SRLB) Assistance and Development for health and sustainable Farming, Fisheries, Animal Husbandry. | | Nuha, Wasuponda, Malili, Towuti |
| | | | Pengembangan Pertanian Terpadu Integrated Agricultural Development | Mahalona, Libukan Mandiri, Buangin, Kalosi, Tole |
| | Pertanian, Peternakan, dan Penunjang Kawasan Agriculture, Livestock and Regional Support | | Timampu, Matompi, Pekalao | |

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP SOSIAL DAN KEMASYARAKATAN

Corporate Social Responsibility on Social and Community

| No | Fokus Focus | Kegiatan Activities | Lokasi Location |
|----|---|--|---|
| | Peternakan Animal husbandry | Pengembangan Peternakan Sapi dan Hasil Hutan Cattle Husbandry and Forest Product Developments | Kawata, Parumpanai |
| | | Pengembangan Peternakan dan Penunjang Kawasan Animal Husbandry Development and Regional Support | Timampu, Matompi, Pekaloa |
| | Perikanan Fishery | Pengembangan Pesisir dan Industri Olahan Coastal Area and Processing Industry Developments | Wewangriu Balantang, Pasi-Pasi Harapan |
| 4 | Kemandirian Ekonomi Economic Independence | | |
| | Peningkatan Kapasitas dan Akses Masyarakat Setempat dalam Usaha Kecil dan Menengah Capacity Building and Local Community Access in Small and Medium Enterprises | Pendampingan UKM; Peningkatan Kapasitas Pelaku UMKM dan Fasilitasi Akses dengan Dinas Terkait SME assistance; Capacity Building for SMEs and Facilitating Access with Related Offices | Nuha, Wasuponda, Towuti, Malili |
| | Pengembangan Usaha Kecil dan Menengah Masyarakat Sekitar Tambang Small and Medium Communities Development Around the Mining Operation | Penguatan Melalui Dukungan Penguatan Industri Olahan Komoditas, Akses Permodalan Perbankan, dan Pengembangan Lembaga Keuangan Mikro Syariah Strengthening the Processed Industry Commodity Through Access to Banking Capital and Development of Sharia Micro-finance Institutions supports. | Nuha, Wasuponda, Towuti, Malili |
| | Pemberian Kesempatan Kepada Masyarakat Sekitar Tambang untuk ikut berpartisipasi dalam Pengembangan Usaha Kecil dan Menengah sesuai Profesinya Providing Opportunities for Communities Around the Mine to participate in the Development of Small and Medium Enterprises according to their Profession | Pengembangan Perdagangan dan Industri Olahan Trading and Processed Industry Developments | Lioka, Baruga, Langkea Raya, Asuli |
| | Pengembangan Potensi Pariwisata/Agrowisata dan Sistem Kemitraan Tourism/Agrotourism Potential Development and Partnership System | Pengembangan Pariwisata Danau Matano Lake Matano Tourism Development | Nuha, Magani, Nikkel, Sorowako |
| | | Pengembangan Agrowisata Agrotourism Development | Wasuponda, Ledu-Ledu, Tabarano, Balambano |
| | | Dukungan terhadap kegiatan olahraga, organisasi kepemudaan dan masyarakat Supports for sports activities, youth organizations and communities | Nuha, Wasuponda, Towuti, Malili |
| 5 | Sosial dan Budaya Social and Cultural | | |
| | Sarana dan Prasarana Facilities and infrastructure | Dukungan Penataan Sarana Ibadah dan Penguatan Kelembagaan FKUB Worship Facilities Preparation and Institutional Strengthening of FKUB | Nuha, Wasuponda, Towuti, Malili |
| | Bantuan Bencana Alam Natural Disaster Assistance | Dukungan Kedudukan warga lokal serta bantuan korban kebakaran Support and help for local resident fire victims | Lintas Provinsi Inter Provinces |

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP SOSIAL DAN KEMASYARAKATAN

Corporate Social Responsibility on Social and Community

| No | Fokus Focus | Kegiatan Activities | Lokasi Location |
|----|---|---|--|
| | Pelestarian Budaya Cultural Preservation | Dukungan terhadap pelestarian budaya; Seminar Budaya "I La Galigo" Support for cultural preservation; Cultural Seminar "I La Galigo" | Nuha, Wasuponda, Malili, Towuti, Angkona, Burau, Kalaena, Mangkutana, Tomoni, Tomoni Timur, Wotu |
| | Penguatan Kelembagaan Sosial Masyarakat, Olahraga dan Kepemudaan Strengthening Community Social Institutions, Sports and Youth | Dukungan terhadap kegiatan olahraga, organisasi kepemudaan dan masyarakat Supports for sports activities, youth organizations and communities | Nuha, Wasuponda, Towuti, Malili |
| 6 | Kegiatan Lainnya Other Activities | | |
| | Pemberian kesempatan kepada masyarakat setempat untuk ikut berpartisipasi dalam pengelolaan lingkungan kehidupan masyarakat sekitar tambang yang berkelanjutan Providing opportunities for local communities to participate in sustainable management of the living environment of the community around the mine | Penyaluran dan penanaman bibit pohon untuk pelestarian lingkungan serta kegiatan kampanye kebersihan. Distributing and planting tree seeds for environmental conservation and hygiene campaign activities. | Nuha, Wasuponda, Towuti, Malili |
| | Pembentukan kelembagaan komunitas masyarakat dalam menunjang kemandirian PPM Establishment of community institutional in assisting the independence of PPM | Pendampingan Teknis dan Penguatan Kelembagaan dan Pengembangan Kapasitas BKAD, Bumdes dan Sekretariat PPM Technical Assistance and Institutional Strengthening and Capacity Building of BKAD, Bumdes and PPM Secretariat | Nuha, Wasuponda, Towuti, Malili |
| | Infrastruktur yang Menunjang PPM Infrastructure building to support PPM | Penyediaan Sarana dan Prasarana Pendidikan, Ekonomi, Kesehatan, Ekonomi, Pertanian, Fasilitas Umum Facilities and Infrastructures for Education, Economy, Health, Agriculture and Public Facilities | Bahadopi, Pomalaa |
| | | Fasilitas Listrik/Penerangan dan Air Bersih Electricity/Lighting and Clean Water Facilities | Nuha, Towuti |
| | | Pengembangan Infrastruktur dan Ekonomi Perkampungan Dongi Ledu-Ledu Infrastructure and Economic Development at Dongi Ledu-Ledu Village | Wasuponda |
| | | Sarana & Prasarana Publik (Gedung, Perbaikan Jalan, Jaringan Air Bersih, Fasilitas Olahraga, Pintu Air Labuse, dll) Public Facilities & Infrastructure (Buildings, Road Repairs, Clean Water Networks, Sports Facilities, Labuse Sluice Gates, etc.) | Nuha, Wasuponda, Towuti, Malili |

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP SOSIAL DAN KEMASYARAKATAN

Corporate Social Responsibility on Social and Community

INVESTASI

Sepanjang tahun 2021, PT Vale telah menyalurkan dana Tanggung Jawab Sosial Perusahaan secara baik dan bertanggungjawab dengan total nilai Rp36.708.089.883.

PROGRAM PENGEMBANGAN USAHA MIKRO KECIL MENENGAH (“UMKM”)

PT Vale terus memberikan kontribusi terhadap masyarakat sekitar melalui program pengembangan UMKM. Program tersebut bertujuan untuk meningkatkan kemandirian ekonomi masyarakat dan dapat memberikan nilai tambah untuk Perusahaan.

Pada tahun 2021, PT Vale melaksanakan kegiatan berupa bantuan permodalan, pendampingan usaha, pelatihan dan pemasaran untuk beberapa sektor usaha kecil dan menengah diantaranya adalah kuliner, herbal, kerajinan, dan minuman. Dengan program tersebut, UMKM di wilayah kerja Perseroan secara keseluruhan telah menghasilkan pendapatan sebesar Rp672.225.608.

INVESTMENT

During 2021, PT Vale spent a total value of Rp36,708,089,883 Corporate Social Responsibility funds properly and responsibly.

MICRO SMALL AND MEDIUM ENTERPRISES (“MSME”) DEVELOPMENT PROGRAM

PT Vale continues to contribute to the surrounding community through the MSME development program. This program aims to increase the community’s economic independence and can provide more added-value for the Company.

In 2021, PT Vale conducted activities in the form of capital assistance, business assistance, training and marketing for several small and medium business sectors including culinary, herbal, handicraft, and beverages. With this program, MSMEs in the Company’s working area generated revenue of Rp672,225,608.



TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP KETENAGAKERJAAN, KESELAMATAN DAN KESEHATAN KERJA

Corporate Social Responsibility on Occupational, Health and Safety

KESELAMATAN KERJA

PT Vale sebagai salah satu perusahaan yang bergerak di industri pertambangan nikel tentunya memiliki pekerjaan yang beresiko tinggi. Perseroan senantiasa memperhatikan aspek Ketenagakerjaan, Keselamatan dan Kesehatan Kerja ('K3'). K3 juga menjadi faktor utama Perseroan dalam aktivitas operasional. Perseroan telah memiliki kebijakan penerapan K3 mengacu pada Kepmen 1827 K/30/MEM/2018 Lampiran IV Penerapan Sistem Manajemen Keselamatan Pertambangan Mineral dan Batubara, serta Sistem Manajemen Keselamatan Pertambangan Mineral dan Batubara ("SMKP Minerba"). Kami berkomitmen mewujudkan nihil kecelakaan kerja fatal dan meminimalkan Penyakit Akibat Kerja ("PAK").

Untuk mendukung hal tersebut PT Vale memberikan perhatian khusus kepada karyawan dan pekerja kontraktor yang bekerja dengan risiko tinggi terhadap keselamatan kerja maupun kesehatan kerja mereka untuk meminimalkan ancaman. Salah satu bentuk perhatian Perseroan adalah memberikan pelatihan rutin kepada karyawan antara lain:

| |
|--|
| Workshop Mining OHS |
| Hazard Identification and Control Training |
| Personal Protective Equipment |
| Safe Work Permit (Issuer/Acceptor) |
| Working at Heights |
| Isolation & Lock Out |
| Critical Activity Requirements (CAR) |
| Golden Rules |

Pada tahun 2021, jumlah frekuensi kecelakaan yang tercatat sebesar 0,70 dari target yang hanya 0,48 menunjukkan peningkatan dari tahun sebelumnya. Namun pada tahun-tahun sebelumnya, PT Vale mencatatkan kinerja *six consecutive fatality free calendar year*. Perseroan terus meningkatkan *Safety Awareness* kepada para pegawai yang bekerja di area tambang.

OCCUPATIONAL SAFETY

PT Vale as a company engaged in the nickel mining industry certainly has a high-risk job. The Company always takes serious the aspects of employment, Occupational Health and Safety ("OHS"). OHS is also the Company's main factor in operational activities. The Company already has a policy of implementing OHS referring to Ministerial Decree 1827 K/30/MEM/2018 Appendix IV Implementation of Mineral and Coal Mining Safety Management System, as well as the Mineral and Coal Mining Safety Management System ("SMKP Minerba"). We are committed to achieving zero fatality accidents and minimizing Diseases due to Work ("PAK").

To support this, PT Vale pays special attention to employees and contractor workers who work with high risks on their occupational health and safety to minimize threats. One of the Company's attention is to provide regular training to employees, including:

In 2021, the total recordable injury frequency rate was 0.70 from the target of 0.48 showing an increase from the previous years. However in the previous years, PT Vale recorded a six consecutive fatality free calendar year performance. The Company continues to improve Safety Awareness for employees at the plant site.

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP KETENAGAKERJAAN, KESELAMATAN DAN KESEHATAN KERJA

Corporate Social Responsibility on Occupational, Health and Safety

KESEHATAN KERJA

RS INCO Sorowako menjadi bentuk komitmen PT Vale terhadap pemangku kepentingan dan masyarakat secara luas yang membutuhkan fasilitas kesehatan. Hingga saat ini, RS INCO Sorowako sudah melayani banyak pasien, baik dari wilayah Kabupaten Luwu Timur, Sulawesi Selatan maupun dari daerah sekitarnya.

Tanggap Covid-19

Saat ini, Perseroan juga masih menerapkan protokol kesehatan yang ketat demi mencegah penyebaran virus Covid-19 di lingkungan operasi pertambangan, fasilitas produksi dan kantor pusat. Untuk memastikan kesehatan karyawan maupun pekerja kontraktor, Perseroan melakukan pemeriksaan kesehatan (*medical check up*) secara berkala.

KETENAGAKERJAAN

Inklusi dan Keragaman

Dalam hal ketenagakerjaan, Perseroan senantiasa menyediakan kesempatan bagi seluruh karyawannya untuk meniti karir sesuai kompetensi dan pilihan mereka. Kesempatan diberikan tanpa membedakan latar belakang pendidikan, keluarga, agama, ataupun suku bangsa karyawan. Perseroan telah menerapkan nilai sebagai berikut:

More women at PT Vale

Increased Awareness

Environments with Anti-racist Behaviours

Promote Diversity and Inclusion and Accessibility

OCCUPATIONAL HEALTH

RS INCO Sorowako is a form of PT Vale's commitment to stakeholders and the community who need health facilities. Nowadays, RS INCO Sorowako has served many patients, both from the East Luwu Regency, South Sulawesi and from the surrounding area.

Covid-19 Response

Today, the Company is also still applying strict health protocols to prevent the spread of the Covid-19 virus in mining operations, production facilities and head office. To ensure the health of our employees and contractor workers, the Company conducts regular medical check-ups.

EMPLOYMENT

Inclusion dan Diversity

From employment side, the Company always provides opportunities for all its employees to pursue careers according to their competencies and choices. The Company always give opportunities regardless of educational background, family, religion, or employee ethnicity. The Company has implemented the following values:

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP KETENAGAKERJAAN, KESELAMATAN DAN KESEHATAN KERJA

Corporate Social Responsibility on Occupational, Health and Safety

Tenaga Kerja Lokal

Perseroan terus menciptakan nilai tambah bagi pemangku kepentingan, dengan memperhatikan dan meningkatkan kapasitas sumber daya lokal. PT Vale memprioritaskan tenaga kerja Indonesia dalam mengelola tambang nikel di Sorowako. Sebanyak lebih dari 86,6% dari total keseluruhan pekerja Perseroan adalah tenaga kerja lokal.

Perseroan melarang atas segala aksi pekerja anak dan perbudakan di lingkungan operasional bisnis Perseroan. PT Vale juga mencegah segala bentuk perbuatan yang melanggar hukum dan norma.

PT Vale terus menjaga komitmennya untuk melindungi hak karyawannya dalam hal menyampaikan pendapat dan berserikat, sesuai peraturan dan norma yang berlaku. Maka dari itu, Perseroan mewadahi pengaduan masalah ketenagakerjaan melalui situs web Perseroan di www.vale.com/indonesia.

Local Labor

The Company keeps on creating more added-value for stakeholders, by advancing and increasing the capacity of local resources. PT Vale prioritizes Indonesian workers in managing the nickel mine in Sorowako. More than 86.6% of the Company's total employees are local workers.

The Company prohibits all acts of child labor and slavery in the Company's business operations. PT Vale also prevents all kinds of actions that violate laws and norms.

PT Vale continues to maintain its commitment to protect the rights of its employees in expressing their opinions and joining in associations, in accordance with applicable regulations and norms. Therefore, the Company accommodates complaints regarding to this issues through the Company's website at www.vale.com/indonesia.

TANGGUNG JAWAB SOSIAL PERUSAHAAN TERHADAP KONSUMEN

Corporate Social Responsibility to Customer

PT Vale menyadari bahwa kepuasan pelanggan menjadi sebuah faktor kunci keberlangsungan usaha di masa mendatang, terkait dampaknya secara langsung pada kinerja keuangan Perseroan. Untuk itu, Perseroan senantiasa berkomitmen untuk memberikan pelayanan terbaik yang dihasilkan.

KEAMANAN PRODUK

Seluruh (100%) produk PT Vale telah dinilai dampak kesehatan dan keselamatannya, sehingga tidak ada pengaduan terkait keluhan keselamatan, kesehatan dan keamanan dari karyawan, pekerja kontraktor maupun pelanggan. Proses produksi dan produk nikel dalam matte telah memenuhi ketentuan-ketentuan keselamatan, kesehatan dan keamanan. Proses assessment berlangsung bersamaan dengan pengajuan pemenuhan standar, yakni:

- *Restriction of Hazardous Substances (RoHS)* atau aturan pembatasan bahan berbahaya untuk industri manufaktur dan peralatan elektronik yang diadopsi Uni Eropa sejak tahun 2006;
- ISO 17025:2008 tentang Persyaratan Kompetensi Laboratorium Pengujian dan Kalibrasi.

Pengiriman nikel matte kepada pembeli dilakukan dalam kemasan khusus dimana pada bagian luar kemasan dilengkapi label yang menjelaskan spesifikasi produk dan cara penanganannya. PT Vale telah melakukan penilaian kepatuhan atas prosedur label pada seluruh produknya.

Untuk meningkatkan pelayanan bagi para konsumen, PT Vale telah menyediakan situs web untuk berinteraksi dengan konsumen, sekaligus memberikan ruang bagi mereka untuk menyampaikan kritik dan saran selain menerima informasi mengenai produk tersebut.

PT Vale believes that customer satisfaction is a key factor for business continuity for the years to come, which is due to its direct impact on the Company's financial performance. For this reason, the Company is always committed to provide the best service.

PRODUCT SAFETY

All (100%) of PT Vale's products have been assessed for the health and safety aspects, so there are no complaints regarding product safety, health and security from employees, contractor workers or customers. The production process and nickel in matte products have complied with safety, health and security requirements. The assessment process takes place simultaneously with the submission of standard compliance, are:

- *Restriction of Hazardous Substances (RoHS)* or rules for limiting hazardous materials for the manufacturing industry and electronic equipment adopted by the European Union since 2006;
- ISO 17025:2008 concerning Competency Requirements for Testing and Calibration Laboratories.

Nickel matte delivery process to buyers is packaged into special packaging where on the outside of the packaging is equipped with a label that explains product specifications and how to handle it. PT Vale has conducted a compliance assessment of this labeling procedures on all of its products.

To improve services for customers, PT Vale has provided a website to interact with consumers, as well as providing a space for them to submit criticisms and suggestions in addition to receiving information about the product.

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**Referensi SEOJK Nomor 16/
SEOJK.04/2021:
Bentuk dan Isi Laporan Tahunan
Emiten atau Perusahaan Publik**

SEOJK Reference Number 16/SEOJK.04/2021:
Form and Content of the Annual Report of Issuers
or Public Companies

Referensi SEOJK Nomor 16/SEOJK.04/2021: Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik

SEOJK Reference Number 16/SEOJK.04/2021: Form and Content of the Annual Report of Issuers or Public Companies

| Keterangan | Halaman Page | Description |
|--|--------------|---|
| I. Ketentuan Umum | | I. General Provision |
| Dalam Surat Edaran Otoritas Jasa Keuangan ini yang dimaksud dengan: | | In this Financial Services Authority Circular Letter what is meant by: |
| a. Laporan Tahunan adalah laporan pertanggungjawaban direksi dan dewan komisaris dalam melakukan pengurusan dan pengawasan terhadap emiten atau perusahaan publik dalam kurun waktu 1 (satu) tahun buku kepada rapat umum pemegang saham yang disusun berdasarkan ketentuan dalam Peraturan Otoritas Jasa Keuangan mengenai Laporan Tahunan emiten atau perusahaan publik. | | a. Annual Report is a report on the accountability of the Board of Directors and the Board of Commissioners in managing and supervising issuers or public companies within a period of 1 (one) financial year to the General Meeting of Shareholders based on the provisions of the Financial Services Authority Regulation regarding the Annual Report of Issuers or Public Companies. |
| b. Emiten adalah pihak yang melakukan penawaran umum. | | b. Issuers are parties who make public offerings. |
| c. Perusahaan Publik adalah perseroan yang sahamnya telah dimiliki paling sedikit oleh 300 (tiga ratus) pemegang saham dan memiliki modal disetor paling sedikit Rp3.000.000.000,00 (tiga miliar rupiah) atau suatu jumlah pemegang saham dan modal disetor yang ditetapkan oleh Otoritas Jasa Keuangan. | | c. Public Company is a company whose shares are owned by at least 300 (three hundred) shareholders and has a paid-up capital of at least Rp. 3,000,000,000.00 (three billion rupiah) or a number of shareholders and paid-up capital as determined by the Financial Services Authority. |
| d. Perusahaan Terbuka adalah Emiten yang telah melakukan penawaran umum efek bersifat ekuitas atau Perusahaan Publik. | | d. Public Company is an Issuer that has made a public offering of equity securities or a Public Company. |
| e. Laporan Keberlanjutan (<i>Sustainability Report</i>) adalah laporan yang diumumkan kepada masyarakat yang memuat kinerja ekonomi, keuangan, sosial, dan lingkungan hidup suatu lembaga jasa keuangan, Emiten, dan Perusahaan Publik dalam menjalankan bisnis berkelanjutan. | | e. A Sustainability Report is a report published to the public that contains the economic, financial, social, and environmental performance of a financial service institution, Issuer, and Public Company in running a sustainable business. |
| f. Direksi: | | f. Board of Directors |
| 1) Bagi Emiten atau Perusahaan Publik berbentuk badan hukum perseroan terbatas adalah Direksi sebagaimana dimaksud dalam Peraturan Otoritas Jasa Keuangan mengenai Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik; dan | | 1) for an Issuer or a Public Company in the form of a limited liability company, the Board of Directors as referred to in the Financial Services Authority Regulation concerning the Board of Directors and Board of Commissioners of an Issuer or Public Company; and |
| 2) Bagi Emiten atau Perusahaan Publik berbentuk badan hukum selain perseroan terbatas adalah organ yang melaksanakan pengurusan badan hukum tersebut sebagaimana dimaksud dalam peraturan perundang-undangan mengenai badan hukum tersebut. | | 2) for an Issuer or Public Company in the form of a legal entity other than a limited liability company is an organ that runs the management of the legal entity as referred to in the laws and regulations concerning the legal entity. |
| g. Dewan Komisaris: | | g. Board of Commissioners |
| 1) Bagi Emiten atau Perusahaan Publik berbentuk badan hukum perseroan terbatas adalah Dewan Komisaris sebagaimana dimaksud dalam Peraturan Otoritas Jasa Keuangan mengenai Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik; dan | | 1) for an Issuer or Public Company in the form of a limited liability company is the Board of Commissioners as referred to in the Financial Services Authority Regulation concerning the Board of Directors and Board of Commissioners of Issuers or Public Companies; and |

Referensi SEOJK Nomor 16/SEOJK.04/2021: Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik

SEOJK Reference Number 16/SEOJK.04/2021: Form and Content of the Annual Report of Issuers or Public Companies

| Keterangan | Halaman Page | Description |
|---|--------------|---|
| 2) Bagi Emiten atau Perusahaan Publik berbentuk badan hukum selain perseroan terbatas adalah organ yang melakukan pengawasan badan hukum tersebut sebagaimana dimaksud dalam peraturanperundang- undangan mengenai badan hukum tersebut. | | 2) for an Issuer or Public Company in the form of a legal entity other than a limited liability company is the organ that supervises the legal entity as referred to in the laws and regulations concerning the legal entity. |
| h. Rapat Umum Pemegang Saham yang selanjutnya disingkat RUPS: | | h. General Meeting of Shareholders hereinafter abbreviated as GMS: |
| 1) Bagi Emiten atau Perusahaan Publik berbentuk badan hukum perseroan terbatas adalah RUPS sebagaimana dimaksud dalam Peraturan Otoritas Jasa Keuangan mengenai Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka; dan | | 1) for an Issuer or Public Company in the form of a limited liability company is the GMS as referred to in the Financial Services Authority Regulation concerning the Plan and Organizing of the General Meeting of Shareholders of a Public Company; and |
| 2) Bagi Emiten atau Perusahaan Publik berbentuk badan hukum selain perseroan terbatas adalah organ yang mempunyai wewenang yang tidak diberikan kepada organ yang melaksanakan fungsi pengurusan dan fungsi pengawasan, dalam batas yang ditentukan dalam peraturan perundang- undangan dan/atau anggaran dasar yang mengatur badan hukum tersebut. | | 2) for an Issuer or Public Company in the form of a legal entity other than a limited liability company is an organ that has authority that could not be given to an organ that carries out management and supervisory functions, within the limits specified in the laws and/ or articles of association governing the legal entity. |
| 2. Laporan Tahunan Emiten atau Perusahaan Publik merupakan sumber informasi penting bagi investor atau pemegang saham sebagai salah satu dasar pertimbangan dalam pengambilan keputusan investasi dan sarana pengawasan terhadap Emiten atau Perusahaan Publik. | | 2. The Annual Report of a listed company is one of the most important sources as the base for investors or shareholders in making an investment decision, and is a means of monitoring an issuer or public company. |
| 3. Seiring dengan perkembangan pasar modal dan meningkatnya kebutuhan investor atau pemegang saham atas keterbukaan informasi, Direksi dan Dewan Komisaris dituntut untuk menyajikan informasi yang berkualitas, akurat, dan akuntabel melalui Laporan Tahunan Emiten atau Perusahaan Publik. | | 3. Along with the development of the Capital Market and the growing needs of investors or shareholders regarding information disclosure, the Board of Directors and the Board of Commissioners are required to improve the quality of information disclosure through an annual report. |
| 4. Laporan Tahunan yang disusun secara teratur dan informatif dapat memberikan kemudahan bagi investor atau pemegang saham dan pemangku kepentingan dalam memperoleh informasi yang dibutuhkan. | | 4. Annual Report should be prepared in an orderly manner and should be informative to provide conveniences for the investors or shareholders in getting the information they need. |
| 5. Surat Edaran Otoritas Jasa Keuangan ini merupakan pedoman bagi Emiten atau Perusahaan Publik yang wajib diterapkan dalam menyusun Laporan Tahunan dan Laporan Keberlanjutan. | | 5. This Circular Letter of the Financial Service Agency serves guidelines for Issuers or Public Companies that should be applied in preparing their Annual Report. |
| II. Bentuk Laporan Tahunan | | II. Format of Annual Report |
| 1. Laporan Tahunan disajikan dalam bentuk dokumen cetak dan dokumen elektronik. | | 1. Annual Report should be presented in the printed format and in electronic document copy. |
| 2. Laporan Tahunan yang disajikan dalam bentuk dokumen cetak, dicetak pada kertas yang berwarna terang, berkualitas baik, berukuran A4, dijilid, dan dapat diperbanyak dengan kualitas yang baik. | | 2. The printed version of the Annual Report should be printed on light-colored paper of fine quality, in A4 size, bound and can be reproduced in good quality. |

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| 3. Laporan Tahunan dapat menyajikan informasi berupa gambar, grafik, tabel, dan/atau diagram dengan mencantumkan judul dan/atau keterangan yang jelas, sehingga mudah dibaca dan dipahami. | | 3. Annual Report may present the information in form of images, charts, tables, and diagrams are presented by mentioning the title and/or clear description, that is easy to read and be understood; |
| 4. Laporan Tahunan yang disajikan dalam bentuk dokumen elektronik merupakan Laporan Tahunan yang dikonversi dalam portable document format (PDF). | | 4. The Annual Report presented in electronic document format is the Annual Report converted into pdf format. |
| III. Isi Laporan Tahunan | | III. Content of Annual Report |
| 1. Laporan Tahunan paling sedikit memuat: | | 1. Annual Report should contain at least the following information: |
| a. Ikhtisar data keuangan penting; | 16 - 19 | a. Summary of key financial information; |
| b. Informasi Saham (jika ada) | 20 - 21 | b. Stock information (if any); |
| c. Laporan Direksi; | 44 - 57 | c. The Board of Directors report; |
| d. Laporan Dewan Komisaris; | 34 - 43 | d. The Board of Commissioners report; |
| e. Profil Emiten atau Perusahaan Publik; | 61 - 116 | e. Profile of Issuer or Public Company; |
| f. Analisis dan pembahasan manajemen; | 121 - 175 | f. Management Discussion and Analysis; |
| g. Tata kelola Emiten atau Perusahaan Publik; | 177 - 340 | g. Corporate governance applied by the Issuer or Public Company; |
| h. Tanggung jawab sosial dan lingkungan Emiten atau Perusahaan Publik; | 343 - 356 | h. Corporate social and environmental responsibility of the Issuer or Public Company; |
| i. Laporan keuangan tahunan yang telah diaudit; dan | 387 - 445 | i. Audited annual report; and |
| j. Surat pernyataan anggota Direksi dan anggota Dewan Komisaris tentang tanggung jawab atas Laporan Tahunan. | 58 - 59 | j. Statement that the Board of Directors and the Board of Commissioners are fully responsible for the Annual Report |
| 2. Uraian Isi Laporan Tahunan | | 2. Description of Content of Annual Report |
| a. Ikhtisar Data Keuangan Penting Ikhtisar data keuangan penting memuat informasi keuangan yang disajikan dalam bentuk perbandingan selama 3 (tiga) tahun buku atau sejak memulai usahanya jika Emiten atau Perusahaan Publik tersebut menjalankan kegiatan usahanya kurang dari 3 (tiga) tahun, paling sedikit memuat: | 16 - 19 | a. Summary of Key Financial Information Summary of Key Financial Information contains financial information presented in comparison with previous 3 (three) fiscal years or since the commencement of business if the Issuers or the Public Company commencing the business less than 3 (three) years, at least contain: |
| 1) Pendapatan/penjualan; | √ | 1) Income/sales; |
| 2) Laba bruto; | √ | 2) Gross profit; |
| 3) Laba (rugi); | √ | 3) Profit (loss); |
| 4) Jumlah laba (rugi) yang dapat diatribusikan kepada pemilik entitas induk dan kepentingan non pengendali; | √ | 4) Total profit (loss) attributable to equity holders of the parent entity and non-controlling interest; |
| 5) Total laba (rugi) komprehensif; | √ | 5) Total comprehensive profit (loss); |
| 6) Jumlah laba (rugi) komprehensif yang dapat diatribusikan kepada pemilik entitas induk dan kepentingan non pengendali; | √ | 6) Total comprehensive profit (loss) attributable to equity holders of the parent entity and non controlling interest; |
| 7) Laba (rugi) per saham; | √ | 7) Earning (loss) per share; |
| 8) Jumlah aset; | √ | 8) Total assets; |
| 9) Jumlah liabilitas; | √ | 9) Total liabilities; |
| 10) Jumlah ekuitas; | √ | 10) Total equities; |
| 11) Rasio laba (rugi) terhadap jumlah aset; | √ | 11) Profit (loss) to total assets ratio; |
| 12) Rasio laba (rugi) terhadap ekuitas; | √ | 12) Profit (loss) to equities ratio; |

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| 13) Rasio laba (rugi) terhadap pendapatan/ penjualan; | √ | 13) Profit (loss) to income ratio; |
| 14) Rasio lancar; | √ | 14) Current ratio; |
| 15) Rasio liabilitas terhadap ekuitas; | √ | 15) Liabilities to equities ratio; |
| 16) Rasio liabilitas terhadap jumlah aset; dan | √ | 16) Liabilities to total assets ratio; and |
| 17) Informasi dan rasio keuangan lainnya yang relevan dengan Emiten atau Perusahaan Publik dan jenis industrinya. | √ | 17) Other information and financial ratios relevant to the Issuer or Public Company and type of industry; |
| b. Informasi Saham Informasi saham bagi Perusahaan Terbuka paling sedikit memuat: | 20 - 21 | b. Stock Information Stock Information for Public Company at least contains: |
| 1) Saham yang telah diterbitkan untuk setiap masa triwulan yang disajikan dalam bentuk perbandingan selama 2 (dua) tahun buku terakhir, paling sedikit memuat: | √ | 1) Shares issued for each three-month period in the last 2 (two) fiscal years (if any), at least covering: |
| a) Jumlah saham yang beredar; | √ | a) Number of outstanding shares; |
| b) Kapitalisasi pasar berdasarkan harga pada bursa efek tempat saham dicatatkan; | √ | b) Market capitalization based on the price at the Stock Exchange where the shares listed on |
| c) Harga saham tertinggi, terendah, dan penutupan berdasarkan harga pada bursa efek tempat saham dicatatkan; dan | √ | c) Highest share price, lowest share price, closing share price at the Stock Exchange where the shares listed on; and |
| d) Volume perdagangan pada bursa efek tempat saham dicatatkan. Informasi dalam huruf b), huruf c) dan huruf d) hanya diungkapkan jika sahamnya tercatat di bursa efek; | √ | d) Share volume at the Stock Exchange where the shares list Information in point b), point c), and point d) only be disclosed if the Issuer is a public company whose shares is listed in the Stock Exchange; |
| Informasi dalam huruf b), huruf c) dan huruf d) hanya diungkapkan jika sahamnya tercatat di bursa efek; | | Information in point b), point c), and point d) only be disclosed if the Issuer is a public company whose shares is listed in the Stock Exchange; |
| 2) Dalam hal terjadi aksi korporasi yang menyebabkan terjadinya perubahan pada saham, seperti pemecahan saham (stock split), penggabungan saham (reverse stock), dividen saham, saham bonus, perubahan nilai nominal saham, penerbitan efek konversi, serta penambahan dan pengurangan modal, informasi saham sebagaimana dimaksud pada angka 1) ditambahkan penjelasan paling sedikit mengenai: | N/A | 2) In the event of corporate actions, including stock split, reverse stock, dividend, bonus share, and change in par value of shares, then the share price referred to in point 1), should be added with explanation on: |
| a) Tanggal pelaksanaan aksi korporasi; | | a) Date of corporate action; |
| b) Rasio pemecahan saham (<i>stock split</i>), penggabungan saham (<i>reverse stock</i>), dividen saham, saham bonus, jumlah efek konversi yang diterbitkan, dan perubahan nilai nominal saham; | - | b) Stock split ratio, reverse stock, dividend, bonus shares, and change in par value of shares; |
| c) Jumlah saham beredar sebelum dan sesudah aksi korporasi; | - | c) Number of outstanding shares prior to and after corporate action; and |

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| d) Jumlah efek konversi yang dilaksanakan (jika ada); dan | - | d) Number of conversion effects performed (if any) |
| e) Harga saham sebelum dan sesudah aksi korporasi; | - | e) Share price prior to and after corporate action; |
| 3) Dalam hal terjadi penghentian sementara perdagangan saham (<i>suspension</i>) dan/atau pembatalan pencatatan saham (<i>delisting</i>) dalam tahun buku, dijelaskan alasan penghentian sementara perdagangan saham (<i>suspension</i>) dan/atau pembatalan pencatatan saham (<i>delisting</i>) tersebut; dan | N/A | 3) In the event that the company's shares were suspended and/or delisted from trading during the year under review, then the Issuers or Public Company should provide explanation on the reason for the suspension and/or delisting; and |
| 4) Dalam hal penghentian sementara perdagangan saham (<i>suspension</i>) sebagaimana dimaksud pada angka 3) dan/atau proses pembatalan pencatatan saham (<i>delisting</i>) masih berlangsung hingga akhir periode Laporan Tahunan, dijelaskan tindakan yang dilakukan untuk menyelesaikan penghentian sementara perdagangan saham (<i>suspension</i>) dan/atau pembatalan pencatatan saham (<i>delisting</i>) tersebut. | N/A | 4) In the event that the suspension and/or delisting as referred to in point 3) was still in effect until the date of the Annual Report, then the Issuer or the Public Company should also explain the corporate actions taken by the company in resolving the suspension and/or delisting; |
| c. Laporan Direksi Laporan Direksi paling sedikit memuat uraian singkat mengenai: | | c. The Board of Directors Report The Board of Directors Report should at least contain the following items: |
| 1) Kinerja Emiten atau Perusahaan Publik, paling sedikit memuat: | 44 - 54 | 1) The performance of the Issuer or Public Company, at least covering: |
| a) Strategi dan kebijakan strategis Emiten atau Perusahaan Publik; | √ | a) Strategy and strategic policies of the Issuer or Public Company; |
| b) Peranan Direksi dalam perumusan strategi dan kebijakan strategis Emiten atau Perusahaan Publik; | √ | b) The Board of Directors roles in formulating strategies and strategic policies of Issuers or Public Companies; |
| c) Proses yang dilakukan Direksi untuk memastikan implementasi strategi Emiten atau Perusahaan Publik; | √ | c) The process carried out by the Board of Directors to ensure the implementation of the Issuer or Public Company strategy; |
| d) Perbandingan antara hasil yang dicapai dengan yang ditargetkan Emiten atau Perusahaan Publik; dan | √ | d) Comparison between achievement of results and targets by the issuer or Public Company; and |
| e) Kendala yang dihadapi Emiten atau Perusahaan Publik; | √ | e) Challenges faced by the Issuer or Public Company; |
| 2) Gambaran tentang prospek usaha Emiten atau Perusahaan Publik; dan | 52 - 53 | 2) Description on business prospects; or Public Company; and |
| 3) Penerapan tata kelola Emiten atau Perusahaan Publik. | 55 - 56 | 3) Implementation of good corporate governance by Issuer or Public Company; |
| d. Laporan Dewan Komisaris Laporan Dewan Komisaris paling sedikit memuat uraian singkat mengenai: | 34 - 43 | d. The Board of Commissioners report The Board of Commissioners Report should at least contain the following items: |
| 1) Penilaian terhadap kinerja Direksi mengenai pengelolaan Emiten atau Perusahaan Publik, termasuk pengawasan Dewan Komisaris dalam perumusan dan implementasi strategi Emiten atau Perusahaan Publik yang dilakukan oleh Direksi; | √ | 1) Assessment of the performance of the Board of Directors in managing the Issuer or the Public Company, including the supervision of the Board of Commissioners in the formulation and implementation of the strategy of the Issuer or Public Company carried out by the Board of Directors; |

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| 2) Pandangan atas prospek usaha Emiten atau Perusahaan Publik yang disusun oleh Direksi; dan | √ | 2) View on the business prospects of the Issuer or Public Company as established by the Board of Directors; |
| 3) Pandangan atas penerapan tata kelola Emiten atau Perusahaan Publik. | √ | 3) View on the implementation of the corporate governance by the Issuer or Public Company; |
| e. Profil Emiten atau Perusahaan Publik Profil Emiten atau Perusahaan Publik paling sedikit memuat informasi: | | e. Profile of the Issuer or Public Company Profile of the Issuer or Public Company should cover at least: |
| 1) Nama Emiten atau Perusahaan Publik termasuk apabila terdapat perubahan nama, alasan perubahan, dan tanggal efektif perubahan nama pada tahun buku; | 62 - 63 | 1) Name of Issuer or Public Company, including change of name, the reason for the change, and the effective date of the change of name during the year under review |
| 2) Akses terhadap Emiten atau Perusahaan Publik termasuk kantor cabang atau kantor perwakilan yang memungkinkan masyarakat dapat memperoleh informasi mengenai Emiten atau Perusahaan Publik, meliputi: | 62 - 63 | 2) Access to Issuer or Public Company, including branch office or representative office, where the public can have access of information of the Issuer or Public Company, which include: |
| a) Alamat; | √ | a) Address |
| b) Nomor telepon; | √ | b) Telephone number; |
| c) Alamat surat elektronik; dan | √ | c) E-mail address; and |
| d) Alamat situs web; | √ | d) Website address; |
| 3) Riwayat singkat Emiten atau Perusahaan Publik; | 64 | 3) Brief history of the Issuer or Public Company; |
| 4) Visi dan misi Emiten atau Perusahaan Publik serta budaya perusahaan (corporate culture) atau nilai-nilai perusahaan; | 76 | 4) Vision and mission of the Issuer or Public Company as well as corporate culture or values |
| 5) Kegiatan usaha menurut anggaran dasar terakhir, kegiatan usaha yang dijalankan pada tahun buku, serta jenis barang dan/atau jasa yang dihasilkan; | 65 - 71 | 5) Line of business according to the latest Articles of Association, and types of products and/or services produced; |
| 6) Wilayah operasional Emiten atau Perusahaan Publik; wilayah operasional merupakan wilayah atau daerah pelaksanaan kegiatan operasional atau jangkauan dari kegiatan operasional perusahaan. | 74 - 75 | 6) The operational area of the Issuer or Public Company; operational area is the area or district for implementing operational activities or the range of the company's operational activities. |
| 7) Struktur organisasi Emiten atau Perusahaan Publik dalam bentuk bagan, paling sedikit sampai dengan struktur 1 (satu) tingkat di bawah Direksi termasuk komite di bawah Direksi (jika ada) dan komite di bawah Dewan Komisaris, disertai dengan nama dan jabatan; | 80 - 81 | 7) Structure of organization of the Issuer or Public Company in chart form, at least 1 (one) level below the Board of Directors, with the names and titles; |
| 8) Daftar keanggotaan asosiasi industri baik dalam skala nasional maupun internasional yang berkaitan dengan penerapan keuangan berkelanjutan; | - | 8) A list of industry association memberships both on a national and international scale related to the implementation of sustainable finance; |
| 9) Profil Direksi, paling sedikit memuat: | 95 - 99 | 9) The Board of Directors profiles include: |
| a) Nama dan jabatan yang sesuai dengan tugas dan tanggung jawab; | √ | a) Name and short description of duties and functions; |

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| b) Foto terbaru; | √ | b) Latest photograph; |
| c) Usia; | √ | c) Age; |
| d) Kewarganegaraan; | √ | d) Citizenship |
| e) Riwayat pendidikan dan/atau sertifikasi; | √ | e) Education and/or certification; |
| f) Riwayat jabatan, meliputi informasi: | √ | f) History position, covering information on: |
| (1) Dasar hukum pengangkatan sebagai anggota Direksi pada Emiten atau Perusahaan Publik yang bersangkutan; | √ | (1) Legal basis for appointment as member of the Board of Directors to the said Issuer or Public Company; |
| (2) Rangkap jabatan, baik sebagai anggota Direksi, anggota Dewan Komisaris, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar Emiten atau Perusahaan Publik. Dalam hal anggota Direksi tidak memiliki rangkap jabatan, maka diungkapkan mengenai hal tersebut; dan | √ | (2) Concurrent position, as member of the Board of Directors, member of the Board of Commissioners, and/or member of committee, and other positions both inside and outside the Issuer or Public Company. In the event that a member of the Board of Directors does not have concurrent positions, then this is disclosed; and |
| (3) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (3) Working experience and period in and outside the Issuer or Public Company; |
| g) Hubungan afiliasi dengan anggota Direksi lainnya, anggota Dewan Komisaris, pemegang saham utama, dan pengendali baik langsung maupun tidak langsung sampai kepada pemilik individu, meliputi nama pihak yang terafiliasi. Dalam hal anggota Direksi tidak memiliki hubungan afiliasi, maka Emiten atau Perusahaan Publik mengungkapkan hal tersebut; dan | √ | g) Disclosure of affiliation with other members of the Board of Directors, members of the Board of Commissioners, and major or controlling shareholders, either directly or indirectly, to individual owners, including the names of affiliated parties. In the event that a member of the Board of Directors has no affiliation, the Issuer or Public Company shall disclose this matter; and |
| h) Perubahan komposisi anggota Direksi dan alasan perubahannya. Dalam hal tidak terdapat perubahan komposisi anggota Direksi, maka diungkapkan mengenai hal tersebut; | 224 | h) Changes in the composition of the Board of Directors and the reasons for the changes. In the event that there is no change in the composition of the Board of Directors, this matter shall be disclosed; |
| 10) Profil Dewan Komisaris, paling sedikit memuat: | 84 - 93 | 10) Profil Dewan Komisaris, paling sedikit memuat: |
| a) Nama dan jabatan; | | a) Name and position; |
| b) Foto terbaru; | √ | b) Latest photograph; |
| c) Usia; | √ | c) Age; |
| d) Kewarganegaraan; | √ | d) Citizenship |
| e) Riwayat pendidikan dan/atau sertifikasi; | √ | e) Education and/or certification; |
| f) Riwayat jabatan, meliputi informasi: | √ | f) History position, covering information on: |
| (1) Dasar hukum pengangkatan sebagai anggota Dewan Komisaris; | √ | (1) Legal basis for appointment as member of the Board of Commissioners |

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| (2) Dasar hukum pengangkatan pertama kali sebagai anggota Dewan Komisaris yang merupakan komisaris independen pada Emiten atau Perusahaan Publik yang bersangkutan; | √ | (2) Legal bases for the first appointment as member of the Board of Commissioners who also Independent Commissioner at the said Issuer or Public Company; |
| (3) Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya baik di dalam maupun di luar Emiten atau Perusahaan Publik. Dalam hal anggota Dewan Komisaris tidak memiliki rangkap jabatan, maka diungkapkan mengenai hal tersebut; dan | √ | (3) Concurrent position, as member of the Board of Commissioners, member of the Board of Directors, and/or member of committee, and other positions both inside and outside the Issuer or Public Company. In the event that a member of the Board of Directors does not have concurrent positions, then this is disclosed; and |
| (4) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (4) Working experience and period in and outside the Issuer or Public Company; |
| g) Hubungan afiliasi dengan anggota Dewan Komisaris lainnya, pemegang saham utama, dan pengendali baik langsung maupun tidak langsung sampai kepada pemilik individu, meliputi nama pihak yang terafiliasi; Dalam hal anggota Dewan Komisaris tidak memiliki hubungan afiliasi, maka Emiten atau Perusahaan Publik mengungkapkan hal tersebut; | √ | g) Disclosure of affiliation with other members of the Board of Commissioners, members of the Board of Directors, and major or controlling shareholders, either directly or indirectly, to individual owners, including the names of affiliated parties. In the event that a member of the Board of Directors has no affiliation, the Issuer or Public Company shall disclose this matter; and |
| h) Pernyataan independensi komisaris independen dalam hal komisaris independen telah menjabat lebih dari 2 (dua) periode; dan | 220 | h) Statement of independence of Independent Commissioner in the event that the Independent Commissioner has been appointed more than 2 (two) periods; and |
| i) Perubahan komposisi anggota Dewan Komisaris dan alasan perubahannya. Dalam hal tidak terdapat perubahan komposisi anggota Dewan Komisaris, maka diungkapkan mengenai hal tersebut; | 211 | i) Changes in the composition of the Board of Commissioners and the reasons for the changes. In the event that there is no change in the composition of the members of the Board of Commissioners, this matter shall be disclosed; |
| 11) Dalam hal terdapat perubahan susunan anggota Direksi dan/atau anggota Dewan Komisaris yang terjadi setelah tahun buku berakhir sampai dengan batas waktu penyampaian Laporan Tahunan, susunan yang dicantumkan dalam Laporan Tahunan adalah susunan anggota Direksi dan/atau anggota Dewan Komisaris yang terakhir dan sebelumnya; | 165 | 11) In the event that there were changes in the composition of the Board of Commissioners and/or the Board of Directors occurring between the period after year-end until the date the Annual Report submitted, then the last and the previous composition of the Board of Commissioners and/or the Board of Directors shall be stated in the Annual Report; |
| 12) Jumlah karyawan menurut jenis kelamin, jabatan, usia, tingkat pendidikan, dan status ketenagakerjaan (tetap/kontrak) dalam tahun buku; Pengungkapan informasi dapat disajikan dalam bentuk tabel. | 100 - 106 | 12) Number of employees by gender, position, age, education level, and employment status (permanent/contracted) in the financial year; Disclosure of information can be presented in table form. |

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| 13) Nama pemegang saham dan persentase kepemilikan pada awal dan akhir tahun buku, yang terdiri dari informasi mengenai: | 108 - 112 | 13) Names of shareholders and ownership percentage at the end of the fiscal year, including: |
| a) Pemegang saham yang memiliki 5% (lima persen) atau lebih saham Emiten atau Perusahaan Publik; | √ | a) Shareholders having 5% (five percent) or more shares of Issuer or Public Company; |
| b) Anggota Direksi dan anggota Dewan Komisaris yang memiliki saham Emiten atau Perusahaan Publik. Dalam hal seluruh anggota Direksi dan/atau seluruh anggota Dewan Komisaris tidak memiliki saham, maka diungkapkan mengenai hal tersebut; dan | √ | b) Members of the Board of Directors and the Board of Commissioners who own shares in Issuers or Public Companies. In the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not own shares, then this matter is disclosed; and |
| c) Kelompok pemegang saham masyarakat, yaitu kelompok pemegang saham yang masing-masing memiliki kurang dari 5% (lima persen) saham Emiten atau Perusahaan Publik; | √ | c) Groups of public shareholders, or groups of shareholders, each with less than 5% (five percent) ownership shares of the Issuers or Public Company; |
| 14) Persentase kepemilikan tidak langsung atas saham Emiten atau Perusahaan Publik oleh anggota Direksi dan anggota Dewan Komisaris pada awal dan akhir tahun buku, termasuk informasi mengenai pemegang saham yang terdaftar dalam daftar pemegang saham untuk kepentingan kepemilikan tidak langsung anggota Direksi dan anggota Dewan Komisaris; Dalam hal seluruh anggota Direksi dan/atau seluruh anggota Dewan Komisaris tidak memiliki kepemilikan tidak langsung atas saham Emiten atau Perusahaan Publik, maka diungkapkan mengenai hal tersebut. | 108 | 14) The percentage of indirect ownership of the shares of the Issuer or Public Company by members of the Board of Directors and members of the Board of Commissioners at the beginning and end of the financial year, including information on shareholders registered in the shareholder register for the benefit of indirect ownership of members of the Board of Directors and members of the Board of Commissioners; In the event that all members of the Board of Directors and/or all members of the Board of Commissioners do not have indirect ownership of the shares of the Issuer or Public Company, this matter shall be disclosed. |
| 15) Jumlah pemegang saham dan persentase kepemilikan per akhir tahun buku berdasarkan klasifikasi: | 109 | 15) Number of shareholders and ownership percentage at the end of the fiscal year, based on: |
| a) Kepemilikan institusi lokal; | 109 | a) Ownership of local institutions; |
| b) Kepemilikan institusi asing; | √ | b) Ownership of foreign institutions; |
| c) Kepemilikan individu lokal; dan | √ | c) Ownership of local individual; and |
| d) Kepemilikan individu asing; | √ | d) Ownership of foreign individual; |
| 16) Informasi mengenai pemegang saham utama dan pengendali Emiten atau Perusahaan Publik, baik langsung maupun tidak langsung, sampai kepada pemilik individu, yang disajikan dalam bentuk skema atau bagan; | 110 | 16) Information on major shareholders and controlling shareholders the Issuers of Public Company, directly or indirectly, and also individual shareholder, presented in the form of scheme or diagram; |

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| 17) Nama entitas anak, perusahaan asosiasi, perusahaan ventura bersama dimana Emiten atau Perusahaan Publik memiliki pengendalian bersama entitas (jika ada), beserta persentase kepemilikan saham, bidang usaha, total aset, dan status operasi entitas anak, perusahaan asosiasi, perusahaan ventura bersama; Untuk entitas anak, ditambahkan informasi mengenai alamat entitas anak tersebut. | 113 | 17) Name of subsidiaries, associated companies, joint venture controlled by Issuers or Public Company, with entity, percentage of stock ownership, line of business, total assets and operating status of the Issuers of Public Company (if any); For subsidiaries, include the addresses of the said subsidiaries; |
| 18) Kronologis pencatatan saham, jumlah saham, nilai nominal, dan harga penawaran dari awal pencatatan hingga akhir tahun buku serta nama bursa efek dimana saham Emiten atau Perusahaan Publik dicatatkan, termasuk pemecahan saham (stock split), penggabungan saham (reverse stock), dividen saham, saham bonus, dan perubahan nilai nominal saham, pelaksanaan efek konversi, pelaksanaan penambahan dan pengurangan modal (jika ada); | 112 | 18) Chronology of share listing, number of shares, par value, and bid price from the beginning of listing up to the end of the financial year, and name of Stock Exchange where the Issuers of Public Company shares are listed; |
| 19) Informasi pencatatan efek lainnya selain efek sebagaimana dimaksud pada angka 18), yang belum jatuh tempo pada tahun buku paling sedikit memuat nama efek, tahun penerbitan, tingkat suku bunga/imbil hasil, tanggal jatuh tempo, nilai penawaran, dan peringkat efek (jika ada); | 112 | 19) Other securities listing information other than securities as referred to in number 18), which have not matured in the financial year at least containing the name of the securities, year of issue, interest rate/yield, maturity date, offering value, and rating of securities (if any); |
| 20) Informasi penggunaan jasa akuntan publik (AP) dan kantor akuntan publik (KAP) beserta jaringan/asosiasi/aliannya meliputi: | 114 | 20) Information on public accounting services (AP) and public accounting firms (KAP) and their networks/associations/allies includes: |
| a) Nama dan alamat; | √ | a) Name and address; |
| b) Periode penugasan; | √ | b) Assignment period |
| c) Informasi jasa audit dan/atau non audit yang diberikan; | √ | c) Information on audit and/or non-audit services provided; |
| d) Biaya jasa (fee) audit dan/atau non audit untuk masing-masing penugasan yang diberikan selama tahun buku; dan | √ | d) Audit and/or non-audit fee for each assignment given during the financial year; and |
| e) Dalam hal AP dan KAP beserta jaringan/asosiasi/aliannya, yang ditunjuk tidak memberikan jasa non audit, maka diungkapkan mengenai informasi tersebut; dan Pengungkapan informasi penggunaan jasa AP dan KAP beserta jaringan/asosiasi/aliannya dapat disajikan dalam bentuk tabel. | √ | e) In the event that AP and KAP and their network/association/alliance, which are appointed do not provide non-audit services, then the information is disclosed; and Disclosure of information on AP and KAP services and their networks/associations/allies can be presented in table form. |
| 21) Nama dan alamat lembaga dan/atau profesi penunjang pasar modal selain AP dan KAP. | 112 | 21) Name and address of capital market supporting institutions and/or professions other than AP and KAP. |

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| <p>f. Analisis dan Pembahasan Manajemen Analisis dan pembahasan manajemen memuat analisis dan pembahasan mengenai laporan keuangan dan informasi penting lainnya dengan penekanan pada perubahan material yang terjadi dalam tahun buku, yaitu paling sedikit memuat:</p> | 121 - 175 | <p>f. Management Discussion and Analysis Management Analysis and Discussion Annual should contain discussion and analysis on financial statements and other material information emphasizing material changes that occurred during the year under review, at least including:</p> |
| 1) Tinjauan operasi per segmen usaha sesuai dengan jenis industri Emiten atau Perusahaan Publik, paling sedikit mengenai: | 126 - 132 | 1) Operational review per business segment, according to the type of industry of the Issuer or Public Company including: |
| a) Produksi, yang meliputi proses, kapasitas, dan perkembangannya; | √ | a) Production, which includes process, capacity and its development; |
| b) Pendapatan/penjualan; dan | √ | b) Income/sales; and |
| c) Profitabilitas; | √ | c) Profitability; |
| 2) Kinerja keuangan komprehensif yang mencakup perbandingan kinerja keuangan dalam 2 (dua) tahun buku terakhir, penjelasan tentang penyebab adanya perubahan dan dampak perubahan tersebut, paling sedikit mengenai: | 133 - 157 | 2) Comprehensive financial performance analysis which includes a comparison between the financial performance of the last 2 (two) fiscal years, and explanation on the causes and effects of such changes, among others concerning: |
| a) Aset lancar, aset tidak lancar, dan total aset; | √ | a) Current assets, non-current assets, and total assets; |
| b) Liabilitas jangka pendek, liabilitas jangka panjang, dan total liabilitas; | √ | b) Short term liabilities, long term liabilities, total liabilities; |
| c) Ekuitas; | √ | c) Equities; |
| d) Pendapatan/penjualan, beban, laba (rugi), penghasilan komprehensif lain, dan total laba (rugi) komprehensif; dan | √ | d) Sales/operating revenues, expenses and profit (loss), other comprehensive revenues, and total comprehensive profit (loss); and |
| e) Arus kas; | √ | e) Cash flows; |
| 3) Kemampuan membayar utang atau kewajiban dengan menyajikan perhitungan rasio yang relevan; | 160 - 161 | 3) The capacity to pay debts by including the computation of relevant ratios; |
| 4) Tingkat kolektibilitas piutang Emiten atau Perusahaan Publik dengan menyajikan perhitungan rasio yang relevan; | 160 - 161 | 4) Accounts receivable collectability of the Issuer or Public Company, including the computation of the relevant ratios; |
| 5) Struktur modal (capital structure) dan kebijakan manajemen atas struktur modal (capital structure) tersebut disertai dasar penentuan kebijakan dimaksud; | 162 - 163 | 5) Capital structure and management policies concerning capital structure, including the basis for determining the said policy; |
| 6) Bahasan mengenai ikatan yang material ntuk investasi barang modal dengan penjelasan paling sedikit memuat: | 163 | 6) Discussion on material ties for the investment of capital goods, including the explanation on at least: |
| a) Tujuan dari ikatan tersebut; | N/A | a) The purpose of such ties; |
| b) Sumber dana yang diharapkan untuk memenuhi ikatan tersebut; | N/A | b) Source of funds expected to fulfill the said ties; |
| c) Mata uang yang menjadi denominasi; dan | N/A | c) Currency of denomination; and |
| d) Langkah yang direncanakan Emiten atau Perusahaan Publik untuk melindungi risiko dari posisi mata uang asing yang terkait; | N/A | d) Steps taken by the Issuer of Public Company to protect the position of a related foreign currency against risks; |

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| 7) Bahasan mengenai investasi barang modal yang direalisasikan dalam tahun buku terakhir, paling sedikit memuat: | 164 | 7) Discussion on investment of capital goods which was realized in the last fiscal year, at least include: |
| a) Jenis investasi barang modal; | √ | a) Type of investment of capital goods; |
| b) Tujuan investasi barang modal; | √ | b) Objective of the investment of capital goods;and |
| c) Nilai investasi barang modal yang dikeluarkan; | √ | c) Value of the investment of capital goods; |
| 8) Informasi dan fakta material yang terjadi setelah tanggal laporan akuntan (jika ada); | 165 | 8) Material Information and facts that occurring after the date of the accountant's report (if any); |
| 9) Prospek usaha dari Emiten atau Perusahaan Publik dikaitkan dengan kondisi industri, ekonomi secara umum dan pasar internasional disertai data pendukung kuantitatif dari sumber data yang layak dipercaya; | 166-168 | 9) Information on the prospects of the Issuer or the Company in connection with industry,economy in general, accompanied with supporting quantitative data if there is a reliable data source; |
| 10) Perbandingan antara target/proyeksi pada awal tahun buku dengan hasil yang dicapai (realisasi), mengenai: | 169 | 10) Comparison between target/projection at beginning of year and result (realization), concerning: |
| a) Pendapatan/penjualan; | √ | a) Income/sales; |
| b) Laba (rugi); | √ | b) Profit (loss); |
| c) Struktur modal (capital structure); atau | √ | c) Capital structure; or |
| d) Hal lainnya yang dianggap penting bagi Emiten atau Perusahaan Publik; | √ | d) Others that deemed necessary for the Issuer or Public Company; |
| 11) Target/proyeksi yang ingin dicapai Emiten atau Perusahaan Publik untuk 1 (satu) tahun mendatang, mengenai: | 169 | 11) Target/projection at most for the next one year of the Issuer or Public Company, concerning: |
| a) Pendapatan/penjualan; | √ | a) Income/sales; |
| b) Laba (rugi); | √ | b) Profit (loss); |
| c) Struktur modal (capital structure); | √ | c) Capital structure; |
| d) kebijakan dividen; atau | √ | d) Dividend policy; or |
| e) Hal lainnya yang dianggap penting bagi Emiten atau Perusahaan Publik; | √ | e) Or others that deemed necessary for the Issuer or Public Company; |
| 12) Aspek pemasaran atas barang dan/ atau jasa Emiten atau Perusahaan Publik, paling sedikit mengenai strategi pemasaran dan pangsa pasar; | 170 | 12) Marketing aspects of the company's products and/or services the Issuer or Public Company, among others marketing strategy and market share; |
| 13) Uraian mengenai dividen selama 2 (dua) tahun buku terakhir, paling sedikit: | 171 | 13) Description regarding the dividend policy during the last 2 (two) fiscal years, at least: |
| a) Kebijakan dividen, antara lain memuat informasi persentase jumlah dividen yang dibagikan terhadap laba bersih; | √ | a) Dividend policy, which includes information on the percentage of dividends distributed to net income; |
| b) Tanggal pembayaran dividen kas dan/atau tanggal distribusi dividen non kas; | √ | c) The date of the payment of cash dividend and/or date of distribution of non-cash dividend; |
| d) jumlah dividen per saham (kas dan/ atau non kas); dan | √ | e) Amount of cash per share (cash and/or non cash); and |

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| f) jumlah dividen per tahun yang dibayar; Pengungkapan informasi dapat disajikan dalam bentuk tabel. Dalam hal Emiten atau Perusahaan Publik tidak membagikan dividen dalam 2 (dua) tahun terakhir, maka diungkapkan mengenai hal tersebut. | √ | g) The amount of dividends paid per year; Disclosure of information can be presented in table form. In the event that the Issuer or Public Company does not distribute dividends in the last 2 (two) years, this matter shall be disclosed. |
| 14) Realisasi penggunaan dana hasil penawaran umum, dengan ketentuan: | 172 | 14) Use of proceeds from Public Offerings, under the condition of: |
| a) Dalam hal selama tahun buku, Emiten memiliki kewajiban menyampaikan laporan realisasi penggunaan dana, maka diungkapkan realisasi penggunaan dana hasil penawaran umum secara kumulatif sampai dengan akhir tahun buku; dan | N/A | a) During the year under review, on which the Issuer has the obligation to report the realization of the use of proceeds, then the realization of the cumulative use of proceeds until the year end should be disclosed; and |
| b) Dalam hal terdapat perubahan penggunaan dana sebagaimana diatur dalam Peraturan Otoritas Jasa Keuangan mengenai laporan realisasi penggunaan dana hasil penawaran umum, maka Emiten menjelaskan perubahan tersebut; | N/A | c) In the event that there were changes in the use of proceeds as stipulated in the Regulation of the Financial Services Authority on the Report of the Utilization of Proceeds from Public Offering, then Issuer should explain the said changes; |
| 15) Informasi material (jika ada), antara lain mengenai investasi, ekspansi, divestasi, penggabungan/peleburan usaha, akuisisi, restrukturisasi utang/modal, transaksi material, transaksi afiliasi, dan transaksi benturan kepentingan, yang terjadi pada tahun buku, paling sedikit memuat: | 172 | 15) Material information (if any), among others concerning investment, expansion, divestment, acquisition, debt/capital restructuring, transactions with related parties and transactions with conflict of interest that occurred during the year under review, along others include: |
| a) Tanggal, nilai, dan objek transaksi; | N/A | a) Transaction date, value and object; |
| b) Nama pihak yang melakukan transaksi; | N/A | b) Name of transacting parties; |
| c) Sifat hubungan afiliasi (jika ada); | N/A | c) The nature of the affiliate relationship (if any); |
| d) penjelasan mengenai kewajaran transaksi; | N/A | d) Description of the fairness of the transaction; and |
| e) Pemenuhan ketentuan terkait; dan | N/A | e) Compliance with related rules and regulations; |
| f) Dalam hal terdapat hubungan afiliasi, selain mengungkapkan informasi sebagaimana dimaksud dalam huruf a) sampai dengan huruf e), Emiten atau Perusahaan Publik juga mengungkapkan informasi: | 172 | f) In the event that there is an affiliation relationship, in addition to disclosing the information as referred to in letter a) to letter e), the Issuer or Public Company also discloses information: |
| (1) Pernyataan Direksi bahwa transaksi afiliasi telah melalui prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (arm's length principle); dan | - | (1) A statement from the Board of Directors that the affiliate transaction has conducted through adequate procedures to ensure that the affiliate transaction is in line with generally accepted business practices, among others, by complying with the arm's length principle; and |

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| (2) Peran Dewan Komisaris dan komite audit dalam melakukan prosedur yang memadai untuk memastikan bahwa transaksi afiliasi dilaksanakan sesuai dengan praktik bisnis yang berlaku umum antara lain dilakukan dengan memenuhi prinsip transaksi yang wajar (arm's length principle); | - | (2) The Board of Commissioners and the audit committee roles in carrying out adequate procedures to ensure that affiliate transactions are carried out in accordance with generally accepted business practices, among others, by complying with the arm's length principle; |
| g) Untuk transaksi afiliasi atau transaksi material yang merupakan kegiatan usaha yang dijalankan dalam rangka menghasilkan pendapatan usaha dan dijalankan secara rutin, berulang, dan/ atau berkelanjutan, ditambahkan penjelasan bahwa transaksi afiliasi atau transaksi material tersebut merupakan kegiatan usaha yang dijalankan dalam rangka menghasilkan pendapatan usaha dan dijalankan secara rutin, berulang, dan/atau berkelanjutan; Dalam hal transaksi afiliasi atau transaksi material dimaksud telah diungkapkan dalam laporan keuangan tahunan, ditambahkan informasi mengenai rujukan pengungkapan dalam laporan keuangan tahunan tersebut. | 172 | g) For affiliate transactions or material transactions which are business activities carried out in order to generate business income and are carried out regularly, repeatedly, and/ or continuously, an explanation is added that the affiliate transactions or material transactions are business activities carried out in order to generate business income and are carried out regularly, repeatedly, and/ or continuously; In the event that the affiliated transactions or material transactions referred to have been disclosed in the annual financial statements, additional information regarding the disclosure reference in the annual financial statements is added. |
| h) Untuk pengungkapan transaksi afiliasi dan/atau transaksi benturan kepentingan yang merupakan hasil pelaksanaan transaksi afiliasi dan/atau transaksi benturan kepentingan yang telah disetujui pemegang saham independen, ditambahkan informasi mengenai tanggal pelaksanaan RUPS yang menyetujui transaksi afiliasi dan/atau transaksi benturan kepentingan tersebut; | 172 | h) For disclosure of affiliate transactions and/or conflict of interest transactions resulting from the implementation of affiliate transactions and/or conflict of interest transactions that have been approved by independent shareholders, additional information regarding the date of the GMS which approved the affiliated transactions and/or conflict of interest transactions is added; |
| i) Dalam hal tidak terdapat transaksi afiliasi dan/atau transaksi benturan kepentingan, maka diungkapkan mengenai hal tersebut; | 172 | i) In the event that there is no affiliate transaction and/or conflict of interest transaction, then this matter shall be disclosed; |
| 16) Perubahan ketentuan peraturan perundang-undangan yang berpengaruh signifikan terhadap Emiten atau Perusahaan Publik dan dampaknya terhadap laporan keuangan (jika ada); dan | 173 | 16) Changes in regulation which have a significant effect on the Issuer or Public Company and impacts on the company (if any); and |
| 17) Perubahan kebijakan akuntansi, alasan dan dampaknya terhadap laporan keuangan (jika ada). | 175 | 17) Changes in the accounting policy, rationale and impact on the financial statement (if any); |
| g. Tata Kelola Emiten atau Perusahaan Publik Tata kelola Emiten atau Perusahaan Publik paling sedikit memuat uraian singkat mengenai: | 177 - 340 | g. Corporate Governance of the Issuer or Public Company Corporate Governance of the Issuer or Public Company contains at least: |

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| 1) RUPS, paling sedikit memuat: | 193 - 206 | 1) GMS, at least contains: |
| a) Informasi mengenai keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku meliputi: | 199 - 206 | a) Information on the resolution from the AGM of the previous 1 (one) year, covering: |
| (1) Keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku yang direalisasikan pada tahun buku; dan | √ | (1) Resolutions of the GMS in the financial year and 1 (one) year before the financial year are realized in the financial year; and |
| (2) Keputusan RUPS pada tahun buku dan 1 (satu) tahun sebelum tahun buku yang belum direalisasikan beserta alasan belum direalisasikan; | √ | (2) Resolutions of the GMS for the financial year and 1 (one) year prior to the financial year that have not been realized and the reasons for not realizing them; |
| b) Dalam hal Emiten atau Perusahaan Publik menggunakan pihak independen dalam pelaksanaan RUPS untuk melakukan perhitungan suara, maka diungkapkan mengenai hal tersebut; | 199 | b) In the event that the Issuer or Public Company uses an independent party in GMS to calculate the votes, then this matter shall be disclosed; |
| 2) Direksi, paling sedikit memuat: | 221 - 238 | 2) Board of Directors, at least contains: |
| a) Tugas dan tanggung jawab masing-masing anggota Direksi; | 229 - 331 | a) Duties and responsibilities of each member of the Board of Directors; |
| Informasi mengenai tugas dan tanggung jawab masing-masing anggota Direksi diuraikan dan dapat disajikan dalam bentuk tabel. | √ | Information regarding the duties and responsibilities of each member of the Board of Directors is described and can be presented in table. |
| b) Pernyataan bahwa Direksi memiliki pedoman atau piagam (charter) Direksi; | 221 | b) Statement that the Board of Directors has already have board manual or charter; |
| c) Kebijakan dan pelaksanaan frekuensi rapat Direksi, rapat Direksi bersama Dewan Komisaris, dan tingkat kehadiran anggota Direksi dalam rapat tersebut termasuk kehadiran dalam RUPS; | 247 - 261 | c) Policies and frequency of Board of Directors meetings, joint meetings of the Board of Directors with the Board of Commissioners, and the attendance of members of the Board of Directors in the meeting including attendance at the GMS; |
| Informasi tingkat kehadiran anggota Direksi dalam rapat Direksi, rapat Direksi bersama Dewan Komisaris, atau RUPS dapat disajikan dalam bentuk tabel. | | Information on the attendance of members of the Board of Directors at the meeting of the Board of Directors, joint meeting of the Board of Directors with the Board of Commissioners, or the GMS can be presented in table. |
| d) Pelatihan dan/atau peningkatan kompetensi anggota Direksi: | 232-238 | d) Training and/or competency of members of the Board of Directors: |
| (1) Kebijakan pelatihan dan/atau peningkatan kompetensi anggota Direksi, termasuk program orientasi bagi anggota Direksi yang baru diangkat (jika ada); dan | √ | (1) Policies related to training and/or the competence improvement of members of the Board of Directors, including an orientation program for newly appointed members of the Board of Directors (if any); and |
| (2) Pelatihan dan/atau peningkatan kompetensi yang diikuti anggota Direksi dalam tahun buku (jika ada); | √ | (2) Training and/or competency improvement attended by members of the Board of Directors in the financial year (if any); |

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| e) Penilaian Direksi terhadap kinerja komite yang mendukung pelaksanaan tugas Direksi pada tahun buku paling sedikit memuat: | 238 | e) The Board of Directors' assessment of the committees' performance that support the implementation of the Board of Directors' duties for the financial year shall at least contain: |
| (1) Prosedur penilaian kinerja; dan | N/A | (1) Performance appraisal procedures; and |
| (2) Kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat; dan | N/A | (2) The criteria used such as performance achievements during the financial year, competence and attendance at meetings; and |
| f) Dalam hal Emiten atau Perusahaan Publik tidak memiliki komite yang mendukung pelaksanaan tugas Direksi, maka diungkapkan mengenai hal tersebut. | 264 | f) In the event that the Issuer or Public Company does not have a committee that supports the implementation of the duties of the Board of Directors, then this shall be disclosed. |
| 3) Dewan Komisaris, paling sedikit memuat: | 207 - 220 | 3) The Board of Commissioners, cover: |
| a) Tugas dan tanggung jawab Dewan Komisaris; | √ | a) Duties and responsibilities of the Board of Commissioners; |
| b) Pernyataan bahwa Dewan Komisaris memiliki pedoman atau piagam (charter) Dewan Komisaris; | √ | b) Statement that the Board of Commissioner has already have the board manual or charter; |
| c) Kebijakan dan pelaksanaan frekuensi rapat Dewan Komisaris, rapat Dewan Komisaris bersama Direksi dan tingkat kehadiran anggota Dewan Komisaris dalam rapat tersebut termasuk kehadiran dalam RUPS; | √ | c) Policies and the frequency of the Board of Commissioners meetings, joint meetings of the Board of Commissioners with the Board of Directors and the attendance of members of the Board of Commissioners at the meeting including attendance at the GMS; |
| Informasi tingkat kehadiran anggota Dewan Komisaris dalam rapat Dewan Komisaris, rapat Dewan Komisaris bersama Direksi, atau RUPS dapat disajikan dalam bentuk tabel. | 247 - 261 | Information on the attendance of members of the Board of Commissioners at the meeting of the Board of Commissioners, the meeting of the Board of Commissioners with the Board of Directors, or the GMS can be presented in table. |
| d) Pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris: | - | d) Training and/or competency improvement of members of the Board of Commissioners: |
| (1) Kebijakan pelatihan dan/atau peningkatan kompetensi anggota Dewan Komisaris, termasuk program orientasi bagi anggota Dewan Komisaris yang baru diangkat (jika ada); dan | - | (1) Policies on training and/or the competency improvement of members of the Board of Commissioners, including orientation programs for newly appointed members of the Board of Commissioners (if any); and |
| (2) Pelatihan dan/atau peningkatan kompetensi yang diikuti anggota Dewan Komisaris dalam tahun buku (jika ada); | - | (2) Training and/or competency improvement attended by members of the Board of Commissioners in the financial year (if any); |
| e) Penilaian kinerja Direksi dan Dewan Komisaris serta masing-masing anggota Direksi dan anggota Dewan Komisaris, paling sedikit memuat: | 262 - 264 | e) Performance appraisal of the Board of Directors and the Board of Commissioners as well as each member of the Board of Directors and the Board of Commissioners, at least contain: |

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| (1) Prosedur pelaksanaan penilaian kinerja; | √ | (1) Procedure for the implementation of performance assessment; |
| (2) Kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat; dan | √ | (2) The criteria used such as performance achievements during the financial year, competence and attendance at meetings; and |
| (3) Pihak yang melakukan penilaian; dan | √ | (3) Assessor; |
| f) Penilaian Dewan Komisaris terhadap kinerja Komite yang mendukung pelaksanaan tugas Dewan Komisaris pada tahun buku meliputi: | 263 | f) The Board of Commissioners' assessment of the Committees' performance that support the implementation of the duties of the Board of Commissioners in the financial year includes: |
| (1) Prosedur penilaian kinerja; dan | √ | (1) Performance appraisal procedures; and |
| (2) Kriteria yang digunakan seperti capaian kinerja selama tahun buku, kompetensi dan kehadiran dalam rapat; | √ | (2) The criteria used such as performance achievements during the financial year, competence and attendance at meetings; |
| 4) Nominasi dan remunerasi Direksi dan Dewan Komisaris, paling sedikit memuat: | 265 - 267 | 4) The nomination and remuneration of the Board of Directors and the Board of Commissioners shall at least contain: |
| a) Prosedur nominasi, meliputi uraian singkat mengenai kebijakan dan proses nominasi anggota Direksi dan/atau anggota Dewan Komisaris; dan | √ | a) Nomination procedure, including a brief description of the policies and process for nomination of members of the Board of Directors and/or members of the Board of Commissioners; and |
| b) Prosedur dan pelaksanaan remunerasi Direksi dan Dewan Komisaris, antara lain: | √ | b) Procedures and implementation of remuneration for the Board of Directors and the Board of Commissioners, including: |
| (1) Prosedur penetapan remunerasi Direksi dan Dewan Komisaris; | √ | (1) The procedure for determining the remuneration of the Board of Directors and the Board of Commissioners; |
| (2) Struktur remunerasi Direksi dan Dewan Komisaris seperti, gaji, tunjangan, tantiem/bonus dan lainnya; dan | √ | (2) The remuneration structure of the Board of Directors and the Board of Commissioners such as salary, allowances, tantiem/bonus and others; and |
| (3) besarnya remunerasi masing-masing anggota Direksi dan anggota Dewan Komisaris; Pengungkapan informasi dapat disajikan dalam bentuk tabel. | √ | (3) The amount of remuneration for each member of the Board of Directors and member of the Board of Commissioners; Disclosure of information can be presented in table. |
| 5) Dewan pengawas syariah, bagi Emiten atau Perusahaan Publik yang menjalankan kegiatan usaha berdasarkan prinsip syariah sebagaimana tertuang dalam anggaran dasar, paling sedikit memuat: | N/A | 5) Sharia Supervisory Board, for Issuer or Public Company that conduct business based on sharia law, as stipulated in the articles of association, at least containing: |
| a) Nama; | - | a) Name; |
| b) Dasar hukum pengangkatan dewan pengawas syariah; | - | b) Legal basis of appointment of Sharia Supervisory Board |
| c) Periode penugasan dewan pengawas syariah; | - | c) Term of office of Sharia Supervisory Board |

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| d) Tugas dan tanggung jawab dewan pengawas syariah; dan | - | d) Duty and responsibility of Sharia Supervisory Board; and |
| e) Frekuensi dan cara pemberian nasihat dan saran serta pengawasan pemenuhan prinsip syariah di pasar modal terhadap Emiten atau Perusahaan Publik; | - | e) Frequency and procedure in providing advice and suggestion, as well as the compliance of Sharia Principles of the Issuer or Public Company in the Capital Market; |
| 6) Komite audit, paling sedikit memuat: | 269 - 277 | 6) Audit Committee, among others covering: |
| a) Nama dan jabatannya dalam keanggotaan komite; | √ | a) Name and position in the committee; |
| b) Usia; | √ | b) Age; |
| c) Kewarganegaraan; | √ | c) Citizenship; |
| d) Riwayat pendidikan; | √ | d) Education background; |
| e) Riwayat jabatan, meliputi informasi: | √ | e) History of position; including: |
| (1) Dasar hukum penunjukan sebagai anggota komite; | √ | (1) Legal basis for the appointment as member of the committee; |
| (2) Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya (jika ada); dan | √ | (2) Dual position, as a member of Board of Commissioners, member of Board of Directors, and/or member of committee, and other position (if any); and |
| (3) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (3) Working experience and period in and outside the Issuer or Public Company; |
| f) Periode dan masa jabatan anggota komite audit; | √ | f) Period and terms of office of the member of Audit Committee; |
| g) Pernyataan independensi komite audit; | √ | g) Statement of independence of the Audit Committee; |
| h) Pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada); | √ | h) Training and competency development participated in during the book year. |
| i) Kebijakan dan pelaksanaan frekuensi rapat komite audit dan tingkat kehadiran anggota komite audit dalam rapat tersebut; dan | √ | i) Policies and implementation of the frequency of meeting of the Audit Committee and attendance of member of Audit Committee; and |
| j) Ppelaksanaan kegiatan komite audit pada tahun buku sesuai dengan yang dicantumkan dalam pedoman atau piagam (<i>charter</i>) komite audit; | √ | j) The activities of the Audit Committee in the year under review, in accordance with the Audit Committee Charter; |
| 7) Komite atau fungsi nominasi dan remunerasi Emiten atau Perusahaan Publik, paling sedikit memuat: | 284 - 291 | 7) Committee or remuneration and nomination functions of Issuer or Public Company at least contains; |
| a) Nama dan jabatannya dalam keanggotaan komite; | √ | a) Name and position in the committee; |
| b) Usia; | √ | b) Age; |
| c) Kewarganegaraan; | √ | c) Citizenship; |
| d) Riwayat pendidikan; | √ | d) Education background; |
| e) Riwayat jabatan, meliputi informasi: | √ | e) History of position; including: |
| (1) Dasar hukum penunjukan sebagai anggota komite; | √ | (1) Legal basis for the appointment as member of the committee; |

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| (2) Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya (jika ada); dan | √ | (2) Dual position, as a member of Board of Commissioners, member of Board of Directors, and/or member of committee, and other position (if any); and |
| (3) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (3) Working experience and period in and outside the Issuer or Public Company; |
| f) Periode dan masa jabatan anggota komite; | √ | f) Period and terms of office of the member of Audit Committee; |
| g) Pernyataan independensi komite; | √ | g) Statement of independence of the Committee; |
| h) Pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada); | √ | h) Training and/or competency development participated in during the book year |
| i) Uraian tugas dan tanggung jawab; | √ | i) Description of duty and responsibility; |
| j) Pernyataan bahwa telah memiliki pedoman atau piagam (<i>charter</i>) komite; | √ | j) The statement that the Committee has already had the Charter; |
| k) Kebijakan dan pelaksanaan frekuensi rapat dan tingkat kehadiran anggota dalam rapat tersebut; | √ | k) Policies and frequency of meeting of the committee, and attendance of each member of the committee in the said meetings; |
| l) Uraian singkat pelaksanaan kegiatan pada tahun buku; dan | √ | l) Brief description on the activities of the committee; |
| m) Dalam hal tidak dibentuk komite nominasi dan remunerasi, Emiten atau Perusahaan Publik cukup mengungkapkan informasi sebagaimana dimaksud dalam huruf i) sampai dengan huruf l) dan mengungkapkan: | N/A | m) In the event that nomination and remuneration committee is not formed, the Issuer or Public Company is sufficient to disclose the information as referred to in letter i) to letter l) and disclose: |
| (1) Alasan tidak dibentuknya komite; dan | - | (1) The reason why does not form the committee |
| (2) Pihak yang melaksanakan fungsi nominasi dan remunerasi; | - | (2) The party who carries out the nomination and remuneration function; |
| 8) Komite lain yang dimiliki Emiten atau Perusahaan Publik dalam rangka mendukung fungsi dan tugas Direksi (jika ada) dan/atau komite yang mendukung fungsi dan tugas Dewan Komisaris, paling sedikit memuat: | 278 - 283 | 8) Other committees owned by the Issuer or Public Company in order to support the functions and duties of the Board of Directors (if any) and/or committees that support the functions and duties of the Board of Commissioners, at least contains; |
| a) Nama dan jabatannya dalam keanggotaan komite; | √ | a) Name and position in the committee; |
| b) Usia; | √ | b) Age; |
| c) Kewarganegaraan; | √ | c) Citizenship; |
| d) Riwayat pendidikan; | √ | d) Education background; |
| e) Riwayat jabatan, meliputi informasi: | √ | e) History of position; including: |
| (1) Dasar hukum penunjukan sebagai anggota komite; | √ | (1) Legal basis for the appointment as member of the committee; |
| (2) Rangkap jabatan, baik sebagai anggota Dewan Komisaris, anggota Direksi, dan/atau anggota komite serta jabatan lainnya (jika ada); dan | √ | (2) Dual position, as a member of Board of Commissioners, member of Board of Directors, and/or member of committee, and other position (if any); and |

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| (3) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (3) Working experience and period in and outside the Issuer or Public Company; |
| f) Periode dan masa jabatan anggota komite; | √ | f) Period and terms of office of the member of Audit Committee; |
| g) Pernyataan independensi komite; | √ | g) Statement of independence of the Committee; |
| h) Pelatihan dan/atau peningkatan kompetensi yang telah diikuti dalam tahun buku (jika ada); dan | √ | h) Training and/or Competency Development participated in during the book year; |
| i) Uraian tugas dan tanggung jawab; | √ | i) Description of duty and responsibility; |
| j) Pernyataan bahwa telah memiliki pedoman atau piagam (charter) komite; | √ | j) The statement that the Committee has already had the Charter; |
| k) Kebijakan dan pelaksanaan frekuensi rapat komite dan tingkat kehadiran anggota komite dalam rapat tersebut; dan | √ | k) Policies and frequency of meeting of the committee, and attendance of each member of the committee in the said meetings; |
| l) Uraian singkat pelaksanaan kegiatan komite pada tahun buku; | √ | l) Brief description on the activities of the committee; |
| 9) Sekretaris perusahaan, paling sedikit memuat: | 292 - 301 | 9) Corporate Secretary, including: |
| a) Nama; | √ | a) Name; |
| b) Domisili; | √ | b) Domicile; |
| c) Riwayat jabatan, meliputi: | √ | c) History of position, including: |
| (1) Dasar hukum penunjukan sebagai sekretaris perusahaan; dan | √ | (1) Legal basis for the appointment as Corporate Secretary; and |
| (2) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (2) Working experience and period in and outside the Issuer or Public Company; |
| d) Riwayat pendidikan; | √ | d) Education background; |
| e) Pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku; dan | √ | e) Training and competency development participated in during the book year |
| f) Uraian singkat pelaksanaan tugas sekretaris perusahaan pada tahun buku; | √ | f) Brief description on the implementation of duties of the Corporate Secretary in the year under review; |
| 10) Unit audit internal, paling sedikit memuat: | 324-332 | 10) Internal Audit Unit, among others including: |
| a) Nama kepala unit audit internal; | √ | a) Name of Head of Internal Audit Unit; |
| b) Riwayat jabatan, meliputi: | √ | b) History of position, including: |
| (1) Dasar hukum penunjukan sebagai kepala unit audit internal; dan | √ | (1) Legal basis for the appointment as Head of Internal Audit Unit; and |
| (2) Pengalaman kerja beserta periode waktunya baik di dalam maupun di luar Emiten atau Perusahaan Publik; | √ | (2) Working experience and period in and outside the Issuer or Public Company; |
| c) Kualifikasi atau sertifikasi sebagai profesi audit internal (jika ada); | √ | c) Qualification or certification as internal auditor (if any); |

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| d) Pelatihan dan/atau peningkatan kompetensi yang diikuti dalam tahun buku; | √ | d) Training and/or Competency Development participated in during the book year |
| e) Struktur dan kedudukan unit audit internal; | √ | e) Structure and position of Internal Audit Unit; |
| f) Uraian tugas dan tanggung jawab; | √ | f) Description of duties and responsibilities; |
| g) Pernyataan bahwa telah memiliki pedoman atau piagam (charter) unit audit internal; dan | √ | g) Statement that the Internal Audit Unit has already have Internal Audit Unit charter; and |
| h) Uraian singkat pelaksanaan tugas unit audit internal pada tahun buku termasuk kebijakan dan pelaksanaan frekuensi rapat dengan Direksi, Dewan Komisaris, dan/atau komite audit; | √ | h) Brief description of the duties implementation of the internal audit unit in the financial year including the policy and implementation of the frequency of meetings with the Board of Directors, Board of Commissioners, and/or audit committee; |
| 11) Uraian mengenai sistem pengendalian internal (internal control) yang diterapkan oleh Emiten atau Perusahaan Publik, paling sedikit memuat: | 302 - 304 | 11) Description on internal control system adopted by the Issuer or Public Company, at least covering: |
| a) Pengendalian keuangan dan operasional, serta kepatuhan terhadap peraturan perundang-undangan lainnya; | √ | a) Financial and operational control, and compliance to the other prevailing rules; and |
| b) Tinjauan atas efektivitas sistem pengendalian internal; dan | √ | b) Review on the effectiveness of internal control systems; |
| c) Pernyataan Direksi dan/atau Dewan Komisaris atas kecukupan sistem pengendalian internal; | √ | c) Statement of the Board of Directors and/or Board of Commissioners on the adequacy of the internal control system; |
| 12) Sistem manajemen risiko yang diterapkan oleh Emiten atau Perusahaan Publik, paling sedikit memuat: | 305 - 318 | 12) Risk management system implemented by the company, at least includes: |
| a) Gambaran umum mengenai sistem manajemen risiko Emiten atau Perusahaan Publik; | √ | a) General description about the company's risk management system the Issuer or Public Company; |
| b) Jenis risiko dan cara pengelolaannya; | √ | b) Types of risk and the management; and |
| c) Tinjauan atas efektivitas sistem manajemen risiko Emiten atau Perusahaan Publik; dan | √ | c) Review the effectiveness of the risk management system applied by the Issuer or Public Company; and |
| d) Pernyataan Direksi dan/atau Dewan Komisaris atau komite audit atas kecukupan sistem manajemen risiko; | √ | d) Statement of the Board of Directors and/or the Board of Commissioners or the audit committee on the adequacy of the risk management system; |
| 13) Perkara hukum yang berdampak material yang dihadapi oleh Emiten atau Perusahaan Publik, entitas anak, anggota Direksi dan anggota Dewan Komisaris (jika ada), paling sedikit memuat: | 335 - 336 | 13) Legal cases that have a material impact faced by Issuers or Public Companies, subsidiaries, members of the Board of Directors and members of the Board of Commissioners (if any), at least contain: |
| a) Pokok perkara/gugatan; | √ | a) Substance of the case/claim; |
| b) Status penyelesaian perkara/gugatan; dan | √ | b) Status of settlement of case/claim; and |
| c) Pengaruhnya terhadap kondisi Emiten atau Perusahaan Publik; | √ | c) Potential impacts on the condition of the Issuer or Public Company; |

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| 14) Informasi tentang sanksi administratif/ sanksi yang dikenakan kepada Emiten atau Perusahaan Publik, anggota Dewan Komisaris dan anggota Direksi, oleh Otoritas Jasa Keuangan dan otoritas lainnya pada tahun buku (jika ada); | 336 | 14) Information about administrative sanctions imposed to Issuer or Public Company, members of the Board of Commissioners and the Board of Directors, by the Capital Market Authority and other authorities during the last fiscal year (if any); |
| 15) Informasi mengenai kode etik Emiten atau Perusahaan Publik meliputi: | 319 - 323 | 15) Information about codes of conduct of the Issuer or Public Company, includes: |
| a) Pokok-pokok kode etik; | √ | a) Key points of the code of conduct; |
| b) Bentuk sosialisasi kode etik dan upaya penegakannya; dan | √ | b) Socialization of the code of conduct and enforcement; and |
| c) Pernyataan bahwa kode etik berlaku bagi anggota Direksi, anggota Dewan Komisaris, dan karyawan Emiten atau Perusahaan Publik; | √ | c) Statement that the code of conduct is applicable for the Board of Commissioners, the Board of Directors, and employees of the Issuer of Public Company; |
| 16) Uraian singkat mengenai kebijakan pemberian kompensasi jangka panjang berbasis kinerja kepada manajemen dan/atau karyawan yang dimiliki oleh Emiten atau Perusahaan Publik (jika ada), antara lain berupa program kepemilikan saham oleh manajemen (management stock ownership program/MSOP) dan/ atau program kepemilikan saham oleh karyawan (employee stock ownership program/ESOP); Dalam hal pemberian kompensasi berupa program kepemilikan saham oleh manajemen (management stock ownership program/MSOP) dan/atau program kepemilikan saham oleh karyawan (employee stock ownership program/ ESOP), informasi yang diungkapkan paling sedikit memuat: | 301 | 16) A brief description of the policy for providing long-term performance-based compensation to management and/or employees owned by the Issuer or Public Company (if any), including the management stock ownership program (ESOP) and/or program employee stock ownership (ESOP); In terms of providing compensation in the form of a management stock ownership program (ESOP) and/or employee stock ownership program (ESOP), the information disclosed must at least contain: |
| a) Jumlah saham dan/atau opsi; | - | a) Number of share and/or option; |
| b) Jangka waktu pelaksanaan; | - | b) Period; |
| c) Persyaratan karyawan dan/atau manajemen yang berhak; dan | - | c) The requirement for eligible employee and/or management; and |
| d) Harga pelaksanaan atau penentuan harga pelaksanaan; | - | d) Exercised price; |
| 17) Uraian singkat mengenai kebijakan pengungkapan informasi mengenai: | 241 | 17) A brief description of the information disclosure policy regarding: |
| a) Kepemilikan saham anggota Direksi dan anggota Dewan Komisaris paling lambat 3 (tiga) hari kerja setelah terjadinya kepemilikan atau setiap perubahan kepemilikan atas saham Perusahaan Terbuka; dan | - | a) Share ownership of members of the Board of Directors and members of the Board of Commissioners no later than 3 (three) working days after the occurrence of ownership or any change in ownership of shares of a Public Company; and |
| b) Pelaksanaan atas kebijakan dimaksud; | - | b) Implementation of that policy; |
| 18) Uraian mengenai sistem pelaporan pelanggaran (whistleblowing system) di Emiten atau Perusahaan Publik, paling sedikit memuat: | 338 - 340 | 18) A description of the whistleblowing system in the Issuer or Public Company, at least contains; |

Referensi SEOJK Nomor 16/SEOJK.04/2021: Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik

SEOJK Reference Number 16/SEOJK.04/2021: Form and Content of the Annual Report of Issuers or Public Companies

| Keterangan | Halaman Page | Description |
|--|--------------|--|
| a) Cara penyampaian laporan pelanggaran; | √ | a) Mechanism for violation reporting; |
| b) Perlindungan bagi pelapor; | √ | b) Protection for the whistleblower; |
| c) Penanganan pengaduan; | √ | c) Handling of violation reports; |
| d) Pihak yang mengelola pengaduan; dan | √ | d) Unit responsible for handling of violation report; and |
| e) Hasil dari penanganan pengaduan, paling sedikit: | √ | e) Results from violation report handling, at least includes: |
| (1) Jumlah pengaduan yang masuk dan diproses dalam tahun buku; dan | √ | (1) Number of complaints received and processed during the fiscal year; and |
| (2) Tindak lanjut pengaduan; | √ | (2) Follow up of complaints; |
| Dalam hal Emiten atau Perusahaan Publik tidak memiliki sistem pelaporan pelanggaran (whistleblowing system), maka diungkapkan mengenai hal tersebut. | - | In the event that the Issuer or Public Company does not have a whistleblowing system, it is disclosed regarding this matter |
| 19) Uraian mengenai kebijakan anti korupsi Emiten atau Perusahaan Publik, paling sedikit memuat: | 319 - 322 | 19) A description of the anti-corruption policy of the Issuer or Public Company, at least contains; |
| a) Program dan prosedur yang dilakukan dalam mengatasi praktik korupsi, balas jasa (kickbacks), fraud, suap dan/atau gratifikasi dalam Emiten atau Perusahaan Publik; dan | √ | a) Programs and procedures implemented in overcoming corrupt practices, kickbacks, fraud, bribery and/ or gratuities in Issuers or Public Companies; and |
| b) Pelatihan/sosialisasi anti korupsi kepada karyawan Emiten atau Perusahaan Publik; Dalam hal Emiten atau Perusahaan Publik tidak memiliki kebijakan anti korupsi, maka dijelaskan alasan tidak dimilikinya kebijakan dimaksud. | √ | b) Anti-corruption training/socialization to employees of Issuers or Public Companies; In the event that the Issuer or Public Company does not have an anti-corruption policy, the reasons for not having the said policy are explained. |
| 20) Penerapan atas pedoman tata kelola Perusahaan Terbuka bagi Emiten yang menerbitkan efek bersifat ekuitas atau Perusahaan Publik, meliputi: | 185 - 190 | 20) Implementation of the Guidelines of Corporate Governance for Public Companies for Issuer issuing Equity-based Securities or Public Company, including: |
| a) Pernyataan mengenai rekomendasi yang telah dilaksanakan; dan/atau | - | a) Statement regarding the recommendation that has been implemented; and/or |
| b) Penjelasan atas rekomendasi yang belum dilaksanakan, disertai alasan dan alternatif pelaksanaannya (jika ada). | - | b) Description of recommendation that has not been implemented, along with the reason and alternatives of implementation (if any); |
| Pengungkapan informasi dapat disajikan dalam bentuk tabel. | - | Disclosure of information can be presented in table. |

Referensi SEOJK Nomor 16/SEOJK.04/2021: Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik

SEOJK Reference Number 16/SEOJK.04/2021: Form and Content of the Annual Report of Issuers or Public Companies

| Keterangan | Halaman Page | Description |
|--|--------------|--|
| <p>h. Laporan Keuangan Tahunan yang Telah Diaudit Laporan keuangan tahunan yang dimuat dalam Laporan Tahunan disusun sesuai dengan standar akuntansi keuangan di Indonesia dan telah diaudit oleh akuntan publik yang terdaftar di Otoritas Jasa Keuangan. Laporan keuangan tahunan dimaksud memuat pernyataan mengenai pertanggungjawaban atas laporan keuangan sebagaimana diatur dalam Peraturan Otoritas Jasa Keuangan mengenai tanggung jawab Direksi atas laporan keuangan atau peraturan perundang-undangan di sektor pasar modal yang mengatur mengenai laporan berkala perusahaan efek dalam hal Emiten merupakan perusahaan efek.</p> | 387 - 445 | <p>h. Audited Financial Statements The annual financial statements contained in the Annual Report are prepared in accordance with financial accounting standards in Indonesia and have been audited by a public accountant registered with the Financial Services Authority. The said annual financial report contains a statement regarding the accountability for financial statements as regulated in the Financial Services Authority Regulation regarding the Board of Directors' responsibility for financial reports or the laws and regulations in the capital market sector which regulates the periodic reports of securities companies in the event that the Issuer is a securities company.</p> |
| <p>i. Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Tahunan Surat pernyataan anggota Direksi dan anggota Dewan Komisaris tentang tanggung jawab atas Laporan Tahunan disusun sesuai dengan format Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Tahunan sebagaimana tercantum dalam Lampiran I yang merupakan bagian tidak terpisahkan dari Surat Edaran Otoritas Jasa Keuangan ini.</p> | 58 - 59 | <p>i. Letter of Statement of the Board of Directors and the Board of Commissioners regarding the Responsibility for Annual Reporting Letter of statement of the Board of Directors and the Board of Commissioners regarding the responsibility for Annual Reporting should be prepared according to the format of letter of statement of member of Board of Directors and the Board of Commissioners regarding the responsibility for Annual Reporting as attached in the Attachment, which is an integral part of this Circulation Letter of the Financial Services Authority.</p> |

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**PT Vale Indonesia Tbk
dan entitas anaknya/
*and its subsidiaries***

**LAPORAN KEUANGAN KONSOLIDASIAN/
*CONSOLIDATED FINANCIAL STATEMENTS***

**31 Desember 2021 dan 2020/
*December 31, 2021 and 2020***

**PT Vale Indonesia Tbk
dan entitas anaknya and its subsidiaries**

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Laporan Auditor Independen/*Independent Auditors' Report*

Laporan Keuangan Konsolidasian untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020/
Consolidated Financial Statements for the years ended December 31, 2021 and 2020:

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| Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian/ <i>Consolidated Statements of Profit or Loss and Other Comprehensive Income</i> | 3 |
| Laporan Perubahan Ekuitas Konsolidasian/ <i>Consolidated Statements of Changes in Equity</i> | 4 |
| Laporan Arus Kas Konsolidasian/ <i>Consolidated Statements of Cash Flows</i> | 5 |
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**SURAT PERNYATAAN DIREKSI ATAS
TANGGUNG JAWAB UNTUK LAPORAN
KEUANGAN KONSOLIDASIAN PADA TANGGAL
DAN UNTUK TAHUN-TAHUN YANG BERAKHIR
31 DESEMBER 2021 DAN 2020**

**THE DIRECTORS' STATEMENT
OF THE RESPONSIBILITY FOR THE
CONSOLIDATED FINANCIAL STATEMENTS
AS AT AND FOR THE YEARS ENDED
DECEMBER 31, 2021, AND 2020**

**PT VALE INDONESIA Tbk
dan entitas anaknya/and its subsidiaries**

Atas nama Direksi, kami, yang bertanda tangan
di bawah ini:

*On behalf of the Board of Directors,
we, the undersigned:*

| | | | |
|----|---------------------------------|--|---|
| 1. | Nama Alamat Kantor | Febriany Eddy Sequis Tower, Lt. 20, Unit 6 & 7 Jl. Jend. Sudirman Kav. 71 Jakarta 12190 | Name Office Address |
| | Alamat Domisili (sesuai KTP) | Apt. Residence 8 Tower 3/50 E Jl. Senopati Raya, Jakarta Selatan | Address of Domicile (as per Identity Card) |
| | Telepon Kantor Jabatan | +62 21 524 9002/524 9000 Presiden Direktur/President Director | Office Telephone Position |
| 2. | Nama Alamat Kantor | Bernardus Imanto Sequis Tower, Lt. 20, Unit 6 & 7 Jl. Jend. Sudirman Kav. 71 Jakarta 12190 | Name Office Address |
| | Alamat Domisili (sesuai KTP) | Jl. Jati Indah I No. 35 A Pangkalan Jati, Cinere Depok | Address of Domicile (as per Identity Card) |
| | Telepon Kantor Jabatan | +62 21 524 9002/524 9000 Direktur/Director | Office Telephone Position |

menyatakan bahwa:

declare that:

- | | |
|--|---|
| 1. Kami bertanggung jawab atas penyusunan dan penyajian laporan keuangan konsolidasian PT Vale Indonesia Tbk ("Perseroan") dan entitas anaknya (bersama-sama disebut "Grup"). | 1. <i>We are responsible for the preparation and presentation of the consolidated financial statements of PT Vale Indonesia Tbk (the "Company") and its subsidiaries (together as the "Group");</i> |
| 2. Laporan keuangan konsolidasian Grup telah disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia; | 2. <i>The Group's consolidated financial statements have been prepared and presented in accordance with Indonesian Financial Accounting Standards;</i> |
| 3. a. Pengungkapan yang telah kami buat dalam laporan keuangan konsolidasian Grup telah lengkap dan akurat; b. Laporan keuangan konsolidasian Grup tidak mengandung informasi yang tidak benar, dan kami tidak menghilangkan informasi atau fakta yang material terhadap laporan keuangan konsolidasian Grup; | 3. a. <i>The disclosures we have made in the Group's consolidated financial statements are complete and accurate;</i> b. <i>The Group's consolidated financial statements do not contain misleading information, and we have not omitted any information or facts that would be material to the Group's consolidated financial statements;</i> |
| 4. Kami bertanggung jawab atas pengendalian internal Grup. | 4. <i>We are responsible for the Group's internal control.</i> |

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement is made truthfully.

Atas nama dan mewakili Direksi

For and on behalf of the Board of Directors

Jakarta, 24 Februari 2022/February 24, 2022

Presiden Direktur/President Director

Direktur/Director


(Febriany Eddy)




(Bernardus Imanto)



**LAPORAN AUDITOR INDEPENDEN
KEPADA PARA PEMEGANG SAHAM**

**INDEPENDENT AUDITORS' REPORT
TO THE SHAREHOLDERS OF**

PT VALE INDONESIA Tbk

Kami telah mengaudit laporan keuangan konsolidasian PT Vale Indonesia Tbk dan entitas anaknya terlampir, yang terdiri dari laporan posisi keuangan konsolidasian tanggal 31 Desember 2021, serta laporan laba rugi dan penghasilan komprehensif lain, laporan perubahan ekuitas, dan laporan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, dan suatu ikhtisar kebijakan akuntansi signifikan dan informasi penjelasan lainnya.

We have audited the accompanying consolidated financial statements of PT Vale Indonesia Tbk and its subsidiaries, which comprise the consolidated statement of financial position as at 31 December 2021, and the consolidated statement of profit or loss and other comprehensive income, statement of changes in equity, and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Tanggung jawab manajemen atas laporan keuangan konsolidasian

Management's responsibility for the consolidated financial statements

Manajemen bertanggung jawab atas penyusunan dan penyajian wajar laporan keuangan konsolidasian ini sesuai dengan Standar Akuntansi Keuangan di Indonesia, dan atas pengendalian internal yang dianggap perlu oleh manajemen untuk memungkinkan penyusunan laporan keuangan konsolidasian yang bebas dari kesalahan penyajian material, baik yang disebabkan oleh kecurangan maupun kesalahan.

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with Indonesian Financial Accounting Standards, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Tanggung jawab auditor

Auditors' responsibility

Tanggung jawab kami adalah untuk menyatakan suatu opini atas laporan keuangan konsolidasian ini berdasarkan audit kami. Kami melaksanakan audit kami berdasarkan Standar Audit yang ditetapkan oleh Institut Akuntan Publik Indonesia. Standar tersebut mengharuskan kami untuk mematuhi ketentuan etika serta merencanakan dan melaksanakan audit untuk memperoleh keyakinan memadai tentang apakah laporan keuangan konsolidasian bebas dari kesalahan penyajian material.

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with Standards on Auditing established by the Indonesian Institute of Certified Public Accountants. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement.

Kantor Akuntan Publik Tanudiredja, Wibisana, Rintis & Rekan

WTC 3, Jl. Jend. Sudirman Kav. 29-31, Jakarta 12920 – Indonesia

T: +62 21 50992901 / 31192901, F: +62 21 52905555 / 52905050, www.pwc.com/id

Nomor Itin Usaha: KEP-241/KM-1/2015.

00188/2.1025/AU.1/02/0226-3/1/IV/2022



Suatu audit melibatkan pelaksanaan prosedur untuk memperoleh bukti audit tentang angka-angka dan pengungkapan dalam laporan keuangan konsolidasian. Prosedur yang dipilih bergantung pada pertimbangan auditor, termasuk penilaian atas risiko kesalahan penyajian material dalam laporan keuangan konsolidasian, baik yang disebabkan oleh kecurangan maupun kesalahan. Dalam melakukan penilaian risiko tersebut, auditor mempertimbangkan pengendalian internal yang relevan dengan penyusunan dan penyajian wajar laporan keuangan konsolidasian entitas untuk merancang prosedur audit yang tepat sesuai dengan kondisinya, tetapi bukan untuk tujuan menyatakan opini atas keefektifitasan pengendalian internal entitas. Suatu audit juga mencakup pengevaluasian atas ketepatan kebijakan akuntansi yang digunakan dan kewajaran estimasi akuntansi yang dibuat oleh manajemen, serta pengevaluasian atas penyajian laporan keuangan konsolidasian secara keseluruhan.

Kami yakin bahwa bukti audit yang telah kami peroleh adalah cukup dan tepat untuk menyediakan suatu basis bagi opini audit kami.

Opini

Menurut opini kami laporan keuangan konsolidasian terlampir menyajikan secara wajar, dalam semua hal yang material, posisi keuangan konsolidasian PT Vale Indonesia Tbk dan entitas anaknya tanggal 31 Desember 2021, serta kinerja keuangan dan arus kas konsolidasian untuk tahun yang berakhir pada tanggal tersebut, sesuai dengan Standar Akuntansi Keuangan di Indonesia.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of PT Vale Indonesia Tbk and its subsidiaries as at 31 December 2021, and their consolidated financial performance and cash flows for the year then ended, in accordance with Indonesian Financial Accounting Standards.

JAKARTA

24 Februari/February 2022

Drs. Irhoan Tanudiredja, CPA

Izin Akuntan Publik/Public Accountant License No. AP. 0226

PT Vale Indonesia Tbk
dan entitas anaknyaland its subsidiaries

LAPORAN POSISI KEUANGAN KONSOLIDASIAN
PADA 31 DESEMBER 2021 DAN 2020

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
AT DECEMBER 31, 2021 AND 2020

(Expressed in thousands of US Dollars, unless otherwise stated)

| | <u>Catatan/ Notes</u> | <u>2021</u> | <u>2020</u> | |
|-------------------------------------|---------------------------|------------------|-------------|------------------------------------|
| ASET | | | | ASSETS |
| ASET LANCAR | | | | CURRENT ASSETS |
| Kas dan setara kas | 5 | 508,327 | 388,682 | Cash and cash equivalents |
| Piutang usaha | | | | Trade receivables |
| - Pihak-pihak berelasi | 7 | 101,987 | 60,040 | - Related parties |
| Persediaan | 9 | 162,023 | 144,487 | Inventories |
| Pajak dibayar di muka | 14a | | | Prepaid taxes |
| - Pajak penghasilan badan | | - | 34,268 | - Corporate income tax |
| - Pajak lainnya | | 58,148 | 62,056 | - Other taxes |
| Biaya dibayar di muka dan uang muka | 10 | 3,521 | 3,927 | Prepayments and advances |
| Aset keuangan lancar lainnya | 8 | 2,570 | 2,512 | Other current financial assets |
| Jumlah aset lancar | | 836,576 | 695,972 | Total current assets |
| ASET TIDAK LANCAR | | | | NON-CURRENT ASSETS |
| Kas yang dibatasi penggunaannya | 6 | 49,869 | 30,612 | Restricted cash |
| Pajak dibayar di muka | 14a | | | Prepaid taxes |
| - Pajak penghasilan badan | | 7,808 | 2,229 | - Corporate income tax |
| - Pajak lainnya | | 55,120 | 102,360 | - Other taxes |
| Piutang non-usaha | | | | Non-trade receivables |
| - Pihak-pihak berelasi | 32e | - | 18 | - Related parties |
| Aset tetap | 11, 12 | 1,518,963 | 1,479,146 | Fixed assets |
| Aset keuangan tidak lancar lainnya | 8 | 4,492 | 4,321 | Other non-current financial assets |
| Jumlah aset tidak lancar | | 1,636,252 | 1,618,686 | Total non-current assets |
| JUMLAH ASET | | 2,472,828 | 2,314,658 | TOTAL ASSETS |

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements.

**PT Vale Indonesia Tbk
dan entitas anaknya/and its subsidiaries**

**LAPORAN POSISI KEUANGAN KONSOLIDASIAN
PADA 31 DESEMBER 2021 DAN 2020**

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENTS OF FINANCIAL POSITION
AT DECEMBER 31, 2021 AND 2020**

(Expressed in thousands of US Dollars, unless otherwise stated)

| | <u>Catatan/ Notes</u> | <u>2021</u> | <u>2020</u> | |
|--|---------------------------|------------------|------------------|--|
| LIABILITAS | | | | LIABILITIES |
| LIABILITAS JANGKA PENDEK | | | | CURRENT LIABILITIES |
| Utang usaha | 13 | | | Trade payables |
| - Pihak-pihak berelasi | | 135 | 140 | - Related parties |
| - Pihak ketiga | | 122,109 | 112,955 | - Third parties |
| Akrual | 15 | 19,842 | 22,105 | Accruals |
| Liabilitas imbalan kerja jangka pendek | 17 | 21,638 | 20,465 | Short-term employee benefit liabilities |
| Utang pajak | 14b | | | Taxes payable |
| - Pajak lainnya | | 1,973 | 1,793 | - Other taxes |
| Liabilitas sewa | 11 | 1,441 | 66 | Lease liabilities |
| Liabilitas atas pembayaran berbasis saham | | 26 | 788 | Share-based payment liabilities |
| Liabilitas keuangan jangka pendek lainnya | 16 | 1,266 | 2,398 | Other current financial liabilities |
| Jumlah liabilitas jangka pendek | | 168,430 | 160,710 | Total current liabilities |
| LIABILITAS JANGKA PANJANG | | | | NON-CURRENT LIABILITIES |
| Liabilitas imbalan pascakerja jangka panjang | 18 | 26,329 | 26,786 | Long-term post-employment benefit liabilities |
| Liabilitas pajak tangguhan | 14d | 42,810 | 50,171 | Deferred tax liabilities |
| Liabilitas sewa | 11 | 3,310 | - | Lease liabilities |
| Provisi atas penghentian pengoperasian aset | 27 | 77,488 | 56,603 | Provision for asset retirement |
| Jumlah liabilitas jangka panjang | | 149,937 | 133,560 | Total non-current liabilities |
| JUMLAH LIABILITAS | | 318,367 | 294,270 | TOTAL LIABILITIES |
| EKUITAS | | | | EQUITY |
| Modal saham | | | | Share capital |
| - Modal dasar - 39.745.354.880 saham dengan nilai nominal IDR25 (nilai penuh) per saham pada 31 Desember 2021 dan 2020 | | | | - Authorised capital - 39,745,354,880 shares with par value IDR25 (full amount) per share as at December 31, 2021 and 2020 |
| - Modal ditempatkan dan disetor penuh - 9.936.338.720 saham pada 31 Desember 2021 dan 2020 | 19 | 136,413 | 136,413 | - Issued and fully paid capital - 9,936,338,720 shares as at December 31, 2021 and 2020 |
| Tambahan modal disetor | 21 | 277,760 | 277,760 | Additional paid-in capital |
| Saldo laba | | | | Retained earnings |
| - Dicadangkan | 22 | 27,283 | 27,283 | - Appropriated |
| - Belum dicadangkan | | 1,712,995 | 1,578,922 | - Unappropriated |
| Jumlah ekuitas yang diatribusikan kepada pemilik entitas induk | | 2,154,451 | 2,020,378 | Total equity attributable to owners of the parent entity |
| Kepentingan nonpengendali | | 10 | 10 | Non-controlling interests |
| JUMLAH EKUITAS | | 2,154,461 | 2,020,388 | TOTAL EQUITY |
| JUMLAH LIABILITAS DAN EKUITAS | | 2,472,828 | 2,314,658 | TOTAL LIABILITIES AND EQUITY |

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements.

PT Vale Indonesia Tbk
dan entitas anaknya and its subsidiaries

LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN KONSOLIDASIAN
UNTUK TAHUN-TAHUN YANG BERAKHIR
PADA 31 DESEMBER 2021 DAN 2020

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

CONSOLIDATED STATEMENTS OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEARS ENDED
DECEMBER 31, 2021 AND 2020

(Expressed in thousands of US Dollars, unless otherwise stated)

| | <u>Catatan/ Notes</u> | <u>2021</u> | <u>2020</u> | |
|--|---------------------------|----------------|----------------|---|
| Pendapatan | 32a | 953,174 | 764,744 | Revenue |
| Beban pokok pendapatan | 23 | (717,810) | (640,365) | Cost of revenue |
| LABA BRUTO | | 235,364 | 124,379 | GROSS PROFIT |
| Beban usaha | 24 | (4,204) | (7,385) | Operating expenses |
| Pendapatan lainnya | 25 | 2,614 | 7,102 | Other income |
| Beban lainnya | 26 | (10,750) | (20,242) | Other expenses |
| LABA USAHA | | 223,024 | 103,854 | OPERATING PROFIT |
| Pendapatan keuangan | | 2,714 | 4,472 | Finance income |
| Biaya keuangan | 33 | (5,093) | (3,681) | Finance costs |
| (BIAYA)/PENDAPATAN KEUANGAN, BERSIH | | (2,379) | 791 | NET FINANCE (COSTS)/INCOME |
| LABA SEBELUM PAJAK PENGHASILAN | | 220,645 | 104,645 | PROFIT BEFORE INCOME TAX |
| Beban pajak penghasilan | 14c | (54,848) | (21,826) | Income tax expense |
| LABA TAHUN BERJALAN | | 165,797 | 82,819 | PROFIT FOR THE YEAR |
| PENGHASILAN/(KERUGIAN) KOMPREHENSIF LAIN | | | | OTHER COMPREHENSIVE INCOME/(LOSS) |
| Pos yang tidak akan direklasifikasi ke laba rugi: | | | | Items that will not be reclassified to profit or loss: |
| - Perubahan yang timbul dari pengukuran ulang aktuarial dari liabilitas imbalan pascakerja | 18 | 1,800 | (5,301) | - Changes resulting from actuarial remeasurement of post-employment benefit liabilities |
| - Pajak penghasilan terkait penghasilan komprehensif lain | 14d | (396) | 1,167 | - Income tax on other comprehensive income |
| TOTAL PENGHASILAN/(KERUGIAN) KOMPREHENSIF LAIN | | 1,404 | (4,134) | TOTAL OTHER COMPREHENSIVE INCOME/(LOSS) |
| JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN | | 167,201 | 78,685 | TOTAL COMPREHENSIVE INCOME FOR THE YEAR |
| LABA TAHUN BERJALAN YANG DAPAT DIATRIBUSIKAN KEPADA: | | | | PROFIT FOR THE YEAR ATTRIBUTABLE TO: |
| Pemilik entitas induk | | 165,797 | 82,819 | Owners of the parent entity |
| Kepentingan nonpengendali | | - | - | Non-controlling interest |
| | | 165,797 | 82,819 | |
| JUMLAH PENGHASILAN KOMPREHENSIF TAHUN BERJALAN YANG DAPAT DIATRIBUSIKAN KEPADA: | | | | TOTAL COMPREHENSIVE INCOME FOR THE YEAR ATTRIBUTABLE TO: |
| Pemilik entitas induk | | 167,201 | 78,685 | Owners of the parent entity |
| Kepentingan nonpengendali | | - | - | Non-controlling interest |
| | | 167,201 | 78,685 | |
| LABA PER SAHAM | | | | EARNINGS PER SHARE |
| - Dasar dan dilusian (dalam nilai penuh Dolar AS) | 30 | 0.0167 | 0.0083 | - Basic and diluted (in full amount of US Dollars) |

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements.

PT Vale Indonesia Tbk
dan entitas anaknya/and its subsidiariesLAPORAN PERUBAHAN EKUITAS KONSOLIDASIAN
UNTUK TAHUN-TAHUN YANG BERAKHIR
PADA 31 DESEMBER 2021 DAN 2020
(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)CONSOLIDATED STATEMENTS OF CHANGES IN EQUITY
FOR THE YEARS ENDED
DECEMBER 31, 2021 AND 2020
(Expressed in thousands of US Dollars, unless otherwise stated)

| Catatan/ Notes | Modal saham/ Share capital | Tambahhan modal disetor/ Additional paid-in capital | Saldo laba/Retained earnings | | | Kepentingan nonpengendali/ Non-controlling interest | Jumlah ekuitas/ Total equity |
|--|-------------------------------|--|------------------------------|---|------------------|--|--|
| | | | Dicadangkan/ Appropriated | Belum dicadangkan/ Unappropriated | Jumlah/ Total | | |
| | 136,413 | 277,760 | 27,283 | 1,500,237 | 1,941,693 | - | 1,941,693 |
| Laba komprehensif 2020 | | | | | | | Comprehensive income 2020 |
| Laba | - | - | - | 82,819 | 82,819 | - | 82,819 |
| Kerugian komprehensif lain | - | - | - | (4,134) | (4,134) | - | (4,134) |
| Setoran modal dari kepentingan nonpengendali | - | - | - | - | - | 10 | 10 |
| | 136,413 | 277,760 | 27,283 | 1,578,922 | 2,020,378 | 10 | 2,020,388 |
| Saldo 31 Desember 2020 | | | | | | | Balance as at December 31, 2020 |
| Laba komprehensif 2021 | | | | | | | Comprehensive income 2021 |
| Laba | - | - | - | 165,797 | 165,797 | - | 165,797 |
| Laba komprehensif lain | - | - | - | 1,404 | 1,404 | - | 1,404 |
| Dividen yang diumumkan dan dibayarkan | - | - | - | (33,128) | (33,128) | - | (33,128) |
| | 136,413 | 277,760 | 27,283 | 1,712,995 | 2,154,451 | 10 | 2,154,461 |
| Saldo 31 Desember 2021 | | | | | | | Balance as at December 31, 2021 |

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian integral dari laporan keuangan konsolidasian secara keseluruhan. The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements.

**LAPORAN ARUS KAS KONSOLIDASIAN
UNTUK TAHUN-TAHUN YANG BERAKHIR
PADA 31 DESEMBER 2021 DAN 2020**

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

**CONSOLIDATED STATEMENTS OF CASH FLOWS
FOR THE YEARS ENDED
DECEMBER 31, 2021 AND 2020**

(Expressed in thousands of US Dollars, unless otherwise stated)

| Catatan/ Notes | 2021 | 2020 | |
|--|------------------|------------------|---|
| ARUS KAS DARI AKTIVITAS OPERASI | | | CASH FLOWS FROM OPERATING ACTIVITIES |
| Penerimaan kas dari pelanggan | 911,227 | 811,999 | Receipts from customers |
| Pembayaran kas ke pemasok | (442,928) | (377,733) | Payments to suppliers |
| Pembayaran pajak penghasilan badan | (67,730) | (42,193) | Payments of corporate income tax |
| Pembayaran pajak lainnya | (31,853) | (41,430) | Payments of other taxes |
| Penerimaan restitusi pajak | 116,995 | 56,045 | Receipts of tax refunds |
| Pembayaran ke karyawan | (85,868) | (74,491) | Payments to employees |
| Penempatan jaminan keuangan | (27,946) | (21,664) | Placement of financial guarantee |
| Penarikan jaminan keuangan | 8,689 | 6,464 | Withdrawal of financial guarantee |
| Penerimaan pendapatan keuangan | 2,714 | 4,472 | Receipts of finance income |
| Pembayaran royalti dan retribusi | (48,664) | (29,092) | Payments of royalties and levies |
| Arus kas bersih dihasilkan dari aktivitas operasi | 334,636 | 292,377 | Net cash flows provided by operating activities |
| ARUS KAS DARI AKTIVITAS INVESTASI | | | CASH FLOWS FROM INVESTING ACTIVITIES |
| Pembayaran untuk pembelian aset tetap | (180,653) | (152,149) | Payments for acquisition of fixed assets |
| Penerimaan hasil penjualan aset tetap | 419 | 1,312 | Proceeds from disposal of fixed assets |
| Arus kas bersih digunakan untuk aktivitas investasi | (180,234) | (150,837) | Net cash flows used in investing activities |
| ARUS KAS DARI AKTIVITAS PENDANAAN | | | CASH FLOWS FROM FINANCING ACTIVITIES |
| Setoran modal dari kepentingan non-pengendali | - | 10 | Stock subscription from non-controlling interest |
| Pembayaran dividen | (33,128) | - | Payments of dividends |
| Pembayaran liabilitas sewa | (1,314) | (1,512) | Payments of lease liabilities |
| Pembayaran beban keuangan | (75) | (174) | Payments of finance costs |
| Arus kas bersih digunakan untuk aktivitas pendanaan | (34,517) | (1,676) | Net cash flows used in financing activities |
| Kenaikan bersih kas dan setara kas | 119,885 | 139,864 | Net increase in cash and cash equivalents |
| Kas dan setara kas pada awal tahun | 388,682 | 249,035 | Cash and cash equivalents at the beginning of the year |
| Dampak perubahan selisih kurs terhadap kas dan setara kas | (240) | (217) | Effect of exchange rate changes on cash and cash equivalents |
| Kas dan setara kas pada akhir tahun | 508,327 | 388,682 | Cash and cash equivalents at the end of the year |

Catatan atas laporan keuangan konsolidasian terlampir merupakan bagian yang tidak terpisahkan dari laporan keuangan konsolidasian secara keseluruhan.

The accompanying notes to the consolidated financial statements form an integral part of these consolidated financial statements.

**Catatan atas Laporan Keuangan Konsolidasian
PT Vale Indonesia Tbk dan entitas anaknya
31 Desember 2021 dan 2020**

1. Umum

1.1. Pendirian dan Informasi Umum

PT Vale Indonesia Tbk, ("Perseroan") didirikan pada tanggal 25 Juli 1968 dengan akta No. 49 tanggal 25 Juli 1968, yang dibuat di hadapan Eliza Pondaag, notaris publik di Jakarta. Anggaran Dasar Perseroan disetujui oleh Menteri Kehakiman Republik Indonesia dalam Surat Keputusan No. J.A.5/59/18 tanggal 26 Juli 1968 dan diumumkan dalam Tambahan No. 93, Berita Negara Republik Indonesia No. 62 tanggal 2 Agustus 1968. Anggaran Dasar Perseroan telah beberapa kali mengalami perubahan, terakhir berdasarkan akta No. 175 tanggal 29 Juli 2020 yang dibuat di hadapan Aulia Taufani, S.H., notaris publik di Jakarta tentang perubahan Anggaran Dasar Perseroan yang telah disetujui dalam Rapat Umum Pemegang Saham Tahunan ("RUPST") pada tanggal 29 Juli 2020 dan telah memperoleh penerimaan pemberitahuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No.AHU-AH.01.03-0381902 tanggal 3 September 2020.

Entitas induk langsung Perseroan adalah Vale Canada Limited ("VCL") dan entitas pengendali utama adalah Vale S.A., sebuah perusahaan yang didirikan berdasarkan hukum Republik Federal Brasil.

Pabrik Perseroan berlokasi di Sorowako, Sulawesi Selatan dan kantor yang terdaftar berlokasi di Sequis Tower, Lt. 20, Unit 6 & 7, Jl. Jend. Sudirman Kav. 71, Jakarta.

Sesuai dengan Pasal 3 Anggaran Dasar Perseroan, kegiatan utama Perseroan adalah usaha-usaha dibidang pertambangan termasuk namun tidak terbatas pada pertambangan bijih nikel, yaitu mencakup usaha penambangan dan pengolahan bijih nikel, termasuk juga usaha pemanfaatannya yang tidak dapat dipisahkan secara administratif dari usaha pertambangan bijih nikel. Perseroan memulai kegiatan komersialnya pada tahun 1978.

Hak Perseroan untuk mengembangkan dan mengoperasikan proyek nikel dan mineral-mineral tertentu lainnya di daerah yang sudah ditentukan di pulau Sulawesi didasarkan atas Kontrak Karya ("KK") yang ditandatangani pada 27 Juli 1968 antara Pemerintah Republik Indonesia ("Pemerintah") dan Perseroan, yang kemudian diubah dan diperpanjang pada 15 Januari 1996, dan terakhir diamandemen pada 17 Oktober 2014 sebagaimana yang diamanatkan oleh Undang-Undang Pertambangan 2009 ("KK 2014").

Berdasarkan ketentuan KK 2014, KK Perseroan akan berakhir pada tahun 2025 dan Perseroan dapat mengajukan untuk melanjutkan operasinya dalam bentuk izin usaha untuk jangka waktu perpanjangan dua kali sepuluh tahun, setelah memperoleh persetujuan dari Pemerintah.

Selain itu, KK 2014 juga mengatur mengenai komitmen Perseroan untuk mengutamakan penggunaan tenaga kerja, barang dan jasa dalam negeri, serta mengenai komitmen investasi yang sejalan dengan strategi pertumbuhan Perseroan (lihat Catatan 38c mengenai komitmen investasi Perseroan).

Fasilitas pembangkit listrik tenaga air ("PLTA") Perseroan yang ada pada saat ini dibangun dan beroperasi berdasarkan Keputusan Pemerintah tahun 1975. Keputusan ini, yang secara efektif juga mencakup pembangkit listrik Karebbe dan Balambano (yang merupakan tambahan dari fasilitas pembangkit listrik awal Larona), memberikan hak kepada Pemerintah Indonesia untuk mengambil alih dengan tidak merubah peruntukkan dari fasilitas PLTA tersebut, yaitu untuk mendukung kegiatan operasional Perseroan, dengan pemberitahuan tertulis kepada Perseroan dua tahun sebelum pengambilalihan.

1.2. Penawaran Umum Efek Perseroan

Pada tahun 1990, Perseroan melakukan Penawaran Umum Saham Perdana sejumlah 49,7 juta lembar saham biasa atau 20% dari 248,4 juta lembar saham yang ditempatkan dan disetor penuh. Saham tersebut dicatatkan di Bursa Efek Jakarta (sekarang Bursa Efek Indonesia), pada tanggal 16 Mei 1990.

Pada Rapat Umum Pemegang Saham Luar Biasa ("RUPSLB") yang diselenggarakan pada 6 Juli 2004, para pemegang saham menyetujui dilakukannya pemecahan saham biasa dari satu saham menjadi empat saham. Hal ini berlaku efektif mulai 3 Agustus 2004.

Pada RUPSLB yang diselenggarakan pada 17 Desember 2007, para pemegang saham menyetujui pemecahan saham biasa, dari satu saham menjadi sepuluh saham, yang bertujuan untuk meningkatkan likuiditas saham Perseroan. Hal ini berlaku efektif di Bursa Efek Indonesia mulai 15 Januari 2008.

**Notes to the Consolidated Financial Statements
PT Vale Indonesia Tbk and its subsidiaries
December 31, 2021 and 2020**

1. General

1.1 Establishment and General Information

PT Vale Indonesia Tbk, (the "Company") was established on July 25, 1968 by deed No. 49 dated July 25, 1968 drawn up before Eliza Pondaag, a public notary of Jakarta. The Company's Articles of Association were approved by the Minister of Justice of the Republic of Indonesia in Decision Letter No. J.A.5/59/18 dated July 26, 1968 and published in Supplement No. 93 to State Gazette of the Republic of Indonesia No. 62 dated August 2, 1968. These Articles of Association have been amended several times, the latest amendment made by deed No. 175 dated July 29, 2020 drawn up before Aulia Taufani S.H., a public notary of Jakarta, to reflect amendments to the Company's Articles of Association as approved in the Annual General Meeting of Shareholders ("AGMS") on July 29, 2020 and has obtained acceptance of notification from the Minister of Law and Human Rights of the Republic of Indonesia in Decision Letter No.AHU-AH.01.03-0381902 dated September 3, 2020.

The Company's immediate parent company is Vale Canada Limited ("VCL") and the ultimate parent entity is Vale S.A., a company established under the laws of the Federative Republic of Brazil.

The Company's plant is located in Sorowako, South Sulawesi and the registered office is located in Sequis Tower, 20th floor, Unit 6 & 7, Jl. Jend. Sudirman Kav. 71, Jakarta.

As stated in Article 3 of its Articles of Association, the Company's main activities are businesses in the field of mining including but not limited to nickel ore mining, which includes mining and processing nickel ore, including any other utilizations thereof which are administratively inseparable from nickel ore mining activities. The Company started its commercial operations in 1978.

The Company's right to develop and operate a project for nickel and certain other minerals in defined areas within the island of Sulawesi was granted pursuant to a Contract of Work ("CoW") dated July 27, 1968 entered into between the Government of the Republic of Indonesia (the "Government") and the Company, which was modified and extended on January 15, 1996, and was later amended on October 17, 2014 as required by the 2009 Mining Law ("the 2014 CoW").

Under the terms of the 2014 CoW, the Company's CoW is set to expire in 2025 and the Company may apply to continue its operations by way of a business license for a period of two consecutive ten-year extensions upon approval of the Government.

Furthermore, the 2014 CoW reflects the Company's commitment to prioritise domestic manpower, goods and services and outlines investment commitments consistent with the Company's growth strategy (refer to Note 38c about the Company's investment commitments).

The Company's existing hydroelectric facilities were constructed and are currently operating pursuant to the Governmental Decree of 1975. This decree, which effectively covers the Karebbe and the Balambano power plants (which are additions to the original Larona facility), provides the Government with the right to acquire without changing the purpose of the hydroelectric facilities, i.e., to support the Company's operations, with two years' prior written notice to the Company.

1.2. The Company's Public Offering

In 1990, the Company conducted an Initial Public Offering ("IPO") of 49.7 million ordinary shares or 20% of the 248.4 million shares issued and fully paid. The shares were registered on the Jakarta Stock Exchange (now the Indonesia Stock Exchange) on May 16, 1990.

At the Extraordinary General Meeting of Shareholders ("EGMS") held on July 6, 2004, the shareholders approved a four-for-one stock split of the Company's ordinary shares. This became effective on August 3, 2004.

At the EGMS held on December 17, 2007, the shareholders approved a ten-for-one stock split of the Company's common shares, with the objective of increasing the liquidity of the Company's shares. This became effective on the Indonesia Stock Exchange on January 15, 2008.

**Catatan atas Laporan Keuangan Konsolidasian
PT Vale Indonesia Tbk dan entitas anaknya
31 Desember 2021 dan 2020**

1. Umum (lanjutan)

1.3. Susunan Dewan Komisaris, Direksi, Komite Audit dan Karyawan

Susunan Dewan Komisaris, Direksi dan Komite Audit Perseroan per tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|--------------------------|--|--|-----------------------------|
| Presiden Komisaris | Mark James Travers** | Mark James Travers | President Commissioner |
| Wakil Presiden Komisaris | Ogi Prastomiyono** | Ogi Prastomiyono | Vice President Commissioner |
| Komisaris | Rizal Sukma** Luiz Fernando Landeiro Nicolas D. Kanter** Alexandre Silva D'Ambrosio Nobuhiro Matsumoto Rudiantara* Raden Sukhyar* Dwia Aries Tina Pulubuhu* | Rizal Sukma Luiz Fernando Landeiro Cory McPhee Alexandre Silva D'Ambrosio Nobuhiro Matsumoto Rudiantara* Raden Sukhyar* Dwia Aries Tina Pulubuhu* | Commissioners |
| Ketua Komite Audit | Rudiantara | Rudiantara | Chairman of Audit Committee |
| Anggota Komite Audit | Herwan Ng Felia Salim | Herwan Ng Felia Salim | Audit Committee Members |
| Presiden Direktur | Febriany Eddy | Nicolas D. Kanter | President Director |
| Wakil Presiden Direktur | Adriansyah Chaniago | Adriansyah Chaniago | Vice President Director |
| Direktur | Bernardus Irmanto Dani Widjaja Vinicius Mendes Ferreira | Febriany Eddy Bernardus Irmanto Dani Widjaja Agus Superiadi Vinicius Mendes Ferreira | Directors |

* Komisaris Independen

** Tidak lagi menjabat sebagai Komisaris Perseroan berdasarkan RUPSLB tanggal 19 Januari 2022. Lihat Catatan 40.

Jumlah seluruh karyawan Perseroan dan entitas anaknya pada tanggal 31 Desember 2021 adalah 2.966 (31 Desember 2020: 3.006) (tidak diaudit).

1.4. Entitas Anak

Pada laporan keuangan konsolidasian ini, Perseroan dan entitas anaknya secara bersama-sama disebut sebagai "Grup". Pada tanggal 31 Desember 2021 dan 2020, entitas anak yang dimiliki langsung oleh Perseroan adalah sebagai berikut:

| Entitas anak/ Subsidiaries | Ruang Lingkup Usaha/ Scope of Activities | Kedudukan, Tanggal Pendirian/ Domicile, Date of Establishment | Persentase kepemilikan efektif/ Effective percentage of ownership | | Total Aset (Sebelum Dieliminasi)/Total Assets (Before Elimination) AS\$/US\$'000 | |
|---------------------------------------|--|--|---|-------|---|-------|
| | | | 2021 | 2020 | 2021 | 2020 |
| PT Bahadopi Nickel Smelting Indonesia | Industri pembuatan logam dasar bukan besi/ Non-iron metal manufacturing industry | Jakarta, Indonesia 25 Juni 2019/ June 25, 2019 | 99.9% | 99.9% | 723 | 723 |
| PT Kolaka Nickel Indonesia | Industri pembuatan logam dasar bukan besi/ Non-iron metal manufacturing industry | Jakarta, Indonesia 25 Juni 2019/ June 25, 2019 | 99.9% | 99.9% | 10,110 | 9,291 |

Pembentukan entitas anak tersebut merupakan bagian dari tahapan dalam pelaksanaan komitmen investasi Perseroan di provinsi Sulawesi Tengah dan Sulawesi Tenggara berdasarkan KK 2014, dimana Perseroan berkomitmen atas pembangunan fasilitas pengolahan bijih nikel.

**Notes to the Consolidated Financial Statements
PT Vale Indonesia Tbk and its subsidiaries
December 31, 2021 and 2020**

1. General (continued)

1.3. Composition Board of Commissioners, Board of Directors, Audit Committee and Employees

The composition of the Company's Board of Commissioners, Board of Directors and Audit Committee as at December 31, 2021 and 2020, were as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|--------------------------|--|--|-----------------------------|
| Presiden Komisaris | Mark James Travers** | Mark James Travers | President Commissioner |
| Wakil Presiden Komisaris | Ogi Prastomiyono** | Ogi Prastomiyono | Vice President Commissioner |
| Komisaris | Rizal Sukma** Luiz Fernando Landeiro Nicolas D. Kanter** Alexandre Silva D'Ambrosio Nobuhiro Matsumoto Rudiantara* Raden Sukhyar* Dwia Aries Tina Pulubuhu* | Rizal Sukma Luiz Fernando Landeiro Cory McPhee Alexandre Silva D'Ambrosio Nobuhiro Matsumoto Rudiantara* Raden Sukhyar* Dwia Aries Tina Pulubuhu* | Commissioners |
| Ketua Komite Audit | Rudiantara | Rudiantara | Chairman of Audit Committee |
| Anggota Komite Audit | Herwan Ng Felia Salim | Herwan Ng Felia Salim | Audit Committee Members |
| Presiden Direktur | Febriany Eddy | Nicolas D. Kanter | President Director |
| Wakil Presiden Direktur | Adriansyah Chaniago | Adriansyah Chaniago | Vice President Director |
| Direktur | Bernardus Irmanto Dani Widjaja Vinicius Mendes Ferreira | Febriany Eddy Bernardus Irmanto Dani Widjaja Agus Superiadi Vinicius Mendes Ferreira | Directors |

* Independent Commissioners

** No longer serving as Commissioners of the Company based on the EGMS on January 19, 2022. See Note 40.

The total number of employees of the Company and its subsidiaries as at December 31, 2021 was 2,966 (December 31, 2020: 3,006) (unaudited).

1.4. Subsidiaries

In these consolidated financial statements, the Company and its subsidiaries are collectively referred to as the "Group". As at December 31, 2021 and 2020, subsidiaries directly owned by the Company were as follows:

| Entitas anak/ Subsidiaries | Ruang Lingkup Usaha/ Scope of Activities | Kedudukan, Tanggal Pendirian/ Domicile, Date of Establishment | Persentase kepemilikan efektif/ Effective percentage of ownership | | Total Aset (Sebelum Dieliminasi)/Total Assets (Before Elimination) AS\$/US\$'000 | |
|---------------------------------------|--|--|---|-------|---|-------|
| | | | 2021 | 2020 | 2021 | 2020 |
| PT Bahadopi Nickel Smelting Indonesia | Industri pembuatan logam dasar bukan besi/ Non-iron metal manufacturing industry | Jakarta, Indonesia 25 Juni 2019/ June 25, 2019 | 99.9% | 99.9% | 723 | 723 |
| PT Kolaka Nickel Indonesia | Industri pembuatan logam dasar bukan besi/ Non-iron metal manufacturing industry | Jakarta, Indonesia 25 Juni 2019/ June 25, 2019 | 99.9% | 99.9% | 10,110 | 9,291 |

The establishment of the subsidiaries is intended as a milestone in the implementation of the Company's investment commitments in Central Sulawesi and Southeast Sulawesi provinces based on the 2014 CoW, under which the Company is committed to the construction of nickel ore processing facilities.

**Catatan atas Laporan Keuangan Konsolidasian
PT Vale Indonesia Tbk dan entitas anaknya
31 Desember 2021 dan 2020**

2. Ikhtisar kebijakan akuntansi yang signifikan

Ikhtisar kebijakan akuntansi Grup yang signifikan berikut ini disajikan untuk membantu pembaca dalam mengevaluasi laporan keuangan konsolidasian terlampir. Kebijakan akuntansi ini telah diterapkan secara konsisten dalam semua hal yang material untuk tahun-tahun yang tercakup oleh laporan keuangan ini konsolidasian, kecuali yang dinyatakan dalam Catatan 3. Laporan keuangan konsolidasian Grup diotorisasi oleh Direksi pada tanggal 24 Februari 2022.

2.1. Penyajian laporan keuangan

Sesuai dengan ketentuan yang dipersyaratkan oleh KK dengan Pemerintah, pembukuan Perseroan dilakukan dalam mata uang Dolar Amerika Serikat ("Dolar AS" atau "AS\$") dan dalam Bahasa Inggris.

2.2. Pernyataan kepatuhan

Laporan keuangan disusun dan disajikan sesuai dengan Standar Akuntansi Keuangan di Indonesia dan Peraturan serta Pedoman Penyajian dan Pengungkapan Laporan Keuangan yang ditetapkan oleh Otoritas Jasa Keuangan ("OJK").

2.3. Dasar pengukuran

Laporan keuangan konsolidasian disusun berdasarkan pada konsep harga perolehan historis kecuali aset dan liabilitas keuangan pada nilai wajar melalui laba rugi, serta menggunakan dasar akrual kecuali untuk laporan arus kas konsolidasian.

2.4. Penggunaan pertimbangan, estimasi dan asumsi

Penyusunan laporan keuangan konsolidasian yang sesuai dengan Standar Akuntansi Keuangan di Indonesia, memerlukan penggunaan estimasi dan asumsi yang signifikan. Standar Akuntansi Keuangan di Indonesia juga mengharuskan manajemen untuk melakukan pertimbangan dalam proses penerapan kebijakan akuntansi Grup. Area-area yang memerlukan tingkat pertimbangan atau kompleksitas yang tinggi, atau area dimana asumsi dan estimasi merupakan hal yang signifikan dalam laporan keuangan konsolidasian, diungkapkan dalam Catatan 4.

2.5. Prinsip-prinsip konsolidasi

Entitas anak merupakan semua entitas (termasuk entitas terstruktur), dimana Grup memiliki pengendalian. Grup mengendalikan suatu entitas ketika Grup memiliki hak atas imbal hasil variabel dari keterlibatannya dengan suatu entitas dan memiliki kemampuan untuk mempengaruhi imbal hasil tersebut melalui kekuasaannya atas entitas tersebut.

Entitas anak dikonsolidasi sejak tanggal pengendalian beralih kepada Grup dan tidak lagi dikonsolidasi sejak tanggal hilangnya pengendalian.

Saldo, transaksi, penghasilan, dan beban antar entitas Grup dieliminasi. Keuntungan dan kerugian hasil dari transaksi antar entitas Grup yang diakui dalam aset juga dieliminasi. Kebijakan akuntansi entitas anak telah diubah seperlunya untuk memastikan konsistensi penerapan kebijakan oleh Grup.

Ketika Grup kehilangan pengendalian atas entitas anak, Grup menghentikan pengakuan aset dan liabilitas entitas anak pada nilai tercatatnya ketika pengendalian hilang. Jumlah yang sebelumnya diakui dalam penghasilan komprehensif lain juga direklasifikasi ke laba rugi atau dialihkan secara langsung ke saldo laba jika disyaratkan oleh Pernyataan Standar Akuntansi Keuangan ("PSAK") lain.

Sisa investasi pada entitas anak terdahulu diakui sebesar nilai wajarnya. Setiap perbedaan antara nilai tercatat sisa investasi pada tanggal hilangnya pengendalian dan nilai wajarnya diakui dalam laba rugi.

2.6. Mata uang fungsional, penyajian dan penjabaran mata uang

Seluruh angka dalam laporan keuangan konsolidasian ini dibulatkan menjadi ribuan Dolar AS yang terdekat, yang merupakan mata uang penyajian dan fungsional, kecuali dinyatakan lain.

Item-item yang disertakan dalam laporan keuangan konsolidasian diukur menggunakan mata uang yang sesuai dengan lingkungan ekonomi utama dimana entitas Grup beroperasi.

Pada setiap tanggal pelaporan, aset dan liabilitas moneter dalam mata uang selain Dolar AS dijabarkan ke Dolar AS dengan kurs yang berlaku pada akhir tahun. Penjabaran dari aset dan liabilitas lainnya umumnya dilakukan dengan menggunakan kurs yang berlaku pada tanggal transaksi.

**Notes to the Consolidated Financial Statements
PT Vale Indonesia Tbk and its subsidiaries
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2. Summary of significant accounting policies

The following summary of the significant accounting policies of the Group is presented to assist the reader in evaluating the accompanying consolidated financial statements. These policies have been followed consistently in all material respects for the years covered in the consolidated financial statements, except as stated in Note 3. The Group's consolidated financial statements were authorised by the Board of Directors on February 24, 2022.

2.1. Presentation of financial statements

As required by its CoW with the Government, the Company maintains its books in United States Dollars ("US Dollars" or "US\$") and in English.

2.2. Statement of compliance

The financial statements are prepared in conformity with Indonesian Financial Accounting Standards, and the Regulations and Guidelines on Financial Statements Presentation and Disclosure Guidance issued by the Financial Services Authority ("FSA").

2.3. Basis of measurement

The consolidated financial statements are prepared based on the historical cost concept except for financial assets and liabilities at fair value through profit or loss and using the accrual basis except for the consolidated statements of cash flows.

2.4. Use of judgment, estimates and assumptions

The preparation of consolidated financial statements in conformity with Indonesian Financial Accounting Standards requires the use of certain significant estimates and assumptions. The Indonesian Financial Accounting Standards also require management to exercise its judgment in the process of applying the Group's accounting policies. The areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are disclosed in Note 4.

2.5. Principles of consolidation

Subsidiaries are all entities (including structured entities), over which the Group has control. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

Subsidiaries are consolidated from the date on which control is transferred to the Group and are deconsolidated from the date on which that control ceases.

Intragroup balances, transactions, income and expenses are eliminated. Profits and losses resulting from intragroup transactions that are recognised in assets are also eliminated. The accounting policies of subsidiaries have been amended where necessary to ensure consistency with the policies adopted by the Group.

When the Group loses control of a subsidiary, the Group derecognises the assets and liabilities of the subsidiary at their carrying amounts as at the date on which control is lost. Amounts previously recognised in other comprehensive income are also reclassified to profit or loss or transferred directly to retained earnings if required under other Statements of Financial Accounting Standards ("SFAS").

Any investment retained in the former subsidiary is recognised at its fair value. The difference between the carrying amount of the investment retained at the date when the control is lost and its fair value is recognised in profit or loss.

2.6. Functional and presentation currency and currency translation

Figures in the consolidated financial statements are rounded to and stated in thousands of US Dollars, which is the presentation and functional currency, unless otherwise stated.

Items included in the consolidated financial statements are measured using the currency of the primary economic environment in which the Group entities operate.

At each reporting date, monetary assets and liabilities in currencies other than US Dollars are translated into US Dollars at year-end exchange rates. The translation of all other assets and liabilities are generally recognised at the exchange rates prevailing at the dates of the transactions.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.6. Mata uang fungsional, penyajian dan penjabaran mata uang (lanjutan)

Selama tahun berjalan, transaksi-transaksi dalam mata uang selain Dolar AS dijabarkan ke Dolar AS dengan kurs yang berlaku selama bulan berjalan. Keuntungan atau kerugian selisih kurs yang timbul dari penjabaran dan transaksi dalam mata uang asing dibukukan pada laba rugi.

2.7. Kas dan setara kas dan kas yang dibatasi penggunaannya

Kas dan setara kas mencakup kas, kas pada bank, deposito berjangka dan investasi likuid jangka pendek lainnya yang akan jatuh tempo dalam waktu tiga bulan atau kurang dari saat ditempatkan, dan tidak digunakan sebagai jaminan atau tidak dibatasi penggunaannya.

Kas dan setara kas yang dibatasi penggunaannya disajikan secara terpisah sebagai "kas yang dibatasi penggunaannya".

Laporan arus kas konsolidasian disusun menggunakan metode langsung dengan mengklasifikasikan arus kas berdasarkan aktivitas operasi, investasi, dan pendanaan. Untuk tujuan laporan arus kas konsolidasian, kas dan setara kas disajikan setelah dikurangi cerukan.

2.8. Piutang usaha dan non-usaha

Piutang usaha adalah jumlah yang masih harus dibayar oleh pelanggan untuk nikel *matte* yang dijual dalam transaksi bisnis pada umumnya. Jika pembayaran piutang diharapkan selesai dalam satu tahun atau kurang, piutang tersebut dikelompokkan sebagai aset lancar. Jika tidak, piutang tersebut disajikan sebagai aset tidak lancar.

Piutang usaha dan piutang non-usaha pada awalnya diakui sebesar nilai wajar dan kemudian diukur sebesar biaya perolehan diamortisasi dengan menggunakan metode suku bunga efektif, apabila dampak pendiskontoan signifikan, dan dapat mengalami penurunan nilai.

Piutang non-usaha dari pihak berelasi merupakan saldo piutang yang terkait dengan pinjaman kepada pihak berelasi Grup.

2.9. Persediaan

Persediaan dinyatakan dengan nilai terendah antara biaya perolehan dan nilai realisasi bersih. Nilai dari persediaan barang jadi nikel dan nikel dalam proses dinilai dengan metode rata-rata tertimbang dari biaya perolehan. Penyisihan atas persediaan usang dan penurunan nilai persediaan, jika ada, dibentuk untuk mengurangi nilai tercatat persediaan menjadi nilai realisasi bersih.

Nilai realisasi bersih adalah estimasi harga penjualan dalam kegiatan usaha normal, dikurangi taksiran biaya penyelesaian dan estimasi biaya penjualan.

Harga perolehan barang jadi dan barang dalam proses terdiri dari biaya pengupasan tanah, menambang, bahan baku, bahan bakar, bahan pembantu, tenaga kerja, penyusutan serta alokasi biaya overhead yang terkait secara langsung baik yang bersifat tetap maupun variabel.

2.10. Biaya dibayar di muka dan uang muka

Biaya dibayar di muka dibebankan pada laba rugi berdasarkan metode garis lurus selama masa manfaatnya.

Uang muka adalah pembayaran di muka yang dilakukan Grup kepada pemasok. Uang muka dibebankan secara proporsional pada laba rugi sesuai dengan kemajuan dari pembelian barang dan jasa dan kesepakatan dengan pemasok.

2.11. Aset tetap

Aset tetap diakui berdasarkan harga perolehan historis, dikurangi akumulasi penyusutan. Harga perolehan mencakup semua pengeluaran yang terkait secara langsung dengan perolehan aset tetap.

Biaya pengembangan tambang merupakan biaya-biaya yang terjadi di area penambangan sebelum aktivitas penambangan dimulai. Termasuk ke dalam biaya ini adalah biaya-biaya untuk pembuatan jalan yang memberikan akses ke area-area tambang.

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2. Summary of significant accounting policies (continued)

2.6. Functional and presentation currency and currency translation (continued)

During the year, transactions in currencies other than US Dollars are translated at rates prevailing during each month. Gains or losses resulting from the translation and from foreign exchange transactions are included in profit or loss.

2.7. Cash and cash equivalents and restricted cash

Cash and cash equivalents include cash on hand, cash in banks, time deposits and other short-term highly liquid investments with original maturities of three months or less at the time of placement and which are not used as collateral or are not restricted.

Cash and cash equivalents which are restricted for use, are presented separately as "restricted cash".

The consolidated statements of cash flows have been prepared using the direct method by classifying the cash flows on the basis of operating, investing and financing activities. For the purpose of the consolidated statements of cash flows, cash and cash equivalents are presented net of overdrafts.

2.8. Trade and non-trade receivables

Trade receivables are amounts due from customers for nickel *matte* sold in the ordinary course of business. If collection is expected in one year or less, they are classified as current assets. If not, they are presented as non-current assets.

Trade and non-trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method if the impact of discounting is significant and are subject to impairment.

Non-trade receivables from related parties are receivables reflecting advances to related parties of the Group.

2.9. Inventories

Inventories are stated at the lower of cost and net realisable value. Cost of finished nickel inventory and nickel in process is determined using a weighted average cost method. Allowance for inventory obsolescence and decline in the value of inventories, if any, is provided to reduce the carrying value of inventories to their net realisable value.

Net realisable value is the estimate of the selling price in the ordinary course of business, less the costs of completion and the estimated selling expenses.

Cost of finished goods and work in progress comprises stripping, mining, raw materials, fuels, supplies, labor, depreciation and an appropriate proportion of directly attributable fixed and variable overheads.

2.10. Prepayments and advances

Prepaid expenses are charged to profit or loss on a straight-line basis over the expected period of benefit.

Advances are payments made in advance by the Group to its vendors. Advances are charged to profit or loss based on progress of goods and services purchased and agreements with suppliers.

2.11. Fixed assets

Fixed assets are stated at historical cost, less accumulated depreciation. Historical cost includes expenditures that are directly attributable to the acquisition of the items.

Mine development costs represent expenditures incurred in a mining area before mining activities commence. Included in these costs is construction of roads providing access to mining areas.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.11. Aset tetap (lanjutan)

Biaya pengupasan pasca produksi dimasukkan dalam biaya persediaan, kecuali ketika sebuah proyek baru dikembangkan untuk mendapatkan akses ke cadangan bijih nikel yang signifikan. Dalam hal tersebut, biaya dikapitalisasi dan diamortisasi selama ekstraksi bijih nikel, selama masa manfaat cadangan nikel. Pada tanggal 31 Desember 2021 dan 2020, tidak ada biaya pengupasan yang dikapitalisasi oleh Grup.

Biaya-biaya selanjutnya diikutsertakan ke dalam nilai tercatat aset atau diakui sebagai aset terpisah, jika memadai, hanya ketika besar kemungkinan masa manfaat ekonomis di masa yang akan datang terkait dengan aset tetap akan mengalir ke dalam Grup dan biaya dari aset tetap tersebut dapat diukur secara andal. Nilai tercatat dari komponen yang diganti dihentikan pengakuannya. Keseluruhan perbaikan dan perawatan dibebankan ke dalam laba rugi pada tahun keuangan dimana hal tersebut terjadi.

Apabila aset tetap tidak digunakan lagi atau dijual, maka nilai tercatatnya dikeluarkan dari laporan keuangan konsolidasian, dan keuntungan atau kerugian yang terjadi sebagai akibat dari penghapusan aset tetap tersebut diakui dalam laba rugi.

Biaya eksplorasi dibebankan pada saat terjadinya.

2.12. Aset tetap dalam penyelesaian

Akumulasi biaya dari konstruksi bangunan dan instalasi mesin dikapitalisasi sebagai aset tetap dalam penyelesaian. Biaya-biaya ini direklasifikasi ke dalam aset tetap ketika konstruksi telah selesai. Depresiasi dibebankan sejak tanggal dimana aset tersebut siap digunakan sesuai dengan tujuan yang diinginkan manajemen.

Biaya keuangan dan biaya pinjaman lain, seperti biaya diskonto atas pinjaman yang digunakan untuk mendanai proses pembangunan aset tertentu yang memenuhi syarat, dikapitalisasi sampai proses pembangunan tersebut selesai.

Untuk pinjaman yang dapat diatribusikan secara langsung pada suatu aset tertentu yang memenuhi syarat, jumlah yang dikapitalisasi adalah sebesar biaya pinjaman yang terjadi selama tahun berjalan, dikurangi pendapatan investasi jangka pendek dari pinjaman tersebut.

Untuk pinjaman yang tidak dapat diatribusi secara langsung pada suatu aset tertentu yang memenuhi syarat, jumlah biaya pinjaman yang dikapitalisasi ditentukan dengan mengalikan tingkat kapitalisasi dengan pengeluaran untuk aset tertentu yang memenuhi syarat. Tingkat kapitalisasi adalah rata-rata tertimbang seluruh biaya pinjaman atas seluruh pinjaman yang belum dibayarkan, di luar pinjaman yang secara khusus digunakan untuk perolehan aset dalam penyelesaian tertentu yang memenuhi syarat.

2.13. Penyusutan dan amortisasi

Penyusutan aset tetap dihitung dengan metode garis lurus yang didasarkan atas taksiran masa manfaat suatu aset, estimasi masa produksi cadangan bijih, atau selama masa berlakunya KK (d disesuaikan dengan asumsi perpanjangan) yang mana yang lebih dulu. Pengecualian terhadap kebijakan ini adalah untuk fasilitas bendungan PLTA yang penyusutannya dilakukan selama masa manfaat 40 tahun berdasarkan Keputusan Pemerintah Indonesia tahun 1975, seperti yang dijelaskan pada Catatan 1 atas laporan keuangan konsolidasian ini.

Estimasi masa manfaat untuk penyusutan aset tetap adalah sebagai berikut:

| | Tahun |
|---------------------------------------|--------|
| Bangunan bendungan dan fasilitas PLTA | 5 - 40 |
| Jalan dan jembatan | 5 - 30 |
| Bangunan | 5 - 30 |
| Pengembangan tambang | 5 - 30 |
| Pabrik dan mesin | 4 - 30 |
| Perabotan dan peralatan kantor | 5 |

Grup memperkirakan nilai sisa aset tetap diatas adalah nihil.

Nilai sisa aset, masa manfaat dan metode penyusutan ditelaah dan jika perlu disesuaikan, pada setiap akhir tahun pelaporan.

Grup mengalokasikan komponen dari aset tetap yang biaya perolehannya signifikan dan mendepresiasi komponen tersebut secara terpisah jika komponen tersebut memiliki masa manfaat yang berbeda.

Amortisasi biaya pemugaran dihitung berdasarkan taksiran masa manfaat ekonomisnya dengan menggunakan metode garis lurus.

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2. Summary of significant accounting policies (continued)

2.11. Fixed assets (continued)

Post-production stripping costs are included in the cost of inventory, except when a new project is developed to permit access to a significant nickel ore reserve. In such cases, the cost is capitalised and amortised during the extraction of the nickel ore, over the useful life of the ore reserve. As at December 31, 2021 and 2020, there were no stripping costs capitalised by the Group.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that the future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of a replaced part is derecognised. All other repairs and maintenance are charged to profit or loss during the financial year in which they are incurred.

When fixed assets are retired or otherwise disposed of, their carrying values are eliminated from the consolidated financial statements, and the resulting gains and losses on the disposal of fixed assets are recognised in profit or loss.

Exploration costs are expensed as incurred.

2.12. Construction in progress

The accumulated costs of the construction of buildings and the installation of machinery are capitalised as construction in progress. These costs are reclassified to fixed assets when the construction is complete. Depreciation is charged from the date the assets are ready for use in the manner intended by management.

Finance and other borrowing costs, such as discount fees on loans used in financing construction of a qualifying asset, are capitalised up to the date when construction is complete.

For borrowings that are directly attributable to a qualifying asset, the amount to be capitalised is determined as the actual borrowing costs incurred during the year, less any income earned on the temporary investment of such borrowings.

For borrowings that are not directly attributable to a qualifying asset, the amount to be capitalised is determined by applying a capitalisation rate to the amount expended on the qualifying asset. The capitalisation rate is the weighted average of the total borrowing costs applicable to the total borrowings outstanding, other than borrowings made specifically for the purpose of obtaining a qualifying asset under construction.

2.13. Depreciation and amortisation

Depreciation of fixed assets is calculated on a straight-line method based on the earlier of the estimated useful life of the asset, the estimated period of production from ore reserves, or the period of the CoW (adjusted for assumed extensions). An exception to this policy is the hydroelectric dam facilities, which are depreciated over a 40-year useful life based on the 1975 Decree of the Indonesian Government, as referred to in Note 1 to these consolidated financial statements.

The estimated useful lives of fixed assets used for depreciation are as follows:

| | Years |
|--|--------|
| Hydroelectric dam buildings and facilities | 5 - 40 |
| Roads and bridges | 5 - 30 |
| Buildings | 5 - 30 |
| Mine development | 5 - 30 |
| Plant and machinery | 4 - 30 |
| Furniture and office equipment | 5 |

The Group has estimated the residual value of the above fixed assets at nil.

The assets' residual values, useful lives and depreciation methods are reviewed and adjusted if appropriate, at the end of each reporting year.

The Group allocates significant components of the fixed asset costs and depreciates separately each significant component if those components have different useful lives.

Amortisation of refurbishment costs is calculated on the estimated economic useful life of the refurbishment using the straight-line method.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.14. Penurunan nilai dari aset non-keuangan

Aset yang memiliki umur manfaat tidak terbatas (jika ada) - sebagai contoh, *goodwill* atau aset tak berwujud - tidak diamortisasi dan dilakukan pengujian penurunan nilai secara tahunan. Aset ditelaah untuk penurunan nilai jika terdapat kejadian atau perubahan dalam keadaan yang mengindikasikan bahwa jumlah tercatat kemungkinan tidak dapat dipulihkan. Kerugian penurunan nilai diakui sebesar jumlah dimana jumlah tercatat aset melebihi jumlah terpulihkan. Jumlah terpulihkan merupakan jumlah yang lebih tinggi antara nilai wajar aset dikurangi biaya untuk menjual dan nilai pakainya. Dalam rangka menguji penurunan nilai, aset dikelompokkan hingga unit terkecil yang menghasilkan arus kas terpisah (unit penghasil kas). Aset non-keuangan selain *goodwill* yang mengalami penurunan nilai, ditelaah untuk kemungkinan pembalikan penurunan nilai, pada setiap tanggal pelaporan.

Pemulihan rugi penurunan nilai, untuk aset selain *goodwill*, diakui jika, dan hanya jika, terdapat perubahan estimasi yang digunakan dalam menentukan jumlah terpulihkan aset sejak pengujian penurunan nilai terakhir kali. Pembalikan rugi penurunan nilai tersebut diakui segera dalam laba rugi.

2.15. Pengeluaran untuk lingkungan hidup

Pengeluaran - pengeluaran yang berhubungan dengan program lingkungan hidup dan reklamasi yang sedang berjalan dibebankan pada laba rugi pada saat terjadinya, atau dikapitalisasi dan disusutkan tergantung pada masa manfaat ekonomis di masa yang akan datang. Cadangan jaminan reklamasi, yang kemudian diubah dengan suatu mekanisme bank garansi, juga telah dibentuk sesuai dengan Peraturan Pemerintah yang berlaku (lihat Catatan 38a). Disamping itu, provisi atas penghentian pengoperasian aset telah diakui sebesar taksiran biaya penutupan area tambang, penghentian dan pembongkaran fasilitas.

Provisi atas penghentian pengoperasian aset dicatat untuk mengakui kewajiban hukum atau konstruktif yang berkaitan dengan penghentian penggunaan aset tetap yang berasal dari akuisisi, pembangunan atau pengembangan dan/atau operasi normal aset tetap. Penghentian penggunaan aset tetap ini adalah penarikan selain penghentian sementara pemakaian termasuk penjualan, penelantaran, pendaur-ulangan atau penghapusan dengan cara lainnya.

Provisi atas penghentian pengoperasian aset diakui sebagai liabilitas pada saat kewajiban hukum atau konstruktif yang berkaitan dengan penghentian pengoperasian sebuah aset timbul, dan pada awalnya diukur pada nilai kini dari perkiraan pengeluaran yang diperlukan untuk menyelesaikan kewajiban menggunakan tingkat diskonto bebas risiko. Di samping itu, biaya penghentian pengoperasian aset dalam jumlah yang sama dengan jumlah liabilitasnya dikapitalisasi sebagai bagian dari aset yang berkaitan yang kemudian disusutkan nilainya sepanjang masa manfaat aset tersebut. Peningkatan kewajiban ini sehubungan dengan berlalunya waktu diakui sebagai biaya keuangan.

Perubahan dalam pengukuran kewajiban tersebut yang timbul dari perubahan estimasi waktu atau jumlah pengeluaran sumber daya ekonomis (contohnya: arus kas) yang diperlukan untuk menyelesaikan kewajiban tersebut, atau perubahan dalam tingkat diskonto, akan ditambahkan pada atau dikurangkan dari, harga perolehan aset yang bersangkutan pada tahun berjalan. Jumlah yang dikurangkan dari harga perolehan aset tidak boleh melebihi jumlah tercatatnya. Jika penurunan dalam liabilitas melebihi nilai tercatat aset, kelebihan tersebut segera diakui dalam laba rugi. Jika penyesuaian tersebut menghasilkan penambahan pada harga perolehan aset, Grup akan mempertimbangkan apakah hal ini mengindikasikan bahwa nilai tercatat aset yang baru mungkin tidak bisa dipulihkan secara penuh. Jika terdapat indikasi tersebut, Grup akan melakukan pengujian penurunan nilai terhadap aset tersebut dengan melakukan estimasi atas nilai yang dapat dipulihkan dan akan mencatat kerugian dari penurunan nilai, jika ada.

Untuk hal-hal yang berkaitan dengan lingkungan yang tidak berkaitan dengan penghentian pengoperasian aset, dimana Grup merupakan pihak yang bertanggung jawab dan diidentifikasi adanya suatu liabilitas serta jumlahnya dapat diukur, maka Grup akan mencatat estimasi liabilitas tersebut. Dalam menentukan keberadaan liabilitas yang berkaitan dengan lingkungan, Grup mengacu pada kriteria pengakuan liabilitas sesuai dengan standar akuntansi yang berlaku.

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2. Summary of significant accounting policies (continued)

2.14. Impairment of non-financial assets

Assets that have an indefinite useful life (if any) - for example, goodwill or intangible assets - are not subject to amortisation and are tested annually for impairment. Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows (cash-generating units). Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Reversal of impairment losses for assets other than goodwill would be recognised if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment test was carried out. Reversal of impairment losses will be immediately recognised in profit or loss.

2.15. Environmental expenditures

Expenditures that relate to ongoing environmental and reclamation programs are charged to profit or loss as incurred or capitalised and depreciated depending on their future economic benefits. A reclamation guarantee reserve which subsequently was changed to a bank guarantee mechanism has also been set up in accordance with applicable Government requirements (refer to Note 38a). In addition, a provision for asset retirement has been recognised for the estimated costs of mine closure, decommissioning and dismantling of facilities.

The provision for asset retirement is provided for legal or constructive obligations associated with the retirement of a tangible long-lived asset that results from the acquisition, construction or development and/or the normal operation of a long-lived asset. The retirement of a long-lived asset is its other than temporary removal from service including its sale, abandonment, recycling or disposal in some other manner.

Provisions for asset retirement are recognised as liabilities when a legal or constructive obligation with respect to the retirement of an asset is incurred, with the initial measurement of the obligation measured at the present value of the expenditures expected to be required to settle the obligation using a risk-free rate. In addition, an asset retirement cost equivalent to the liabilities is capitalised as part of the related asset's carrying value and is subsequently depreciated or depleted over the asset's useful life. The increase in these obligations due to passage of time is recognised as finance costs.

The changes in the measurement of these obligations that result from changes in the estimated timing or amount of the outflow of resources embodying economic benefits (e.g. cash flows) required to settle the obligation, or a change in the discount rate will be added to or deducted from the cost of the related asset in the current year. The amount deducted from the cost of the asset should not exceed its carrying amount. If a decrease in the liability exceeds the carrying amount of the asset, the excess is recognised immediately in profit or loss. If the adjustment results in an addition to the cost of an asset, the Group will consider whether this is an indication that the new carrying amount of the asset may not be fully recoverable. If there is such an indication, the Group will test the asset for impairment by estimating its recoverable amount and will account for the impairment loss incurred, if any.

For environmental issues that may not involve the retirement of an asset, where the Group is a responsible party and it is determined that a liability exists, and amounts can be quantified, the Group accrues the estimated liability. In determining whether a liability exists in respect of such environmental issues, the Group applies the criteria for liability recognition under applicable accounting standards.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.16. Pengakuan pendapatan dan beban

Penjualan merupakan pendapatan yang diperoleh dari penjualan produk. Penjualan diakui sebagai pendapatan ketika pengendalian atas produk ditransfer ke pelanggan dengan jumlah yang mencerminkan imbalan yang diharapkan Grup untuk ditukar dengan produk tersebut. Berdasarkan kontrak penjualan, pendapatan diakui ketika produk dimuat ke kapal pelanggan di pelabuhan muat.

Pendapatan diakui berdasarkan harga yang ditentukan dalam kontrak dengan pelanggan. Berdasarkan ketentuan pembayaran kontrak, periode antara transfer produk ke pelanggan dan pembayaran oleh pelanggan kurang dari satu tahun. Ketentuan pembayaran tidak memiliki komponen pembiayaan yang signifikan dan tidak berubah dari tahun-tahun sebelumnya.

Beban (termasuk tetapi tidak terbatas pada biaya eksplorasi dan pengupasan tanah) diakui pada saat terjadinya dengan metode akrual.

2.17. Pajak penghasilan

Manfaat/(beban) pajak penghasilan terdiri dari pajak penghasilan badan kini dan tangguhan. Pajak kini dan pajak tangguhan diakui dalam laba rugi kecuali jika pajak tersebut terkait dengan transaksi yang langsung diakui dalam ekuitas atau dalam penghasilan atau kerugian komprehensif lain.

Perseroan dan entitas anaknya beroperasi di bawah peraturan perpajakan di Indonesia. Beban pajak kini dihitung berdasarkan peraturan perpajakan yang berlaku di Indonesia pada akhir periode pelaporan dan mencakup penyesuaian tahun sebelumnya baik untuk keperluan rekonsiliasi dengan pajak penghasilan yang dilaporkan dalam surat pemberitahuan pajak tahunan, atau untuk mencatat perbedaan yang timbul dari penilaian pajak. Manajemen secara periodik mengevaluasi posisi yang dilaporkan di Surat Pemberitahuan Tahunan (SPT) sehubungan dengan situasi di mana aturan pajak yang berlaku membutuhkan interpretasi. Jika perlu, manajemen menentukan provisi berdasarkan jumlah yang diharapkan akan dibayar kepada otoritas pajak.

Pajak tangguhan diakui atas perbedaan temporer antara nilai tercatat aset dan liabilitas untuk tujuan pelaporan keuangan dan nilai yang digunakan untuk tujuan perpajakan. Manfaat pajak tangguhan tidak diakui jika timbul pada saat pengakuan awal suatu aset atau liabilitas yang timbul dari transaksi selain kombinasi bisnis yang pada saat transaksi tersebut tidak mempengaruhi laba rugi akuntansi maupun laba rugi kena pajak. Pajak tangguhan ditentukan dengan menggunakan tarif pajak yang diharapkan akan diterapkan terhadap perbedaan temporer pada saat pembalikan, berdasarkan peraturan yang telah berlaku atau secara substantif berlaku pada tanggal pelaporan. Metode ini juga mengharuskan pengakuan atas manfaat pajak di masa yang akan datang, seperti kompensasi rugi fiskal, jika kemungkinan realisasi manfaat tersebut di masa mendatang cukup besar (*probable*).

Aset pajak tangguhan ditelaah ulang pada setiap tanggal pelaporan dan dikurangi sejauh manfaat pajak terkait tidak lagi memungkinkan untuk terealisasi; pengurangan tersebut dilakukan pembalikan ketika kemungkinan laba kena pajak di masa depan meningkat. Dalam menentukan besarnya jumlah pajak kini dan tangguhan, Grup memperhitungkan dampak dari posisi pajak yang tidak pasti dan setiap tambahan pajak dan denda.

Aset dan liabilitas pajak tangguhan dapat saling hapus jika terdapat hak yang berkekuatan secara hukum untuk melakukan saling hapus antara aset pajak kini dengan liabilitas pajak kini dan apabila aset dan liabilitas pajak tangguhan dikenakan oleh otoritas perpajakan yang sama. Aset dan liabilitas pajak kini saling hapus jika terdapat hak yang dapat dipaksakan secara hukum untuk melakukan saling hapus dan terdapat maksud untuk menyelesaikan secara neto atau untuk merealisasikan aset dan menyelesaikan liabilitas secara bersamaan.

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2. Summary of significant accounting policies (continued)

2.16. Revenue and expense recognition

Sales represent revenue earned from the sale of products. Sales are recognised as revenue when the control of the product transfers to customers at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those products. Based on the sales contracts, revenue is recognised when the product is loaded on to the customer vessel at the loading port.

Revenue is recognised based on the price specified in the contracts with the customer. Based on the contract payment terms, the period between the transfer of the products to the customer and payment by the customer is less than one year. The payment terms do not have a significant financing component and were not changed from previous years.

Expenses (including but not limited to exploration and stripping costs) are recognised as incurred on an accrual basis.

2.17. Income taxes

Income tax benefit/(expense) is comprised of current and deferred corporate income tax. Current tax and deferred tax are recognised in profit or loss except to the extent that they relate to items recognised directly in equity or in other comprehensive income or loss.

The Company and its subsidiaries operate under the tax regulations in Indonesia. The current income tax expense is calculated on the basis of the tax laws enacted in Indonesia at the end of the reporting period and includes true-up adjustments made to the previous years' tax provisions either to reconcile them with the income tax reported in annual tax returns, or to account for differences arising from tax assessments. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred income tax is not accounted for if it arises from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, based on the laws that have been enacted or substantively enacted as of the reporting date. This method also requires the recognition of future tax benefits, such as tax loss carry forwards, to the extent that realisation of such benefits is probable.

Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised; such reductions are reversed when the probability of future taxable profits improves. In determining the amount of current and deferred tax, the Group considers the impact of uncertain tax positions and any additional taxes and penalties.

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

**Catatan atas Laporan Keuangan Konsolidasian
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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.18. Liabilitas imbalan kerja

a. Imbalan pensiun dan imbalan berdasarkan Peraturan Ketenagakerjaan

Perseroan memiliki program pensiun iuran pasti yang berlaku semenjak akhir 2012. Sebelumnya Perseroan memiliki program pensiun imbalan pasti. Program pensiun iuran pasti merupakan program pensiun yang dibayarkan oleh Perseroan dengan metode iuran tetap kepada pengelola dana pensiun baik yang wajib, berdasarkan kontrak maupun sukarela. Perseroan harus menyediakan imbalan pensiun dengan jumlah minimal sesuai dengan Undang-Undang ("UU") No. 11/2020 tentang Cipta Kerja ("UU Cipta Kerja") (sebelum 1 Januari 2021: UU No. 13/2003 ("UU Ketenagakerjaan")) atau Perjanjian Kerja Bersama ("PKB"), mana yang lebih tinggi. Karena UU Cipta Kerja atau UU Ketenagakerjaan atau PKB mewajibkan Perseroan untuk memberikan imbalan kepada karyawan dalam usia pensiun dengan jumlah manfaat tertentu berdasarkan masa kerjanya, ada kemungkinan bahwa Perseroan harus melakukan pembayaran imbalan tambahan apabila jumlah akumulasi dana iuran pensiun pada program pensiun iuran pasti lebih kecil dari jumlah imbalan pensiun yang diharuskan berdasarkan UU Cipta Kerja atau UU Ketenagakerjaan atau PKB. Untuk tujuan pelaporan keuangan, program iuran pasti secara efektif diakui seolah-olah sebagai program manfaat pasti.

Perseroan mengakui kelebihan pembayaran (jika ada) yang akan diperlukan sesuai dengan UU Cipta Kerja atau UU Ketenagakerjaan atau PKB, atas program pensiun iuran pasti, bersama dengan pengembalian investasi yang dihasilkan dari iuran, sebagai liabilitas pada laporan posisi keuangan konsolidasian, akun liabilitas imbalan pascakerja.

Liabilitas diakui pada laporan posisi keuangan setara dengan nilai kini kewajiban imbalan pasti pada akhir tahun pelaporan dikurangi nilai wajar aset program. Kewajiban imbalan pasti dihitung setidaknya setiap tahun oleh aktuaris independen dengan menggunakan metode *Projected Unit Credit*. Nilai kini kewajiban imbalan pasti ditentukan dengan mendiskontokan arus kas keluar yang diestimasi dengan menggunakan tingkat bunga obligasi pemerintah (karena tidak terdapat pasar aktif untuk obligasi korporat berkualitas tinggi) dalam denominasi mata uang dimana imbalan akan dibayarkan dan memiliki jangka waktu jatuh tempo mendekati jangka waktu kewajiban pensiun.

Biaya bunga bersih dihitung dengan menerapkan tingkat diskonto terhadap saldo bersih kewajiban imbalan pasti dan nilai wajar aset program. Biaya ini termasuk dalam biaya keuangan dalam laba rugi.

Pengukuran kembali yang timbul dari penyesuaian pengalaman dan perubahan asumsi-asumsi aktuarial dibebankan atau dikreditkan pada ekuitas dalam penghasilan komprehensif lain pada tahun dimana beban tersebut terjadi. Keuntungan dan kerugian ini termasuk di dalam laba ditahan pada laporan perubahan ekuitas dan pada posisi keuangan konsolidasian.

Saat manfaat suatu program diganti atau saat suatu program mengalami kurtailmen, dampak perubahannya yang terkait dengan jasa lalu atau keuntungan atau kerugian kurtailmen diakui langsung di laba rugi.

b. Imbalan kesehatan pascakerja

Perseroan memberikan imbalan kesehatan pascakerja untuk para karyawan yang telah pensiun dan memiliki hak atas fasilitas ini. Hak atas imbalan ini pada umumnya diberikan apabila karyawan bekerja hingga mencapai usia pensiun dan dipekerjakan sebelum PKB yang ditandatangani pada bulan Januari 2011 dan memilih untuk mengikuti program ini. Perkiraan biaya imbalan ini diakui sebagai akrual sepanjang masa kerja karyawan, dengan menggunakan metodologi akuntansi yang sama dengan metodologi yang digunakan dalam perhitungan program pensiun imbalan pasti. Liabilitas ini dinilai setidaknya setiap tahun oleh aktuaris yang berkualifikasi. Pada tahun 2014, Perseroan mengubah metode pembiayaan atas program ini dengan menggunakan program asuransi.

Pada tahun 2016, Perseroan berhenti menggunakan program asuransi karena peningkatan jumlah premi. Perseroan kemudian menerapkan sebuah pendekatan Layanan Administrasi Saja (pendekatan "ASO") dengan melibatkan pihak ketiga yang ditunjuk oleh Perseroan untuk membantu administrasi program ini. Pada pendekatan ini, Perseroan menempatkan sejumlah uang untuk dikelola oleh pihak ketiga untuk menutupi biaya medis bagi peserta program. Pihak ketiga menerapkan pendekatan Koordinasi Imbalan ("COB") yang memungkinkan klaim medis dipertimbangkan dalam perhitungan biaya keseluruhan.

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2. Summary of significant accounting policies (continued)

2.18. Employment benefit liabilities

a. Pension and Labor Law benefits

The Company has maintained a defined contribution pension plan starting from the end of 2012. Prior to this, the Company maintained a defined benefit plan. The defined contribution pension plan is a pension plan under which the Company pays fixed contributions to trustee-administered pension plans on a mandatory, contractual or voluntary basis. The Company is required to provide a minimum amount of pension benefits in accordance with Law No. 11/2020 on Job Creation (the "Job Creation Law") (before January 1, 2021: Law No.13/2003 "Labor Law") or its Collective Labor Agreement ("CLA"), whichever is higher. Since the Job Creation Law or Labor Law or the CLA requires the Company to pay to a worker entering into pension age a certain amount based on the worker's length of service, the Company is exposed to the possibility of having to make further payments to reach that certain amount, as required by the Job Creation Law or Labor Law or the CLA, in particular when the cumulative contributions are less than that amount. For financial reporting purposes, the defined contribution plan is therefore effectively treated as if it were a defined benefit plan.

The Company recognises the excess (if any) of the payments that would be required under the Job Creation Law or Labor Law or the CLA, over the defined contributions paid, together with investment returns arising from the contributions, as a liability in the consolidated statements of financial position, accounted for as post-employment benefit liabilities.

The liability recognised in the statements of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the end of the reporting year less the fair value of plan assets. The defined benefit obligation is calculated at least annually by independent actuaries using the Projected Unit Credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of Government Bonds (considering currently there is no deep market for high-quality corporate bonds) that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating the terms of the related pension obligation.

The net interest cost is calculated by applying the discount rate to the net balance of the defined benefit obligation and the fair value of plan assets. This cost is included in the finance cost in profit or loss.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the year in which they arise. They are included in retained earnings in the consolidated statements of changes in equity and financial position.

When the benefits of a plan are changed or when a plan is curtailed, the resulting change in benefit that relates to past service or the gain or loss on curtailment is recognised immediately in profit or loss.

b. Post-retirement medical benefits

The Company provides post-retirement medical benefits to eligible retirees. The entitlement to these benefits is usually given to those employees who remain in service up to retirement age and were hired prior to the signing of the CLA in January 2011 and opted to enroll into this program. The expected costs of these benefits are accrued over the period of employment, using an accounting methodology similar to that for defined benefit pension plans. A qualified actuary values this liability at least annually. In 2014, the Company changed its method to fund this program through an insurance program.

In 2016, the Company stopped using an insurance program due to escalating premiums. The Company subsequently implemented an Administrative Service Only approach ("ASO" approach) by engaging a third party appointed by the Company to help administer the program. In this approach, the Company places a certain amount of money to be administered by a third party to cover the medical costs for the program participants. The third party applies the Coordination of Benefit ("COB") approach which allows the medical claim to be considered in the overall cost calculation.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.18. Liabilitas imbalan kerja (lanjutan)

c. Imbalan pesangon

Pesangon adalah pemutusan hubungan kerja terutang pada saat karyawan diberhentikan sebelum usia pensiun normal atau ketika pekerja menerima penawaran mengundurkan diri secara sukarela dengan kompensasi imbalan pesangon. Perseroan mengakui pesangon pemutusan kontrak kerja pada tanggal yang lebih awal antara: (i) ketika Perseroan tidak dapat lagi menarik tawaran atas imbalan tersebut dan (ii) ketika Grup mengakui biaya untuk restrukturisasi yang berada dalam ruang lingkup PSAK 57 dan melibatkan pembayaran pesangon. Pesangon yang akan dibayarkan dalam waktu lebih 12 bulan setelah tanggal pelaporan didiskontokan untuk mencerminkan nilai kinernya.

d. Program bonus

Perseroan mengakui liabilitas dan beban untuk bonus berdasarkan rumus-rumus tertentu yang mempertimbangkan berbagai aspek kinerja Perseroan.

e. Pembayaran berbasis saham

Perseroan memberikan program imbalan setara saham dan kinerja unit saham ("PSU") kepada karyawan tertentu ("peserta"). Untuk imbalan setara saham, peserta dapat membeli saham Vale S.A. tanpa ada manfaat yang diberikan oleh karyawan tertentu. Jika saham yang dibeli ditahan selama periode tiga tahun dan peserta masih merupakan karyawan Perseroan, maka peserta berhak mendapatkan dari Perseroan imbalan setara dengan jumlah saham yang dibeli oleh peserta.

Untuk program PSU, selama periode tiga tahun *vesting cycle* peserta berhak menerima imbalan setara dengan nilai pasar saham biasa Vale S.A. berdasarkan faktor kinerja yang diukur sebagai indikator tingkat pengembalian kepada pemegang saham. Imbalan ini dibayarkan secara kas dan dapat berupa pembayaran cicilan, tergantung faktor kinerja setiap tahunnya.

2.19. Sewa

Pada tanggal dimulainya kontrak, Grup menilai apakah kontrak merupakan, atau mengandung, sewa. Suatu kontrak merupakan, atau mengandung, sewa jika kontrak tersebut memberikan hak untuk mengendalikan penggunaan aset yang teridentifikasi selama suatu jangka waktu untuk dipertukarkan dengan imbalan. Untuk menilai apakah kontrak memberikan hak untuk mengendalikan penggunaan aset yang teridentifikasi, Grup menilai apakah:

- Kontrak melibatkan penggunaan aset yang teridentifikasi;
- Grup memiliki hak untuk memperoleh secara substantial seluruh manfaat ekonomi dari penggunaan aset selama periode penggunaan; dan
- Grup memiliki hak untuk mengendalikan penggunaan aset.

Pada tanggal dimulainya kontrak atau pada saat penilaian kembali kontrak yang mengandung sewa, Grup mengalokasikan imbalan dalam kontrak untuk setiap unsur sewa berdasarkan harga relatif dari unsur sewa.

Grup mengakui aset hak-guna dan liabilitas sewa pada tanggal awal sewa. Aset hak-guna awalnya diukur pada biaya, yang terdiri dari nilai awal dari liabilitas sewa yang disesuaikan dengan setiap pembayaran sewa yang dilakukan pada atau sebelum tanggal dimulai, ditambah dengan biaya langsung yang terjadi dan perkiraan biaya untuk membongkar dan melepas aset terkait atau untuk merestorasi area dimana aset tersebut ditempatkan, dikurangi dengan insentif sewa yang diterima. Kewajiban sewa pada awalnya diukur pada nilai kini dari pembayaran sewa yang tidak dibayar pada awal kontrak, didiskontokan menggunakan tingkat bunga implisit dalam sewa atau jika suku bunga tersebut tidak dapat ditentukan, maka menggunakan suku bunga pinjaman inkremental.

Aset hak-guna kemudian disusutkan menggunakan metode garis lurus sejak tanggal dimulainya hingga akhir masa manfaat dari aset hak-guna atau akhir dari masa sewa. Selain itu, aset hak-guna secara berkala dinilai untuk penurunan nilai dan disesuaikan atas pengukuran kembali dari liabilitas sewa.

Liabilitas sewa diukur pada biaya perolehan diamortisasi menggunakan metode bunga efektif. Liabilitas sewa diukur kembali ketika ada perubahan pembayaran sewa di masa depan yang timbul dari perubahan suatu indeks atau tingkat, jika ada perubahan dalam estimasi Grup dari jumlah yang diharapkan akan dibayarkan berdasarkan jaminan nilai residu atau jika Grup mengubah penilaiannya apakah akan melakukan opsi pembelian, perpanjangan atau pemutusan kontrak. Ketika liabilitas sewa diukur kembali dengan cara tersebut, penyesuaian dilakukan terhadap jumlah tercatat dari aset hak-guna, atau diakui dalam laba rugi jika jumlah tercatat dari aset hak-guna telah dikurangi menjadi nol.

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2. Summary of significant accounting policies (continued)

2.18. Employment benefit liabilities (continued)

c. Termination benefits

Termination benefits are payable whenever an employee's employment is terminated before the normal retirement date or whenever an employee accepts voluntary redundancy in exchange for these benefits. The Company recognises termination benefits at the earlier of the following dates: (i) when the Company can no longer withdraw the offer of those benefits and (ii) when the Company recognises costs for a restructuring that is within the scope of SFAS 57 and involves the payment of termination benefits. Termination benefits payable more than 12 months after the reporting date are discounted to reflect present value.

d. Bonus plans

The Company recognises a liability and an expense for bonuses based on the applicable formula which considers various aspects of the Company's performance.

e. Share-based payments

The Company awards eligible employees ("participants") participation in a share matching program and performance share units ("PSU") program. For the share matching program, the participants can acquire Vale S.A.'s shares without any benefits being provided by the eligible employee. If the shares acquired are held for a period of three years and the participants keep an employment relationship with the Company, the participant is entitled to receive from the Company an award, equivalent to the number of shares originally acquired by the participants.

For the PSU program, the participants have the opportunity to receive during a three year-vesting cycle, an award equivalent to the market value of a determined number of common shares and conditioned to Vale S.A.'s performance factor measured as an indicator of total return to the shareholders ("TSR"). This award is paid in cash and can occur in cumulative installments, conditioned to the performance factor of each year.

2.19. Leases

At the inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Group assesses whether:

- The contract involves the use of an identified asset;
- The Group has the right to obtain substantially all of the economic benefits from use of the asset throughout the period of use; and
- The Group has the right to direct the use of the asset.

At the inception or on reassessment of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of their relative stand-alone prices.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received. The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease, or if that rate cannot be readily determined, using incremental borrowing rate.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life of the right-of-use asset or the end of the lease term. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee or if the Group changes its assessment of whether it will exercise a purchase, extension or termination option. When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.19. Sewa (lanjutan)

Grup menyajikan aset hak-guna yang tidak memenuhi definisi properti investasi sebagai aset tetap dan liabilitas sewa dalam laporan posisi keuangan konsolidasian.

Grup telah memilih untuk tidak mengakui aset hak-guna dan liabilitas sewa untuk sewa jangka pendek yang memiliki jangka waktu sewa 12 bulan atau kurang dan sewa aset yang bernilai rendah. Grup mengakui pembayaran sewa yang terkait dengan sewa ini sebagai beban menggunakan basis garis lurus selama masa sewa.

2.20. Laba per saham

Labanya per saham dasar dihitung dengan membagi laba tahun berjalan yang tersedia untuk pemegang saham dari entitas induk dengan jumlah rata-rata saham biasa yang beredar dalam tahun yang bersangkutan.

Labanya per saham dilusi dihitung dengan menyesuaikan jumlah rata-rata tertimbang saham biasa yang beredar untuk mengasumsikan konversi dari semua efek berpotensi saham biasa yang dilutif yang dimiliki Grup.

2.21. Pelaporan segmen

Segmen operasi adalah suatu komponen dari entitas:

- yang terlibat dalam aktivitas bisnis yang mana memperoleh pendapatan dan menimbulkan beban (termasuk pendapatan dan beban terkait dengan transaksi dengan komponen lain dari entitas yang sama);
- hasil operasinya dikaji ulang secara reguler oleh pengambil keputusan operasional (Direksi adalah pengambil keputusan operasional Grup) untuk membuat keputusan tentang sumber daya yang dialokasikan pada segmen tersebut dan menilai kinerjanya; dan
- tersedia informasi keuangan yang dapat dipisahkan.

2.22. Instrumen keuangan

Suatu instrumen keuangan diakui pada saat Grup menjadi pihak dari ketentuan kontrak suatu instrumen keuangan. Aset keuangan dihentikan pengakuannya pada saat hak kontraktual Grup atas arus kas yang berasal dari aset keuangan tersebut kedaluwarsa, yaitu ketika aset dialihkan kepada pihak lain tanpa mempertahankan kontrol atau pada saat seluruh risiko dan manfaat telah ditransfer secara substansial. Liabilitas keuangan dihentikan pengakuannya jika liabilitas Grup kedaluwarsa, atau dilepaskan atau dibatalkan.

Aset keuangan

Klasifikasi dan pengukuran aset keuangan didasarkan pada model bisnis dan arus kas kontraktual. Grup menilai apakah arus kas aset keuangan tersebut semata-mata dari pembayaran pokok dan bunga.

Aset keuangan diklasifikasikan dalam tiga kategori sebagai berikut:

- Aset keuangan diukur pada biaya diamortisasi.
- Aset keuangan diukur pada nilai wajar melalui laba rugi.
- Aset keuangan diukur pada nilai wajar melalui penghasilan komprehensif lainnya.

Grup menentukan klasifikasi aset keuangannya saat pengakuan awal dan tidak dapat merubah klasifikasi yang ditentukan saat penerapan awal tersebut.

Seluruh aset keuangan awalnya diakui pada nilai wajar ditambah biaya transaksi, kecuali dalam hal aset keuangan dicatat pada nilai wajar melalui laba rugi. Biaya transaksi atas aset keuangan dicatat pada nilai wajar melalui laba rugi dibebankan dalam laba rugi.

Pembelian atau penjualan aset keuangan yang memerlukan penyerahan aset dalam kurun waktu yang ditetapkan oleh peraturan atau kebiasaan yang berlaku di pasar (perdagangan yang lazim) diakui pada tanggal perdagangan, yaitu pada tanggal Grup berkomitmen untuk membeli atau menjual aset tersebut.

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2. Summary of significant accounting policies (continued)

2.19. Leases (continued)

The Group presents right-of-use assets that do not meet the definition of investment property as fixed assets and lease liabilities in the consolidated statements of financial position.

The Group has elected not to recognise right-of-use assets and lease liabilities for short-term leases that have a lease term of 12 months or less and leases of low-value assets. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

2.20. Earnings per share

Basic earnings per share is calculated by dividing profit for the year attributable to shareholders of the parent entity by the weighted average number of common shares outstanding for the relevant year.

Diluted earnings per share is calculated by adjusting the weighted average number of ordinary shares outstanding to assume conversion of any dilutive potential ordinary shares owned by the Group.

2.21. Segment reporting

An operating segment is a component of an enterprise:

- that engages in business activities from which it may earn revenues and incur expenses (including revenue and expenses related to the transactions with different components within the same entity);
- whose operating results are regularly reviewed by the enterprise's chief operating decision maker (the Directors are the Group's chief operating decision maker) to make decisions about resources to be allocated to the segment and to assess its performance; and
- for which discrete financial information is available.

2.22. Financial instruments

A financial instrument is recognised when the Group becomes a party to the contractual provisions of the instrument. Financial assets are derecognised when the Group's contractual rights to the cash flows from the financial assets expire, i.e. when the asset is transferred to another party without retaining control or when substantially all risks and rewards are transferred. Financial liabilities are derecognised if the Group's obligations expire or are discharged or cancelled.

Financial assets

Classification and measurement of financial assets are based on the business model and contractual cash flows. The Group assesses whether the financial instrument cash flows represent solely payments of principal and interest ("SPPI").

Financial assets are classified into the three categories as follows:

- Financial assets at amortised cost.
- Financial assets at fair value through profit or loss ("FVTPL").
- Financial assets at fair value through other comprehensive income ("FVTOCI").

The Group determines the classification of its financial assets at initial recognition and can not change the classification made at initial adoption.

All financial assets are recognised initially at fair value plus transaction costs, except in the case of financial assets which are recorded at fair value through profit or loss. Transaction costs of financial assets carried at FVTPL are expensed in profit or loss.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the marketplace (regular way trades) are recognised on the trade date, i.e., the date that the Group commits to purchase or sell the assets.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.22. Instrumen keuangan (lanjutan)

Aset keuangan (lanjutan)

Aset keuangan Grup diukur pada biaya perolehan diamortisasi meliputi kas dan setara kas, kas yang dibatasi penggunaannya, piutang usaha, aset keuangan lancar lainnya, piutang non-usaha dari pihak berelasi dan aset keuangan tidak lancar lainnya. Aset keuangan diklasifikasikan sebagai aset lancar, jika jatuh tempo dalam waktu 12 bulan, jika tidak maka aset keuangan ini diklasifikasikan sebagai aset tidak lancar.

Aset keuangan yang ditahan hingga pengembalian arus kas kontraktual dimana arus kas tersebut semata-mata dari pembayaran pokok dan bunga, dan tidak didesain untuk diukur pada nilai wajar melalui laba rugi, diukur dengan biaya diamortisasi. Nilai tercatat aset tersebut disesuaikan dengan penyisihan atas kerugian kredit ekspektasian ("KKE") yang diakui dan diukur. Pendapatan bunga dari aset keuangan ini termasuk dalam 'pendapatan keuangan dan pendapatan lainnya' menggunakan metode suku bunga efektif.

Liabilitas keuangan

Grup mengklasifikasikan liabilitas keuangannya sebagai kategori (i) liabilitas keuangan pada nilai wajar melalui laba rugi dan (ii) liabilitas keuangan yang diukur pada biaya perolehan diamortisasi. Pada tanggal 31 Desember 2021 dan 2020, Grup hanya memiliki liabilitas keuangan yang diukur pada biaya perolehan diamortisasi.

Biaya perolehan diamortisasi dengan mendiskontokan nilai liabilitas menggunakan suku bunga efektif, kecuali dampak dari pendiskontoan tidak signifikan. Suku bunga efektif adalah tingkat diskonto yang menghasilkan arus kas di masa datang dari nilai tercatat, saat pengakuan awal. Dampak bunga dari penerapan metode suku bunga efektif diakui dalam laba rugi.

Pada saat pengakuan awal, utang usaha, akrual, dan liabilitas keuangan jangka pendek lainnya diukur sebesar nilai wajar dikurangi biaya transaksi yang dapat diatribusikan langsung. Setelah pengakuan awal, liabilitas keuangan diukur pada biaya perolehan diamortisasi dengan menggunakan metode bunga efektif.

Liabilitas keuangan diklasifikasikan sebagai liabilitas jangka pendek kecuali Grup mempunyai hak tanpa syarat untuk menunda pembayaran untuk paling tidak 12 bulan setelah tanggal pelaporan.

Aset keuangan dan liabilitas keuangan disalinghapuskan dan nilai bersihnya disajikan dalam laporan posisi keuangan konsolidasian jika terdapat hak legal untuk melakukan saling hapus dan terdapat intensi untuk menyelesaikan berdasarkan nilai bersih atau untuk merealisasikan aset dan menyelesaikan liabilitasnya secara simultan.

2.23. Penurunan nilai aset keuangan

Grup mengakui KKE untuk semua aset keuangan Grup yang diukur pada biaya perolehan diamortisasi. KKE didasarkan pada perbedaan antara arus kas kontraktual sesuai dengan kontrak dan semua arus kas yang diharapkan akan diterima Grup, didiskontokan pada perkiraan tingkat bunga efektif awal.

KKE diakui dalam tiga tahap ("*general model*") untuk penurunan nilai berdasarkan perubahan kualitas kredit sejak pengakuan awal. Untuk eksposur kredit di mana tidak terdapat peningkatan risiko kredit yang signifikan sejak pengakuan awal, KKE ditentukan untuk kerugian kredit yang dihasilkan dari peristiwa gagal bayar yang mungkin terjadi dalam 12 bulan ke depan (KKE 12 bulan). Untuk eksposur kredit di mana terdapat peningkatan risiko kredit yang signifikan sejak pengakuan awal, penyisihan kerugian diperlukan untuk kerugian kredit yang diharapkan selama sisa waktu eksposur risiko kredit, terlepas dari waktu peristiwa gagal bayar (KKE sepanjang umur). Untuk aset keuangan yang terdapat bukti obyektif penurunan nilai, KKE sepanjang umur dihitung pada nilai tercatat bersih (setelah dikurangi penyisihan kredit).

Ketika menentukan apakah risiko kredit suatu aset keuangan telah meningkat secara signifikan sejak pengakuan awal dan ketika mengestimasi KKE, Grup membandingkan risiko gagal bayar yang terjadi pada aset keuangan pada tanggal pelaporan dengan risiko gagal bayar yang terjadi pada aset keuangan pada tanggal pengakuan awal dan mempertimbangkan informasi yang mendukung dan relevan, yang tersedia tanpa biaya atau upaya yang berlebihan, yang merupakan indikasi peningkatan risiko kredit yang signifikan sejak pengakuan awal. Ini mencakup informasi dan analisis kuantitatif dan kualitatif, berdasarkan pengalaman historis Grup dan informasi penilaian kredit dan termasuk informasi *forward-looking*.

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2. Summary of significant accounting policies (continued)

2.22. Financial instruments (continued)

Financial assets (continued)

The Group's financial assets measured at amortised cost include cash and cash equivalents, restricted cash, trade receivables, other current financial assets, non-trade receivables from related parties and other non-current financial assets. Financial assets in this category are classified as current assets if expected to be settled within 12 months, otherwise they are classified as non-current assets.

Assets that are held for collection of contractual cash flows where those cash flows represent SPPI, and that are not designated at FVTPL, are measured at amortised cost. The carrying amount of these assets is adjusted by any expected credit losses ("ECLs") allowance recognised and measured. Interest income from these financial assets is included in 'finance income and other income' using the effective interest rate method.

Financial liabilities

The Group classifies its financial liabilities into the categories of (i) financial liabilities at fair value through profit or loss and (ii) financial liabilities measured at amortised cost. As at December 31, 2021 and 2020, the Group only has financial liabilities measured at amortised cost.

Amortised cost is measured by discounting the liability amounts using the effective interest rate, unless the effect of discounting would be insignificant. The effective interest rate is the rate that discounts expected future cash flows to the net carrying amount, on initial recognition. Interest effects from the application of the effective interest rate method are recognised in profit or loss.

Trade payables, accruals, and other current financial liabilities are initially measured at fair value less any directly attributable transaction costs. Subsequent to initial measurement, these financial liabilities are measured at amortised cost using the effective interest rate method.

Financial liabilities are classified as current liabilities unless the Company has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

Financial assets and liabilities are offset and the net amount is presented in the consolidated statements of financial position when there is a legal right of offset and there is an intention to settle on a net basis, or when the asset is realised and the liability is settled simultaneously.

2.23. Impairment of financial assets

The Group recognises an allowance for ECLs for all the Group's financial assets measured at amortised cost. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in three stages ("*general model*") for impairment based on changes in credit quality since initial recognition. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12 months (12-months ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (lifetime ECL). For financial assets that have objective evidence of impairment, lifetime ECL is calculated at the net carrying amount (net of credit allowance).

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Group compares the risk of a default occurring on the financial assets as at the reporting date with the risk of a default occurring on the financial assets as at the date of initial recognition and considers supportable and reasonable information, that is available without undue cost or effort, that is indicative of significant increases in credit risk since initial recognition. This includes both quantitative and qualitative information and analysis, based on the Group's historical experience and informed credit assessment and including forward-looking information.

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2. Ikhtisar kebijakan akuntansi yang signifikan (lanjutan)

2.23. Penurunan nilai aset keuangan (lanjutan)

Grup mempertimbangkan bahwa piutang usaha memiliki risiko kredit rendah ketika peringkat risiko kreditanya setara dengan definisi peringkat investasi yang dipahami secara global. Grup menganggap ini sebagai BBB- oleh S&P atau BBB lebih tinggi oleh Japan Credit Rating Agency. Ketika peringkat kredit di bawah BBB- oleh S&P atau BBB oleh Japan Credit Rating Agency, Grup menilai apakah peningkatan risiko kredit yang signifikan telah terjadi.

2.24. Dividen

Pembayaran dividen kepada pemegang saham diakui sebagai liabilitas dalam laporan posisi keuangan konsolidasian Grup pada tahun dimana dividen tersebut diumumkan.

2.25. Transaksi dengan pihak-pihak berelasi

Seorang individu atau anggota keluarga dekat dari individu tersebut akan berelasi dengan entitas pelapor ketika individu bersangkutan:

- (i) memiliki pengendalian atau pengendalian bersama atas entitas pelapor;
- (ii) memiliki pengaruh signifikan atas entitas pelapor; atau
- (iii) merupakan manajemen kunci entitas pelapor atau entitas induk dari entitas pelapor.

Suatu entitas berelasi dengan entitas pelapor jika memenuhi salah satu hal berikut:

- (i) Entitas dan entitas pelapor adalah anggota dari kelompok usaha yang sama (artinya entitas induk, entitas anak, dan entitas anak berikutnya terkait dengan entitas lain).
- (ii) Satu entitas adalah entitas asosiasi atau ventura bersama dari entitas lain (atau entitas asosiasi atau *joint venture* yang merupakan anggota suatu kelompok usaha, yang mana entitas lain tersebut adalah anggotanya).
- (iii) Kedua entitas tersebut adalah ventura bersama dari pihak ketiga yang sama.
- (iv) Satu entitas adalah ventura bersama dari entitas ketiga dan entitas yang lain adalah entitas asosiasi dari entitas ketiga.
- (v) Entitas tersebut adalah suatu program imbalan pascakerja untuk imbalan kerja dari salah satu entitas pelapor atau entitas yang terkait dengan entitas pelapor. Jika entitas pelapor adalah entitas yang menyelenggarakan program tersebut, maka entitas sponsor juga berelasi dengan entitas pelapor.
- (vi) Entitas yang dikendalikan atau dikendalikan bersama oleh individu berelasi seperti didefinisikan di atas.
- (vii) Orang yang memiliki pengendalian atau pengendalian bersama atas entitas pelapor yang memiliki pengaruh signifikan atas entitas atau personel manajemen kunci entitas (atau entitas induk dari entitas).
- (viii) Entitas, atau anggota dari kelompok yang mana entitas merupakan bagian dari kelompok tersebut, menyediakan jasa personel manajemen kunci kepada entitas pelapor atau kepada entitas induk dari entitas pelapor.

Seluruh transaksi dan saldo yang material dengan pihak berelasi diungkapkan dalam Catatan 32 atas Laporan Keuangan Konsolidasian.

3. Perubahan kebijakan akuntansi

PSAK dan Interpretasi Standar Akuntansi Keuangan ("ISAK") baru/revisi berikut telah diterbitkan dan berlaku efektif untuk tahun-tahun finansial pada atau setelah 1 Januari 2021 di bawah ini tidak menghasilkan perubahan kebijakan akuntansi Grup dan tidak memiliki dampak material terhadap jumlah yang dilaporkan di tahun berjalan atau tahun sebelumnya:

- Amandemen PSAK 71, Amandemen PSAK 55, Amandemen PSAK 60, Amandemen PSAK 62 dan Amandemen PSAK 73 - Reformasi Acuan Suku Bunga - Tahap 2
- Amandemen PSAK 73 - Konsesi sewa terkait Covid-19 setelah 30 Juni 2021
- Amandemen PSAK 22 - Kombinasi Bisnis - Definisi Bisnis
- Penyesuaian tahunan 2021 atas PSAK 1 - Penyajian Laporan Keuangan, PSAK 13 - Properti Investasi, PSAK 48 - Penurunan Nilai Aset, PSAK 66 - Pengaturan Bersama, ISAK 16 - Perjanjian Konsesi Jasa.

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2. Summary of significant accounting policies (continued)

2.23. Impairment of financial assets (continued)

The Group considers trade receivables to have low credit risk when its credit risk rating is equivalent to the globally understood definition of 'investment grade'. The Group considers this to be BBB- per S&P or BBB or higher per the Japan Credit Rating Agency. When the credit rating is below the BBB- per S&P or BBB per Japan Credit Rating Agency, the Group assesses whether a significant increase in credit risk has occurred.

2.24. Dividends

Dividend distributions to the shareholders are recognised as a liability in the Group's consolidated statements of financial position in the year in which the dividends are declared.

2.25. Related party transactions

A person or a close member of the person's family is related to a reporting entity if that person:

- (i) has control or joint control over the reporting entity;
- (ii) has significant influence over the reporting entity; or
- (iii) is a member of the key management personnel of the reporting entity or of a parent of the reporting entity.

An entity is related to a reporting entity if any of the following conditions applies:

- (i) The entity and the reporting entity are members of the same group (which means that each parent, subsidiary and fellow subsidiary is related to the others).
- (ii) One entity is an associate or joint venture of the other entity (or an associate or joint venture of a member of a group of which the other entity is a member).
- (iii) Both entities are joint ventures of the same third party.
- (iv) One entity is a joint venture of a third entity and the other entity is an associate of the third entity.
- (v) The entity is a post-employment benefit plan for the benefit of employees of either the reporting entity or an entity related to the reporting entity. If the reporting entity itself is such a plan, the sponsoring employers are also related to the reporting entity.
- (vi) The entity is controlled or jointly controlled by a related person as identified above.
- (vii) A person that has control or joint control over the reporting entity that has significant influence over the entity or is a member of the key management personnel of the entity (or of a parent of the entity).
- (viii) The entity, or any member of a group of which it is a part, provides key management personnel services to the reporting entity or to the parent of the reporting entity.

All significant transactions and balances with related parties are disclosed in Note 32 to the Consolidated Financial Statements.

3. Changes in accounting policies

The following new/revised SFAS and Interpretations of Financial Accounting Standards ("ISAK") issued and effective for financial years starting on or after January 1, 2021 did not result in changes to the Group's accounting policies and had no material effect on the amounts reported for the current year or prior year:

- Amendment to SFAS 71, Amendment to SFAS 55, Amendment to SFAS 60, Amendment to SFAS 62 and Amendment to SFAS 73 - Interest Rate Benchmark Reform - Phase 2
- Amendment to SFAS 73 - Covid-19 related lease concessions beyond 30 June 2021
- Amendment to SFAS 22 - Business Combinations - Business Definition
- 2021 annual improvements to SFAS 1 - Presentation of Financial Statements, SFAS 13 - Investment Property, SFAS 48 - Impairment of Assets, SFAS 66 - Joint Arrangements, IFAS 16 - Service Concession Arrangements.

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3. Perubahan kebijakan akuntansi (lanjutan)

Standar baru, amandemen dan interpretasi yang telah diterbitkan, namun belum berlaku efektif untuk tahun buku yang dimulai pada 1 Januari 2021 adalah sebagai berikut:

- Amandemen PSAK 1 - Penyajian Laporan Keuangan: Klasifikasi Liabilitas Jangka Pendek atau Panjang
- Amandemen PSAK 1 - Penyajian Laporan Keuangan: Pengungkapan Kebijakan Akuntansi
- Amandemen PSAK 16 - Aset tetap: Hasil Sebelum Penggunaan yang Diintensikan
- Amandemen PSAK 57 - Provisi, Liabilitas Kontinjensi, dan Aset Kontinjensi: Kontrak Memberatkan - Biaya Memenuhi Kontrak
- Amandemen PSAK 22 - Kombinasi Bisnis: Referensi ke Kerangka Konseptual Pelaporan Keuangan
- Amandemen PSAK 25 - Kebijakan Akuntansi, Perubahan Estimasi Akuntansi dan Kesalahan: Definisi Estimasi Akuntansi
- PSAK 74 - Kontrak Asuransi
- Penyesuaian Tahunan 2020: PSAK 69 - Agrikultur, PSAK 71 - Instrumen Keuangan, dan PSAK 73 - Sewa

4. Estimasi dan pertimbangan yang signifikan

Penyusunan laporan keuangan konsolidasian sesuai dengan Standar Akuntansi Keuangan di Indonesia mengharuskan manajemen untuk membuat estimasi dan asumsi yang mempengaruhi jumlah aset dan liabilitas yang dilaporkan dan pengungkapan aset dan liabilitas kontinjen pada tanggal laporan keuangan, serta jumlah pendapatan dan beban selama tahun pelaporan. Estimasi dan penilaian tersebut dievaluasi secara terus-menerus dan berdasarkan pengalaman historis dan faktor-faktor lainnya, termasuk harapan atas peristiwa di masa mendatang yang memungkinkan berdasarkan kondisi yang ada.

Grup telah mengidentifikasi kebijakan akuntansi penting berikut dimana dibutuhkan pertimbangan, estimasi dan asumsi signifikan yang dibuat dan dimana hasil aktual dapat berbeda dari estimasi tersebut berdasarkan asumsi dan kondisi yang berbeda dan dapat mempengaruhi secara material hasil keuangan atau posisi keuangan konsolidasian yang dilaporkan dalam tahun mendatang. Rincian lebih lanjut mengenai sifat dari asumsi-asumsi dan kondisi-kondisi tersebut dapat ditemukan dalam catatan yang relevan atas laporan keuangan konsolidasian.

4.1. Estimasi cadangan

Cadangan adalah estimasi jumlah produk yang dapat secara ekonomis maupun legal diekstraksi dari aset Grup. Untuk memperkirakan cadangan bijih nikel, perlu ditentukan asumsi mengenai faktor-faktor geologis, teknis dan ekonomis termasuk jumlah produksi, teknik produksi, biaya modal, rasio pengupasan tanah, biaya produksi, biaya transportasi, permintaan komoditas, harga-harga komoditas, biaya modal dan nilai tukar mata uang.

Memperkirakan jumlah dan/atau kadar cadangan membutuhkan ukuran, bentuk dan kedalaman lapisan bijih atau lapangan yang akan ditentukan dengan menganalisis data geologi seperti "uji petik" (sampel) pengeboran. Proses ini mungkin memerlukan penilaian geologi yang kompleks dan sulit untuk menginterpretasikan data.

Karena asumsi ekonomi yang digunakan untuk memperkirakan cadangan berubah dari waktu ke waktu, dan karena data geologi tambahan yang dihasilkan selama operasi, perkiraan cadangan dapat berubah dari waktu ke waktu. Perubahan cadangan yang dilaporkan dapat mempengaruhi hasil dan posisi keuangan konsolidasian Grup dalam berbagai cara, diantaranya:

- Nilai tercatat aset dapat terpengaruh akibat perubahan estimasi arus kas masa depan.
- Penyusutan dan amortisasi yang dibebankan ke dalam laba rugi dapat berubah jika masa manfaat ekonomi umur aset berubah.
- Provisi untuk aktivitas purna operasi, restorasi lokasi aset, dan hal-hal yang berkaitan dengan lingkungan dapat berubah apabila terjadi perubahan dalam perkiraan cadangan yang mempengaruhi ekspektasi tentang waktu atau biaya kegiatan ini.
- Nilai tercatat aset/liabilitas pajak tangguhan dapat berubah karena perubahan estimasi pemulihan manfaat pajak.

4.2. Provisi atas penghentian pengoperasian aset

Kebijakan akuntansi Grup atas pengakuan provisi untuk reklamasi lingkungan dan penutupan tambang dan penghentian dan pembongkaran fasilitas membutuhkan penggunaan estimasi dan asumsi yang signifikan seperti: persyaratan kerangka hukum dan peraturan yang relevan (termasuk penelaahan masa periode KK); besarnya kemungkinan kontaminasi atau kerusakan serta waktu, luas dan biaya yang dibutuhkan untuk kegiatan reklamasi lingkungan dan penutupan tambang; dan juga tingkat bunga diskonto. Ketidakpastian ini dapat mengakibatkan perbedaan antara jumlah pengeluaran aktual di masa depan dari jumlah yang disisihkan pada saat ini. Provisi yang telah diakui ditinjau secara berkala dan diperbaharui berdasarkan fakta-fakta dan keadaan pada saat itu.

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3. Changes in accounting policies (continued)

New standards, amendments and interpretations issued but not yet effective for the financial year beginning January 1, 2021 are as follows:

- Amendments to SFAS 1 - Presentation of Financial Statements: Liabilities Classification as Current or Non-current
- Amendment to SFAS 1 - Presentation of Financial Statements: Disclosure of Accounting Policies
- Amendments to SFAS 16 - Property, Plant and Equipment - Proceeds before Intended Use
- Amendments to SFAS 57 - Provisions, Contingent Liabilities and Contingent Assets: Onerous Contracts - Cost of Fulfilling a Contract
- Amendment to SFAS 22 - Business Combinations: References to the Conceptual Framework for Financial Reporting
- Amendment to SFAS 25 - Accounting Policies, Changes in Accounting Estimates and Errors: Definition of Accounting Estimates
- SFAS 74 - Insurance Contracts
- Annual Improvements 2020: SFAS 69 - Agriculture, SFAS 71 - Financial instruments, and SFAS 73 - Lease

4. Significant estimates and judgments

The preparation of consolidated financial statements in conformity with Indonesian Financial Accounting Standards requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting year. Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The Group has identified the following critical accounting policies under which significant judgments, estimates and assumptions are made and where actual results may differ from these estimates under different assumptions and conditions and may materially affect financial results or the consolidated financial position reported in future years. Further details of the nature of these assumptions and conditions can be found in the relevant notes to the consolidated financial statements.

4.1. Reserves estimates

Reserves are estimates of the amount of product that can be economically and legally extracted from the Group's properties. In order to estimate nickel ore reserves, assumptions are required about a range of geological, technical and economic factors, including quantities, production techniques, capital costs, stripping ratios, production costs, transport costs, commodity demand, commodity prices and exchange rates.

Estimating the quantity and/or grade of reserves requires the size, shape and depth of ore bodies or fields to be determined by analysing geological data such as drilling samples. This process may require complex and difficult geological judgments to interpret the data.

Because the economic assumptions used to estimate reserves change from period to period, and because additional geological data is generated during the course of operations, estimates of reserves may change from period to period. Changes in reported reserves may affect the Group's consolidated financial results and financial position in a number of ways, including:

- Carrying values of assets may be affected due to changes in estimated future cash flows.
- Depreciation and amortisation charged in profit or loss may change where the useful economic lives of assets change.
- Decommissioning, site restoration and environmental provisions may change where changes in estimated reserves affect expectations about the timing or cost of these activities.
- The carrying value of deferred tax assets/liabilities may change due to changes in estimates of the likely recovery of the tax benefits.

4.2. Provision for asset retirement

The Group's accounting policy for the recognition of provisions for environmental reclamation and mine closure and decommissioning and dismantling of facilities requires the use of significant estimates and assumptions such as: requirements of the relevant legal and regulatory framework (including assessment of the period of the CoW); the magnitude of possible contamination or disturbance and the timing, extent and costs of required environmental reclamation and mine closure activities; and also the discount rate. These uncertainties may result in future actual expenditure differing from the amounts currently provided. The recognised provision is periodically reviewed and updated based on the facts and circumstances available at the time.

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4. Estimasi dan pertimbangan yang signifikan (lanjutan)

4.2. Provisi atas penghentian pengoperasian aset (lanjutan)

Perseroan mengestimasi masa penutupan tambang Perseroan adalah dari tahun 2045 sampai dengan tahun 2060. Hal ini dikarenakan Perseroan berkeyakinan bahwa probabilitas untuk mendapatkan persetujuan dari Pemerintah untuk melanjutkan operasinya sebanyak dua kali sepuluh tahun (lihat Catatan 1) meningkat. Hal ini terutama dikaitkan dengan penyelesaian divestasi saham Perseroan di tahun 2020 dan kemajuan realisasi atas komitmen investasi Perseroan di provinsi Sulawesi Selatan, Sulawesi Tengah dan Sulawesi Tenggara. Walaupun demikian, hasil aktual mungkin berbeda dari estimasi Perseroan.

4.3. Pajak penghasilan

Pertimbangan dan asumsi dibutuhkan dalam menentukan penyisihan modal dan pengurangan beban tertentu selama estimasi provisi pajak penghasilan Grup. Banyaknya transaksi dan perhitungan yang dapat menyebabkan ketidakpastian di dalam penentuan kewajiban pajak. Apabila terdapat perbedaan perhitungan pajak dengan jumlah yang telah dicatat, perbedaan tersebut akan berdampak pada pajak penghasilan dan pajak tangguhan dalam tahun dimana penentuan pajak tersebut dibuat.

Semua pertimbangan dan estimasi yang dibuat manajemen seperti yang diungkapkan di atas dapat dipertanyakan oleh Direktorat Jenderal Pajak. Sebagai akibatnya, terjadi ketidakpastian dalam penentuan kewajiban pajak. Resolusi posisi pajak yang diambil oleh Grup dapat berlangsung bertahun-tahun dan sangat sulit untuk memprediksi hasil akhirnya. Apabila terdapat perbedaan perhitungan pajak dengan jumlah yang telah dicatat, perbedaan tersebut akan berdampak pada pajak penghasilan dan pajak tangguhan dalam tahun dimana penentuan pajak tersebut dibuat.

Aset pajak tangguhan, termasuk yang timbul dari kumulatif rugi fiskal, penyisihan modal, dan perbedaan temporer, diakui hanya apabila dianggap lebih mungkin daripada tidak bahwa mereka dapat diterima kembali, dimana hal ini tergantung pada kecukupan pembentukan laba kena pajak di masa depan. Asumsi pembentukan laba kena pajak di masa depan bergantung pada estimasi manajemen untuk arus kas di masa depan. Hal ini bergantung pada estimasi produksi, volume penjualan barang, harga komoditas, cadangan, biaya operasi, biaya penutupan dan rehabilitasi tambang, belanja modal, dividen dan transaksi manajemen lainnya di masa depan.

4.4. Penurunan nilai aset non-keuangan

Sesuai dengan kebijakan akuntansi Grup, aset atau unit penghasil kas dievaluasi pada setiap tahun pelaporan untuk menentukan ada tidaknya indikasi penurunan nilai aset. Jika terdapat indikasi tersebut, akan dilakukan perkiraan atas nilai aset yang dapat dipulihkan kembali dan kerugian akibat penurunan nilai akan diakui sebesar selisih antara nilai tercatat aset dengan nilai yang dapat dipulihkan kembali dari aset tersebut. Jumlah nilai yang dapat dipulihkan kembali dari sebuah aset atau kelompok aset penghasil kas diukur berdasarkan nilai yang lebih tinggi antara nilai wajar dikurangi biaya untuk menjual dan nilai pakai aset.

Penentuan nilai wajar dan nilai pakai membutuhkan manajemen untuk membuat estimasi dan asumsi atas produksi yang diharapkan dan volume penjualan, harga komoditas (mempertimbangkan harga saat ini dan masa lalu, tren harga dan faktor-faktor terkait), cadangan (lihat 'Estimasi cadangan' di atas), biaya operasi, biaya reklamasi lingkungan dan penutupan tambang serta belanja modal di masa depan. Estimasi dan asumsi ini terpapar risiko dan ketidakpastian; sehingga ada kemungkinan perubahan situasi dapat mengubah proyeksi ini, yang dapat mempengaruhi nilai aset yang dapat dipulihkan kembali. Dalam keadaan seperti itu, sebagian atau seluruh nilai tercatat aset mungkin akan mengalami penurunan nilai atau terjadi pengurangan rugi penurunan nilai yang dampaknya akan dicatat dalam laba rugi.

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4. Significant estimates and judgments (continued)

4.2. Provision for asset retirement (continued)

The Company estimated the period of its mine closure is from 2045 to 2060. This is because the Company believes that the probability of obtaining the Government's approval to continue its operations for two additional ten-year periods (see Note 1) is increasing. This is especially associated with the completion of the Company's share divestment in 2020 and progress of the realization of the Company's investment commitments in South Sulawesi, Central Sulawesi and Southeast Sulawesi provinces. Nevertheless, actual results may differ from the Company's estimates.

4.3. Income taxes

Judgment and assumptions are required in determining capital allowances and the deductibility of certain expenses during the estimation of the provision for income taxes for the Group. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. Where the final tax outcome of these matters is different from the amounts that were initially recorded, these differences will have an impact on the current income tax and deferred income tax provisions in the year in which the determination was made.

All judgments and estimates made by management as discussed above may be challenged by the Directorate General of Taxation. As a result, the ultimate tax determination becomes uncertain. The resolution of tax positions taken by the Group can take several years to complete and, in some cases, it is difficult to predict the ultimate outcome. Where the final outcome of these matters is different from the amounts initially recorded, such differences will have an impact on the income tax and deferred income tax provision in the year in which this determination is made.

Deferred tax assets, including those arising from tax losses carried forward, capital allowances and temporary differences, are recognised only where it is considered more likely than not that they will be recovered, which is dependent on the generation of sufficient future taxable profits. Assumptions about the generation of future taxable profits depend on management's estimates of future cash flows. These depend on estimates of future production, sales volumes, commodity prices, reserves, operating costs, closure and rehabilitation costs, capital expenditure, dividends and other capital management transactions.

4.4. Impairment of non-financial assets

In accordance with the Group's accounting policy, an asset or a cash generating unit is evaluated at every reporting year to determine whether there are any indications of impairment. If any such indication exists, a formal estimate of the recoverable amount is performed and an impairment loss is recognised to the extent that the carrying amount exceeds the recoverable amount. The recoverable amount of an asset or cash generating group of assets is measured at the higher of fair value less costs of disposal and value in use.

The determination of fair value and value in use requires management to make estimates and assumptions about expected production and sales volumes, commodity prices (considering current and historical prices, price trends and related factors), reserves (see 'Reserves estimates' above), operating costs, environmental reclamation and mine closure costs, and future capital expenditure. These estimates and assumptions are subject to risk and uncertainty; hence there is a possibility that changes in circumstances will alter these projections, which may impact the recoverable amount of the assets. In such circumstances, some or all of the carrying value of the assets may be impaired, or the impairment charge reduced, with the impact recorded in profit or loss.

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4. Estimasi dan pertimbangan yang signifikan (lanjutan)

4.5. Imbalan pensiun dan imbalan kesehatan pascakerja

Nilai kini kewajiban imbalan pensiun dan imbalan kesehatan pascakerja tergantung pada sejumlah faktor yang ditentukan berdasarkan basis dari aktuarial dengan menggunakan sejumlah asumsi. Asumsi yang digunakan dalam menentukan biaya (pendapatan) bersih untuk imbalan dimaksud termasuk tingkat bunga diskonto, perubahan remunerasi masa depan, tingkat kenaikan klaim kesehatan di masa depan, tingkat pengurangan karyawan, tingkat harapan hidup dan periode sisa yang diharapkan dari masa aktif karyawan. Setiap perubahan dalam asumsi-asumsi ini akan berdampak pada nilai tercatat atas kewajiban imbalan pensiun dan imbalan kesehatan pascakerja.

Grup menentukan tingkat bunga diskonto yang sesuai pada setiap akhir tahun. Tingkat suku bunga inilah yang digunakan untuk menentukan nilai kini dari estimasi arus kas keluar masa depan yang dibutuhkan untuk memenuhi kewajiban imbalan pensiun dan imbalan kesehatan pascakerja. Dalam menentukan tingkat bunga diskonto yang sesuai, Grup menggunakan tingkat suku bunga obligasi Pemerintah (karena tidak ada pasar aktif untuk obligasi korporat berkualitas tinggi) dalam mata uang yang sama dengan mata uang imbalan yang akan dibayarkan dan memiliki waktu jatuh tempo yang kurang lebih sama dengan waktu jatuh tempo kewajiban imbalan pensiun dan imbalan kesehatan pascakerja.

Asumsi kunci lainnya untuk kewajiban imbalan pensiun dan imbalan kesehatan pascakerja didasarkan pada kondisi pasar saat ini.

5. Kas dan setara kas

31 Desember **2021** **2020**

(Dalam ribuan Dolar AS)

Kas di bank:

| | | |
|---|---------|--------|
| Dalam mata uang Dolar AS | | |
| PT Bank UOB Indonesia | 127,578 | 92,085 |
| Citibank N.A. | 80,583 | 88,650 |
| JP Morgan Chase Bank N.A. | 4,108 | 34,026 |
| Standard Chartered Bank | 21 | 80,399 |
| Dalam mata uang Rupiah | | |
| Citibank N.A. | 30,309 | 19,000 |
| PT Bank Rakyat Indonesia (Persero) Tbk. | 2,230 | 3,537 |
| PT Bank Mandiri (Persero) Tbk. | 2,125 | 262 |

246,954 **317,959**

Deposito berjangka:

| | | |
|--------------------------|---------|--------|
| Dalam mata uang Dolar AS | | |
| Banco Bradesco | 121,296 | 70,723 |
| ANZ Bank | 65,026 | - |
| National Bank of Canada | 40,055 | - |
| Dalam mata uang Rupiah | | |
| ANZ Bank | 18,879 | - |
| Deutsche Bank | 16,117 | - |

261,373 **70,723**

Jumlah

508,327 **388,682**

Rata-rata suku bunga deposito berjangka di atas adalah:

| 31 Desember | 2021 | 2020 |
|--------------------|-------------|-------------|
| Deposito Dolar AS | 0.5% | 0.9% |
| Deposito Rupiah | 2.9% | - |

Tidak ada kas dan setara kas pada pihak-pihak berelasi.

Eksposur maksimum terhadap risiko kredit pada akhir tahun pelaporan adalah senilai jumlah tercatat dari setiap kelas kas dan setara kas sebagaimana dijabarkan di atas.

6. Kas yang dibatasi penggunaannya

31 Desember **2021** **2020**

(Dalam ribuan Dolar AS)

Deposito berjangka:

| | | |
|---|----------|----------|
| Dalam mata uang Dolar AS | | |
| PT Bank Rakyat Indonesia (Persero) Tbk. | 49,869 | 30,612 |
| Dikurangi: Bagian tidak lancar | | |
| Dalam mata uang Dolar AS | | |
| PT Bank Rakyat Indonesia (Persero) Tbk. | (49,869) | (30,612) |

Bagian lancar

-

-

**Notes to the Consolidated Financial Statements
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4. Significant estimates and judgments (continued)

4.5. Pension benefits and post-retirement medical benefits

The present value of the pension benefits and post-retirement medical benefits obligations depend on a number of factors that are determined on an actuarial basis using a number of assumptions. The assumptions used in determining the net cost (income) for the pension benefits and post-retirement medical benefits include the discount rate, future remuneration changes, increase rate of future medical claims, employee attrition rates, life expectancy and expected remaining periods of service of employees. Any changes in these assumptions will have an impact on the carrying amount of the pension benefits and post-retirement medical benefits obligations.

The Group determines the appropriate discount rate at the end of each year. This is the interest rate that should be used to determine the present value of estimated future cash outflows expected to be required to settle the pension benefits and post-retirement medical benefits. In determining the appropriate discount rate, the Group considers the interest rates of Government bonds (as there is no deep market for high-quality corporate bonds) that are denominated in the currency in which those benefits will be paid and that have terms to maturity approximating the terms of the related retirement benefits and post-retirement medical benefits.

Other key assumptions for the pension benefits and post-retirement medical benefits obligations are determined based on current market conditions.

5. Cash and cash equivalents

December 31

(US Dollars, in thousands)

Cash in bank:

| | |
|---|--------|
| Denominated in US Dollars | |
| PT Bank UOB Indonesia | 92,085 |
| Citibank N.A. | 88,650 |
| JP Morgan Chase Bank N.A. | 34,026 |
| Standard Chartered Bank | 80,399 |
| Denominated in Rupiah | |
| Citibank N.A. | 19,000 |
| PT Bank Rakyat Indonesia (Persero) Tbk. | 3,537 |
| PT Bank Mandiri (Persero) Tbk. | 262 |

Time deposits:

| | |
|---------------------------|--------|
| Denominated in US Dollars | |
| Banco Bradesco | 70,723 |
| ANZ Bank | - |
| National Bank of Canada | - |
| Denominated in Rupiah | |
| ANZ Bank | - |
| Deutsche Bank | - |

Total

The average interest rates on the above time deposits are as follows:

| | 2021 | 2020 |
|--------------------|-------------|-------------|
| US Dollar deposits | 0.5% | 0.9% |
| Rupiah deposits | 2.9% | - |

There are no cash and cash equivalents held with related parties.

The maximum exposure to credit risk at the end of the reporting year is the carrying amount of each class of cash and cash equivalents mentioned above.

6. Restricted cash

December 31

(US Dollars, in thousands)

Time deposits:

| | |
|---|----------|
| Denominated in US Dollars | |
| PT Bank Rakyat Indonesia (Persero) Tbk. | 30,612 |
| Less: Non-current portion | |
| Denominated in US Dollars | |
| PT Bank Rakyat Indonesia (Persero) Tbk. | (30,612) |

Current portion

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6. Kas yang dibatasi penggunaannya (lanjutan)

Deposito berjangka yang ditempatkan pada PT Bank Rakyat Indonesia (Persero) Tbk ditujukan sebagai jaminan atas penerbitan bank garansi oleh bank sehubungan dengan jaminan reklamasi dan penutupan tambang (lihat Catatan 38a).

7. Piutang usaha

| 31 Desember | 2021 | 2020 | December 31 |
|-------------|------|------|-------------|
|-------------|------|------|-------------|

(Dalam ribuan Dolar AS)

(US Dollars, in thousands)

| | | | |
|---|---------|--------|---|
| Pihak-pihak berelasi dalam mata uang Dolar AS | 101,987 | 60,040 | Related parties denominated in US Dollars |
|---|---------|--------|---|

Dikarenakan piutang usaha bersifat jangka pendek, nilai piutang yang tercatat mendekati nilai wajarnya.

Due to the short-term nature of trade receivables, the carrying amount approximates the fair value.

Pada tanggal 31 Desember 2021 dan 2020, tidak ada piutang usaha yang dijamin, dan piutang usaha sebesar AS\$102,0 juta (2020: AS\$60,0 juta) (nilai penuh) belum jatuh tempo dan tidak mengalami penurunan nilai.

As at December 31, 2021 and 2020, there were no trade receivables pledged as collateral, and trade receivables of US\$102.0 million (2020: US\$60.0 million) (full amount) were not yet past due nor impaired.

Berdasarkan hasil penelaahan keadaan akun piutang masing-masing pelanggan pada akhir tahun, manajemen berkeyakinan bahwa tidak diperlukan adanya penyisihan penurunan nilai atas kemungkinan kerugian atas tidak tertagihnya piutang usaha pada tanggal 31 Desember 2021 dan 2020.

Based on a review of the status of each customer's receivable accounts at the end of the year, management believes that no provision for impairment is necessary to provide for losses from the potential non-collection of these accounts as at December 31, 2021 and 2020.

Lihat Catatan 32 untuk rincian saldo dan transaksi dengan pihak-pihak berelasi.

Refer to Note 32 for details of related party balances and transactions.

8. Aset keuangan lainnya

8. Other financial assets

| 31 Desember | 2021 | 2020 | December 31 |
|-------------|------|------|-------------|
|-------------|------|------|-------------|

(Dalam ribuan Dolar AS)

(US Dollars, in thousands)

| | | | |
|---------------------------|-------|-------|------------------------------|
| Pinjaman kepada karyawan | 5,437 | 6,020 | Loans to employees |
| Tagihan kepada kontraktor | 1,625 | 813 | Receivables from contractors |

| | | | |
|--------|-------|-------|-------|
| Jumlah | 7,062 | 6,833 | Total |
|--------|-------|-------|-------|

| | | | |
|-----------------------------|---------|---------|--------------------------------|
| Dikurangi: | | | Less: |
| Bagian tidak lancar: | | | Non-current portion: |
| - Pinjaman kepada karyawan | (3,653) | (4,233) | - Loans to employees |
| - Tagihan kepada kontraktor | (839) | (88) | - Receivables from contractors |

| | | | |
|---------------|-------|-------|-----------------|
| Bagian lancar | 2,570 | 2,512 | Current portion |
|---------------|-------|-------|-----------------|

Eksposur maksimum terhadap risiko kredit pada akhir tahun pelaporan adalah senilai jumlah tercatat dari setiap kelas piutang sebagaimana dijabarkan di atas.

The maximum exposure to credit risk at the end of the reporting year is the carrying amount of each class of receivables mentioned above.

Pada tanggal 31 Desember 2021 dan 2020, seluruh aset keuangan lainnya belum jatuh tempo dan tidak mengalami penurunan nilai.

As at December 31, 2021 and 2020, all other financial assets were not yet past due nor impaired.

Berdasarkan hasil penelaahan keadaan pinjaman kepada masing-masing karyawan pada akhir periode, manajemen berkeyakinan bahwa tidak diperlukan adanya penyisihan penurunan nilai atas kemungkinan kerugian atas tidak tertagihnya akun-akun tersebut pada tanggal 31 Desember 2021 dan 2020.

Based on a review of the status of each loan to employees at the end of the period, management believes that no provision for impairment is necessary to provide for losses from the potential non-collection of these accounts as at December 31, 2021 and 2020.

Lihat Catatan 32 untuk rincian saldo dan transaksi dengan pihak-pihak berelasi.

Refer to Note 32 for details of related party balances and transactions.

9. Persediaan

9. Inventories

| 31 Desember | 2021 | 2020 | December 31 |
|-------------|------|------|-------------|
|-------------|------|------|-------------|

(Dalam ribuan Dolar AS)

(US Dollars, in thousands)

| | | | |
|--------------|--------|--------|---------------|
| Nikel | | | Nickel |
| Dalam proses | 57,829 | 49,493 | In process |
| Barang jadi | 17,419 | 19,412 | Finished |

| | | | |
|--|--------|--------|--|
| | 75,248 | 68,905 | |
|--|--------|--------|--|

| | | | |
|--|---------|---------|---------------------------------------|
| Bahan pembantu | 90,003 | 77,590 | Supplies |
| Dikurangi: Penyisihan untuk bahan pembantu usang | (3,228) | (2,008) | Less: Provision for obsolete supplies |

| | | | |
|--|--------|--------|--|
| | 86,775 | 75,582 | |
|--|--------|--------|--|

| | | | |
|--------|---------|---------|-------|
| Jumlah | 162,023 | 144,487 | Total |
|--------|---------|---------|-------|

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9. Persediaan (lanjutan)

9. Inventories (continued)

Mutasi penyisihan untuk bahan pembantu usang:

Movement in the provision for obsolete supplies is as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|---------------------------------------|---------|---------|---------------------------------|
| (US Dollars, in thousands) | | | |
| Saldo awal | (2,008) | (854) | Beginning balance |
| Penyisihan untuk bahan pembantu usang | (3,116) | (3,491) | Provision for obsolete supplies |
| Penghapusan | 1,896 | 2,337 | Write-off |
| Saldo akhir | (3,228) | (2,008) | Ending balance |

Manajemen yakin bahwa penyisihan untuk bahan pembantu usang telah mencukupi terhadap kemungkinan kerugian yang timbul dari bahan pembantu usang pada tanggal 31 Desember 2021.

Management believes that the provision for obsolete supplies is adequate to cover possible losses from obsolete supplies as at December 31, 2021.

Tidak ada persediaan yang dijaminkan pada tanggal 31 Desember 2021 (31 Desember 2020: nihil).

There were no inventories pledged as collateral as at December 31, 2021 (December 31, 2020: nil).

Biaya persediaan yang dijual atau digunakan dalam operasi diakui sebagai beban dan termasuk dalam "beban pokok pendapatan" (lihat Catatan 23).

The cost of inventories sold or used in operations is recognised as an expense and included in "cost of revenue" (refer to Note 23).

Pada tanggal 31 Desember 2021, semua persediaan telah diasuransikan bersama-sama dengan aset tetap Grup (lihat Catatan 11). Bahan pembantu diasuransikan sebesar biaya penggantian, nikel dalam proses sebesar biaya bahan baku bijih dan tenaga kerja ditambah proporsi tertentu atas biaya tidak langsung, sedangkan untuk barang jadi nikel dalam *matte* sebesar mana yang lebih tinggi antara harga jual tunai bersih atau biaya memproduksinya kembali. Menurut pendapat manajemen, pertanggungan asuransi telah memadai untuk menutupi kerugian yang mungkin timbul.

As at December 31, 2021, all inventories were insured together with the Group's fixed assets (refer to Note 11). Supplies are insured at replacement cost, nickel in process at the cost of ore raw materials and labor expended plus a proper proportion of overhead charges, while nickel in matte finished goods are insured at the regular net cash selling price or at reproduction cost, whichever is higher. In management's opinion, the insurance is adequate to cover possible losses.

10. Biaya dibayar di muka dan uang muka

10. Prepayments and advances

| 31 Desember | 2021 | 2020 | December 31 |
|----------------------------|-------|-------|---------------------|
| (US Dollars, in thousands) | | | |
| Asuransi dibayar di muka | 2,903 | 2,139 | Prepaid insurance |
| Uang muka ke pemasok | 460 | 1,646 | Advances to vendors |
| Lainnya | 158 | 142 | Others |
| Jumlah | 3,521 | 3,927 | Total |

11. Aset tetap

11. Fixed assets

| | 1 Januari/ January 1, 2021 | Penambahan/ Additions | Transfer dan reklasifikasi/ Transfers and reclassifications | Pengurangan/ Disposals | 31 Desember/ December 31, 2021 | |
|---------------------------------------|-------------------------------|--------------------------|--|---------------------------|-----------------------------------|--|
| (US Dollars, in thousands) | | | | | | |
| Harga perolehan | | | | | | Cost |
| Bangunan bendungan dan fasilitas PLTA | 936,154 | - | 90 | - | 936,244 | Hydroelectric dam buildings and facilities |
| Jalan dan jembatan | 84,281 | - | 994 | - | 85,275 | Roads and bridges |
| Bangunan | 742,608 | - | 7,693 | (1,240) | 749,061 | Buildings |
| Pabrik dan mesin | 1,811,545 | - | 46,176 | (39,979) | 1,817,742 | Plant and machinery |
| Perabotan dan peralatan kantor | 23,867 | - | 546 | (3,566) | 20,847 | Furniture and office equipment |
| Pengembangan tambang | 97,354 | 19,498 | 12,511 | - | 129,363 | Mine development |
| Aset hak guna | 2,761 | 5,999 | - | (2,761) | 5,999 | Right-of-use assets |
| Aset tetap dalam penyelesaian *) | 152,211 | 173,423 | (68,010) | - | 257,624 | Construction in progress *) |
| Jumlah | 3,850,781 | 198,920 | - | (47,546) | 4,002,155 | Total |
| Akumulasi penyusutan | | | | | | Accumulated depreciation |
| Bangunan bendungan dan fasilitas PLTA | (435,693) | (21,353) | - | - | (457,046) | Hydroelectric dam buildings and facilities |
| Jalan dan jembatan | (47,330) | (5,331) | - | - | (52,661) | Roads and bridges |
| Bangunan | (535,541) | (25,539) | - | 1,095 | (559,985) | Buildings |
| Pabrik dan mesin | (1,290,557) | (93,658) | - | 38,623 | (1,345,592) | Plant and machinery |
| Perabotan dan peralatan kantor | (21,379) | (726) | - | 3,566 | (18,539) | Furniture and office equipment |
| Pengembangan tambang | (38,489) | (9,602) | - | - | (48,091) | Mine development |
| Aset hak guna | (2,646) | (1,393) | - | 2,761 | (1,278) | Right-of-use assets |
| Jumlah | (2,371,635) | (157,602) | - | 46,045 | (2,483,192) | Total |
| Nilai buku bersih | 1,479,146 | | | | 1,518,963 | Net book value |

*) Lihat Catatan 12 untuk rincian aset tetap dalam penyelesaian.

*) Refer to Note 12 for details of construction in progress.

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11. Aset tetap (lanjutan)

11. Fixed assets (continued)

| | 1 Januari/ January 1, 2020 | Penambahan/ Additions | Transfer dan reklasifikasi/ Transfers and reclassifications | Pengurangan/ Disposals | 31 Desember/ December 31, 2020 | |
|---------------------------------------|-------------------------------|--------------------------|--|---------------------------|-----------------------------------|--|
| (Dalam ribuan Dolar AS) | | | | | | (US Dollars, in thousands) |
| Harga perolehan | | | | | | Cost |
| Bangunan bendungan dan fasilitas PLTA | 934,716 | - | 1,493 | (55) | 936,154 | Hydroelectric dam buildings and facilities |
| Jalan dan jembatan | 73,445 | - | 10,836 | - | 84,281 | Roads and bridges |
| Bangunan | 716,767 | - | 26,820 | (979) | 742,608 | Buildings |
| Pabrik dan mesin | 1,754,375 | - | 95,432 | (38,262) | 1,811,545 | Plant and machinery |
| Perabotan dan peralatan kantor | 22,061 | - | 1,806 | - | 23,867 | Furniture and office equipment |
| Pengembangan tambang | 74,105 | 11,436 | 11,813 | - | 97,354 | Mine development |
| Aset hak guna | 2,303 | 458 | - | - | 2,761 | Right-of-use assets |
| Aset tetap dalam penyelesaian *) | 149,798 | 160,635 | (148,200) | (10,022) | 152,211 | Construction in progress *) |
| Jumlah | 3,727,570 | 172,529 | - | (49,318) | 3,850,781 | Total |
| Akumulasi penyusutan | | | | | | Accumulated depreciation |
| Bangunan bendungan dan fasilitas PLTA | (414,015) | (21,678) | - | - | (435,693) | Hydroelectric dam buildings and facilities |
| Jalan dan jembatan | (42,408) | (4,922) | - | - | (47,330) | Roads and bridges |
| Bangunan | (510,928) | (25,028) | - | 415 | (535,541) | Buildings |
| Pabrik dan mesin | (1,240,225) | (87,440) | - | 37,108 | (1,290,557) | Plant and machinery |
| Perabotan dan peralatan kantor | (20,747) | (632) | - | - | (21,379) | Furniture and office equipment |
| Pengembangan tambang | (30,567) | (7,922) | - | - | (38,489) | Mine development |
| Aset hak guna | (1,218) | (1,428) | - | - | (2,646) | Right-of-use assets |
| Jumlah | (2,260,108) | (149,050) | - | 37,523 | (2,371,635) | Total |
| Nilai buku bersih | 1,467,462 | | | | 1,479,146 | Net book value |

*) Lihat Catatan 12 untuk rincian aset tetap dalam penyelesaian.

*) Refer to Note 12 for details of construction in progress.

Grup menyewa ruang kantor dari PT Prospero Realty dan bus dari PT Sinar Jaya Langgeng Utama (Catatan 31). Informasi mengenai aset hak guna dari sewa di mana Grup adalah penyewa disajikan sebagai berikut:

The Group leases an office space from PT Prospero Realty and buses from PT Sinar Jaya Langgeng Utama (Note 31). Information about the right-of-use assets from leases under which the Group is a lessee is presented below:

| | 1 Januari/ January 1, 2021 | Penambahan/ Additions | Penyusutan/ Depreciation | 31 Desember/ December 31, 2021 | |
|-------------------------|-------------------------------|--------------------------|-----------------------------|-----------------------------------|--------------|
| (Dalam ribuan Dolar AS) | | | | | |
| Ruang kantor | 115 | 839 | (296) | 658 | Office space |
| Bus | - | 5,160 | (1,097) | 4,063 | Buses |
| Jumlah | 115 | 5,999 | (1,393) | 4,721 | Total |

| | 1 Januari/ January 1, 2020 | Penambahan/ Additions | Penyusutan/ Depreciation | 31 Desember/ December 31, 2020 | |
|-------------------------|-------------------------------|--------------------------|-----------------------------|-----------------------------------|--------------|
| (Dalam ribuan Dolar AS) | | | | | |
| Ruang kantor | 419 | - | (304) | 115 | Office space |
| Bus | 666 | 458 | (1,124) | - | Buses |
| Jumlah | 1,085 | 458 | (1,428) | 115 | Total |

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11. Aset tetap (lanjutan)

Liabilitas sewa yang diakui pada laporan posisi keuangan konsolidasian adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|-------------------------------------|---------|------|------------------------------|
| (US Dollars, in thousands) | | | |
| Liabilitas sewa | 4,751 | 66 | Lease liabilities |
| Dikurangi: Bagian jangka panjang | (3,310) | - | Less: Non-current portion |
| Bagian jangka pendek | 1,441 | 66 | Current portion |

Beban bunga yang diakui pada laba rugi dan pembayaran yang dilakukan oleh Grup untuk tahun yang berakhir 31 Desember 2021 masing-masing adalah AS\$75 ribu (31 Desember 2020: AS\$27 ribu) dan AS\$1,3 juta (31 Desember 2020: AS\$1,5 juta) (nilai penuh).

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11. Fixed assets (continued)

Lease liabilities recognised in the consolidated statements of financial position are as follows:

Interest expense recognised in profit or loss and payments made by the Group for the year ended December 31, 2021 were US\$75 thousand (December 31, 2020: US\$27 thousand) and US\$1.3 million (December 31, 2020: US\$1.5 million) (full amount), respectively.

Beban penyusutan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 dialokasikan sebagai berikut:

Depreciation expense for the years ended December 31, 2021 and 2020 was allocated as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|---|---------|---------|------------------------------------|
| (US Dollars, in thousands) | | | |
| Beban pokok pendapatan (lihat Catatan 23) | 157,306 | 148,747 | Cost of revenue (refer to Note 23) |
| Beban usaha | 296 | 303 | Operating expenses |
| Jumlah | 157,602 | 149,050 | Total |

Pada tanggal 31 Desember 2021, semua aset tetap telah diasuransikan terhadap risiko kerugian atau kerusakan yang disebabkan oleh semua risiko industri dan, tapi tidak terbatas pada gempa bumi, kebakaran, kerusakan mekanikal atau elektrik termasuk gangguan usaha lainnya. Jumlah pertanggungan untuk keseluruhan aset dan eksposur atas risiko gangguan usaha terkait per 31 Desember 2021 adalah AS\$4,7 miliar (31 Desember 2020: AS\$4,5 miliar) (nilai penuh), dengan batasan sebesar AS\$800 juta (nilai penuh) per kejadian (31 Desember 2020: AS\$800 juta) (nilai penuh). Seluruh aset tetap diasuransikan sebesar biaya penggantian. Menurut pendapat manajemen, pertanggungan asuransi telah memadai untuk menutupi kerugian yang mungkin timbul dari risiko-risiko tersebut.

As at December 31, 2021, all of the fixed assets were insured against the risk of direct physical loss or damage caused by all industrial risks, including but not limited to earthquake, fire and electrical or mechanical breakdown and including related business interruption. The total insured value for the total assets and related business interruption exposure as at December 31, 2021 was US\$4.7 billion (December 31, 2020: US\$4.5 billion) (full amount), with policy limits of US\$800 million (full amount) per occurrence (December 31, 2020: US\$800 million) (full amount). The fixed assets are insured at replacement cost. In management's opinion, the insurance is appropriate and adequate to cover possible losses arising from such risks.

Tidak ada aset tetap yang dijaminkan pada tanggal 31 Desember 2021 dan 2020.

There were no fixed assets pledged as collateral as at December 31, 2021 and 2020.

Jumlah tercatat bruto dari setiap aset tetap yang telah disusutkan penuh dan masih digunakan adalah sebesar AS\$518,9 juta (31 Desember 2020: AS\$521,6 juta) (nilai penuh). Nilai buku bersih aset tetap yang dihentikan dari penggunaan aktif dan tidak diklasifikasikan sebagai dimiliki untuk dijual pada tanggal 31 Desember 2021 dan 2020 adalah nihil.

The gross carrying value of each fixed asset that is fully depreciated and still in use was US\$518.9 million (December 31, 2020: US\$521.6 million) (full amount). Net book value of fixed assets which are permanently inactive and not classified as held for sale as at December 31, 2021 and 2020 was nil.

Grup telah melakukan pengkajian atas masa manfaat dan nilai sisa aset tetap pada tanggal 31 Desember 2021 dan berdasarkan pengkajian tersebut, Perseroan tidak mengidentifikasi adanya perubahan atas masa manfaat aset tetap yang ada.

The Group has performed a review of the useful lives and residual value of the Company's fixed assets as at December 31, 2021 and based on that review, the Company did not identify any changes in the useful lives of the fixed assets.

Untuk tahun yang berakhir 31 Desember 2021 terdapat kenaikan jumlah kewajiban penghentian pengoperasian aset yang dikapitalisasi dalam aset pengembangan tambang sebesar AS\$19,5 juta (31 Desember 2020: AS\$11,4 juta) (nilai penuh) (Catatan 27). Nilai tercatat aset tetap yang dilepas untuk tahun yang berakhir pada tanggal 31 Desember 2021 adalah AS\$1,5 juta (31 Desember 2020: AS\$11,8 juta) (nilai penuh).

For the year ended December 31, 2021 there was an increase in the amount of the asset retirement obligation capitalised in mine development assets by US\$19.5 million (December 31, 2020: US\$11.4 million) (full amount) (Note 27). The carrying amount of fixed assets disposed for the year ended December 31, 2021 was US\$1.5 million (December 31, 2020: US\$11.8 million) (full amount).

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12. Aset tetap dalam penyelesaian

Aset tetap dalam penyelesaian terdiri dari proyek yang belum selesai pada tanggal pelaporan.

Aset tetap dalam penyelesaian terdiri dari:

12. Construction in progress

Construction in progress represents capital projects that have not been completed at the reporting dates.

The construction in progress is as follows:

| 31 Desember | 2021 | % penyelesaian/ % of completion | Perkiraan waktu penyelesaian/ Estimated completion date | December 31 |
|---|----------------|------------------------------------|--|---|
| (Dalam ribuan Dolar AS) | | | | |
| <i>Furnace 4 rebuild</i> | 69,791 | 87% | 2022 | Furnace 4 rebuild |
| Persiapan proyek smelter Bahodopi | 14,623 | 24% | 2025 | Bahodopi smelter project preparation |
| Persiapan proyek <i>process plant</i> Pomalaa | 11,059 | 78% | 2022 | Pomalaa process plant project preparation |
| Pengembangan tambang 2021 | 10,011 | 99% | 2022 | Mine development 2021 |
| Proyek penambangan Bahodopi | 8,496 | 57% | 2022 | Bahodopi mining project |
| Lainnya di bawah AS\$8 juta | 143,644 | 3-99% | 2022 - 2025 | Others below US\$8 million |
| Jumlah | 257,624 | | Total | |

| 31 Desember | 2020 | % penyelesaian/ % of completion | Perkiraan waktu penyelesaian/ Estimated completion date | December 31 |
|---|----------------|------------------------------------|--|--------------------------------------|
| (Dalam ribuan Dolar AS) | | | | |
| <i>Furnace 4 rebuild</i> | 31,197 | 43% | 2021 | Furnace 4 rebuild |
| Persiapan proyek smelter Bahodopi | 9,364 | 15% | 2025 | Bahodopi smelter project preparation |
| Pengembangan tambang 2020 | 8,642 | 64% | 2021 | Mine Development 2020 |
| Penggantian <i>dozer</i> 350 HP <i>mine</i> | 8,016 | 99% | 2021 | Replacement dozer 350 HP mine |
| Lainnya di bawah AS\$8 juta | 94,992 | 1-99% | 2021 - 2025 | Others below US\$8 million |
| Jumlah | 152,211 | | Total | |

13. Utang usaha

13. Trade payables

| 31 Desember | 2021 | 2020 | December 31 |
|---|----------------|----------------|---|
| (Dalam ribuan Dolar AS) | | | |
| Pihak-pihak berelasi | | | Related parties |
| Dalam mata uang Dolar AS | 135 | 140 | Denominated in US Dollars |
| | 135 | 140 | |
| Pihak ketiga | | | Third parties |
| Dalam mata uang Rupiah Indonesia | 82,252 | 58,261 | Denominated in Indonesian Rupiah |
| Dalam mata uang Dolar AS | 36,471 | 45,613 | Denominated in US Dollars |
| Dalam mata uang Dolar Singapura | 1,244 | 1,052 | Denominated in Singapore Dollars |
| Dalam mata uang Euro | 809 | 4,033 | Denominated in Euro |
| Dalam mata uang lainnya (di bawah AS\$1 juta) | 1,333 | 3,996 | Denominated in other currencies (below US\$1 million) |
| | 122,109 | 112,955 | |
| Jumlah | 122,244 | 113,095 | Total |

Utang usaha timbul dari pembelian barang dan jasa. Jumlah yang disebutkan di atas adalah jangka pendek sesuai dengan ketentuan pembayaran seperti yang tertuang dalam perjanjian yang bersangkutan.

Tidak ada jaminan yang diberikan oleh Grup atas utang usahanya pada tanggal 31 Desember 2021 dan 2020.

Lihat Catatan 32 untuk rincian saldo dan transaksi dengan pihak-pihak berelasi.

The trade payables arose from the purchase of goods and services. The amounts are current within the payment terms as set out in the relevant agreement.

There were no guarantees made by the Group for its payables as at December 31, 2021 and 2020.

Refer to Note 32 for details of related party balances and transactions.

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14. Perpajakan

14. Taxation

a. Pajak dibayar di muka

a. Prepaid taxes

| 31 Desember | 2021 | 2020 | December 31 |
|---------------------------------------|----------------|----------------|--------------------------------|
| (US Dollars, in thousands) | | | |
| Pajak penghasilan badan ("PPH Badan") | | | Corporate income tax ("CIT") |
| - PPh Badan 2021 | 5,466 | - | - CIT 2021 |
| - PPh Badan 2020 | 2,342 | 2,229 | - CIT 2020 |
| - PPh Badan 2019 | - | 34,268 | - CIT 2019 |
| | 7,808 | 36,497 | |
| Pajak lainnya | | | Other taxes |
| - Pajak dalam sengketa *) | 52,579 | 116,429 | - Taxes in dispute *) |
| - Pajak Pertambahan Nilai ("PPN") | 66,249 | 70,201 | - Value Added Tax ("VAT") |
| - Pajak impor **) | - | 737 | - Import tax **) |
| | 118,828 | 187,367 | |
| Dikurangi: Penyisihan penurunan nilai | (5,560) | (22,951) | Less: Provision for impairment |
| Jumlah | 121,076 | 200,913 | Total |
| Dikurangi: Bagian lancar | (58,148) | (96,324) | Less: Current portion |
| Bagian tidak lancar | 62,928 | 104,589 | Non-current portion |

*) Lihat Catatan 14e untuk rincian pajak dalam proses banding.

*) Refer to Note 14e for details of taxes in dispute.

**) Mahkamah Agung telah mengumumkan putusan Peninjauan Kembali melalui portalnya di tahun 2021 yang menolak permohonan Peninjauan Kembali Perseroan dengan total nilai sengketa sebesar IDR10,3 miliar. Perseroan telah menghapus pajak dibayar di muka terkait dengan sengketa ini.

**) The Supreme Court announced verdicts for Reconsideration in their website in 2021 which rejected the Company's Reconsideration request with the total disputed amount of IDR10.3 billion. The Company has written-off the prepaid taxes related to the dispute.

Mutasi penyisihan untuk penurunan nilai dari ketidakpastian posisi pajak adalah sebagai berikut:

Movement in provision for impairment from uncertain tax positions is as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|----------------------------------|----------------|-----------------|--------------------------|
| (US Dollars, in thousands) | | | |
| Saldo awal | (22,951) | (8,746) | Beginning balance |
| Penambahan selama tahun berjalan | (3,527) | (16,136) | Addition during the year |
| Pemulihan | 3,073 | - | Reversal |
| Penghapusan | 17,845 | 1,931 | Write-off |
| Saldo akhir | (5,560) | (22,951) | Ending balance |

Manajemen yakin bahwa penyisihan penurunan nilai telah mencukupi terhadap kemungkinan kerugian yang timbul dari ketidakpastian posisi pajak terkait pajak dalam sengketa yang dibahas lebih lanjut dalam Catatan 14e.

Management believes that the provision for impairment is adequate to cover possible losses from uncertain tax positions related to the taxes in dispute discussed further in Note 14e.

b. Utang pajak

b. Taxes payable

| 31 Desember | 2021 | 2020 | December 31 |
|-------------------------------------|--------------|--------------|--|
| (US Dollars, in thousands) | | | |
| Pajak lainnya | | | Other taxes |
| - PPh pasal 21 | 989 | 1,096 | - Withholding Tax ("WHT") article 21 |
| - PPh pasal 4(2), 15, 22, 23 dan 26 | 788 | 423 | - WHT articles 4(2), 15, 22, 23 and 26 |
| - PPN terutang | 196 | 274 | - VAT payable |
| Jumlah | 1,973 | 1,793 | Total |

c. Beban pajak penghasilan

c. Income tax expense

Beban pajak penghasilan konsolidasian untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

The consolidated income tax expense for the years ended December 31, 2021 and 2020 is as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|--|---------------|---------------|---------------------------------------|
| (US Dollars, in thousands) | | | |
| Kini | 62,254 | 37,043 | Current |
| Tangguhan | (7,757) | (29,152) | Deferred |
| Penyesuaian tahun sebelumnya | 351 | 13,935 | Previous year adjustments |
| Jumlah beban pajak penghasilan konsolidasian | 54,848 | 21,826 | Total consolidated income tax expense |

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14. Perpajakan (lanjutan)

c. Beban pajak penghasilan (lanjutan)

Pada 7 Oktober 2021, Pemerintah dan Dewan Perwakilan Rakyat ("DPR") menyetujui RUU Harmonisasi Peraturan Perpajakan ("HPP"), yang pada 29 Oktober 2021 disahkan menjadi UU No. 7/2021. UU HPP menetapkan tarif PPh Badan sebesar 22% untuk tahun 2022 dan seterusnya, yang sebelumnya 20% berdasarkan UU No. 2/2020.

Perhitungan pajak penghasilan kini untuk tahun-tahun yang berakhir 31 Desember 2021 dan 2020 adalah berdasarkan estimasi penghasilan kena pajak yang dapat direvisi pada saat melaporkan Surat Pemberitahuan Tahunan. Basis yang digunakan dalam estimasi ini sama dengan yang digunakan dalam pembuatan surat pemberitahuan pajak tahunan yang disampaikan ke kantor pajak.

Rekonsiliasi antara laba/(rugi) sebelum pajak penghasilan yang disajikan dalam laporan keuangan konsolidasian dengan taksiran penghasilan kena pajak konsolidasian untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|---|----------------|----------------------------|---|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Laba sebelum pajak penghasilan konsolidasian | 220,645 | 104,645 | Consolidated profit before income tax |
| Ditambah: (Laba)/rugi sebelum pajak penghasilan - entitas anak | (607) | 514 | Add: (Profit)/loss before income tax - subsidiaries |
| Laba sebelum pajak penghasilan - Perseroan | 220,038 | 105,159 | Profit before income tax - the Company |
| Koreksi fiskal: | | | Fiscal corrections: |
| Perbedaan antara penyusutan dan amortisasi komersial dan fiskal | 49,180 | 47,759 | Difference between commercial and tax depreciation and amortisation |
| Liabilitas imbalan pascakerja | 1,343 | 2,007 | Post-employment benefit liabilities |
| Provisi atas penghentian pengoperasian aset | 2,338 | 2,071 | Provision for asset retirement |
| Perubahan penyisihan untuk bahan pembantu usang | 1,220 | 1,154 | Change in provision for obsolete supplies |
| Liabilitas atas pembayaran berbasis saham | (762) | 8 | Share-based payment liabilities |
| Akrual/provisi lain-lain | 4,746 | 6,338 | Other accruals/provisions |
| Perbedaan tetap: | | | Permanent differences: |
| Pendapatan kena pajak final | (441) | (360) | Income subject to final tax |
| Beban yang tidak dapat dikurangkan | 5,310 | 4,242 | Non-deductible expenses |
| Penghasilan kena pajak - Perseroan | 282,972 | 168,378 | Taxable income - the Company |
| Pajak penghasilan kini pada tarif 22% - Perseroan | 62,254 | 37,043 | Current income tax at 22% - the Company |
| Pajak penghasilan kini - entitas anak | - | - | Current income tax - subsidiaries |
| Pajak penghasilan kini - konsolidasian | 62,254 | 37,043 | Current income tax - consolidated |
| Pembayaran pajak di muka - konsolidasian | (67,720) | (39,272) | Prepayment of income taxes - consolidated |
| Lebih bayar pajak - konsolidasian | (5,466) | (2,229) | Overpayment of tax - consolidated |

Rekonsiliasi antara beban pajak penghasilan konsolidasian dengan hasil perhitungan teoritis dari laba sebelum pajak penghasilan konsolidasian Grup untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|---|---------------|----------------------------|---|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Laba sebelum pajak penghasilan konsolidasian | 220,645 | 104,645 | Consolidated profit before income tax |
| Pajak penghasilan dihitung pada tarif 22% | 48,542 | 23,022 | Income tax calculated at 22% |
| Dampak penyesuaian tarif pajak pada pajak tangguhan | 5,017 | (16,098) | Impact of tax rate adjustment on deferred tax |
| Beban yang tidak dapat dikurangkan | 1,169 | 1,057 | Non-deductible expenses |
| Pendapatan kena pajak final | (231) | (90) | Income subject to final tax |
| Penyesuaian tahun sebelumnya | 351 | 13,935 | Previous year adjustments |
| Beban pajak penghasilan konsolidasian | 54,848 | 21,826 | Consolidated income tax expense |

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14. Taxation (continued)

c. Income tax expense (continued)

On October 7, 2021, the Government and the House of Representatives ("DPR") approved the Harmonisation of Tax Regulations ("HPP") bill, which on October 29, 2021 was ratified as Law No. 7/2021. The HPP Law stipulates that the Corporate Income Tax rate is 22% for 2022 onwards, which was previously 20% based on Law No. 2/2020.

Current income tax calculations for the years ended December 31, 2021 and 2020 are based on estimated taxable income and may be revised when filing annual tax returns. The basis used for the estimates is the same as that used in the preparation of the annual tax return to be filed with the tax authority.

The reconciliation between profit/(loss) before income tax as shown in these consolidated financial statements and the estimated consolidated taxable income for the years ended December 31, 2021 and 2020 is as follows:

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14. Perpajakan (lanjutan)

14. Taxation (continued)

d. Liabilitas pajak tangguhan

d. Deferred tax liabilities

Perubahan liabilitas pajak tangguhan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

Changes in the deferred tax liabilities for the years ended December 31, 2021 and 2020 are shown below:

| | 1 Januari/ January 1, 2021 | (Dikreditkan)/ Dibebankan ke laba rugi*/ (Credited)/ Charged to profit or loss*) | Dibebankan ke penghasilan komprehensif lain/ Charged to other comprehensive income | 31 Desember/ December 31, 2021 | |
|--|----------------------------------|---|---|--------------------------------------|--------------------------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | | | |
| Penyusutan dan amortisasi | 75,242 | 468 | - | 75,710 | Depreciation and amortisation |
| Liabilitas imbalan pascakerja | (5,357) | (831) | 396 | (5,792) | Post-employment benefit liabilities |
| Provisi atas penghentian pengoperasian aset | (11,321) | (5,726) | - | (17,047) | Provision for asset retirement |
| Provisi untuk bahan pembantu usang | (402) | (308) | - | (710) | Provision for obsolete supplies |
| Liabilitas atas pembayaran berbasis saham | (158) | 152 | - | (6) | Share-based payment liabilities |
| Akrual/provisi lain-lain | (7,833) | (1,512) | - | (9,345) | Other accruals/provisions |
| Liabilitas pajak tangguhan, bersih | 50,171 | (7,757) | 396 | 42,810 | Deferred tax liabilities, net |

*) Termasuk penyesuaian terhadap kewajiban pajak tangguhan karena perubahan tarif pajak penghasilan badan sejumlah AS\$5 juta beban pajak tangguhan (nilai penuh).

*) Including adjustments on deferred tax liabilities as a result of changes in income tax rate, amounting to US\$5 million deferred tax expense (full amount).

| | 1 Januari/ January 1, 2020 | (Dikreditkan)/ Dibebankan ke laba rugi*/ (Credited)/ Charged to profit or loss*) | Dikreditkan ke penghasilan komprehensif lain/ Credited to other comprehensive income | 31 Desember/ December 31, 2020 | |
|--|----------------------------------|---|---|--------------------------------------|--------------------------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | | | |
| Penyusutan dan amortisasi | 103,945 | (28,703) | - | 75,242 | Depreciation and amortisation |
| Liabilitas imbalan pascakerja | (4,855) | 665 | (1,167) | (5,357) | Post-employment benefit liabilities |
| Provisi atas penghentian pengoperasian aset | (11,090) | (231) | - | (11,321) | Provision for asset retirement |
| Provisi untuk bahan pembantu usang | (214) | (188) | - | (402) | Provision for obsolete supplies |
| Liabilitas atas pembayaran berbasis saham | (195) | 37 | - | (158) | Share-based payment liabilities |
| Akrual/provisi lain-lain | (7,101) | (732) | - | (7,833) | Other accruals/provisions |
| Liabilitas pajak tangguhan, bersih | 80,490 | (29,152) | (1,167) | 50,171 | Deferred tax liabilities, net |

*) Termasuk penyesuaian terhadap kewajiban pajak tangguhan karena perubahan tarif pajak penghasilan badan sejumlah AS\$16,1 juta manfaat pajak tangguhan (nilai penuh).

*) Including adjustments on deferred tax liabilities as a result of changes in income tax rate, amounting to US\$16.1 million deferred tax benefit (full amount).

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14. Perpajakan (lanjutan)

14. Taxation (continued)

e. Surat ketetapan pajak

e. Tax assessment letters

| Nomor Surat Ketetapan Pajak/ Jenis Pajak/ Tax Assessment Letter/ Tax Type | Tahun pajak/ Fiscal year | Nilai awal sengketa pajak/ Original tax in-dispute amount | Diterima oleh Grup atau kalah pada banding terakhir/ Accepted by the Group or lost on final appeal | Restitusi/ Refund | Selisih nilai tukar mata uang asing dan penyesuaian lainnya/ Exchange rate and other adjustments | Saldo akhir dan status terakhir per 31 Desember 2021/ Ending balance and latest status as of December 31, 2021 | Catatan/ Notes |
|---|-----------------------------------|--|--|----------------------|--|---|----------------------------|
| Dalam ribuan Dolar AS | | | | | | | (US Dollars, in thousands) |
| 00003/204/04/091/11 PPH Pasal 26/WHT Article 26 | 2004 | 9,439 | (1,882) | (7,124) | (433) | - | a) |
| 00003/206/04/091/11 PPH Badan/CIT | 2004 | 4,629 | (1,112) | - | - | 3,517 | a) |
| 00006/206/06/091/11 PPH Badan/CIT | 2006 | 6,406 | (6,406) | - | - | - | a) |
| 00006/206/10/091/14 PPH Badan/CIT | 2010 | 19,410 | (8,500) | (10,910) | - | - | a) |
| 00007/406/11/091/13 PPH Badan/CIT | 2011 | 3,595 | (2,757) | (838) | - | - | a) |
| | 2011 | 1,316 | - | - | - | 1,316 | b) |
| 00026/406/12/091/14 PPH Badan/CIT | 2012 | 647 | (647) | - | - | - | a) |
| 00056/207/13/091/17 sampai dengan/To 00067/207/13/091/17 PPN/VAT | 2013 | 8,871 | - | (162) | (314) | 8,395 | d) |
| 00007/206/14/091/17 PPH Badan/CIT | 2014 | 38,040 | (4) | (22,334) | - | 15,702 | e) |
| 00002/245/14/091/17 sampai dengan/To 00013/245/14/091 PPH Pasal 26/WHT Art.26 | 2014 | 20,789 | - | (20,585) | (204) | - | e) |
| 00024/406/15/091/17 PPH Badan/CIT | 2015 | 3,820 | - | (2,241) | - | 1,579 | c) |
| 00039/406/16/091/18 PPH Badan/CIT | 2016 | 7,942 | - | - | - | 7,942 | f) |
| 00023/406/17/091/19 PPH Badan/CIT | 2017 | 2,355 | - | - | - | 2,355 | f) |
| 10148/84/DBN.PL/2018 PNBP/ Non-Tax State Revenue | 2014-2016 | 1,036 | - | - | - | 1,036 | g) |
| 00016/406/17/091/19 PPH Badan/CIT | 2018 | 2,942 | - | - | - | 2,942 | f) |
| 00021/406/19/091/21 PPH Badan/CIT | 2019 | 2,510 | - | - | - | 2,510 | f) |
| Surat ketetapan pajak lainnya*/ Other tax assessment letters* | | 13,545 | (93) | (7,863) | (304) | 5,285 | |
| Total pajak dalam proses banding/ Total taxes in-dispute | | 147,292 | (21,401) | (72,057) | (1,255) | 52,579 | |

* Dengan nilai saldo akhir per tanggal 31 Desember 2021 kurang dari AS\$0,5 juta per ketetapan/

* With ending balances as of December 31, 2021 less than US\$0.5 million per assessment.

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14. Perpajakan (lanjutan)

e. Surat ketetapan pajak (lanjutan)

- a) Pada Juni 2021, Direktorat Jenderal Pajak ("DJP") menerbitkan keputusan tentang persetujuan bersama/*Mutual Agreement Procedure* ("MAP") antara otoritas pajak Kanada dengan Indonesia sesuai dengan Perjanjian Penghindaran Pajak Berganda ("P3B") yang mempertahankan posisi DJP, dan hanya menerima posisi Perseroan untuk PPh Badan tahun pajak 2004. Atas keputusan ini, Perseroan telah melakukan penghapusan pajak dibayar di muka atas sengketa tahun pajak 2006, 2010, 2011, dan 2012 dengan jumlah total AS\$17,9 juta (nilai penuh) yang sudah dicadangkan seluruhnya pada tanggal 31 Desember 2020 sedangkan untuk tahun pajak 2004 Perseroan telah mengajukan permohonan restitusi sebesar AS\$3,5 juta (nilai penuh), dan membebaskan nilai sengketa PPh Pasal 26 sebesar AS\$0,7 juta (nilai penuh) yang diputuskan tetap dipertahankan koreksinya.
- b) Tahun pajak 2011: DJP melakukan koreksi atas biaya jaminan pinjaman dengan nilai sengketa pajak AS\$1,3 juta (nilai penuh) yang dianggap sebagai beban yang tidak dapat dikurangkan menurut DJP. Perseroan masih menunggu putusan Mahkamah Agung.
- c) Tahun pajak 2015: Sengketa terkait koreksi atas biaya penelitian dan pengembangan, biaya Akademi Teknik Sorowako, biaya Jasa Manajemen dan Teknis, biaya jaminan pinjaman, biaya kontribusi lainnya, dan donasi yang dinilai sebagai beban yang tidak dapat dikurangkan dengan jumlah koreksi sebesar AS\$3,8 juta (nilai penuh) telah dikabulkan sebagian oleh Pengadilan Pajak senilai AS\$2,2 juta (nilai penuh) dan menolak sengketa terkait biaya royalti senilai AS\$1,6 juta (nilai penuh). Perseroan telah menerima restitusi senilai AS\$2,2 juta. Perseroan juga telah mengajukan Peninjauan Kembali atas sengketa terkait royalti ke Mahkamah Agung.
- d) Tahun pajak 2013: Sengketa pajak ini terutama terkait dengan PPN yang harus dipungut sendiri atas penggunaan *slag* pada jalan tambang dan jasa luar negeri dengan jumlah koreksi sebesar AS\$17,6 juta (nilai penuh). Di tahun 2018, Perseroan telah membayarkan 50% dari sisa nilai sengketa pajak dan telah mengajukan banding. Perseroan saat ini masih menunggu putusan Pengadilan Pajak. Adapun untuk nilai sengketa yang ditolak, Perseroan telah membayar AS\$31,6 ribu (nilai penuh) ditambah 100% sanksi administrasi senilai AS\$31,6 ribu (nilai penuh).
- e) Tahun Pajak 2014: DJP melakukan koreksi atas peredaran usaha, biaya pengembangan proyek, jaminan pinjaman, royalti, dan biaya-biaya yang dipertimbangkan oleh DJP sebagai beban yang tidak dapat dijadikan pengurang penghasilan kena pajak. Koreksi atas peredaran usaha ini juga dianggap sebagai dividen sehingga dijadikan koreksi untuk PPh Pasal 26. Koreksi lainnya atas PPh Pasal 26 adalah kekurangan pemotongan pajak atas pembayaran dividen kepada Pemegang Saham Pendiri yang dipertimbangkan salah menggunakan tarif pajak. Jumlah koreksi-koreksi tersebut masing-masing adalah sebesar AS\$49,1 juta dan AS\$12,5 juta (nilai penuh). Pada Agustus 2021, Perseroan menerima putusan banding untuk kasus sengketa PPh Badan yang dengan putusan mengabulkan sebagian sengketa senilai AS\$22,3 juta dan mengabulkan seluruhnya sengketa PPh Pasal 26 senilai AS\$20,5 juta, namun menolak sengketa biaya pengembangan proyek senilai AS\$15,7 juta. Perseroan telah mengajukan Peninjauan Kembali untuk sengketa biaya pengembangan proyek. Restitusi atas putusan banding tersebut telah diterima oleh Perseroan. Pada bulan Desember 2021, Perseroan telah menerima salinan peninjauan Kembali dari DJP mengenai sengketa royalti dan biaya jaminan yang telah diajukan kepada Mahkamah Agung. Perseroan memberikan tanggapan melalui Kontra Memori Peninjauan Kembali terhadap Mahkamah Agung dan saat ini Perseroan masih menunggu putusan atas kasus-kasus tersebut.
- f) Tahun pajak 2016, 2017, 2018, dan 2019: DJP melakukan koreksi untuk biaya penelitian dan pengembangan, biaya jaminan pinjaman dan biaya-biaya lain yang dianggap tidak dapat dijadikan pengurang penghasilan kena pajak. Selain itu, pada tahun pajak 2016 sampai dengan 2019, DJP juga melakukan koreksi atas pembayaran jasa *Management Service Agreement* ("MSA") dan *Technical Service Agreement* ("TSA") kepada VCL dan Vale Technology Development (Canada) Limited ("VTDCL") yang dianggap sebagai dividen dengan total keseluruhan koreksi sejumlah masing-masing AS\$7,9 juta dan AS\$2,4 juta, AS\$2,9 juta, dan AS\$2,5 juta (nilai penuh). Terdapat juga beberapa surat ketetapan pajak atas PPh Pasal 26 sebagai implikasi dari koreksi pada PPh Badan tersebut. Untuk tahun pajak 2016 dan 2017, Perseroan sedang menunggu putusan Pengadilan Pajak, sedangkan untuk tahun pajak 2018 dan 2019 masih dalam proses banding dan keberatan.

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14. Taxation (continued)

e. Tax assessment letters (continued)

- a) In June 2021, the Directorate General of Tax ("DGT") issued its decision on the Mutual Agreement Procedure ("MAP") in accordance with the Double Tax Avoidance Agreement ("DTAA") between the Indonesian and Canadian Tax Authorities which maintained the DGT's position and accepted the Company's position for 2004 CIT. The Company has written-off the prepaid taxes in dispute for fiscal years 2006, 2010, 2011, and 2012 in the total amount of US\$17.9 million (full amount), which had already been provided for as of December 31, 2020, while for the fiscal year 2004, the Company has submitted a refund application letter amounted to US\$3.5 million (full amount) and expensed the Withholding Tax Article 26 amounted to US\$0.7 million (full amount) for which the decision was retained.
- b) Fiscal year 2011: The DGT made a tax adjustment related to guarantee fee expense with the tax dispute amount of US\$1.3 million (full amount) which was considered non-deductible by the DGT. The Company is still awaiting a decision from the Supreme Court.
- c) Fiscal year 2015: The tax disputes related to project development costs, Sorowako Technical Academy expense, Management and Technical Services fees, guarantee fee, other contribution expenses, and donations assessed as non-deductible expenses with a total correction amount of US\$3.8 million (full amount) have been partially accepted by the Tax Court in the amount of to US\$2.2 million (full amount) which rejected the dispute related to royalty fees in the amount of US\$1.6 million (full amount). The Company has received a refund of US\$2.2 million. The Company has filed a reconsideration for the dispute related to royalty to the Supreme Court.
- d) Fiscal year 2013: The tax dispute is primarily related to VAT that must be collected for the slag usage on the mining road and offshore services with a total disputed amount of US\$17.6 million (full amount). In 2018, the Company paid 50% of the remaining disputed amount and submitted an appeal. The Company is still awaiting a decision from the Tax Court. Meanwhile, for the rejected cases, the Company has paid US\$31.6 thousand (full amount) and its 100% penalty of US\$31.6 thousand (full amount).
- e) Fiscal year 2014: The DGT made adjustments to revenue, project development costs, guarantee fees, royalty, and other expenses which are considered by the DGT as non-deductible expenses. The adjustment to revenue was also deemed as a dividend and subject to Withholding Tax Article 26. The other Withholding Tax Article 26 adjustment is related to under-withheld tax on dividend payment to Founding Shareholders which was assessed as using incorrect tax rates. The total adjustments amount to US\$49.1 million and US\$12.5 million (full amount), respectively. In August 2021, the Company has received the verdict related to appeal which partially accepted the CIT cases with the disputed amount of US\$22.3 million and fully accepted the Withholding Tax Article 26 cases with the disputed amount of US\$20.5 million, but rejected the dispute for project development costs amounting to US\$15.7 million. The Company has filed a reconsideration to the Supreme Court for the project development costs dispute. Refunds for the positive verdicts have been received by the Company. In December 2021, the Company received a copy of the reconsideration from the DGT regarding royalty and guarantee fee disputes that has been filed with the Supreme Court. The Company has also responded through a Counter Memory to the Supreme Court and is now awaiting the decision of these cases.
- f) Fiscal years 2016, 2017, 2018, and 2019: The DGT made adjustments related to project development costs, guarantee fees and other expenses which are deemed to be non-deductible expenses. Furthermore, for the fiscal years 2016 to 2019, the DGT also made corrections related to the payment of Management Service Agreement ("MSA") and Technical Service Agreement ("TSA") fees to VCL and Vale Technology Development (Canada) Limited ("VTDCL") which were deemed as dividends with the amount of US\$7.9 million, US\$2.4 million, US\$2.9 million, and US\$2.5 million (full amount), respectively. There were several tax assessment letters on Withholding Tax Article 26 as the implication of the CIT corrections. For fiscal years 2016 and 2017, the Company is still awaiting a decision from the Tax Court, while for 2018 and 2019 are still in appeal and objection processes.

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14. Perpajakan (lanjutan)

e. Surat ketetapan pajak (lanjutan)

- g) Sengketa terkait dugaan kurang bayar royalti kepada Pemerintah Republik Indonesia atas penjualan nikel *matte* untuk tahun 2014 sampai dengan tahun 2016 yang telah diputuskan dan ditetapkan oleh Kementerian Energi dan Sumber Daya Mineral ("KESDM") untuk dikompensasikan kepada kewajiban royalti berikutnya, namun kompensasi ini belum dapat direalisasikan karena sistem pembayaran royalti elektronik (e-PNBP) belum bisa mengakomodir kompensasi tersebut. Perseroan telah bersurat kepada KESDM untuk menindaklanjuti piutang ini.

15. Akruai

| 31 Desember | 2021 | 2020 | December 31 |
|---|---------------|----------------------------|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Barang dan jasa | 13,233 | 15,172 | Goods and services |
| Barang modal | 3,559 | 3,640 | Capital items |
| Royalti, retribusi air, sewa tanah, dan lain-lain | 3,050 | 3,293 | Royalties, water levy, land rent, and others |
| Jumlah | 19,842 | 22,105 | Total |

Lihat Catatan 32 untuk rincian saldo dan transaksi dengan pihak-pihak berelasi.

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14. Taxation (continued)

e. Tax assessment letters (continued)

- g) The dispute is related to an alleged underpayment of royalty to the Government of the Republic of Indonesia on nickel *matte* sales for the years 2014 to 2016 which have been decided to be offset with the Company's royalty obligation, however the offsetting has not yet been realised because the royalty electronic payment system (e-PNBP) has not been able to accommodate the offsetting. The Company has sent a letter to the Ministry of Energy and Mineral Resources ("MEMR") in following up this outstanding receivable.

15. Accruals

| 31 Desember | 2021 | 2020 | December 31 |
|---|---------------|----------------------------|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Barang dan jasa | 13,233 | 15,172 | Goods and services |
| Barang modal | 3,559 | 3,640 | Capital items |
| Royalti, retribusi air, sewa tanah, dan lain-lain | 3,050 | 3,293 | Royalties, water levy, land rent, and others |
| Jumlah | 19,842 | 22,105 | Total |

Refer to Note 32 for details of related party balances and transactions.

16. Liabilitas keuangan jangka pendek lainnya

| 31 Desember | 2021 | 2020 | December 31 |
|-------------------------------|--------------|----------------------------|--------------------------------|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Utang dividen | 296 | 311 | Dividends payable |
| Utang non-operasional lainnya | 970 | 2,087 | Other non-operational payables |
| Jumlah | 1,266 | 2,398 | Total |

16. Other current financial liabilities

17. Liabilitas imbalan kerja jangka pendek

| 31 Desember | 2021 | 2020 | December 31 |
|--|--------|----------------------------|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Gaji, upah, dan manfaat karyawan lainnya | 21,638 | 20,465 | Salaries, wages, and other employee benefits |

17. Short-term employee benefit liabilities

18. Liabilitas imbalan pascakerja

Program dana pensiun untuk karyawan Grup adalah program *defined contribution* yang dikelola oleh suatu Dana Pensiun Lembaga Keuangan ("DPLK") yang ditunjuk oleh Grup.

Sesuai dengan peraturan ketenagakerjaan di Indonesia, Grup diharuskan memberikan imbalan pascakerja tertentu kepada karyawannya saat diberhentikan atau saat mereka pensiun. Manfaat ini terutama didasarkan pada masa kerja dan kompensasi karyawan pada saat penghentian atau masa pensiun.

Liabilitas imbalan pasca kerja pada 31 Desember 2021 dihitung oleh Kantor Konsultan Aktuaria ("KKA") Santhi Devi dan Ardianto Handoyo, aktuaris yang berkualifikasi pada laporannya tertanggal 22 Februari 2022. Liabilitas imbalan pasca kerja pada 31 Desember 2020 dihitung oleh PT Towers Watson Purbajaga, aktuaris yang berkualifikasi pada laporannya tertanggal 18 Januari 2021.

Liabilitas pada laporan posisi keuangan konsolidasian terdiri dari:

| 31 Desember | 2021 | 2020 | December 31 |
|---|---------------|----------------------------|----------------------------------|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Imbalan pensiun dan imbalan berdasarkan Peraturan Ketenagakerjaan | 15,320 | 15,022 | Pension and Labor Law benefits |
| Imbalan kesehatan pascakerja | 11,009 | 11,764 | Post-retirement medical benefits |
| Jumlah | 26,329 | 26,786 | Total |

18. Post-employment benefit liabilities

The pension plan fund for the Group's employees is a defined contribution plan that is managed by a pension fund financial institution ("DPLK") appointed by the Group.

In accordance with Indonesian labor regulations, the Group is required to provide certain post-employment benefits to its employees when their employment is terminated or when they retire. These benefits are primarily based on years of service and the employees' compensation at termination or retirement.

The post-employment benefit liabilities as at December 31, 2021 were calculated by Kantor Konsultan Aktuaria ("KKA") Santhi Devi dan Ardianto Handoyo, a qualified actuary with its report dated February 22, 2022. The post-employment benefit liabilities as at December 31, 2020 were calculated by PT Towers Watson Purbajaga, a qualified actuary with its report dated January 18, 2021.

The liability in the consolidated statements of financial position consists of:

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18. Liabilitas imbalan pascakerja (lanjutan)

18. Post-employment benefit liabilities (continued)

Asumsi aktuarial pokok yang digunakan adalah sebagai berikut:

The principal actuarial assumptions used were as follows:

| 31 Desember | Imbalan pensiun/ Pension benefits | | Imbalan kesehatan pascakerja/ Post-retirement medical benefits | | December 31 |
|--|---|-------|---|--------|----------------------------------|
| | 2021 | 2020 | 2021 | 2020 | |
| Asumsi ekonomi: | | | | | Economic assumptions: |
| Tingkat diskonto (IDR) | 6.50% | 6.25% | 7.50% | 6.75% | Discount rate (IDR) |
| Kenaikan gaji di masa depan (IDR) | 6.00% | 6.00% | N/A | N/A | Future salary increases (IDR) |
| Tingkat kenaikan klaim di masa depan (IDR) | N/A | N/A | 11.00% | 11.00% | Future claim increase rate (IDR) |
| Asumsi lainnya: | | | | | Other assumptions: |
| Tingkat mortalita | 2021 TMI 2019 | | 2020 TMI 2019 | | Rates of mortality |
| Tingkat cacat | 10% dari tingkat mortalita | | 10% dari tingkat mortalita | | Disability rate |
| Usia pensiun normal | 10% of mortality rate 55 tahun/years | | 10% of mortality rate 55 tahun/years | | Normal retirement age |

Tingkat diskonto digunakan dalam menentukan nilai kini kewajiban imbalan kerja pada tanggal penilaian. Secara umum, tingkat diskonto, biasanya ditentukan sesuai dengan ketersediaan obligasi pemerintah yang ada di pasar modal aktif pada tanggal pelaporan.

The discount rate is used in determining the present value of the benefit obligation at valuation date. In general, the discount rate is usually determined in line with the availability of government bonds in the active capital market at the reporting date.

Asumsi tingkat kenaikan upah di masa depan memproyeksikan kewajiban imbalan kerja mulai dari tanggal penilaian sampai dengan usia pensiun normal. Tingkat kenaikan gaji pada umumnya ditentukan berdasarkan penyesuaian inflasi terhadap tingkat upah dan kenaikan masa kerja.

The future salary-increase assumption projects the benefit obligation starting from the valuation date up to the normal retirement age. The rate of salary increase is generally determined based on inflation adjustments to pay scales and increases in length of service.

Asumsi tentang bagaimana klaim akan meningkat di masa depan dikenal sebagai tingkat kenaikan klaim. Tren biaya klaim di masa mendatang dipengaruhi oleh faktor-faktor seperti pemanfaatan, inflasi umum, perkembangan medis, dan ketersediaan pelayanan medis. Pada umumnya, biaya klaim meningkat lebih cepat daripada tingkat inflasi dalam beberapa tahun terakhir.

The actuarial assumptions also factor in how future claims will increase which is influenced by several factors such as utilisation, general inflation, medical developments, and availability of medical services. Generally, the claim costs have risen faster than price inflation in recent years.

Pada 31 Desember 2021, durasi rata-rata tertimbang atas kewajiban untuk imbalan pensiun adalah 8,50 tahun (31 Desember 2020: 8,65 tahun) dan imbalan kesehatan pascakerja adalah 13,30 tahun (31 Desember 2020: 14,34 tahun).

As of December 31, 2021, the weighted average duration of the obligation for pension benefits was 8.50 years (December 31, 2020: 8.65 years) and post-retirement medical benefits was 13.30 years (December 31, 2020: 14.34 years).

Mutasi kewajiban liabilitas imbalan pascakerja selama tahun berjalan adalah sebagai berikut:

The movement in post-employment benefits liabilities over the year is as follows:

| 31 Desember | Imbalan pensiun/ Pension benefits | | Imbalan kesehatan pascakerja/ Post-retirement medical benefits | | Jumlah/ Total | | December 31 |
|---|--------------------------------------|---------------|---|---------------|------------------|---------------|---|
| | 2021 | 2020 | 2021 | 2020 | 2021 | 2020 | |
| (Dalam ribuan Dolar AS) | | | | | | | (US Dollars, in thousands) |
| Pada awal tahun | 15,022 | 11,366 | 11,764 | 8,053 | 26,786 | 19,419 | At beginning of year |
| Diakui di laba rugi | | | | | | | Recognised in profit or loss |
| - Biaya jasa kini | 1,070 | 1,274 | - | - | 1,070 | 1,274 | - Current service cost |
| - Biaya bunga | 899 | 831 | 768 | 605 | 1,667 | 1,436 | - Interest cost |
| Diakui di penghasilan komprehensif lain | | | | | | | Recognised in other comprehensive income |
| (Keuntungan)/kerugian aktuarial yang timbul dari: | | | | | | | Actuarial (gains)/losses arising from: |
| - Asumsi keuangan | (299) | 1,302 | (1,128) | 1,446 | (1,427) | 2,748 | - Financial assumptions |
| - Penyesuaian pengalaman | (166) | 781 | (207) | (941) | (373) | (160) | - Experience adjustments |
| - Asumsi demografis* | - | 29 | - | 2,684 | - | 2,713 | - Demographic assumptions* |
| Lain-lain | | | | | | | Others |
| - Pembayaran manfaat | (968) | (444) | - | (71) | (968) | (515) | - Benefits paid |
| - Pengaruh perbedaan dalam pelaporan mata uang | (238) | (117) | (188) | (12) | (426) | (129) | - Effect of difference in reporting currency |
| Liabilitas imbalan pascakerja, akhir tahun | 15,320 | 15,022 | 11,009 | 11,764 | 26,329 | 26,786 | Post-employment benefit liabilities, end of year |

*Hasil dari pembaharuan tabel mortalita yang digunakan di tahun 2020 dari TMI 2011 menjadi TMI 2019.

*Results from the update in mortality rate tables used in 2020 from TMI 2011 to TMI 2019.

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18. Liabilitas imbalan pascakerja (lanjutan)

18. Post-employment benefit liabilities (continued)

Jumlah kumulatif kerugian/(keuntungan) aktuarial yang diakui pada pendapatan komprehensif lain adalah sebagai berikut:

Total cumulative actuarial loss/(gain) recognised in other comprehensive income is as follows:

| 31 Desember | Imbalan pensiun/ <i>Pension benefits</i> | | Imbalan kesehatan pascakerja/ <i>Post-retirement medical benefits</i> | | Jumlah/ <i>Total</i> | | December 31 |
|---|---|------------|---|--------------|-------------------------|--------------|---|
| | 2021 | 2020 | 2021 | 2020 | 2021 | 2020 | |
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | | | | | |
| Pada awal tahun | 678 | (1,434) | 5,125 | 1,936 | 5,803 | 502 | At beginning of year |
| (Penghasilan)/kerugian komprehensif lain tahun berjalan (Keuntungan)/kerugian aktuarial yang timbul dari: | | | | | | | Other comprehensive (income) /loss for the year |
| - Asumsi keuangan | (299) | 1,302 | (1,128) | 1,446 | (1,427) | 2,748 | Actuarial (gains)/losses arising from: |
| - Penyesuaian pengalaman | (166) | 781 | (207) | (941) | (373) | (160) | - Financial assumptions |
| - Asumsi demografis | - | 29 | - | 2,684 | - | 2,713 | - Experience adjustments |
| | | | | | | | - Demographic assumptions |
| Jumlah kumulatif kerugian aktuarial yang diakui pada pendapatan komprehensif lain | 213 | 678 | 3,790 | 5,125 | 4,003 | 5,803 | Total cumulative actuarial loss recognised in other comprehensive income |

Iuran ke DPLK selama tahun berjalan adalah sebagai berikut:

Contributions to DPLK over the year are as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|--|--------------|--------------|--------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Oleh Grup | 3,042 | 2,918 | By the Group |
| Oleh karyawan | 637 | 610 | By employees |
| Jumlah | 3,679 | 3,528 | Total |

Analisa jatuh tempo yang diharapkan dari imbalan pensiun dan imbalan kesehatan pascakerja yang tidak terdiskonto adalah sebagai berikut:

Expected maturity analysis of undiscounted post-employment benefits and post-retirement medical benefits, is as follows:

| 31 Desember 2021 | Imbalan pensiun/ <i>Pension benefits</i> | Imbalan kesehatan pascakerja/ <i>Post-retirement medical benefits</i> | Jumlah/ <i>Total</i> | December 31, 2021 |
|--|---|---|-------------------------|--------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | | |
| Kurang dari 1 tahun | 929 | 419 | 1,348 | Less than 1 year |
| 1 sampai dengan 10 tahun | 17,228 | 6,363 | 23,591 | 1 – 10 years |
| Lebih dari 10 tahun | 36,128 | 31,647 | 67,775 | More than 10 years |
| Jumlah | 54,285 | 38,429 | 92,714 | Total |

| 31 Desember 2020 | Imbalan pensiun/ <i>Pension benefits</i> | Imbalan Kesehatan pascakerja/ <i>Post-retirement medical benefits</i> | Jumlah/ <i>Total</i> | December 31, 2020 |
|--|---|---|-------------------------|--------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | | |
| Kurang dari 1 tahun | 809 | 383 | 1,192 | Less than 1 year |
| 1 sampai dengan 10 tahun | 15,912 | 5,859 | 21,771 | 1 – 10 years |
| Lebih dari 10 tahun | 37,867 | 32,848 | 70,715 | More than 10 years |
| Jumlah | 54,588 | 39,090 | 93,678 | Total |

Penyesuaian pengalaman dalam periode lima tahun adalah sebagai berikut:

The five years history of experience adjustments is as follows:

| | 2021 | 2020 | 2019 | 2018 | 2017 | |
|--|----------|----------|----------|----------|----------|---|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | | | | |
| Nilai kini kewajiban imbalan pasti | (26,329) | (26,786) | (19,419) | (14,878) | (19,289) | Present value of defined benefit obligation |
| Penyesuaian pengalaman pada liabilitas program | (373) | (160) | (323) | (2,304) | (882) | Experience adjustments on plan liabilities |

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18. Liabilitas imbalan pascakerja (lanjutan)

Jika asumsi yang digunakan berbeda dari estimasi manajemen, nilai tercatat kewajiban pensiun diestimasi sebagai berikut:

18. Post-employment benefit liabilities (continued)

If the assumptions differed from management's estimates, the carrying amount of pension obligations would be as follows:

| 31 Desember 2021 | Perubahan asumsi/ Change in assumptions | Kewajiban imbalan pensiun/ Pension benefits obligation | Kewajiban imbalan kesehatan pascakerja/ Post-retirement medical benefits obligation | December 31, 2021 |
|--------------------------------------|--|---|--|-----------------------------|
| (Dalam ribuan Dolar AS) | | | | (US Dollars, in thousands) |
| Tingkat diskonto | +1% -1% | (1,098) 1,232 | (1,274) 1,544 | Discount rate |
| Tingkat kenaikan gaji di masa depan | +0.5% -0.5% | 598 (566) | - - | Future salary increase rate |
| Tingkat kenaikan klaim di masa depan | +1% -1% | - - | 1,428 (1,210) | Future claim increase rate |
| 31 Desember 2020 | Perubahan asumsi/ Change in assumptions | Kewajiban imbalan pensiun/ Pension benefits obligation | Kewajiban imbalan kesehatan pascakerja/ Post-retirement medical benefits obligation | December 31, 2020 |
| (Dalam ribuan Dolar AS) | | | | (US Dollars, in thousands) |
| Tingkat diskonto | +1% -1% | (1,140) 1,273 | (845) 1,018 | Discount rate |
| Tingkat kenaikan gaji di masa depan | +0.5% -0.5% | 613 (579) | - - | Future salary increase rate |
| Tingkat kenaikan klaim di masa depan | +1% -1% | - - | 975 (830) | Future claim increase rate |

19. Modal saham

Pemegang saham Perseroan dan jumlah kepemilikan saham dengan nilai nominal IDR25 (nilai penuh) per saham pada 31 Desember 2021 dan 2020 adalah sebagai berikut:

19. Share capital

The Company's shareholders and number of shares at the par value of IDR25 (full amount) per share as at December 31, 2021 and 2020 were as follows:

| 31 Desember 2021 | Jumlah saham/ Total shares | Ribuan AS\$/ US\$ in thousands | % | December 31, 2021 |
|---|-------------------------------|-----------------------------------|-------|---|
| VCL Publik | 4,351,403,820 | 59,738 | 43.79 | VCL Public |
| PT Indonesia Asahan Aluminium (Persero) | 2,050,365,360 | 28,149 | 20.63 | PT Indonesia Asahan Aluminium (Persero) |
| Sumitomo Metal Mining Co., Ltd ("SMM") | 1,987,267,745 | 27,283 | 20.00 | Sumitomo Metal Mining Co., Ltd ("SMM") |
| Vale Japan Limited | 1,493,218,075 | 20,500 | 15.03 | Vale Japan Limited |
| | 54,083,720 | 743 | 0.55 | |
| Jumlah saham yang ditempatkan dan disetor penuh | 9,936,338,720 | 136,413 | 100 | Total shares issued and fully paid |
| 31 Desember 2020 | Jumlah saham/ Total shares | Ribuan AS\$/ US\$ in thousands | % | December 31, 2020 |
| VCL Publik | 4,351,403,820 | 59,738 | 43.79 | VCL Public |
| PT Indonesia Asahan Aluminium (Persero) | 2,036,346,880 | 27,957 | 20.49 | PT Indonesia Asahan Aluminium (Persero) |
| Sumitomo Metal Mining Co., Ltd ("SMM") | 1,987,267,745 | 27,283 | 20.00 | Sumitomo Metal Mining Co., Ltd ("SMM") |
| Vale Japan Limited | 1,493,218,075 | 20,500 | 15.03 | Vale Japan Limited |
| Sumitomo Corporation | 54,083,720 | 743 | 0.55 | Sumitomo Corporation |
| | 14,018,480 | 192 | 0.14 | |
| Jumlah saham yang ditempatkan dan disetor penuh | 9,936,338,720 | 136,413 | 100 | Total shares issued and fully paid |

Tidak ada pemegang saham publik yang memiliki lebih dari 5% dari jumlah modal saham yang ditempatkan dan disetor penuh pada tanggal 31 Desember 2021 dan 2020.

No public shareholder owned more than 5% of the total issued and fully paid shares at December 31, 2021 and 2020.

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20. Deklarasi dividen

Dividen yang telah diumumkan selama tahun yang berakhir pada tanggal 31 Desember 2021 adalah sebagai berikut:

| | Tanggal dideklarasikan/ Date declared | Tanggal pembayaran/ Date paid | Dividen per lembar saham AS\$ (nilai penuh)/ Dividends per share US\$ (full amount) | Jumlah AS\$, dalam ribuan/ Amount US\$, in thousands | |
|--------------------|--|--|---|---|-------------------------|
| Dividen final 2020 | 29 April/ April 29, 2021 | 28 Mei/ May 28, 2021 | 0.00333 | 33,128 | Final dividend for 2020 |

21. Tambahan modal disetor

Perseroan mempunyai saldo Tambahan Modal Disetor senilai AS\$277,8 juta (31 Desember 2020: AS\$277,8 juta) (nilai penuh) yang merupakan sisa atas surplus yang terjadi akibat penerbitan saham Perseroan di atas nilai nominal dan penurunan nilai nominal saham yang terjadi di tahun 1983.

22. Cadangan modal

Sesuai dengan Undang-Undang Perseroan Terbatas No. 40/2007, Perseroan wajib membentuk cadangan umum sebesar minimum 20% dari jumlah modal ditempatkan dan disetor. Jumlah modal ditempatkan dan disetor dari Perseroan adalah sebesar IDR248,4 miliar atau setara dengan AS\$136,4 juta (nilai penuh); Perseroan telah menetapkan cadangan umum sebesar AS\$27,3 juta (nilai penuh).

Jumlah cadangan umum minimum Perseroan pada tanggal 31 Desember 2021 dan 2020 telah terpenuhi.

23. Beban pokok pendapatan

Beban pokok pendapatan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|--------------------------------|----------|----------|----------------------------|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) |
| Depresiasi | 157,306 | 148,747 | Depreciation |
| Jasa kontraktor | 125,118 | 104,008 | Contractor services |
| Bahan pembantu | 119,733 | 128,810 | Supplies |
| Bahan bakar minyak dan pelumas | 112,834 | 87,932 | Fuels and lubricants |
| Biaya karyawan | 83,675 | 74,503 | Employee costs |
| Bahan bakar batubara | 59,890 | 42,144 | Coal |
| Pajak dan asuransi | 35,617 | 31,517 | Taxes and insurance |
| Royalti | 19,187 | 15,505 | Royalties |
| Lainnya | 10,793 | 7,440 | Others |
| | 724,153 | 640,606 | |
| Persediaan dalam proses | | | In-process inventory |
| Persediaan awal | 49,493 | 55,452 | Beginning balance |
| Persediaan akhir | (57,829) | (49,493) | Ending balance |
| Beban pokok produksi | 715,817 | 646,565 | Cost of production |
| Barang jadi | | | Finished goods |
| Persediaan awal | 19,412 | 13,212 | Beginning balance |
| Persediaan akhir | (17,419) | (19,412) | Ending balance |
| Beban pokok pendapatan | 717,810 | 640,365 | Cost of revenue |

Lihat Catatan 32 untuk rincian transaksi dengan pihak-pihak berelasi.

Refer to Note 32 for details of related party transactions.

24. Beban usaha

Rincian beban usaha untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

24. Operating expenses

The components of operating expenses for the years ended December 31, 2021 and 2020 were as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|-------------------------|-------|-------|----------------------------|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) |
| Biaya jasa profesional | 1,835 | 2,467 | Professional fees |
| Biaya karyawan | 1,206 | 2,144 | Employee costs |
| Lainnya | 1,163 | 2,774 | Others |
| Jumlah | 4,204 | 7,385 | Total |

Lihat Catatan 32 untuk rincian transaksi dengan pihak-pihak berelasi.

Refer to Note 32 for details of related party transactions.

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25. Pendapatan lainnya

Rincian pendapatan lainnya untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|--|--------------|--------------|---|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Laba selisih kurs, neto | 1,049 | 5,827 | Gain on currency translation adjustments, net |
| Lainnya (di bawah AS\$1.000) | 1,565 | 1,275 | Others (below US\$1,000) |
| Jumlah | 2,614 | 7,102 | Total |

26. Beban lainnya

Rincian beban lainnya untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|--|---------------|---------------|---------------------------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Biaya pengembangan proyek | 7,797 | 3,312 | Project development costs |
| Beban pajak | 1,588 | 317 | Tax expenses |
| Rugi pelepasan aset tetap, bersih | 1,082 | 10,438 | Loss on disposal of fixed assets, net |
| Lainnya | 283 | 6,175 | Others |
| Jumlah | 10,750 | 20,242 | Total |

27. Provisi atas penghentian pengoperasian aset

Pergerakan di saldo provisi atas penghentian pengoperasian aset adalah sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|--|---------------|---------------|-------------------------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Saldo awal | 56,603 | 44,361 | Beginning balance |
| Penyisihan tahun berjalan | 19,498 | 11,436 | Provisions made during the year |
| Beban akresi | 2,338 | 2,071 | Accretion expense |
| Dampak perubahan selisih kurs | (951) | (1,265) | Effect of exchange rate differences |
| Saldo akhir | 77,488 | 56,603 | Ending balance |

Beban akresi diakui sebagai bagian dari beban keuangan dalam laba rugi.

Grup mengakui provisi atas biaya penghentian pengoperasian aset pada tanggal 31 Desember 2021 sebesar IDR1,1 triliun atau setara dengan AS\$77,5 juta (nilai penuh) (31 Desember 2020: IDR794,9 miliar atau setara dengan AS\$56,6 juta) (nilai penuh). Biaya ini diperkirakan akan terjadi antara tahun 2045 dan 2060. Provisi tersebut diestimasi berdasarkan biaya penutupan menggunakan teknologi dan material yang tersedia sekarang, pada tingkat harga kini, dan didiskontokan menggunakan tingkat diskonto bebas risiko di Indonesia sebesar 4,20% (31 Desember 2020: 4,23%).

Grup dibantu oleh PT AECOM Indonesia, konsultan lingkungan yang berkualifikasi, dalam menghitung biaya penutupan operasi Perseroan di Sulawesi sehubungan dengan Rencana Penutupan Tambang. Perhitungan biaya penutupan tambang meliputi asumsi umur aset berdasarkan ketentuan KK (lihat Catatan 1) disesuaikan dengan perpanjangan yang diasumsikan, untuk penyelesaian operasi penambangan yang diikuti dengan penutupan pabrik pengolahan setelah penipisan sisa tumpukan bijih.

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25. Other income

The components of other income for the years ended December 31, 2021 and 2020 were as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|--|--------------|--------------|---|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Laba selisih kurs, neto | 1,049 | 5,827 | Gain on currency translation adjustments, net |
| Lainnya (di bawah US\$1.000) | 1,565 | 1,275 | Others (below US\$1,000) |
| Jumlah | 2,614 | 7,102 | Total |

26. Other expenses

The components of other expenses for the years ended December 31, 2021 and 2020 were as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|--|---------------|---------------|---------------------------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Biaya pengembangan proyek | 7,797 | 3,312 | Project development costs |
| Beban pajak | 1,588 | 317 | Tax expenses |
| Rugi pelepasan aset tetap, bersih | 1,082 | 10,438 | Loss on disposal of fixed assets, net |
| Lainnya | 283 | 6,175 | Others |
| Jumlah | 10,750 | 20,242 | Total |

27. Provision for asset retirement

Movement in the provision for the asset retirement balance is as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|--|---------------|---------------|-------------------------------------|
| (Dalam ribuan Dolar AS) (US Dollars, in thousands) | | | |
| Saldo awal | 56,603 | 44,361 | Beginning balance |
| Penyisihan tahun berjalan | 19,498 | 11,436 | Provisions made during the year |
| Beban akresi | 2,338 | 2,071 | Accretion expense |
| Dampak perubahan selisih kurs | (951) | (1,265) | Effect of exchange rate differences |
| Saldo akhir | 77,488 | 56,603 | Ending balance |

Accretion expense is recognised as part of finance costs in profit or loss.

The Group recognises a provision for asset retirement cost as at December 31, 2021 of IDR1,1 trillion or equivalent to US\$77.5 million (full amount) (December 31, 2020: IDR794.9 billion or equivalent to US\$56.6 million) (full amount). This cost is expected to be incurred between 2045 and 2060. The provision is estimated based on closure costs using existing technology and materials that are currently available, at the current price level, and discounted using the Indonesian risk-free rate of 4.20% (December 31, 2020: 4.23%).

The Group is assisted by PT AECOM Indonesia, a qualified environmental consultant, in calculating the closure costs of the Company's operations in Sulawesi in conjunction with the Mine Closure Plan. The closure cost calculation includes the assumption of asset life in accordance with the term of the CoW (refer to Note 1) adjusted for assumed extensions, for completion of mining operations closely followed by shutdown of the processing plant after depletion of residual ore stockpiles.

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28. Pengeluaran untuk lingkungan hidup lainnya

Pada tahun 1993, Perseroan memperoleh persetujuan Pemerintah atas Studi Evaluasi Lingkungan Hidup, Rencana Pengelolaan Lingkungan Hidup dan Rencana Pemantauan Lingkungan Hidup.

Untuk tahun yang berakhir 31 Desember 2021, sejumlah inisiatif, yang merupakan sebagian dari komitmen Grup di dalam rencana-rencana tersebut, telah diselesaikan, sementara yang lainnya masih sedang berlangsung termasuk penghijauan daerah purna tambang untuk menyeimbangkannya dengan tingkat pembukaan wilayah tambang yang baru.

Pengeluaran untuk lingkungan hidup yang dibebankan pada laba rugi adalah sebesar AS\$2,4 juta untuk tahun yang berakhir pada tanggal 31 Desember 2021 (31 Desember 2020: AS\$5,2 juta) (nilai penuh). Pengeluaran barang modal yang berhubungan dengan proyek lingkungan hidup berjumlah AS\$30,9 juta untuk tahun yang berakhir pada tanggal 31 Desember 2021 (31 Desember 2020: AS\$36,7 juta) (nilai penuh).

29. Biaya karyawan

Jumlah biaya karyawan untuk tahun yang berakhir pada tanggal 31 Desember 2021 adalah sebesar AS\$84,9 juta (31 Desember 2020: AS\$76,6 juta) (nilai penuh).

30. Laba per saham

Laba per saham dasar dihitung dengan membagi jumlah laba yang diperuntukkan kepada pemegang saham entitas induk dengan rata-rata tertimbang jumlah saham biasa yang beredar pada tahun bersangkutan.

| 31 Desember | 2021 | 2020 | December 31 |
|--|------------------|---|---|
| (Dalam ribuan Dolar AS, kecuali nilai laba per saham) | | (US Dollars, in thousands, except earnings per share) | |
| Jumlah laba tahun berjalan yang tersedia bagi pemegang saham entitas induk | 165,797 | 82,819 | Total profit for the year attributable to the shareholders of the parent entity |
| Rata-rata tertimbang jumlah saham biasa beredar (dalam ribuan) | 9,936,339 | 9,936,339 | Weighted average number of ordinary shares outstanding (in thousands) |
| Laba per saham dasar (dalam AS\$) | 0.0167 | 0.0083 | Basic earnings per share (in US\$) |

Pada tanggal 31 Desember 2021 dan 2020 tidak ada efek yang berpotensi menjadi saham biasa. Oleh karena itu, laba per saham dilusian sama dengan laba per saham dasar.

31. Ikatan dan perjanjian-perjanjian penting yang signifikan

Perseroan memiliki beberapa perjanjian penting seperti disebutkan di bawah ini:

| Pihak dalam perjanjian/ Counterparties | Jenis perjanjian/ Agreement type | Periode perjanjian/ Agreement period |
|---|---|--|
| PT Pertamina Patra Niaga | Pembelian Solar Berkecepatan Tinggi/ <i>Purchase of High Speed Diesel (HSD)</i> | 1 Juli 2019 - 30 Juni 2022/ <i>July 1, 2019 - June 30, 2022</i> |
| PT Cipta Krida Bahari | Jasa freight forwarding global/ <i>Global freight forwarding</i> | 1 Juli 2021 - 30 Juni 2026/ <i>July 1, 2021 - June 30, 2026</i> |
| PT Pancaran Darat Transport | Jasa angkutan kargo darat/ <i>Land Cargo Transportation Services</i> | 1 Juli 2018 - 30 Juni 2023/ <i>July 1, 2018 - June 30, 2023</i> |
| PT Pertamina (Persero) | Pembelian Minyak Berkadar Sulfur Tinggi/ <i>Purchase of High Sulphur Fuel Oil (HSFO)</i> | 11 Agustus 2019 - 10 April 2022/ <i>August 11, 2019 - April 10, 2022</i> |
| PT Marunda Graha Mineral | Pembelian batubara/ <i>Purchase of coal</i> | 17 Februari 2020 - 15 April 2022/ <i>February 17, 2020 - April 15, 2022</i> |
| PT Trakindo Utama | Pembelian suku cadang/ <i>Purchase of spare parts</i> | 1 Juni 2020 - 31 Desember 2023/ <i>June 1, 2020 - December 31, 2023</i> |
| PT Waskita Adhi Sejahtera | Jasa konstruksi proyek/ <i>Project construction service</i> | 31 Mei 2021 - 30 Mei 2024/ <i>May 31, 2021 - May 31, 2024</i> |
| PT Petra Energy International | Jasa konstruksi proyek / <i>Project construction service</i> | 31 Mei 2021 - 30 Mei 2024/ <i>May 31, 2021 - May 31, 2024</i> |

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28. Other environmental expenditures

In 1993, the Company received approval from the Government for its Environmental Evaluation Study, Environmental Management Plan and Environmental Monitoring Plan.

For the year ended December 31, 2021, a number of initiatives, representing part of the Group's commitments under these plans, were completed while others were still in progress including the revegetation of mined-out areas to match the stripping rates of new mining areas.

Environmental expenditures charged in profit or loss were US\$2.4 million for the year ended December 31, 2021 (December 31, 2020: US\$5.2 million) (full amount). Capital expenditures for environmental projects were US\$30.9 million for the year ended December 31, 2021 (December 31, 2020: US\$36.7 million) (full amount).

29. Employee costs

Total employee costs for the year ended December 31, 2021 amounted to US\$84.9 million (December 31, 2020: US\$76.6 million) (full amount).

30. Earnings per share

Basic earnings per share is calculated by dividing total profit attributable to the shareholders of the parent entity by the weighted average number of common shares outstanding during the year.

| 31 Desember | 2021 | 2020 | December 31 |
|--|------------------|---|---|
| (Dalam ribuan Dolar AS, kecuali nilai laba per saham) | | (US Dollars, in thousands, except earnings per share) | |
| Jumlah laba tahun berjalan yang tersedia bagi pemegang saham entitas induk | 165,797 | 82,819 | Total profit for the year attributable to the shareholders of the parent entity |
| Rata-rata tertimbang jumlah saham biasa beredar (dalam ribuan) | 9,936,339 | 9,936,339 | Weighted average number of ordinary shares outstanding (in thousands) |
| Laba per saham dasar (dalam AS\$) | 0.0167 | 0.0083 | Basic earnings per share (in US\$) |

As at December 31, 2021 and 2020 there were no existing instruments which could result in the issue of further ordinary shares. Therefore, diluted earnings per share are equivalent to basic earnings per share.

31. Significant commitments and agreements

The Company has entered into various significant agreements as mentioned below:

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31. Ikatan dan perjanjian-perjanjian penting yang signifikan (lanjutan)

Pada tanggal 31 Desember 2021 dan 2020 Grup memiliki komitmen pembelian barang dan jasa yang terkait dengan biaya operasi dan biaya modal dengan pemasok pihak ketiga sebagai berikut:

| 31 Desember | 2021 | 2020 | December 31 |
|--|----------------|----------------------------|---|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Tidak lebih dari 1 tahun | 377,914 | 458,109 | No later than 1 year |
| Lebih dari 1 tahun dan kurang dari 5 tahun | 172,639 | 184,118 | Later than 1 year and no later than 5 years |
| Lebih dari 5 tahun | 101 | 32 | Later than 5 years |
| Jumlah | 550,654 | 642,259 | Total |

Pengeluaran modal yang telah diperjanjikan pada akhir tahun pelaporan namun belum diakui sebagai liabilitas adalah senilai AS\$19,2 juta (31 Desember 2020: AS\$5,9 juta) (nilai penuh).

31. Significant commitments and agreements (continued)

As at December 31, 2021 and 2020, the Group had purchase commitments for goods and services related to operating expenses and capital expenditure with third party suppliers, as follows:

Capital expenditure contracted for at the end of the reporting year but not yet recognised as liabilities is amounted to US\$19.2 million (December 31, 2020: US\$5.9 million) (full amount).

Pada tanggal 31 Desember 2021, Grup memiliki sewa berikut yang diakui sebagai aset hak-guna dan liabilitas terkait:

As at December 31, 2021, the Group has the following leases recognised as right-of-use assets and a corresponding liability:

| Pihak dalam perjanjian/ Counterparties | Jenis perjanjian/ Agreement type | Periode perjanjian/ Agreement period |
|---|---|--|
| PT Sinar Jaya Langgeng Utama | Sewa Bus Transportasi/ Rental Bus Transportation | 1 April 2021 - 15 Agustus 2025/ April 1, 2021 - August 15, 2025 |
| PT Prospero Realty | Sewa Gedung Kantor Jakarta/ Rental Building for Jakarta Office | 1 Desember 2021 - 31 Agustus 2026/ December 1, 2021 - August 31, 2026 |

32. Informasi mengenai pihak-pihak berelasi

Grup berada di bawah pengendalian VCL. Pengendali utama Perseroan adalah Vale S.A. Transaksi dengan pihak-pihak berelasi adalah sebagai berikut:

32. Related party information

The Group is controlled by VCL. The ultimate parent company is Vale S.A. Transactions with related parties are as follows:

a. Pendapatan

Seluruh penjualan Grup dilakukan berdasarkan kontrak-kontrak penjualan "harus ambil" jangka panjang dalam mata uang Dolar AS, dimana harga ditentukan dengan formula yang didasarkan atas harga tunai nikel di LME dan harga realisasi rata-rata nikel VCL. Semua penjualan Grup merupakan transaksi dengan pihak-pihak berelasi.

a. Revenue

The Group's sales are made based on long-term, "must take", US Dollar-denominated sales contracts, with prices determined by a formula that is based on the LME cash price for nickel and VCL's average net realised price for nickel. All of the Group's sales represent transactions with related parties.

Pendapatan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 terdiri dari:

Revenue for the years ended December 31, 2021 and 2020 consisted of:

| 31 Desember | 2021 | 2020 | December 31 |
|---|----------------|----------------------------|---|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Penjualan kepada VCL | 762,117 | 612,046 | Sales to VCL |
| Penjualan kepada SMM | 191,057 | 152,698 | Sales to SMM |
| Jumlah | 953,174 | 764,744 | Total |
| (Persentase penjualan kepada pihak-pihak berelasi terhadap jumlah pendapatan) | 100% | 100% | (Sales to related parties as a percentage of total revenue) |

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32. Informasi mengenai pihak-pihak berelasi (lanjutan)

b. Kompensasi untuk Dewan Komisaris dan Direksi

Dewan Komisaris dan Direksi adalah personel manajemen kunci Grup.

Kompensasi yang dibayar atau terutang kepada Dewan Komisaris dan Direksi adalah sebagai berikut:

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32. Related party information (continued)

b. Compensation of the Boards of Commissioners and Directors

The Boards of Commissioners and Directors are the key management personnel of the Group.

The compensation paid or payable to the Boards of Commissioners and Directors is shown below:

**Untuk tahun yang berakhir pada 31 Desember 2021/
For the year ended December 31, 2021**

| | Dewan Komisaris/ Board of Commissioners | | Direksi/ Board of Directors | |
|---|--|---------------|--------------------------------|---------------|
| | % *) | Jumlah/Amount | % *) | Jumlah/Amount |
| (Dalam ribuan Dolar AS)/ (US Dollars, in thousands) | | | | |
| Gaji dan imbalan kerja jangka pendek/ Salaries and short-term employee benefits | 0.7% | 606 | 5.3% | 4,482 |
| Imbalan pascakerja/ Post-employment benefits | - | - | 0.2% | 191 |
| Jumlah/Total | 0.7% | 606 | 5.5% | 4,673 |

*) % terhadap jumlah biaya karyawan/% of total employee costs

**Untuk tahun yang berakhir pada 31 Desember 2020/
For the year ended December 31, 2020**

| | Dewan Komisaris/ Board of Commissioners | | Direksi/ Board of Directors | |
|---|--|---------------|--------------------------------|---------------|
| | % *) | Jumlah/Amount | % *) | Jumlah/Amount |
| (Dalam ribuan Dolar AS)/ (US Dollars, in thousands) | | | | |
| Gaji dan imbalan kerja jangka pendek/ Salaries and short-term employee benefits | 0.3% | 240 | 3.8% | 2,921 |
| Imbalan pascakerja/ Post-employment benefits | - | - | 0.3% | 222 |
| Jumlah/Total | 0.3% | 240 | 4.1% | 3,143 |

*) % terhadap jumlah biaya karyawan/% of total employee costs

c. Beban jasa manajemen

Beban untuk biaya jasa manajemen disajikan sebagai beban usaha (lihat Catatan 24) dalam laba rugi. Berdasarkan perjanjian yang relevan, beban jasa manajemen dihitung dari biaya aktual ditambah biaya jasa 10%. Di tahun 2021, tidak ada jasa manajemen yang diberikan oleh VCL, namun terdapat beban jasa profesional dan beban yang dibayarkan atas nama Perseroan oleh VCL (lihat Catatan 32d).

c. Management service fees

Management service fees are presented as operating expenses (refer to Note 24) in profit or loss. Based on the relevant agreement, the management service fee is calculated at actual cost plus a service fee of 10%. In 2021, no management services were provided by VCL, however professional services and expense reimbursements were paid on behalf of the Company by VCL (refer to Note 32d).

| 31 Desember | 2021 | 2020 | December 31 |
|--|------|-------|---|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) |
| VCL | - | 776 | VCL |
| (Sebagai persentase terhadap jumlah beban usaha) | - | 10.5% | (As a percentage of total operating expenses) |

d. Beban pokok pendapatan

d. Cost of revenue

| 31 Desember | 2021 | 2020 | December 31 |
|--|-------|-------|--|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) |
| Jasa profesional dan tagihan atau beban yang dibayarkan atas nama Perseroan: VCL | 2,940 | 2,220 | Professional services and expense reimbursement paid on behalf of the Company: VCL |
| (Sebagai persentase terhadap jumlah beban pokok pendapatan) | 0.4% | 0.3% | (As a percentage of total cost of revenue) |

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32. Informasi mengenai pihak-pihak berelasi (lanjutan)

32. Related party information (continued)

e. Aset

e. Assets

i) Piutang usaha

i) Trade receivables

| 31 Desember | 2021 | 2020 | December 31 |
|---|---------|--|-------------|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| VCL | 81,316 | 48,389 | VCL |
| SMM | 20,671 | 11,651 | SMM |
| Jumlah | 101,987 | 60,040 | Total |
| (Sebagai persentase terhadap piutang usaha) | | (As a percentage of trade receivables) | |

ii) Aset keuangan lancar lainnya

ii) Other current financial assets

| 31 Desember | 2021 | 2020 | December 31 |
|--|---------|---|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Pinjaman kepada personil manajemen kunci | - | 58 | Loans to key management personnel |
| Dikurangi: Bagian tidak lancar (disajikan sebagai piutang non-usaha pihak berelasi) | - | (18) | Less: Non-current portion (presented as non-trade receivables from related parties) |
| Bagian lancar | - | 40 | Current portion |
| (Sebagai persentase terhadap aset keuangan lancar lainnya) | | (As a percentage of other current financial assets) | |
| Jumlah aset (piutang usaha (i), aset keuangan lancar lainnya (ii), dan piutang non-usaha pihak berelasi (ii)) yang terkait dengan pihak-pihak berelasi | 101,987 | 60,098 | Total assets (trade receivables (i), other current financial assets (ii), and non-trade receivables from related parties (ii)) associated with related parties |
| (Sebagai persentase terhadap jumlah aset) | | (As a percentage of total assets) | |

f. Liabilitas

f. Liabilities

i) Utang usaha

i) Trade payables

| 31 Desember | 2021 | 2020 | December 31 |
|--|------|---|-------------|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| VCL | 135 | 140 | VCL |
| (Sebagai persentase terhadap jumlah utang usaha) | | (As a percentage of total trade payables) | |

ii) Akrua

ii) Accruals

| 31 Desember | 2021 | 2020 | December 31 |
|--|------|--|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| VCL | 251 | 95 | VCL |
| (Sebagai persentase terhadap jumlah akrual) | | (As a percentage of total accruals) | |
| Jumlah liabilitas (utang usaha (i) dan akrual (ii)) yang terkait dengan pihak-pihak berelasi | 386 | 235 | Total liabilities (trade payables (i) and accruals (ii)) associated with related parties |
| (Sebagai persentase terhadap jumlah liabilitas) | | (As a percentage of total liabilities) | |

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32. Informasi mengenai pihak-pihak berelasi (lanjutan)

32. Related party information (continued)

g. Pihak-pihak berelasi

g. Related parties

Sifat transaksi dan hubungan dengan pihak berelasi adalah sebagai berikut:

The nature of transactions and relationships with related parties are as follows:

| Pihak-pihak berelasi/ Related parties | Sifat hubungan dengan pihak-pihak berelasi/ Nature of relationship with the related parties | Transaksi/ Transactions |
|--|--|--|
| VCL | Perusahaan induk/Parent entity | Penjualan barang jadi, jasa profesional, dan jasa manajemen/Sale of finished goods, professional services, and management service fees |
| SMM | Pemegang saham/Shareholder | Penjualan barang jadi/ Sale of finished goods |
| Manajemen kunci/Key management | Personil manajemen kunci (yaitu Dewan Komisaris dan Direksi)/ Key management personnel (i.e. Board of Commissioners and Board of Directors) | Kompensasi dan remunerasi, pinjaman rumah, dan pinjaman pribadi/ Compensation and remuneration, housing, and personal loans |

33. Biaya keuangan

33. Finance costs

Rincian biaya keuangan untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020 adalah sebagai berikut:

The components of finance costs for the years ended December 31, 2021 and 2020 were as follows:

| 31 Desember | 2021 | 2020 | December 31 |
|---------------------------|-------|----------------------------|-----------------------------|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Biaya bunga | 2,755 | 1,610 | Interest expense |
| Beban akresi (Catatan 27) | 2,338 | 2,071 | Accretion expense (Note 27) |
| Jumlah | 5,093 | 3,681 | Total |

34. Aset dan liabilitas moneter dalam mata uang selain Dolar AS

34. Monetary assets and liabilities denominated in currencies other than US Dollars

Aset dan liabilitas moneter dalam mata uang Rupiah pada 31 Desember 2021 telah dikonversikan ke dalam mata uang Dolar AS dengan menggunakan kurs AS\$1 (nilai penuh) = IDR14.271 (31 Desember 2020: IDR14.044).

As at December 31, 2021 monetary assets and liabilities denominated in Rupiah have been translated into US Dollars using an exchange rate of US\$1 (full amount) = IDR14,271 (December 31, 2020: IDR14,044).

| 31 Desember | 2021 | | December 31 |
|--|---|---|---|
| | Mata Uang Asing (Jutaan)/ Foreign Currencies (Millions) | Setara AS\$ (Ribuan)/ US\$ Equivalent (Thousands) | |
| Aset | | | Assets |
| Kas dan setara kas | IDR 994,107 | 69,660 | Cash and cash equivalents |
| Aset keuangan lancar lainnya | IDR 25,459 | 1,784 | Other current financial assets |
| Pajak dibayar di muka | IDR 1,304,164 | 91,387 | Prepaid taxes |
| Aset keuangan tidak lancar lainnya | IDR 52,132 | 3,653 | Other non-current financial assets |
| Jumlah aset moneter dalam mata uang asing | | 166,484 | Total monetary assets in foreign currencies |
| Liabilitas | | | Liabilities |
| Utang usaha | | | Trade payables |
| Pihak ketiga | IDR (1,173,805) | (82,252) | Third parties |
| Others | (4) | (3,386) | |
| Liabilitas sewa | IDR (67,802) | (4,751) | Lease liabilities |
| Akrual | IDR (62,421) | (4,374) | Accruals |
| Utang pajak | IDR (28,156) | (1,973) | Taxes payable |
| Liabilitas imbalan kerja jangka pendek | IDR (308,792) | (21,638) | Short-term employee benefit liabilities |
| Liabilitas keuangan jangka pendek lainnya | IDR (18,067) | (1,266) | Other current financial liabilities |
| Provisi atas penghentian pengoperasian aset | IDR (1,105,819) | (77,488) | Provision for asset retirement |
| Liabilitas imbalan pascakerja | IDR (375,737) | (26,329) | Post-employment benefit liabilities |
| Jumlah liabilitas moneter dalam mata uang asing | | (223,457) | Total monetary liabilities in foreign currencies |
| Liabilitas moneter bersih dalam mata uang asing | | (56,973) | Net monetary liabilities in foreign currencies |

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**34. Aset dan liabilitas moneter dalam mata uang selain Dolar AS
(lanjutan)**

**34. Monetary assets and liabilities denominated in currencies other
than US Dollars (continued)**

| 31 Desember | 2020 | December 31 |
|--|---|---|
| | Mata Uang Asing (Jutaan/ Foreign Currencies (Millions) | Setara AS\$ (Ribuan/ US\$ Equivalent (Thousands) |
| Aset | | Assets |
| Kas dan setara kas | IDR 320,178 | Cash and cash equivalents 22,799 |
| Aset keuangan lancar lainnya | IDR 23,888 | Other current financial assets 1,701 |
| Pajak dibayar di muka | IDR 1,202,186 | Prepaid taxes 85,604 |
| Piutang pihak-pihak berelasi non-usaha | IDR 253 | Non-trade receivables from related parties 18 |
| Aset keuangan tidak lancar lainnya | IDR 60,682 | Other non-current financial assets 4,321 |
| Jumlah aset moneter dalam mata uang asing | | Total monetary assets in foreign currencies 114,443 |
| Liabilitas | | Liabilities |
| Utang usaha | | Trade payables |
| Pihak ketiga | IDR (818,189) | Third parties (58,261) |
| | Others (18) | (9,081) |
| Liabilitas sewa | IDR (927) | Lease liabilities (66) |
| Akrual | IDR (171,907) | Accruals (12,241) |
| Utang pajak | IDR (25,184) | Taxes payable (1,793) |
| Liabilitas imbalan kerja jangka pendek | IDR (287,400) | Short-term employee benefit liabilities (20,465) |
| Liabilitas keuangan jangka pendek lainnya | IDR (33,676) | Other current financial liabilities (2,398) |
| Provisi atas penghentian pengoperasian aset | IDR (794,904) | Provision for asset retirement (56,603) |
| Liabilitas imbalan pascakerja | IDR (376,169) | Post-employment benefit liabilities (26,786) |
| Jumlah liabilitas moneter dalam mata uang asing | | Total monetary liabilities in foreign currencies (187,694) |
| Liabilitas moneter bersih dalam mata uang asing | | Net monetary liabilities in foreign currencies (73,251) |

Grup tidak melakukan lindung nilai atas risiko fluktuasi nilai tukar Rupiah karena seluruh penjualan dan sebagian besar biaya Grup dilakukan dalam mata uang Dolar AS, sehingga secara tidak langsung merupakan lindung nilai alami.

The Group does not hedge the risk of fluctuations in the exchange rate of Rupiah since all sales and the majority of the Group's expenses are transacted in US Dollars which indirectly represents a natural hedge.

Pada tanggal 31 Desember 2021, jika Dolar AS melemah/menguat sebesar 1% terhadap Rupiah dengan variabel lain konstan, laba sebelum pajak untuk tahun berjalan akan lebih tinggi/rendah sebesar AS\$0,5 juta (nilai penuh).

As at December 31, 2021, if the US Dollar had weakened/strengthened by 1% against the Rupiah with all other variables held constant, pre-tax gain for the year would have been US\$0.5 million (full amount) higher/lower.

Apabila aset dan liabilitas dalam mata uang asing pada tanggal 31 Desember 2021 dijabarkan dengan menggunakan kurs penutupan mata uang asing pada tanggal laporan ini, maka liabilitas neto dalam mata uang asing Grup nilai akan turun sekitar AS\$450 ribu (nilai penuh).

If assets and liabilities in foreign currencies as at December 31, 2021 had been translated using the closing rates as at the date of this report, the total net foreign currency liabilities of the Group would decrease by approximately US\$450 thousand (full amount).

35. Informasi segmen

35. Segment information

Grup beroperasi hanya dalam satu segmen usaha dan geografis, yaitu penambangan dan pengolahan nikel di Indonesia. Seluruh produk Grup dijual berdasarkan kontrak penjualan jangka panjang (lihat Catatan 32a).

The Group operates in only one business and geographical segment: nickel mining and processing in Indonesia. All of the Group's products are delivered under long-term sales contracts (refer to Note 32a).

Seluruh penjualan Grup merupakan penjualan nikel kepada pihak-pihak berelasi yang berdomisili di Kanada (VCL) dan Jepang (SMM) (lihat Catatan 32a).

All of the Group's sales represent nickel sales to related parties domiciled in Canada (VCL) and Japan (SMM) (refer to Note 32a).

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36. Aset dan liabilitas keuangan

36. Financial assets and liabilities

Informasi di bawah ini berkaitan dengan aset dan liabilitas keuangan Grup berdasarkan kategori akun:

The information given below relates to the Group's financial assets and liabilities by category:

| 31 Desember 2021 | Jumlah/ Total | Aset keuangan diukur pada biaya perolehan diamortisasi/ Financial assets measured at amortised cost | Nilai wajar diakui pada laba rugi/ Fair value through profit or loss | Nilai wajar diakui pada pendapatan komprehensif lainnya/ Fair value through other comprehensive income | December 31, 2021 |
|------------------------------------|------------------|---|---|---|------------------------------------|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) | | |
| Aset keuangan: | | | | | Financial assets: |
| Kas dan setara kas | 508,327 | 508,327 | - | - | Cash and cash equivalents |
| Kas yang dibatasi penggunaannya | 49,869 | 49,869 | - | - | Restricted cash |
| Piutang usaha | 101,987 | 101,987 | - | - | Trade receivables |
| Aset keuangan lancar lainnya | 2,570 | 2,570 | - | - | Other current financial assets |
| Aset keuangan tidak lancar lainnya | 4,492 | 4,492 | - | - | Other non-current financial assets |
| Jumlah aset keuangan | 667,245 | 667,245 | - | - | Total financial assets |

31 Desember 2020

December 31, 2020

(Dalam ribuan Dolar AS)

(US Dollars, in thousands)

| | | | | | |
|------------------------------------|----------------|----------------|----------|----------|--|
| Aset keuangan: | | | | | Financial assets: |
| Kas dan setara kas | 388,682 | 388,682 | - | - | Cash and cash equivalents |
| Kas yang dibatasi penggunaannya | 30,612 | 30,612 | - | - | Restricted cash |
| Piutang usaha | 60,040 | 60,040 | - | - | Trade receivables |
| Aset keuangan lancar lainnya | 2,512 | 2,512 | - | - | Other current financial assets |
| Piutang pihak berelasi non-usaha | 18 | 18 | - | - | Non-trade receivables from related parties |
| Aset keuangan tidak lancar lainnya | 4,321 | 4,321 | - | - | Other non-current financial assets |
| Jumlah aset keuangan | 486,185 | 486,185 | - | - | Total financial assets |

| 31 Desember 2021 | Jumlah/ Total | Liabilitas keuangan diukur pada biaya perolehan diamortisasi/ Financial liabilities measured at amortised cost | Nilai wajar diakui pada laba rugi/ Fair value through profit or loss | December 31, 2021 |
|---|------------------|--|---|-------------------------------------|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) | |
| Liabilitas keuangan: | | | | Financial liabilities: |
| Utang usaha | 122,244 | 122,244 | - | Trade payables |
| Akrua | 19,842 | 19,842 | - | Accruals |
| Liabilitas keuangan jangka pendek lainnya | 1,266 | 1,266 | - | Other current financial liabilities |
| Liabilitas sewa | 4,751 | 4,751 | - | Lease liabilities |
| Jumlah liabilitas keuangan | 148,103 | 148,103 | - | Total financial liabilities |

31 Desember 2020

December 31, 2020

(Dalam ribuan Dolar AS)

(US Dollars, in thousands)

| | | | | |
|---|----------------|----------------|----------|-------------------------------------|
| Liabilitas keuangan: | | | | Financial liabilities: |
| Utang usaha | 113,095 | 113,095 | - | Trade payables |
| Akrua | 22,105 | 22,105 | - | Accruals |
| Liabilitas keuangan jangka pendek lainnya | 2,398 | 2,398 | - | Other current financial liabilities |
| Liabilitas sewa | 66 | 66 | - | Lease liabilities |
| Jumlah liabilitas keuangan | 137,664 | 137,664 | - | Total financial liabilities |

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37. Pengelolaan risiko keuangan

Aktivitas Grup terpengaruh oleh berbagai jenis risiko keuangan: risiko pasar (termasuk risiko nilai tukar, risiko harga dan risiko tingkat suku bunga), risiko kredit, dan risiko likuiditas. Secara umum, program pengelolaan risiko keuangan Grup berfokus kepada ketidakpastian pasar keuangan dan berusaha meminimalkan efek tidak wajar terhadap kinerja keuangan Grup.

Pengelolaan risiko dilakukan oleh Direksi Perseroan. Direksi mengidentifikasi, mengevaluasi dan mengatur risiko keuangan, sesuai keperluan. Direksi menyediakan prinsip-prinsip keseluruhan untuk pengelolaan risiko, termasuk risiko pasar, risiko kredit, dan risiko likuiditas.

Manajemen risiko permodalan

Tujuan Grup dalam pengelolaan permodalan adalah untuk mempertahankan kelangsungan usaha Grup guna memberikan imbal hasil kepada pemegang saham dan manfaat kepada pemangku kepentingan lainnya serta menjaga struktur modal yang optimal.

Grup secara aktif dan rutin menelaah dan mengelola permodalannya untuk memastikan struktur modal dan pengembalian yang optimal bagi pemegang saham, dengan mempertimbangkan efisiensi penggunaan modal berdasarkan arus kas operasi dan belanja modal, serta mempertimbangkan kebutuhan modal di masa yang akan datang.

Grup juga berusaha mempertahankan keseimbangan antara tingkat pinjaman dan posisi ekuitas untuk memastikan struktur modal dan pengembalian yang optimal. Pada tanggal 31 Desember 2021, struktur modal Grup didanai oleh ekuitas pemegang saham.

Risiko pasar

(i) Risiko nilai tukar

Penjualan dan mayoritas pengeluaran operasional Grup dilakukan dalam mata uang Dolar AS, sehingga Grup tidak terekspos secara signifikan terhadap fluktuasi nilai tukar.

Lihat Catatan 34 untuk rincian aset dan liabilitas moneter dalam mata uang selain Dolar AS.

(ii) Risiko harga

Grup terpengaruh oleh fluktuasi harga nikel, batubara dan bahan bakar. Operasi dan kinerja keuangan dapat terpengaruh secara negatif oleh harga nikel, batu bara dan bahan bakar, yang bergantung dari tingkat permintaan dan penawaran dunia. Grup mengelola secara aktif risiko-risiko ini dengan melakukan penyesuaian seperlunya atas jadwal dan operasi pertambangan untuk mengurangi dampak fluktuasi harga.

Untuk tahun yang berakhir pada tanggal 31 Desember 2021, jika harga rata-rata nikel meningkat/menurun sebesar 6%, dengan semua variabel lain tetap, laba sebelum pajak Grup meningkat/menurun sebesar AS\$57,2 juta (nilai penuh).

Pada 31 Desember 2021 dan 2020, Grup tidak memiliki instrumen keuangan yang nilainya terkait langsung dengan pergerakan harga nikel dunia. Sehingga, fluktuasi harga nikel dunia tidak akan berdampak terhadap nilai buku dari instrumen keuangan Grup.

(iii) Risiko suku bunga

Grup menilai risiko suku bunga adalah minimal karena Grup tidak memiliki pembiayaan eksternal pada tanggal 31 Desember 2021. Eksposur tingkat bunga dipantau untuk menjaga risiko yang rendah dan untuk meminimalkan dampak negatif terhadap Grup.

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37. Financial risk management

The Group's activities expose it to a variety of financial risks: market risk (including foreign exchange risk, price risk and interest rate risk), credit risk and liquidity risk. The Group's overall financial risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group.

Risk management is carried out by the Company's Board of Directors. The Board identifies, evaluates and manages financial risks, where considered appropriate. The Board of Directors provides principles for overall risk management, including market risk, credit risk, and liquidity risk.

Capital risk management

The Group's objective when maintaining capital is to safeguard the Group's ability to continue as a going concern in order to provide returns for shareholders and benefits for other stakeholders and to maintain an optimal capital structure.

The Group actively and regularly reviews and manages its capital to ensure the optimal capital structure and return to the shareholders, taking into consideration the efficiency of capital use based on operating cash flows, capital expenditures and also consideration of future capital needs.

The Group also seeks to maintain a balance between the level of borrowing and the equity position in order to ensure the optimal capital structure and return. As at December 31, 2021, the Group's capital structure is funded by shareholders' equity.

Market risk

(i) Foreign exchange risk

The Group's sales and the majority of its operating expenditures are denominated in US Dollars, and as such the Company does not have a significant exposure to the fluctuations in foreign exchange rates.

Refer to Note 34 for detail of monetary assets and liabilities denominated in currencies other than US Dollars.

(ii) Price risk

The Group is exposed to fluctuations in nickel, coal and fuel prices. The operations and financial performance may be adversely affected by the price of nickel, coal and fuel, which in turn will be determined by worldwide nickel supply and demand. The Group actively manages these risks by adjusting production schedules and mining operations as necessary to reduce the impact of price volatility.

For the year ended December 31, 2021, if the average price of nickel had increased/decreased by 6%, with all other variables held constant, the Group's pre-tax profit would have increased/decreased by US\$57.2 million (full amount).

At December 31, 2021 and 2020, the Group does not have any financial instruments whose value was directly linked to movements of the world nickel price. Therefore, fluctuation of the world nickel price will have no impact on the carrying amount of the Group's financial instruments.

(iii) Interest rate risk

The Group assesses the interest rate risk as minimal since the Group does not have any external financing as at December 31, 2021. Interest rate exposure is monitored to maintain a low risk and to minimise any negative impact to the Group.

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37. Pengelolaan risiko keuangan (lanjutan)

37. Financial risk management (continued)

(iii) Risiko suku bunga (lanjutan)

(iii) Interest rate risk (continued)

Tabel berikut menyajikan aset dan liabilitas keuangan Grup yang terpengaruh oleh suku bunga.

The following table presents a breakdown of the Group's financial assets and liabilities which are impacted by interest rates.

| 31 Desember/December 31, 2021 | | | | | | | |
|---|--|---|--|---|------------------|------------------|--|
| Suku bunga mengambang/ Floating interest rate | | Suku bunga tetap/ Fixed interest rate | | Tidak terikat bunga/ Non interest bearing | | Jumlah/ Total | |
| Kurang dari satu tahun/ Less than one year | Lebih dari satu tahun/ More than one year | Kurang dari satu tahun/ Less than one year | Lebih dari satu tahun/ More than one year | | | | |
| (Dalam ribuan Dolar AS) | | | | | | | (US Dollars, in thousands) |
| Aset | | | | | | | Assets |
| Kas dan setara kas | 246,954 | - | 261,373 | - | - | 508,327 | Cash and cash equivalents |
| Kas yang dibatasi penggunaannya | - | - | - | 49,869 | - | 49,869 | Restricted cash |
| Piutang usaha | - | - | - | - | 101,987 | 101,987 | Trade receivables |
| Aset keuangan lancar lainnya | - | - | - | - | 2,570 | 2,570 | Other current financial assets |
| Aset keuangan tidak lancar lainnya | - | - | - | - | 4,492 | 4,492 | Other non-current financial assets |
| Jumlah aset keuangan | 246,954 | - | 261,373 | 49,869 | 109,049 | 667,245 | Total financial assets |
| Liabilitas | | | | | | | Liabilities |
| Utang usaha | - | - | - | - | (122,244) | (122,244) | Trade payables |
| Akrua | - | - | - | - | (19,842) | (19,842) | Accruals |
| Liabilitas keuangan jangka pendek lainnya | - | - | - | - | (1,266) | (1,266) | Other current financial liabilities |
| Liabilitas sewa | - | - | (1,441) | (3,310) | - | (4,751) | Lease liabilities |
| Jumlah liabilitas keuangan | - | - | (1,441) | (3,310) | (143,352) | (148,103) | Total financial liabilities |

| 31 Desember/December 31, 2020 | | | | | | | |
|---|--|---|--|---|------------------|------------------|---|
| Suku bunga mengambang/ Floating interest rate | | Suku bunga tetap/ Fixed interest rate | | Tidak terikat bunga/ Non interest bearing | | Jumlah/ Total | |
| Kurang dari satu tahun/ Less than one year | Lebih dari satu tahun/ More than one year | Kurang dari satu tahun/ Less than one year | Lebih dari satu tahun/ More than one year | | | | |
| (Dalam ribuan Dolar AS) | | | | | | | (US Dollars, in thousands) |
| Aset | | | | | | | Assets |
| Kas dan setara kas | 317,959 | - | 70,723 | - | - | 388,682 | Cash and cash equivalents |
| Kas yang dibatasi penggunaannya | - | - | - | 30,612 | - | 30,612 | Restricted cash |
| Piutang usaha | - | - | - | - | 60,040 | 60,040 | Trade receivables |
| Aset keuangan lancar lainnya | - | - | - | - | 2,512 | 2,512 | Other current financial assets |
| Piutang pihak berelasi non-usaha | - | - | - | - | 18 | 18 | Non-trade receivables from related parties |
| Aset keuangan tidak lancar lainnya | - | - | - | - | 4,321 | 4,321 | Other non-current financial assets |
| Jumlah aset keuangan | 317,959 | - | 70,723 | 30,612 | 66,891 | 486,185 | Total financial assets |
| Liabilitas | | | | | | | Liabilities |
| Utang usaha | - | - | - | - | (113,095) | (113,095) | Trade payables |
| Akrua | - | - | - | - | (22,105) | (22,105) | Accruals |
| Liabilitas keuangan jangka pendek lainnya | - | - | - | - | (2,398) | (2,398) | Other current financial liabilities |
| Liabilitas sewa | - | - | (66) | - | - | (66) | Lease liabilities |
| Jumlah liabilitas keuangan | - | - | (66) | - | (137,598) | (137,664) | Total financial liabilities |

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37. Pengelolaan risiko keuangan (lanjutan)

37. Financial risk management (continued)

Risiko kredit

Credit risk

Risiko kredit cukup rendah karena produk nikel Grup dalam *matte*, dijual di pasar ekspor menggunakan kontrak "harus ambil" jangka panjang dalam mata uang Dolar AS dengan VCL (induk Perseroan) dan SMM yang merupakan dua dari pemegang saham mayoritas Perseroan. Risiko kredit juga muncul dari kas dan setara kas, terutama kas di bank dan deposito berjangka. Untuk bank, Grup hanya menyimpan dana di bank lokal maupun internasional yang bereputasi bagus untuk memperkecil risiko kredit (lihat Catatan 5).

Credit risk is minimal as the Group's nickel in *matte* is sold in export markets pursuant to long-term, US Dollar denominated "must take" contracts with VCL (parent company) and SMM, two of the Company's major shareholders. Credit risk also arises from cash and cash equivalents, specifically from cash in banks and time deposits. The Group has a policy to select reputable local and overseas banks to minimise credit risk (refer to Note 5).

Kualitas kredit dari aset keuangan baik yang belum jatuh tempo atau tidak mengalami penurunan nilai dapat dinilai dengan mengacu pada peringkat kredit eksternal (jika tersedia) atau mengacu pada informasi historis mengenai tingkat gagal bayar berikut:

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to external credit ratings (if available) or to historical information about counterparty default rates:

| 31 Desember | 2021 | 2020 | December 31 |
|---|----------------|----------------------------|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Piutang usaha: Dengan pihak yang memiliki peringkat kredit eksternal: | | | Trade receivables: Counterparties with external credit rating: |
| Fitch | | | Fitch |
| BBB (2020: BBB-) | 81,316 | 48,389 | BBB (2020: BBB-) |
| Japan Credit Rating Agency | | | Japan Credit Rating Agency |
| AA- (2020: AA-) | 20,671 | 11,651 | AA- (2020: AA-) |
| Berperingkat | 101,987 | 60,040 | Rated |

| 31 Desember | 2021 | 2020 | December 31 |
|--|----------------|----------------------------|--|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | |
| Kas di bank, deposito berjangka dan kas yang dibatasi penggunaannya | | | Cash in bank, time deposits and restricted cash |
| Moody's | | | Moody's |
| Aa3 (2020: Aa3) | 215,973 | 107,650 | Aa3 (2020: Aa3) |
| Ba2 (2020: Ba2) | 121,296 | - | Ba2 (2020: Ba2) |
| Baa2 (2020: Baa2) | 54,224 | 34,411 | Baa2 (2020: Baa2) |
| A2 (2020: A2) | 23,008 | 34,026 | A2 (2020: A2) |
| A1 (2020: A1) | - | 80,399 | A1 (2020: A1) |
| Ba3 (2020: Ba3) | - | 70,723 | Ba3 (2020: Ba3) |
| Fitch National | | | Fitch National |
| AAA (2020: AAA) | 143,695 | 92,085 | AAA (2020: AAA) |
| Berperingkat | 558,196 | 419,294 | Rated |

Risiko likuiditas

Liquidity risk

Risiko likuiditas muncul dalam situasi dimana Grup mengalami kesulitan dalam memperoleh pendanaan. Pengelolaan risiko likuiditas dengan kehati-hatian mengimplikasikan pemeliharaan kecukupan kas dan setara kas. Grup mengelola risiko likuiditas dengan melakukan pengawasan berkala atas arus kas yang direncanakan dan arus kas aktual dan memasangkan profil jatuh tempo dari aset dan liabilitas keuangan.

Liquidity risk arises in situations where the Group has difficulties in obtaining funding. Prudent liquidity risk management implies maintaining sufficient cash and cash equivalents. The Group manages liquidity risk by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities.

Tabel di bawah ini mengklasifikasikan liabilitas keuangan Grup yang dikelompokkan berdasarkan periode yang tersisa sampai dengan tanggal jatuh tempo kontraktual. Jumlah yang disajikan adalah arus kas kontraktual dan tidak didiskontokan.

The table below classifies the Group's financial liabilities into relevant maturity groupings based on the remaining period to the contractual maturity date. The amounts disclosed in the table are the contractual undiscounted cash flows.

| 31 Desember 2021 | Kurang dari 3 bulan/ Less than 3 months | Antara 3 bulan dan 1 tahun/ Between 3 months and 1 year | Antara 1 dan 2 tahun/ Between 1 and 2 years | Antara 2 dan 5 tahun/ Between 2 and 5 years | Lebih dari 5 tahun/ Over 5 years | December 31, 2021 |
|---|--|--|--|--|-------------------------------------|-------------------------------------|
| (Dalam ribuan Dolar AS) | | (US Dollars, in thousands) | | | | |
| Utang usaha | (122,244) | - | - | - | - | Trade payables |
| Akrual | (19,842) | - | - | - | - | Accruals |
| Liabilitas keuangan jangka pendek lainnya | (1,266) | - | - | - | - | Other current financial liabilities |
| Liabilitas atas pembayaran berbasis saham | (26) | - | - | - | - | Share-based payment liabilities |
| Liabilitas sewa | (326) | (978) | (1,305) | (2,420) | - | Lease liabilities |

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37. Pengelolaan risiko keuangan (lanjutan)

Risiko likuiditas (lanjutan)

| December 31, 2020 | Kurang dari 3 bulan/ Less than 3 months | Antara | Antara | Antara | Lebih dari 5 tahun/ Over 5 years | December 31, 2020 |
|---|--|--|--|--|--|-------------------------------------|
| | | 3 bulan dan 1 tahun/ Between 3 months and 1 year | 1 dan 2 tahun/ Between 1 and 2 years | 2 dan 5 tahun/ Between 2 and 5 years | | |
| (Dalam ribuan Dolar AS) | | | | | | |
| Utang usaha | (113,095) | - | - | - | - | Trade payables |
| Akrual | (22,105) | - | - | - | - | Accruals |
| Liabilitas keuangan jangka pendek lainnya | (2,398) | - | - | - | - | Other current financial liabilities |
| Liabilitas atas pembayaran berbasis saham | (788) | - | - | - | - | Share-based payment liabilities |
| Liabilitas sewa | (66) | - | - | - | - | Lease liabilities |

Estimasi nilai wajar

Nilai wajar adalah harga yang akan diterima untuk menjual suatu aset atau harga yang akan dibayar untuk mengalihkan suatu liabilitas dalam transaksi teratur antara pelaku pasar pada tanggal pengukuran.

Manajemen berpendapat bahwa nilai buku dari aset dan liabilitas keuangan mendekati nilai wajar pada 31 Desember 2021 dan 2020.

38. Aset dan liabilitas kontinjensi

a. Reklamasi tambang dan penutupan tambang

Peraturan Pemerintah No. 78 tahun 2010 ("PP 78/2010") mengharuskan seluruh perusahaan menyediakan jaminan keuangan atau jaminan reklamasi. Jaminan tersebut dapat berupa rekening bersama, deposito berjangka, bank garansi atau, pada kondisi tertentu yang menyangkut perusahaan-perusahaan publik, dapat berupa cadangan akuntansi yang dicatat dalam laporan keuangan.

Pada tanggal 28 Februari 2014, KESDM menerbitkan Peraturan No. 07/2014 ("Peraturan Menteri No. 07/2014"). Berdasarkan Peraturan Menteri No. 07/2014, salah satu persyaratan untuk dapat menempatkan jaminan reklamasi dalam bentuk cadangan akuntansi adalah terdaftar pada bursa efek di Indonesia dan telah menempatkan sahamnya setidaknya 40% dari total saham yang dimiliki. Guna memenuhi kewajiban berdasarkan Peraturan Menteri No. 07/2014, Perseroan telah melakukan penyesuaian bentuk jaminan reklamasi dari cadangan akuntansi menjadi bank garansi mulai tahun 2015.

Pada tanggal laporan ini, total bank garansi yang ditempatkan sebagai deposito berjangka oleh Perseroan sebagai jaminan reklamasi sesuai dengan Peraturan Menteri No.07/2014 adalah sebesar AS\$13,9 juta (nilai penuh) untuk Blok Sorowako dan AS\$384 ribu (nilai penuh) untuk Blok Pomalaa.

Terkait penutupan tambang, pada tanggal 6 Januari 2015, KESDM menerbitkan persetujuan atas rencana penutupan tambang Perseroan. Jumlah estimasi biaya penutupan tambang disetujui sebesar AS\$69,9 juta (nilai penuh), yang akan ditempatkan secara bertahap sebagai deposito berjangka mulai dari tahun 2017 sampai dengan tahun 2023.

Perseroan telah menempatkan jaminan penutupan tambang untuk 2017 sampai dengan 2021 dalam bentuk deposito berjangka masing-masing sebesar AS\$1,4 juta (nilai penuh), AS\$3,8 juta (nilai penuh), AS\$6,6 juta (nilai penuh), AS\$11,4 juta (nilai penuh) dan AS\$12,4 juta (nilai penuh).

b. Perambahan ke dalam area KK

Berdasarkan verifikasi lapangan yang dilakukan oleh Perseroan, terdapat beberapa kegiatan pertambangan yang dilakukan oleh pihak ketiga di dalam wilayah KK Perseroan di Sulawesi Tengah.

Sementara tidak terdapat tumpang tindih area pertambangan di dalam Wilayah KK Perseroan di Sulawesi Selatan dan Sulawesi Tenggara, terdapat beberapa perambahan yang dilakukan oleh masyarakat atau individu dalam bentuk perkebunan dan bangunan konstruksi temporer. Pada saat ini, perambahan tersebut tidak memiliki dampak material terhadap kemampuan Perseroan untuk melaksanakan strategi pertumbuhannya.

Untuk mengatasi masalah perambahan di dalam wilayah KK Perseroan, Perseroan terus bekerja dengan instansi pemerintah terkait, termasuk dengan KESDM, Kementerian Negara Lingkungan Hidup dan Kehutanan dan Pemerintah Daerah.

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37. Financial risk management (continued)

Liquidity risk (continued)

| December 31, 2020 | Kurang dari 3 bulan/ Less than 3 months | Antara | Antara | Antara | Lebih dari 5 tahun/ Over 5 years | December 31, 2020 |
|---|--|--|--|--|--|-------------------------------------|
| | | 3 bulan dan 1 tahun/ Between 3 months and 1 year | 1 dan 2 tahun/ Between 1 and 2 years | 2 dan 5 tahun/ Between 2 and 5 years | | |
| (US Dollars, in thousands) | | | | | | |
| Utang usaha | (113,095) | - | - | - | - | Trade payables |
| Akrual | (22,105) | - | - | - | - | Accruals |
| Liabilitas keuangan jangka pendek lainnya | (2,398) | - | - | - | - | Other current financial liabilities |
| Liabilitas atas pembayaran berbasis saham | (788) | - | - | - | - | Share-based payment liabilities |
| Liabilitas sewa | (66) | - | - | - | - | Lease liabilities |

Fair value estimation

Fair value is the price that would be received to sell an asset or the price that would be paid to transfer a liability in an orderly transaction between market participants at the measurement date.

Management is of the opinion that the carrying value of its financial assets and liabilities approximates the fair value of the financial assets and liabilities as at December 31, 2021 and 2020.

38. Contingent assets and liabilities

a. Mine reclamation and mine closure

A financial surety, or reclamation guarantee, is required under Government Regulation No. 78 of 2010 ("GR 78/2010"). The surety can be in the form of a joint account, time deposit, bank guarantee or, in certain circumstances involving public companies, an accounting reserve recorded in the financial statements.

On February 28, 2014, the MEMR issued Regulation No. 07/2014 ("Ministerial Regulation No. 07/2014"). Based on Ministerial Regulation No. 07/2014, one of the requirements for placing a reclamation guarantee in the form of accounting reserve is to be registered on the Indonesia Stock Exchange with a free float of at least 40% of its shares. In order to fulfil the obligations under Ministerial Regulation No. 07/2014, the Company adjusted the form of its reclamation guarantee from an accounting reserve to a bank guarantee in 2015.

As at the date of this report, the total bank guarantee placed as time deposits by the Company as reclamation guarantees in accordance with Ministerial Regulation No.07/2014 is US\$13.9 million (full amount) for Sorowako Block and US\$384 thousand (full amount) for Pomalaa Block.

In relation to mine closure, on January 6, 2015, the MEMR issued its approval of the Company's mine closure plan. The total estimated cost for the mine closure is in the amount of US\$69.9 million (full amount), which will be placed gradually in time deposits starting from 2017 up to 2023.

The Company has placed mine closure guarantees for 2017 up to 2021 in the form of time deposits in the amount of US\$1.4 million (full amount), US\$3.8 million (full amount), US\$6.6 million (full amount), US\$11.4 million (full amount) and US\$12.4 million (full amount), respectively.

b. Encroachment into CoW area

Based on the Company's field verifications, there have been some mining activities conducted by third party companies in the CoW area in Central Sulawesi.

While there is no third party mining area overlapping the Company's CoW area in South Sulawesi and Southeast Sulawesi, there have been some community or individual encroachment in the form of plantations and temporary constructions. At this time, the encroachment does not pose any material risk to the Company's ability to proceed with its growth strategy.

To address the issue of encroachment on the Company's CoW area, the Company continues to work with the relevant government institutions, including the MEMR, the State Ministry of Environment and Forestry and Local Governments.

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38. Aset dan liabilitas kontinjensi (lanjutan)

c. Amandemen KK

Pada tanggal 17 Oktober 2014, Pemerintah dan Perseroan menandatangani amandemen KK sebagai hasil kesepakatan renegotiasi sebagaimana diamanatkan oleh UU Pertambangan 2009. KK 2014 meliputi perubahan-perubahan prinsip sebagai berikut:

- Perseroan tetap dapat mempertahankan lahan yang diperlukan untuk kegiatan operasional dan keperluan lainnya. Renegosiasi ini mencerminkan luasan lahan yang memadai untuk keperluan investasi dan rencana pertumbuhan jangka panjang Perseroan.
- Royalti yang disepakati sebesar 2% dari penjualan dan naik menjadi 3% dari penjualan jika harga rata-rata nikel LME bulan sebelumnya sama atau lebih besar dari AS\$21.000/ton.
- Kewajiban bagi Perseroan untuk mendivestasikan tambahan 20% saham kepada peserta Indonesia. Proses divestasi ini akan dilakukan bulan Oktober 2019.
- Perseroan dapat mengajukan permohonan kelanjutan operasinya sebanyak dua kali sepuluh tahun dalam bentuk izin operasi, dan tunduk pada persetujuan Pemerintah.

Selain perubahan-perubahan utama di atas, KK 2014 juga mengatur komitmen investasi yang sejalan dengan strategi pertumbuhan Perseroan. Di bawah ini adalah ringkasan dari komitmen investasi Perseroan berdasarkan KK 2014.

Di Sulawesi Selatan, Perseroan berkomitmen untuk mengimplementasikan suatu program investasi untuk memperluas kapasitas pengolahan dan pemurnian bijih di fasilitas Perseroan di Sorowako.

Di Sulawesi Tengah, Perseroan berkomitmen terhadap pengembangan dan pembangunan suatu fasilitas pengolahan dan pemurnian sebagai bagian dari suatu *joint venture* (usaha patungan), bersama dengan infrastruktur pendukungnya.

Di Sulawesi Tenggara, Perseroan juga berkomitmen terhadap pengembangan dan pembangunan suatu fasilitas pengolahan dan pemurnian sebagai bagian dari suatu *joint venture*, bersama dengan infrastruktur pendukungnya.

Jangka waktu Perseroan untuk memulai kegiatan konstruksi untuk setiap komitmen investasi bergantung pada diterimanya semua perizinan/persetujuan dan dengan mempertimbangkan studi kelayakan dan studi lingkungan. Selain itu, komitmen investasi Sulawesi Tengah dan Tenggara dapat dilakukan secara independen atau sebagai bagian dari suatu *joint venture*.

Di tahun 2019, Perseroan mendirikan dua entitas anak sebagai suatu tahapan dalam pelaksanaan komitmen investasi Perseroan di Provinsi Sulawesi Tengah dan Sulawesi Tenggara (lihat Catatan 1).

Dalam hal Perseroan tidak memenuhi komitmen investasi sebagaimana diuraikan di atas, upaya satu-satunya Pemerintah (*sole remedy*) atas hal tersebut adalah pelepasan atas wilayah KK tertentu yang berdampak sebagaimana ditetapkan dalam KK 2014.

d. Tuntutan hukum

- (i) Program saving plan karyawan Perseroan dikelola oleh dua perusahaan asuransi, PT Asuransi Jiwa Adisarana Wanaartha ("WA") dan PT Central Asia Raya. Keduanya merupakan perusahaan swasta nasional dan Perseroan telah menandatangani perjanjian dengan keduanya sejak bulan Desember 2017 untuk jangka waktu tiga tahun (yang berakhir di bulan Desember 2020).

Karena adanya kekhawatiran dari komite pensiun Perseroan terkait keberlangsungan usaha WA, dan untuk tujuan mengamankan dana *saving plan* yang dikelola oleh WA sekitar IDR220 miliar atau setara dengan AS\$14,8 juta (nilai penuh), komite pensiun Perseroan merekomendasikan untuk mengakhiri perjanjian dengan WA.

Pemberitahuan pengakhiran perjanjian dikirimkan pada akhir bulan Februari dan berlaku efektif pada tanggal 27 Maret 2020, dan kewajiban pembayaran atas seluruh kewajiban WA diharapkan untuk dilaksanakan paling lambat pada tanggal 8 April 2020. WA telah menyetujui pengakhiran perjanjian, namun demikian WA menyampaikan bahwa mereka mengalami kesulitan untuk melaksanakan kewajibannya karena rekening WA sedang dibekukan oleh Kejaksaan Agung Republik Indonesia.

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38. Contingent assets and liabilities (continued)

c. CoW amendment

On October 17, 2014, the Government and the Company signed an amendment to the CoW marking the conclusion of the renegotiation process, as required by the 2009 Mining Law. The 2014 CoW includes the following in principal changes:

- The Company can retain areas required to support its operations. This represents a renegotiated land package that is sufficient to support the Company's investments and long-term growth plans.
- An agreed royalty rate of 2% of sales escalating to 3% if the average LME price for nickel is greater than or equal to US\$21,000/ton in the prior month.
- A requirement for the Company to divest a further 20% of the Company's shares to Indonesian participants. The process of divestment was to be conducted by October 2019.
- The Company can apply to continue its operations for two additional periods of ten years, in the form of an operating license, subject to the Government's approval.

In addition to the above-mentioned major changes, the 2014 CoW also outlines investment commitments consistent with the Company's growth strategy. Below is a summary of the Company's investment commitments under the 2014 CoW.

In South Sulawesi, the Company commits to implementing an investment program to expand the ore processing and refining capacity at the Company's facility in Sorowako.

In Central Sulawesi, the Company is committed to the development and construction of a processing and refining facility as part of a joint venture, together with supporting infrastructure.

In Southeast Sulawesi, the Company is also committed to the development and construction of a processing and refining facility as part of a joint venture, together with supporting infrastructure.

The timeline for the Company to commence construction in respect of each investment undertaking is subject to the Company's receipt of all requisite licenses/approvals and consideration of feasibility and environmental studies. Further, the Central and Southeast Sulawesi undertakings may be undertaken independently or as part of a joint venture.

In 2019, the Company established two subsidiaries as a milestone in the implementation of the Company's investment commitments in Central Sulawesi and Southeast Sulawesi Provinces (refer to Note 1).

In the event that the Company does not fulfil the investment commitments as set out above, the remedy of the Government in this respect is the relinquishment of the affected area as defined in the 2014 CoW.

d. Litigation

- (i) The Company's employee savings plan program was managed by two insurance companies, PT Asuransi Jiwa Adisarana Wanaartha ("WA") and PT Central Asia Raya. Both are Indonesian private companies, and the Company has engaged them since December 2017 for a three-year agreement (that ended in December 2020).

As there are concerns from the Company's pension committee on WA's business continuity, and also for the purpose of securing the savings plan funds held with them of approximately IDR220 billion or equivalent to US\$14.8 million (full amount), the Company's pension committee recommended termination of the current agreement with WA.

Notice of termination of the agreement was sent at the end of February 2020 and was effective as of March 27, 2020, and payment of all obligations by WA was expected to be made by April 8, 2020. WA have agreed to the termination, however, they are claiming that they will have difficulty in delivering their obligation due to their bank accounts being frozen by the State Attorney of the Republic of Indonesia.

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38. Aset dan liabilitas kontinjensi (lanjutan)

d. Tuntutan hukum (lanjutan)

(i) (lanjutan)

Karena pembayaran belum diterima, Perseroan telah melakukan upaya penyelesaian sengketa berdasarkan perjanjian dan melakukan arbitrase berdasarkan aturan Badan Arbitrase Nasional Indonesia ("BANI") di Jakarta.

Pada bulan Mei 2021, putusan atas perkara WA diumumkan. Majelis memutuskan untuk memerintahkan WA untuk melakukan pengembalian kepada Perseroan seluruh dana investasi Perseroan sebesar IDR209,6 miliar atau setara dengan USD14,6 juta (nilai penuh) dalam jangka waktu satu tahun. BANI memutuskan bahwa 50% dari dana investasi harus dilunasi pada 27 November 2021 dan sisanya dilunasi pada Mei 2022. Namun, sampai dengan tanggal laporan keuangan ini, WA belum melakukan pembayaran kepada Perseroan.

Perseroan terus mengambil tindakan hukum yang relevan untuk mengejar WA untuk menyelesaikan kewajibannya. Perseroan yakin bahwa perkara ini akan diselesaikan tanpa dampak yang material pada posisi keuangan dan arus kas Perseroan.

(ii) Pada akhir tahun 2019, terdapat perkara gugatan Tata Usaha Negara ("TUN") antara CV Bumi Nikel Bungku ("BNB") melawan Bupati Morowali dengan Nomor Perkara: 15/G/2019/PTUN.PL. di Pengadilan Tata Usaha Negara Palu ("Perkara No. 15/2019").

Perkara No.15/2019 ini terkait dengan dicabutnya Izin Usaha Pertambangan ("IUP") milik BNB oleh Bupati Morowali pada tahun 2014 karena IUP tersebut tumpang tindih dengan Wilayah KK Perseroan di Blok Bahodopi. Perseroan kemudian mengajukan diri sebagai Pihak Tergugat II Intervensi untuk membela kepentingan Perseroan. Perseroan memenangkan perkara pada tingkat Pengadilan Tata Usaha Negara. Namun pada tingkat Pengadilan Tinggi Tata Usaha Negara dan tingkat Mahkamah Agung, permohonan BNB dikabulkan.

Meskipun demikian, IUP yang menjadi subyek dalam perkara ini adalah IUP eksplorasi BNB yang masa berlakunya telah berakhir pada tahun 2018. Oleh karenanya, Perseroan berkeyakinan bahwa putusan ini tidak memiliki dampak terhadap wilayah KK Perseroan.

e. Peraturan ESDM tentang kewajiban tata batas

Pada bulan Oktober 2015, Menteri ESDM menerbitkan Peraturan No. 33 Tahun 2015 yang mewajibkan pemegang IUP dan KK untuk melakukan tata batas wilayah. Perseroan, sebagai pemegang KK, memiliki jangka waktu enam bulan untuk melakukan kewajiban tersebut, terhitung sejak tanggal diterbitkannya peraturan. Pada bulan April 2018, kewajiban ini diubah melalui peraturan ESDM No. 25/2018. Berdasarkan peraturan yang baru ini, kewajiban untuk melakukan tata batas tidak berlaku bagi seluruh wilayah KK, namun hanya wilayah yang memenuhi kriteria yang ditentukan.

Saat ini, Perseroan belum dapat memenuhi Peraturan ini, mengingat sebagian besar wilayah KK Perseroan berada di dalam kawasan hutan dan Perseroan masih menunggu penetapan areal kerja untuk atas izin pinjam pakai kawasan hutan untuk kegiatan operasi produksi dari Kementerian Lingkungan Hidup dan Kehutanan. Namun demikian, Perseroan telah melakukan pemasangan tanda batas pada wilayah non-kawasan hutan secara bertahap dan Perseroan senantiasa menyampaikan laporan kemajuan kepada KESDM.

f. Peraturan Pemerintah No. 1/2019

Sebagai implementasi dari Paket Kebijakan Ekonomi Pemerintah ke-XVI, pada 10 Januari 2019, Pemerintah menerbitkan Peraturan Pemerintah No. 1 Tahun 2019 tentang Devisa Hasil Ekspor dari Kegiatan Pengusahaan, Pengelolaan dan/atau Pengolahan Sumber Daya Alam, sebagaimana diatur lebih lanjut dalam Peraturan Bank Indonesia No. 21/3/PBI/2019 dan Keputusan Menteri Keuangan No. 1523/2019. Peraturan ini menetapkan pengaturan mengenai penempatan dan penggunaan devisa hasil ekspor sumber daya alam dari Indonesia (termasuk nikel *matte*). Berdasarkan peraturan di atas, Perseroan wajib untuk menempatkan devisa hasil ekspor melalui rekening khusus pada bank devisa di Indonesia dan hanya dapat dikirim ke luar negeri untuk tujuan tertentu.

**Notes to the Consolidated Financial Statements
PT Vale Indonesia Tbk and its subsidiaries
December 31, 2021 and 2020**

38. Contingent assets and liabilities (continued)

d. Litigation (continued)

(i) (continued)

Since payment has not been received, the Company has invoked the dispute resolution mechanism under the agreement and has commenced an arbitration proceeding under the Indonesian Board of Arbitration ("BANI") rules in Jakarta.

In May 2021, the award for the WA case was pronounced. The Tribunal decided to order WA to return to the Company the total investment funds owned by the Company in the amount of IDR209.6 billion or equivalent to US14.6 million (full amount) within a one-year period. BANI decided that 50% of the investment funds should be repaid by November 27, 2021 with the remaining to be repaid in May 2022. However, as of the date of these financial statements, WA has not yet made any repayments to the Company.

The Company continues to take the relevant legal actions to pursue WA to settle its obligation. The Company believes that this matter will be resolved without material impact to the Company's financial position or cash flows.

(ii) In late 2019, CV Bumi Nikel Bungku ("BNB") filed a State Administrative claim against Bupati Morowali under case No.15/G/2019/PTUN.PL at the State Administrative Court (PTUN) of Palu ("Case No.15/2019").

This Case No.15 of 2019 is related to the revocation of BNB's Mining Permit ("IUP") in 2014 because the IUP overlaps with the Company's CoW area in Bahodopi Block, Central Sulawesi. Therefore, the Company filed an intervention claim in the case and became Intervention Party II to protect the Company's interest. The Company won the case at the State Administrative Court level. However, at the High State Administrative Court level and at the Supreme Court level, BNB's claim was granted.

That being said, the IUP that was the subject of this case is BNB's exploration IUP which already expired in 2018. Therefore, the Company believes that this decision will not have any impact on the Company's CoW area.

e. MEMR regulation on boundary markings

In October 2015, the MEMR issued Regulation No. 33/2015 which imposes the obligation for IUP and CoW holders to establish geographic boundary markings. The Company, as a CoW holder, has six months to comply with the Regulation from the date of promulgation. In April 2018, this obligation was revised by MEMR regulation No. 25/2018. Based on this new regulation, the obligation to establish geographic boundary markings does not apply to the whole CoW area, but only to areas which fulfill the stipulated criteria.

At present, the Company is not able to fully comply with the Regulation, considering the majority of the Company's CoW area is located inside forest areas and the Company is still awaiting the issuance of the working area determination for the forestry land-use permits for production operation activities from the Ministry of Environment and Forestry. However, the Company has started to gradually establish the boundary marking in the non-forestry area and the Company reports the progress to the MEMR.

f. Government Regulation No. 1/2019

As an implementation of the Government's 16th Economic Policy Package, on January 10, 2019, the Government issued Government Regulation No. 1 of 2019 on Export Proceeds from Natural Resources Development, Management and/or Processing Activities, as further implemented under Bank of Indonesia Regulation No. 21/3/PBI/2019 and Minister of Finance Decree No. 1523/2019. This regulation sets out the arrangements for the deposit and use of proceeds from the export of natural resources from Indonesia. Based on the above regulations, the Company's export proceeds must now be parked onshore within a specific account maintained with a foreign exchange bank in Indonesia and can only be sent offshore for specific purposes.

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38. Aset dan liabilitas kontinjensi (lanjutan)

g. Perubahan terhadap Undang-Undang Pertambangan Mineral dan Batubara (lanjutan)

Pada tanggal 10 Juni 2020, Pemerintah menerbitkan Undang-Undang No. 3 Tahun 2020 tentang Perubahan atas Undang-Undang No. 4 Tahun 2009 Tentang Pertambangan Mineral dan Batubara. Berdasarkan kajian awal Perseroan, perubahan ini tidak memberikan dampak signifikan terhadap operasi Perseroan, mengingat hal-hal prinsip terkait operasi Perseroan telah diatur dalam KK 2014. Namun demikian, undang-undang ini mengatur beberapa kewajiban finansial tambahan bagi perusahaan pertambangan, termasuk dana ketahanan cadangan mineral dan kewajiban untuk melakukan eksplorasi lanjutan. Ketentuan lebih lanjut mengenai kewajiban ini akan diatur dalam peraturan pemerintah.

Pada tanggal 10 Juni 2020, Pemerintah menerbitkan Undang-Undang No. 3 Tahun 2020 tentang Perubahan atas Undang-Undang No. 4 Tahun 2009 Tentang Pertambangan Mineral dan Batubara. Berdasarkan kajian awal Perseroan, perubahan ini tidak memberikan dampak signifikan terhadap operasi Perseroan, mengingat hal-hal prinsip terkait operasi Perseroan telah diatur dalam KK 2014. Namun demikian, undang-undang ini mengatur beberapa kewajiban finansial tambahan bagi perusahaan pertambangan, termasuk dana ketahanan cadangan mineral dan kewajiban untuk melakukan eksplorasi lanjutan. Ketentuan lebih lanjut mengenai kewajiban ini akan diatur dalam peraturan pemerintah.

Pada bulan September 2021, pemerintah menerbitkan Peraturan Pemerintah No. 96 Tahun 2021 tentang Pelaksanaan Kegiatan Usaha Pertambangan Mineral dan Batubara. Pada tanggal laporan keuangan konsolidasian ini, Grup masih melakukan tinjauan dampak dari Peraturan Pemerintah tersebut, namun Perseroan yakin peraturan ini dapat memberikan dampak positif bagi Perseroan, termasuk sehubungan dengan kelanjutan usaha dan luas wilayah.

h. Undang-Undang Cipta Kerja

Pada 5 Oktober 2020, Dewan Perwakilan Rakyat Republik Indonesia ("DPR") menyetujui Undang-undang Cipta Kerja ("UU Cipta Kerja") - yang biasa dikenal dengan "Undang-Undang Omnibus", yang kemudian ditandatangani Presiden pada 2 November 2020. Undang-Undang Omnibus mengamandemen lebih dari 75 undang-undang, dan mengharuskan pemerintah pusat untuk menerbitkan lebih dari 30 peraturan pemerintah dan peraturan pelaksana lainnya yang harus dikeluarkan dalam waktu tiga bulan setelah diundangkan Undang-Undang Omnibus. Undang-Undang Omnibus berfokus pada peningkatan kemudahan berusaha di Indonesia (diantaranya, menyederhanakan proses perizinan, menyederhanakan proses pengadaan tanah, memformalkan zona ekonomi, memberikan lebih banyak insentif untuk zona perdagangan bebas, dan mengubah undang-undang ketenagakerjaan).

Pada bulan Februari 2021, Pemerintah secara resmi menerbitkan 49 peraturan pelaksana atas Undang-Undang Omnibus. Diharapkan bahwa peraturan tersebut dapat memberikan dampak positif bagi Perseroan, baik untuk kegiatan operasional yang sudah ada maupun untuk investasi baru Perseroan.

39. Informasi tambahan untuk laporan arus kas

Kegiatan signifikan yang tidak mempengaruhi arus kas:

| 31 Desember | 2021 | 2020 | December 31 |
|---|--------|--------|---|
| (Dalam ribuan Dolar AS) | | | (US Dollars, in thousands) |
| Pembelian aset tetap yang dibiayai melalui utang dan akrual | 34,641 | 41,861 | Acquisition of fixed assets through incurrence of payables and accruals |
| Penambahan aset tetap dari provisi penghentian pengoperasian aset | 19,498 | 11,436 | Addition of fixed assets from provision for asset retirement |
| Penambahan aset hak guna melalui liabilitas sewa | 5,999 | 458 | Addition of right-of-use assets through lease liabilities |

**Notes to the Consolidated Financial Statements
PT Vale Indonesia Tbk and its subsidiaries
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38. Contingent assets and liabilities (continued)

g. Amendment to the Mineral and Coal Mining Law (continued)

On June 10, 2020, the government issued Law No. 3 of 2020 on the Amendment to Law No. 4 of 2009 on Mineral and Coal Mining. Based on the Company's preliminary review, the amendment does not provide significant impacts on the Company's operations, as most of the Company's in principle matters have been covered in its 2014 CoW. The law, however, provides some additional financial obligation for mining companies, including mineral reserve resilience fund and continued exploration obligation. Details of these obligations are to be further regulated in a government regulation.

On June 10, 2020, the government issued Law No. 3 of 2020 on the Amendment to Law No. 4 of 2009 on Mineral and Coal Mining. Based on the Company's preliminary review, the amendment does not provide significant impacts on the Company's operations, as most of the Company's in principle matters have been covered in its 2014 CoW. The law, however, provides some additional financial obligation for mining companies, including mineral reserve resilience fund and continued exploration obligation. Details of these obligations are to be further regulated in a government regulation.

In September 2021, the government issued Government Regulation No. 96 of 2021 on Implementation of Mineral and Coal Mining Business Activities. As at the date of these consolidated financial statements, the Group is still assessing the impact of the Government Regulation, however the Company believes that this regulation may potentially provide positive impacts to the Company, including in relation to continuity of operations and size of area.

h. Job Creation Law

On October 5, 2020, the Indonesian House of Representatives ("DPR") approved the job creation law - commonly known as the "Omnibus Law", which was later signed by the President on November 2, 2020. The Omnibus Law amended more than 75 current laws and will require the central government to issue more than 30 government regulations and other implementing regulations which must be issued within three months of its enactment. The Omnibus Law focuses on increasing the ease of doing business in Indonesia (e.g., simplifying licensing processes, simplifying land acquisition processes, formalising economic zones, providing more incentives for free trade zones, and amending the labor law).

In February 2021, the Government officially enacted 49 implementing regulations of the Omnibus Law. It is expected that these regulations will provide positive impacts on the Company, both for the existing operations and for the new investments.

39. Supplementary information for statements of cash flows

Significant activities not affecting cash flows:

**Catatan atas Laporan Keuangan Konsolidasian
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40. Peristiwa setelah tanggal neraca

Perseroan mengadakan RUPSLB pada 19 Januari 2022 yang menyetujui antara lain, pengangkatan Deshnee Naidoo sebagai Presiden Komisaris, Hendi Prio Santoso sebagai Wakil Presiden Komisaris, Fabio Ferraz dan Dadan Kusdiana sebagai Komisaris, masing-masing menggantikan Mark James Travers, Ogi Prastomiyono, Nicolas D. Kanter dan Rizal Sukma dan efektif sejak penutupan RUPSLB 2022 sampai dengan penutupan RUPST 2024. Pengangkatan tersebut diusulkan berdasarkan surat Pencalonan Anggota Dewan Komisaris dan Komite Mitigasi Risiko PT Vale Indonesia Tbk tanggal 21 Desember 2021 dan surat Pencalonan Anggota Dewan Komisaris tanggal 11 Januari 2022 yang diterima dari PT Indonesia Asahan Aluminium (Persero) serta surat Pencalonan Anggota Dewan Komisaris dan Komite Tata Kelola, Nominasi dan Remunerasi PT Vale Indonesia Tbk tanggal 24 Desember 2021 yang diterima dari VCL. Perubahan susunan Dewan Komisaris tersebut telah memperoleh penerimaan pemberitahuan dari Menteri Hukum dan Hak Asasi Manusia Republik Indonesia dalam Surat Keputusan No.AHU-AH.01.03-0069346 tanggal 31 Januari 2022 serta telah diberitahukan kepada KESDM sebagaimana dibuktikan oleh Surat Perseroan No. 00092/CEO-J/1/2022 tertanggal 2 Februari 2022 tentang Pemberitahuan Perubahan Susunan Dewan Komisaris PT Vale Indonesia Tbk.

41. Informasi keuangan tambahan

Informasi keuangan tambahan setelah halaman ini adalah informasi keuangan PT Vale Indonesia Tbk (entitas induk saja) yang terdiri dari laporan posisi keuangan pada tanggal 31 Desember 2021 dan 2020 serta laporan laba rugi dan penghasilan komprehensif lain untuk tahun-tahun yang berakhir pada tanggal-tanggal tersebut, yang menyajikan investasi Perseroan pada entitas anak berdasarkan metode biaya dan bukan dengan metode konsolidasi. Untuk tujuan informasi keuangan tambahan ini, Perseroan tidak menyajikan laporan perubahan ekuitas dan laporan arus kas PT Vale Indonesia Tbk (entitas induk saja) untuk tahun-tahun yang berakhir pada tanggal 31 Desember 2021 dan 2020, serta catatan atas informasi keuangan terkait.

**Notes to the Consolidated Financial Statements
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40. Subsequent events

The Company held an EGMS on January 19, 2022, which approved among others, the appointment of Deshnee Naidoo as President Commissioner, Hendi Prio Santoso as Vice President Commissioner, Fabio Ferraz and Dadan Kusdiana as Commissioners, replacing Mark J. Travers, Ogi Prastomiyono, Nicolas D. Kanter and Rizal Sukma, respectively, effective as at the closing of the 2022 EGMS until the closing of the AGMS in 2024. The new appointments were proposed based on the letter of Nomination of Members of the Board of Commissioners and the Risk Mitigation Committee dated December 21, 2021 and letter of Nomination of Members of the Board of Commissioners dated January 11, 2022 from PT Indonesia Asahan Aluminium (Persero) and letter of Nomination of Members of the Board of Commissioners and the Governance, Nomination and Remuneration Committee dated December 24, 2021 from VCL. The changes to the Board of Commissioners composition has obtained acceptance of notification from the Minister of Law and Human Rights in decision letter No. AHU-AH.01.03-0069346 dated January 31, 2022 and has been notified to the MEMR as evidenced by the Company's letter No. 00092/CEO-J/1/2022 dated February 2, 2022 on Notification of Changes to the Board of Commissioners Composition of PT Vale Indonesia Tbk.

41. Supplementary financial information

The supplementary financial information after this page represents financial information of PT Vale Indonesia Tbk (parent entity only) comprising statements of financial position as at December 31, 2021 and 2020 and statements of profit or loss and other comprehensive income for the years then ended which present the investment in subsidiaries under the cost method, as opposed to the consolidation method. For the purpose of this supplementary financial information, The Company does not present statements of changes in equity and statements of cash flows of PT Vale Indonesia Tbk (parent entity only) for the years ended December 31, 2021 and 2020, and the related notes to the financial information.

**Catatan 41. Informasi keuangan tambahan/
Note 41. Supplementary financial information**

**PT Vale Indonesia Tbk
(Entitas induk saja/Parent entity only)**

**LAPORAN POSISI KEUANGAN
PADA 31 DESEMBER 2021 DAN 2020**

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

**STATEMENTS OF FINANCIAL POSITION
AT DECEMBER 31, 2021 AND 2020**

(Expressed in thousands of US Dollars, unless otherwise stated)

| | <u>2021</u> | <u>2020</u> | |
|-------------------------------------|-------------------------|-------------------------|------------------------------------|
| ASET | | | ASSETS |
| ASET LANCAR | | | CURRENT ASSETS |
| Kas dan setara kas | 506,167 | 385,433 | Cash and cash equivalents |
| Piutang usaha | | | Trade receivables |
| - Pihak-pihak berelasi | 101,987 | 60,040 | - Related parties |
| Persediaan | 162,023 | 144,487 | Inventories |
| Pajak dibayar di muka | | | Prepaid taxes |
| - Pajak penghasilan badan | - | 34,268 | - Corporate income tax |
| - Pajak lainnya | 58,148 | 62,056 | - Other taxes |
| Biaya dibayar di muka dan uang muka | 3,521 | 3,927 | Prepayments and advances |
| Aset keuangan lancar lainnya | 3,500 | 3,071 | Other current financial assets |
| Jumlah aset lancar | <u>835,346</u> | <u>693,282</u> | Total current assets |
| ASET TIDAK LANCAR | | | NON-CURRENT ASSETS |
| Kas yang dibatasi penggunaannya | 49,869 | 30,612 | Restricted cash |
| Pajak dibayar di muka | | | Prepaid taxes |
| - Pajak penghasilan badan | 7,808 | 2,229 | - Corporate income tax |
| - Pajak lainnya | 55,120 | 102,360 | - Other taxes |
| Piutang non-usaha | | | Non-trade receivables |
| - Pihak-pihak berelasi | - | 18 | - Related parties |
| Aset tetap | 1,510,290 | 1,472,381 | Fixed assets |
| Investasi pada entitas anak | 9,800 | 9,959 | Investments in subsidiaries |
| Aset keuangan tidak lancar lainnya | 4,492 | 4,321 | Other non-current financial assets |
| Jumlah aset tidak lancar | <u>1,637,379</u> | <u>1,621,880</u> | Total non-current assets |
| JUMLAH ASET | <u><u>2,472,725</u></u> | <u><u>2,315,162</u></u> | TOTAL ASSETS |

**Catatan 41. Informasi keuangan tambahan/
Note 41. Supplementary financial information**

**PT Vale Indonesia Tbk
(Entitas induk saja/Parent entity only)**

**LAPORAN POSISI KEUANGAN
PADA 31 DESEMBER 2021 DAN 2020**

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

**STATEMENTS OF FINANCIAL POSITION
AT DECEMBER 31, 2021 AND 2020**

(Expressed in thousands of US Dollars, unless otherwise stated)

| | <u>2021</u> | <u>2020</u> | |
|--|------------------|------------------|--|
| LIABILITAS | | | LIABILITIES |
| LIABILITAS JANGKA PENDEK | | | CURRENT LIABILITIES |
| Utang usaha | | | Trade payables |
| - Pihak-pihak berelasi | 135 | 140 | - Related parties |
| - Pihak ketiga | 122,109 | 112,955 | - Third parties |
| Akrual | 19,842 | 22,105 | Accruals |
| Liabilitas imbalan kerja jangka pendek | 21,638 | 20,465 | Short-term employee benefit liabilities |
| Utang pajak | | | Taxes payable |
| - Pajak lainnya | 1,973 | 1,793 | - Other taxes |
| Liabilitas sewa | 1,441 | 66 | Lease liabilities |
| Liabilitas atas pembayaran berbasis saham | 26 | 788 | Share-based payment liabilities |
| Liabilitas keuangan jangka pendek lainnya | 1,266 | 2,398 | Other current financial liabilities |
| Jumlah liabilitas jangka pendek | <u>168,430</u> | <u>160,710</u> | Total current liabilities |
| LIABILITAS JANGKA PANJANG | | | NON-CURRENT LIABILITIES |
| Liabilitas imbalan pascakerja jangka panjang | 26,329 | 26,786 | Long-term post-employment benefit liabilities |
| Liabilitas pajak tangguhan | 42,810 | 50,171 | Deferred tax liabilities |
| Liabilitas sewa | 3,310 | - | Lease liabilities |
| Provisi atas penghentian pengoperasian aset | 77,488 | 56,603 | Provision for asset retirement |
| Jumlah liabilitas jangka panjang | <u>149,937</u> | <u>133,560</u> | Total non-current liabilities |
| JUMLAH LIABILITAS | <u>318,367</u> | <u>294,270</u> | TOTAL LIABILITIES |
| EKUITAS | | | EQUITY |
| Modal saham | | | Share capital |
| - Modal dasar - 39.745.354.880 saham dengan nilai nominal IDR25 (nilai penuh) per saham pada 31 Desember 2021 dan 2020 | | | - Authorised capital - 39,745,354,880 shares with par value IDR25 (full amount) per share as at December 31, 2021 and 2020 |
| - Modal ditempatkan dan disetor penuh - 9.936.338.720 saham pada 31 Desember 2021 dan 2020 | 136,413 | 136,413 | - Issued and fully paid capital - 9,936,338,720 shares as at December 31, 2021 and 2020 |
| Tambahan modal disetor | 277,760 | 277,760 | Additional paid-in capital |
| Saldo laba | | | Retained earnings |
| - Dicadangkan | 27,283 | 27,283 | - Appropriated |
| - Belum dicadangkan | 1,712,902 | 1,579,436 | - Unappropriated |
| JUMLAH EKUITAS | <u>2,154,358</u> | <u>2,020,892</u> | TOTAL EQUITY |
| JUMLAH LIABILITAS DAN EKUITAS | <u>2,472,725</u> | <u>2,315,162</u> | TOTAL LIABILITIES AND EQUITY |

**Catatan 41. Informasi keuangan tambahan/
Note 41. Supplementary financial information**

**PT Vale Indonesia Tbk
(Entitas induk saja/Parent entity only)**

**LAPORAN LABA RUGI DAN PENGHASILAN
KOMPREHENSIF LAIN
UNTUK TAHUN-TAHUN YANG BERAKHIR
PADA 31 DESEMBER 2021 DAN 2020**

(Disajikan dalam ribuan Dolar AS, kecuali dinyatakan lain)

**STATEMENTS OF PROFIT OR LOSS
AND OTHER COMPREHENSIVE INCOME
FOR THE YEARS ENDED
DECEMBER 31, 2021 AND 2020**

(Expressed in thousands of US Dollars, unless otherwise stated)

| | <u>2021</u> | <u>2020</u> | |
|--|----------------|----------------|--|
| Pendapatan | 953,174 | 764,744 | Revenue |
| Beban pokok pendapatan | (717,810) | (640,365) | Cost of revenue |
| LABA BRUTO | 235,364 | 124,379 | GROSS PROFIT |
| Beban usaha | (4,204) | (6,823) | Operating expenses |
| Pendapatan lainnya | 2,061 | 7,102 | Other income |
| Beban lainnya | (10,750) | (20,242) | Other expenses |
| LABA USAHA | 222,471 | 104,416 | OPERATING PROFIT |
| Pendapatan keuangan | 2,660 | 4,424 | Finance income |
| Biaya keuangan | (5,093) | (3,681) | Finance costs |
| (BIAYA)/PENDAPATAN KEUANGAN, BERSIH | (2,433) | 743 | NET FINANCE (COSTS)/INCOME |
| LABA SEBELUM PAJAK PENGHASILAN | 220,038 | 105,159 | PROFIT BEFORE INCOME TAX |
| Beban pajak penghasilan | (54,848) | (21,826) | Income tax expense |
| LABA TAHUN BERJALAN | 165,190 | 83,333 | PROFIT FOR THE YEAR |
| PENGHASILAN/(KERUGIAN) KOMPREHENSIF LAIN | | | OTHER COMPREHENSIVE INCOME/(LOSS) |
| Pos yang tidak akan direklasifikasi ke laba rugi: | | | Items that will not be reclassified to profit or loss: |
| Perubahan yang timbul dari pengukuran ulang aktuarial dari liabilitas imbalan pascakerja | 1,800 | (5,301) | Changes resulting from actuarial remeasurement of post- employment benefit liabilities |
| Pajak penghasilan terkait penghasilan komprehensif lain | (396) | 1,167 | Income tax on other comprehensive income |
| TOTAL PENGHASILAN/(KERUGIAN) KOMPREHENSIF LAIN | 1,404 | (4,134) | TOTAL OTHER COMPREHENSIVE INCOME/(LOSS) |
| JUMLAH LABA KOMPREHENSIF TAHUN BERJALAN | 166,594 | 79,199 | TOTAL COMPREHENSIVE INCOME FOR THE YEAR |

2021

Laporan Tahunan

Annual Report



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