

# Aligning Strategic Resources

Sustainability Report 2022



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This Sustainability Report is an integral part of the Annual Report 2022 and other sustainability-related disclosures on our website. This report contains the words “Company”, “Intiland” and “we” hereinafter referred to PT Intiland Development Tbk, as the company and the management that run business in property industry. For any questions regarding this report, please contact us at [info@intiland.com](mailto:info@intiland.com).

# I. Commitment to Sustainability



## Intiland at a Glance

Intiland with its more than 45 years of experience, has been one of the leading property developers in Indonesia. It has been known as an innovator and trendsetter in the Indonesia property industry, developing more than 65 projects, with more than 1,961 hectares of landbank and 1,336 employees across Jakarta and Surabaya. Several of its properties have become the national landmarks namely Intiland Towers in Jakarta and Surabaya embracing local architecture wisdom; Pantai Mutiara, the first canal estate in Southeast Asia; The Regatta, a luxury beachfront development in Pluit, North Jakarta; and Graha Famili, the first golf residential development in Surabaya which has become one of the most prestigious addresses.

Listed on the Indonesia Stock Exchange since 1991, Intiland develops a diverse portfolio of property development within four key portfolios namely mixed-use and highrise, landed residentials, industrial estate and investment properties (office buildings, apartments, sports and golf facilities). As a responsible citizen having commitment to sustainable development, Intiland has been one of the corporate founders of the Green Building Council Indonesia.

### Vision

Intiland is to make possible the experience of not only living, but living well throughout Indonesia. Living well is living happy life surrounded by loved ones and good friends in a comfortable and beautiful home in a clean and picturesque environment with excellent facilities.

### Mission

Intiland is reputed as a transparent, trustworthy and trendsetting property developer committed to highly sustainable and long-term growth and profitability that deals fairly with all stakeholders.

## Values

### TRICE : One Roof, Five Pillars

Corporate values are the attitudes that are continuously upheld in carrying out all activities for the growth and development of the Company.



### Trustworthy

We build TRUSTWORTHINESS by upholding our commitment to carrying ourselves with integrity and a sense of responsibility.



### Respect

RESPECT is integral to the trustworthiness, and we have as much regard to our stakeholders as to the environment in which we operate.



### Innovative

We are firm believers in conquering challenges through awesome INNOVATION, which can only thrive in a culture that endorses openness and the courage to try.



### Caring

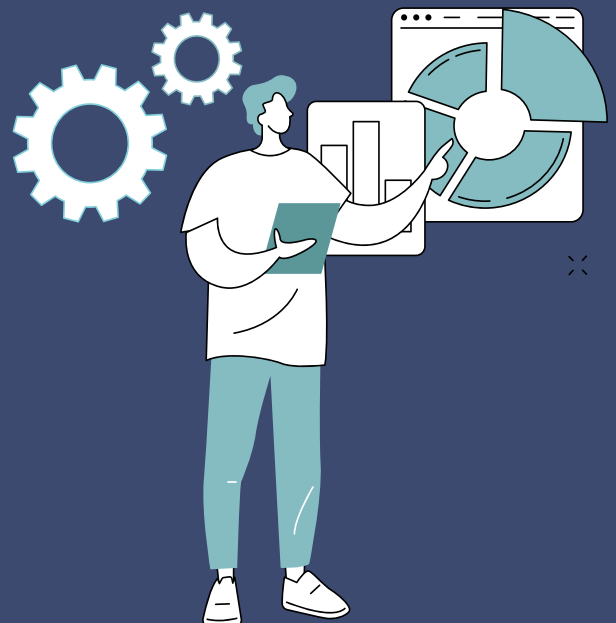
Yet, innovation is empty without the human touch and this is the reason why we ingrain empathy in our acts of CARE, whether it be through our sincere service or assistance to those in need of relief.



### Excellence

We operate in the above ways to attain EXCELLENCE in all our ventures and thus, cement our role in the lives of people today and in the future.

To make sure culture and values are immersed in the daily work life of our employees, our CHC (Corporate Human Capital) conducts on-boarding program for new employees and refreshment program for existing employees through webinars and the e-learning app GLADIS (Global Learning and Development Information System). All employees can develop their knowledge equally through GLADIS. To ensure transparency and trustworthiness, stakeholders who are closely related to the Company must sign integrity and non-disclosure agreements.



## Business Activities

Intiland focuses on the development of four main portfolios as the Company's key source of income. These four main portfolios are mixed-use & high-rise, landed residential, industrial estates, and investment properties which generate development and recurring incomes. Intiland focuses its development mainly within Jakarta, Surabaya and their vicinity areas.

### Our Project Development Portfolios



**11** Mixed-use and highrise development



**9** Landed residential development



**3** Industrial and warehouse development



**6** Office buildings



**2** Shopping centers



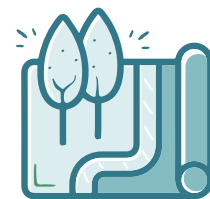
**8** Golf and sports clubs



**25** Hotels (3072 rooms)



**5** cities in Indonesia (Jakarta, Tangerang, Batang, Mojokerto and Surabaya)



**More Than** 1,961 Hectares Land bank to develop

## Market Segmentation

Ninety-five percent (95%) of our market segment for all portfolios either in Jakarta or Surabaya is middle-upper class in the project's respective areas.

## Memberships

| No | Organizations                                      | Positions   | Period      |
|----|--|---|-------------|
| 1  | Green Building Council of Indonesia                | Founder   | 2009        |
|    |  | Corporate Founder   | 2009 - 2023 |
|    |  | Supervisory Board Member (Chandra M. Makmoen)   | 2021 - 2023 |
| 2  | Indonesia Chamber of Commerce and Industry (KADIN) | Corporate Member  | 2010 - 2023 |
|    |  | Advisory Board Member (Hendro S. Gondokusumo)   | 2021 - 2026 |
|    |  | Secretary of Integrated Property Development Body (Theresia Rustandi)   | 2021 - 2026 |
|    |  | Member of TOD Division (Utama Gondokusumo)  | 2021 - 2026 |
|    |  | Member of Tourism Division (Moedjiyanto S.Tjahjono)   | 2021 - 2026 |
| 3  | Real Estate Indonesia (REI)                        | Corporate Member  | 1985 - 2023 |
|    |  | Advisory Board Member (Hendro S. Gondokusumo)   | 2019 - 2023 |
|    |  | Vice Chairman of Middle-Up Residential Division (Theresia Rustandi)   | 2019 - 2023 |
|    |  | Vice Treasurer (Utama S. Gondokusumo)   | 2019 - 2023 |
| 4  | International Real Estate Federation (FIABCI)      | Corporate Member  | 2019 - 2023 |
|    |  | Corporate Representative (Hendro S. Gondokusumo)  | 2022 - 2023 |
| 5  | Indonesia Employers Associations (Apindo)          | Corporate Member  | 2015 - 2023 |
|    |  | Head of Property and Economic Zone Committee for Shopping Center Development, Commercial and Economic Zones (Theresia Rustandi) | 2018 - 2023 |

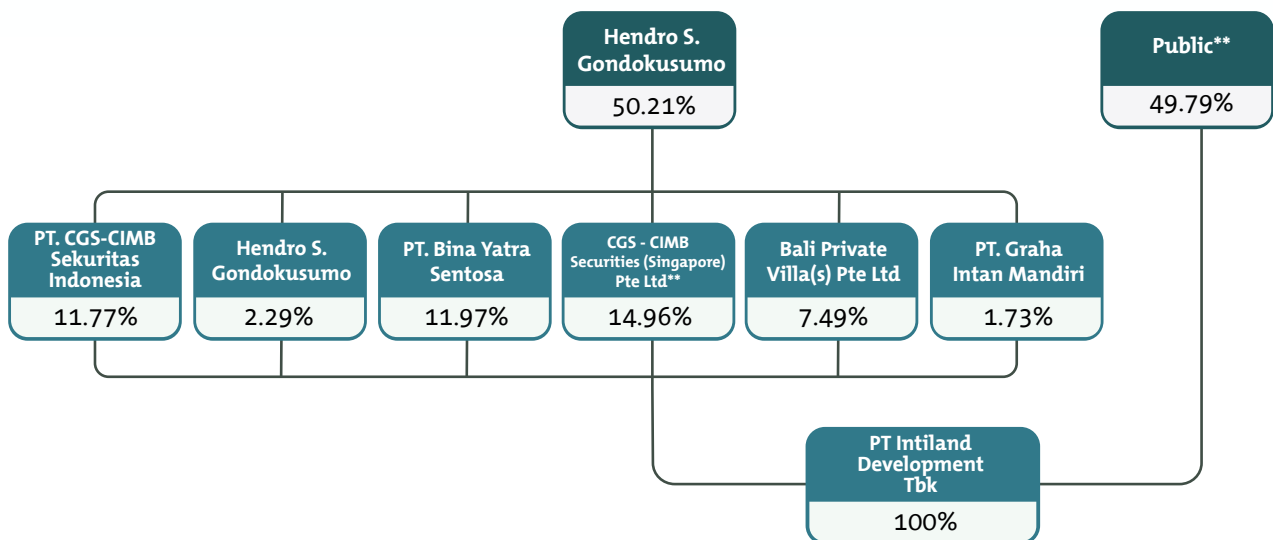
| No | Organizations   | Positions   | Period      |
|----|---|---|-------------|
| 6  | Indonesian Listed Companies Association (AEI)             | Corporate Member  | 2019 - 2023 |
| 7  | Indonesian Shopping Center Management Association (APPBI) | Member of Advisory Board (Hendro S. Gondokusumo)                          | 2019 - 2023 |
|    |   | Corporate Member :<br>- Poinis Mall TB Simatupang<br>- WTC Surabaya       | 2019 - 2023 |
| 8  | Indonesian Golf Course Owners Association (APLGI)         | Corporate Member<br>- Graha Famili  | 2000 - 2023 |
|    |   | Member of Advisory Board (Hendro S. Gondokusumo)                          | 2000 - 2023 |
|    |   | Golf Course Representative (Moedjiyanto S. Tjahjono)                      | 2000 - 2023 |
| 9  | Golf Club Manager Association of Indonesia                | Corporate Member<br>- Graha Famili  | 2000 - 2023 |
| 10 | Indonesia Industrial Estates Associations (HKI)           | Corporate Member :<br>- Ngoro Industrial Park<br>- Batang Industrial Park | 2020 - 2025 |
|    |   | Vice Secretary General 1 (Happy Gunawarman)                               | 2020 - 2025 |
|    |   | Member of Policy and Regulations (Paramita Adininggar)                    | 2020 - 2025 |
|    |   | Coordinator of Central Java 1 (Wihardi Hosen)                             | 2020 - 2025 |
| 11 | Association of Real Estate Broker Indonesia (AREBI)       | Member of Advisory Board (Hendro S. Gondokusumo)                          | 1992 - 2024 |
| 12 | Indonesian Flat Residents Association (P3RSI)             | Corporate Member  | 2012 - 2023 |
|    |   | Chairman of East Java Area (Ariyanto Hermawan)                            | 2023 - 2026 |



## Shareholders Composition as of 31 December 2022

| Classification      | Number of Shares      | Number of Investors | %              |
|---------------------|-----------------------|---------------------|----------------|
| <b>Institutions</b> |                       |                     |                |
| Domestic            | 3,234,701,812         | 120                 | 31.21%         |
| Foreign             | 2,889,217,186         | 106                 | 27.87%         |
| <b>Individuals</b>  |                       |                     |                |
| Domestic            | 4,240,686,407         | 10,242              | 40.91%         |
| Foreign             | 1,248,780             | 40                  | 0.01%          |
| <b>Total</b>        | <b>10,365,854,185</b> | <b>10,508</b>       | <b>100.00%</b> |

## Major and Controlling Shareholders as of 31 December 2022



\*\*total share ownership of Hendro S. Gondokusumo at CGS – CIMB Securities (Singapore) Pte Ltd is 14.96%. The balance of 0.06% is public ownership under CGS – CIMB Securities (Singapore) Pte Ltd as well.

| Head Office Adress  | Telephone                  | Faximile                   | Email             | Website          | Social Media   |
|---|----------------------------|----------------------------|-------------------|------------------|--|
| Intiland Tower,<br>Penthouse<br>Jl. Jendral Sudirman<br>32, Jakarta 10220 | +6221 5701912<br>/ 5708808 | +6221 5700014<br>/ 5700015 | info@intiland.com | www.intiland.com | <b>Instagram :</b><br>@intilanddev<br><br><b>Facebook :</b><br>Intiland<br>Development Tbk<br><br><b>Youtube :</b><br>Intiland<br>Development Tbk<br><br><b>LinkedIn :</b><br>PT Intiland<br>Development Tbk |

## About This Report

This report covers Intiland’s sustainability-related activities for the financial year 1 January – 31 December 2022, unless otherwise stated. This report has to be read as an integral part of the Annual Report 2022 and other information disclosures published in Intiland website. Details of this report can be found in our website : <https://www.intiland.com/en/sustainability-report/>.

In determining the most important issues to our stakeholders, we referred to POJK No 51/POJK.03/2017 and GRI (Global Reporting Initiative) standard which we believe provide best practice and widely used. In determining the materiality, we engaged our stakeholders to identify materiality topics significant to our business process.

In this report, we added Aeropolis Residences and 1Park Avenue for the environmental issues. For social, economy and governance issues, consolidated corporate data will be displayed unless otherwise stated. While for CSR activities, we include relevant projects as necessary. Entities included in the consolidated financial report are PT Intiland Development Tbk and its subsidiaries.

External assurance has not been engaged yet, however a consultant has assisted us to prepare and analyze the environmental data.



Intiland Tower, Surabaya

## Sustainability Highlights



**Rp 3.14 trillion**

Consolidated revenue in 2022



**Rp 1.08 trillion**

Consolidated marketing-sales in 2022



**Rp 16.35 trillion**

Total assets in 2022



**<200 kWh/m<sup>2</sup>  
Energy Intensity in 2022**

Intiland has managed to keep its office buildings' energy intensity below 200 kWh/m<sup>2</sup> in 2022.



**30% Waste Reduction**

Our Brezza customers can enjoy wider window openings from 2,000 to 2,400 mm with thinner window frame of only 70 mm instead of 100mm, resulting in a 30% waste reduction in Brezza construction.



**4,140 Watts of Electricity  
Efficiency**

The newly installed 69 units of solar-powered street lighting in Aeropolis, generates 4,140 watts of energy that would otherwise be reliant upon grid electricity.



### **Gold Rating for Existing Building – GreenShip V1.1 2022 - 2025**

Our integrated office complex South Quarter received the Gold Rating for Existing Building – GreenShip V1.1 from Green Building Council Indonesia.



### **TrenAsia ESG Excellence Awards 2022**

Intiland was awarded the Sustainability for Commercial Property Category at TrenAsia ESG Excellence 2022 Award. This award was given to Intiland for the Company’s success in managing the environmental, social, and governance aspects in its project developments.



### **Appreciation for Environmental Management Compliance from the Mayor of Surabaya**

Surabaya City Government gave Environmental Management Compliance Awards to three of Intiland’s projects; Graha Golf, Praxis and Spazio for their commitment to fulfill compliance obligations in environmental aspects.



### **0 Total Accidents or Injuries**

SQ Res and 57 Promenade recorded no accidents or injuries in 2022.



### **82% 5S Audit Results**

1Park Avenue – Building Management was able to improve its 5S audit scores from 64% to 82%.



### **98% Customer Satisfaction Rate**

Tenants of South Quarter greatly appreciate our building management for the services.

## Sustainability Awards and Acknowledgments



### South Quarter World Gold Winner Office Development Category

*FIABCI World Prix d'Excellence Award 2022  
09 June 2022*

Our integrated office complex South Quarter got awarded as the best office complex in the world. South Quarter successfully won the World Gold Winner Award for Office Development category at the world's most prestigious property competition, FIABCI World Prix d'Excellence Awards 2022.



### PT Intiland Development Tbk Commercial Property Category for Sustainability

*TrenAsia ESG Excellence Awards 2022  
19 October 2022*

Intiland was awarded the Sustainability for Commercial Property Category at TrenAsia ESG Excellence 2022 Award. This award was given to Intiland for the Company's success in managing the environmental, social, and governance aspects in its project developments.



### Appreciation for Environmental Management Compliance The Mayor of Surabaya

*14 December 2022*

Surabaya City Government gave Environmental Management Compliance Awards to three of Intiland's projects; Graha Golf, Praxis and Spazio for their commitment to fulfill compliance obligations in environmental aspects.



### TOD Fair 2022 Appreciation for Interconnection and Floor Area Ratio Category

*PT MRT Jakarta*

Two of the Company's projects : Poin and 57 Promenade received appreciations from PT MRT Jakarta to acknowledge the Company's commitment and compliance in easy transportation access and mobility and floor area ratio zoning.



**ISO 9001**  
**Quality Management System**  
**Intiland Hospitality and Property**  
**Management**

*From: Lloyd Register Indonesia Quality Assurance*  
*2021 – 2024*



**GREENSHIP**

**Gold Rating for**  
**Existing Building – GreenShip V1.1**  
**for South Quarter**

*From: Green Building Council Indonesia*  
*2022 – 2025*



Corporate Secretary Intiland, Theresia Rustandi, received the TrenAsia ESG Excellence 2022 Awards from the Head of Judges, Michael T. Tjoajadi.

## Message From Founder and CEO





### **Distinguished Stakeholders,**

For more than three years, we all have interacted in limitations due to Covid 19. However, we can manage to adapt and strive together to overcome the challenges. Togetherness, collaboration, and synergy play important roles and must be managed thoroughly. Basic to all is our corporate values which form a solid foundation for Intiland. Amidst all challenges, Intiland is experiencing recovery and becoming more resilient.

Even though 2022 was a tough year for us, we are proud to have won international awards. Our South Quarter received an award as the best office in the world, at the 2022 FIABCI Prix d'Excellence Awards held in Paris. Several other projects also won awards and recognition from various institutions. These achievements are the results of our hard work and accomplishments.

### **Optimistic yet still Prudent**

We are optimistic that 2023 will be better than 2022, however we will be prudent in carrying out the project pipeline to maintain company stability. We will focus on 3 main initiatives. First is to focus on financial performance which should be improved through various initiatives, from sales increase, cost efficiency and effectiveness, and focus on the project development. The Company should execute the development and sales of on-going projects especially the inventories and sales of non-core assets.

We will continue to explore collaboration opportunities with potential strategic partners for long-term development.

The second initiative is market-driven project development. Our projects must be of their best quality and able to respond to market needs. We strive to provide the best products and services to our customers, tenants, and partners who work with us. Our differentiation remains to be paramount and will be adapted to the market needs.

The last initiative is excellent and service-oriented human resources. This will boost the togetherness, collaboration and synergy among the employees and the stakeholders. Excellent human resources will improve customer experience and increase the level of customer satisfaction. With these three main strategies, we are set to explore various opportunities, mitigate risks, and face challenges going forward.

### **Reorganize the Sources**

This sustainability report is our third report with the theme "Aligning Strategic Resources". After strengthening the foundation of sustainability, the Company needs to reorganize its sourcing strategy to be able to change and innovate swiftly. In this report, we added 1Park Avenue and Aeropolis. These two projects are apartment buildings, different characteristics from the existing three office buildings that have been included in this report.

Our cutting-waste program still works very well. We appreciate our vendors and suppliers for their support on this program. With this, the Company can reduce costs and use building materials efficiently while customers can enjoy greater benefits with the new arrangement of the product specifications without harming the quality. Our Brezza project was able to cut 30% of waste in construction cost by adjusting its window specifications. With this, customers can enjoy wider window openings with thinner window frames.

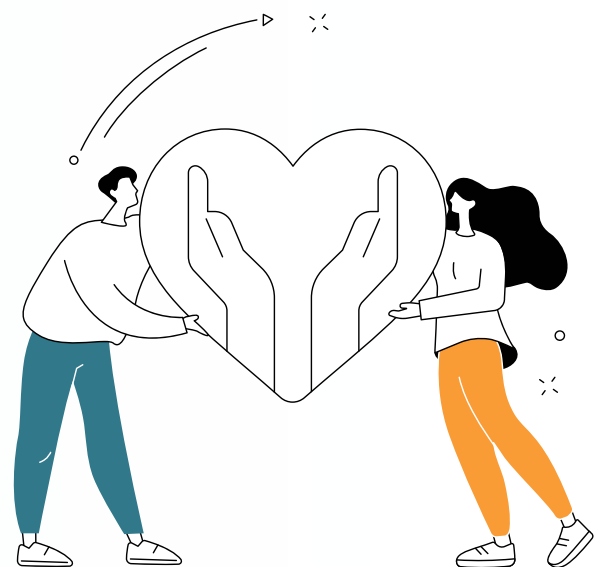
We also pay attention on the energy usage and intensity in our office buildings. This 2022, all our three office buildings have managed to keep their energy intensity to be below 200 kWh/m<sup>2</sup>. As our commitment to sustainability, we use renewable sources to meet our energy demands. Our Aeropolis project installed 69 units of solar-powered street lighting, generating 4,140 watts of energy that would otherwise be reliant upon grid electricity.

### **Commitment to Sustainability**

Proving our commitment to maintain exceptional quality while continuously progressing towards sustainability, we launched Intiland Sustainable Guidelines (ISG).

ISG is a working document and will be regularly updated to meet the ever-changing world. This guideline is to assist us in making sure that our project development is of the latest development in building research and technology. ISG incorporates sustainability elements and green building features for various building typologies following applicable regulations and green building standards. With this standard, we can produce consistent quality to meet customers' expectations and experiences.

Talking about customers' experiences, we are delighted to see the result of the customer satisfaction survey. The satisfaction level of our five buildings is above 90% with South Quarter receives the score of 98%, the highest of all. Our tenants and residents greatly appreciate the services given to them.



We continue to pay attention to the security and safety of our workplace both in corporate and in projects. SQ Res and 57 Promenade projects can maintain no accidents or injuries at work.

Implementation of 5S at the work site is also getting better. With 5S (Sort, Set in Order, Shine, Standardize and Sustain), employees are increasingly proficient in organizing, cleaning, developing, and sustaining a productive work environment.

### Going Forward

The pandemic has brought uncertainty, disruptions, and challenges. With strong foundation, we strive to align our strategic resources and manage them to seize the opportunities. We will continue to bring our sustainability objectives and efforts to the next level for a better world ahead.

Hendro S. Gondokusumo  
Founder & CEO



Fifty Seven Promenade, Jakarta

## Key Financial Performance

Based on the audited financial statements ended on 31 December 2022, the Company booked revenues of Rp 3,148.8 billion, increase by 19.8% year-on-year from Rp 2,628.6 billion in the comparable period. The increase primarily came from the revenue recognition of 57 Promenade and the delivery of housing units in landed residential projects, such as Talaga Bestari and Graha Natura. The Company's performance in 2022 showed a positive trend as seen from the increase in profit for the year in 2022 to Rp 192.0 billion compared to a loss of Rp 29.1 billion in 2021.

## Revenues Breakdown

The development revenues contributed Rp 2,427.4 billion in 2022 or increased by 23.3% year-on-year from Rp 1,969.3 billion in 2021. Meanwhile, the recurring revenues generated Rp 721.4 billion in 2022, or increased by 9.4% year-on-year from Rp 659.3 billion in 2021.

The highest contribution from 2022 total revenue was derived from the mixed-use & high-rise residential segment Rp 1,550.5 billion (49.2%), the recurring income segment Rp 721.4 billion (22.9%), the landed residential segment Rp 630.6 billion (20.0%), and the industrial estate segment Rp 246.3 billion (7.8%). Our marketing sales in 2022 recorded Rp 1.08 trillion, only 44.9% of the 2022 target of Rp 2.4 trillion. This is a decline of 34.1% compared to the 2021 sales of Rp 1.64 trillion.

There was substantial revenue recognition in 2022 originating from the 57 Promenade project which began to be handed over to buyers since project completion in September 2022. Revenue recognition from this joint-venture project contributed to a larger portion of profit for the year attributable to non-controlling interests resulting in a net loss of Rp 98.8 billion in 2022 since Intiland only owns 36.63% of shares.

We saw that the national property market conditions throughout 2022 were still quite challenging. The expectations of significant market growth have yet to happen throughout 2022. The growth signal that had occurred in the first half of 2022 were difficult to maintain and were weakened in the second half of 2022.

The Company is optimistic that the government will take important steps to maintain economic stability in 2023. This condition certainly gives a positive signal to the business that will generate optimism and increase investment. In 2023, with its strategic resources alignment, the Company will strengthen its solid foundation and bring forward its sustainability to the next level.

## Economic Value Generated (in million Rupiah)

|                      | 2022      | 2021*     | 2020      |
|----------------------|-----------|-----------|-----------|
| Consolidated revenue | 3,148,755 | 2,628,632 | 2,891,388 |

## Economic Value Distributed (in million Rupiah)

| Description                               | 2022      | 2021*     | 2020      |
|---|-----------|-----------|-----------|
| <b>Operating cost :</b>                   |           |           |           |
| - Procurement                             |           |           |           |
| - Payment to contractors and suppliers    | 1,936,399 | 1,715,275 | 1,834,264 |
| - Marketing expenses                      |           |           |           |
| <b>Employee wages and benefits :</b>      |           |           |           |
| - Salaries                                |           |           |           |
| - Work insurance                          |           |           |           |
| - Medical expenses                        | 243,130   | 246,350   | 278,735   |
| - Retirement plans                        |           |           |           |
| - Other compensation & benefits           |           |           |           |
| <b>Payments to providers of capital :</b> |           |           |           |
| - Interest costs                          | 408,134   | 401,852   | 413,464   |
| - Dividends paid to shareholders          |           |           |           |
| <b>Payments to government :</b>           |           |           |           |
| - Value added tax                         |           |           |           |
| - Property luxury tax                     | 67,194    | 81,877    | 51,054    |
| - Transfer tax (BPHTB)                    |           |           |           |
| - Other taxes                             |           |           |           |
| <b>Community investment** :</b>           |           |           |           |
| - Social & public facilities              |           |           |           |
| - Community service                       | 343       | 411       | 889       |
| - Philanthropic donations                 |           |           |           |

## Economic Value Retained (in million Rupiah)

| Description                                  | 2022       | 2021*      | 2020       |
|--|------------|------------|------------|
| <b>Profit of the year :</b>                  |            |            |            |
| - Reinvestment in core business              | 191,968    | -29,065    | 68,962     |
| - Future acquisitions and investments        |            |            |            |
| <b>Total asset :</b>                         |            |            |            |
| - Inventories                                |            |            |            |
| - Investment properties for recurring income | 16,351,848 | 16,460,005 | 15,701,873 |
| - Land for development                       |            |            |            |

\* Certain accounts in the 2021 consolidated financial statements have been reclassified to conform with the 2022 consolidated financial statement presentation. The consolidated financial statements of PT Intiland Development Tbk and its subsidiaries for the period December 31, 2022, 2021 and 2020 have been audited by Public Accounting Firm Mirawati Sensi Idris, an independent member of Moore Stephens International Limited, and has obtained a fair opinion in all material aspects, in accordance with the Indonesian Financial Accounting Standards.

\*\*Not included the allocation of funds to build public and social facilities as required in the permit.

### Financial Incentives from the Government

In 2022, the Government extended the PPNDTP (Government-borne Value Added Tax) incentives based on PMK No 6/PMK.03/2022. With this program, property buyers (houses, apartments and shophouses) enjoyed tax discount. This program is valid for 19 months and is divided into two phases. The first phase starts from March 2021 until December 2021 where the tax discount is 100% for property sales with a maximum value of IDR 2 billion and 50% for property prices above IDR 2 billion. The second phase starts from the beginning of 2022 until September 2022. In this phase, PPNDTP provides a tax discount of 50% for property sales with a maximum value of IDR 2 billion. For property prices above IDR 2 billion, a 25% VAT discount is given.

Throughout this program period, the Company could sell 495 houses/shophouses/apartments units with total sales of Rp 523,032,746,868 enjoying PPNDTP incentives.

### Sustainable Finance

We received requests and checklists from Europe investors and BCA regarding the implementation of ESG in our Company. We do hope the authority could promote incentives to those companies with ESG initiatives tapping on sustainable finance resources.

### Defined Benefit Plans and Other Retirement Plans

For full time employees, benefits and welfare include holiday allowances and bonus, travel allowance, health allowance, BPJS kesehatan (social health insurance), BPJS ketenagakerjaan (employment social security), social assistance, pension program, employee co-operative facility, transportation allowance for managers above and overtime allowance for non-staff.

At Intiland, employees' health is covered both by

1. the Company and insurance company through medical fee reimbursement and
2. by the Government (social health insurance administration body).

These schemes give employees peace of mind at work.



The Company adopts maternity leaves based on Manpower Law Number 13 of 2003. It is stated that female employees are entitled to 3-month maternity leaves and male employees are entitled to 2-day paternity leaves.

For pension program, Indonesia has employment social security savings plan managed by social security administrator for workers (BPJSTK). Details on the plan can be found at <https://www.bpjsketenagakerjaan.go.id/program-jaminan-hari-tua.html>. The funds can be used for work accident, death, retirement, job loss and investment. In addition to that, Intiland sets up its own pension fund managed by Manulife Indonesia. The proceeds can be used as cash fund for workers when they retire.

## Community Investments

See “Managing Social Sustainability” chapter for details.

## Anti Corruption

Intiland has Code of Ethics and Integrity Pact that all stakeholders must read and understand.

The Company's Code of Ethics contains standard norms and business ethics that apply in Intiland as the embodiment of the Company's values. The Code of Ethics is a guide for all organs of the Company in attitude, behavior and decision making.

The Integrity Pact regulates, among other things, anti-corruption, collusion and nepotism (KKN) policies and regulates gratuities policies. The gratification policy regulates employees not to take actions that fall into the category of gratification, including receiving benefits or inducements in any form from third parties. The Company takes firm action against every employee and third party who is proven to be involved in KKN and gratuities, namely dishonorably terminating employment, or contract and if necessary criminal proceedings are carried out.

The Code of Ethics and Integrity Pact are signed by all employees and third parties who cooperate with companies such as contractors, suppliers, etc. Prior to signing, socialization and education will be given regarding the contents of the Code of Ethics and the Integrity Pact. To ensure good governance, the Company has a whistleblowing facility as a means of communication to receive information about violations that have occurred in the company. Each input will be followed up by the Internal Audit team and given guaranteed confidentiality.

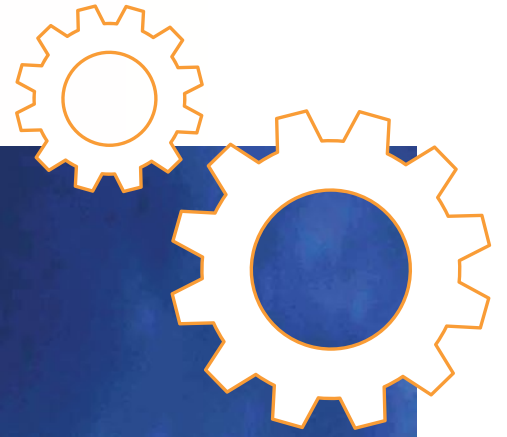






Praxis, Surabaya

## II. Value-Driven Delivery



## Our Approach

To ensure the achievement of Intiland's long-term sustainable growth, we integrate our corporate values and cultures into the business and decision-making processes. The directors always emphasize the importance of "to change and innovate". These two values are the foundation of our sustainable approach towards current conditions. In order to make possible the living well, Intiland must always change and innovate. The strategies, processes and performances are regularly evaluated and improved. We strive to produce better supply chain, better customer experience, better employee relations and at the end to become an excellent company.

As we all know, property industry is one of the industries that is heavily regulated. Compliance is critical in our business process to ensure that the project is worth living and investing. It must be safe, comfortable and above all worth to invest for. This is the embodiment of our values and principles in order to pursue long-term values beyond short-term profits. With this, we are able to take care of the long-term interests of our stakeholders.

Our strategy is always on supporting business resilience and creating long-term values for our stakeholders. Risk mitigation plays important roles as well in making sure the sustainability strategy works well. Our risk committee does the risk profiling together with the process owners and the profiles will be finalized by the project or division heads. This will result in risk registration which will be regularly monitored and updated. During 2022, the risk committee managed to profile the risks of five divisions :



Sales & marketing



Building management, sports club and recurring income



Finance & planning



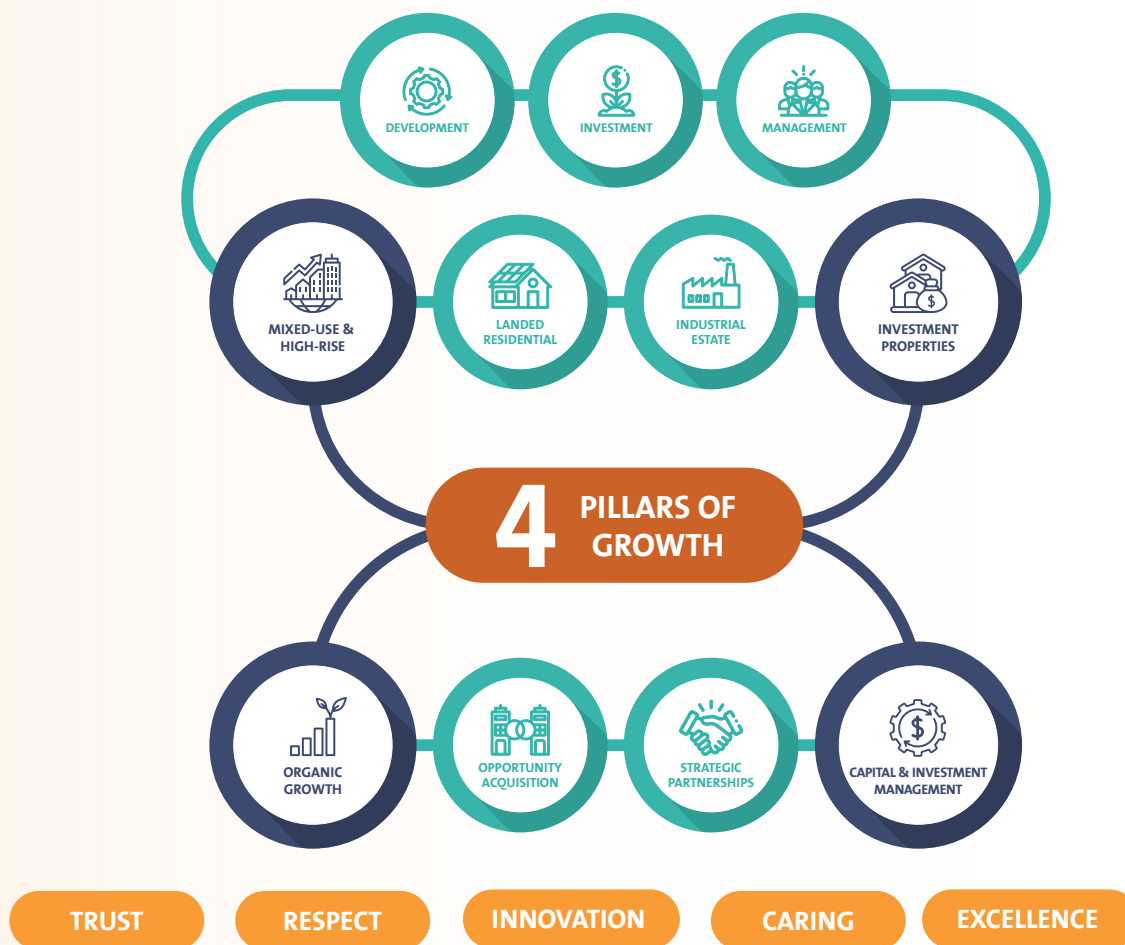
Permit & legal



Constructions

12 risks are categorized very high, 41 risks as high and 120 risks as moderate. With these, the management and head of projects and divisions will exercise the mitigation plans for those risks.

## Our Sustainability Strategy



Aligned to the best-practice and widely-used standards :



Sustainability reporting since

2020

| 2021

| 2022

Since 2000, Intiland’s core strategy lies on the Four Pillars of Growth : organic growth, opportunistic acquisition, strategic partnership and capital & investment management. These four pillars are to develop Intiland’s three key business areas : property development, property investment and property management through four key portfolios : mixed-use & high-rise &, landed residential, industrial estates and investment properties.

The four pillars are meant to increase the values of our existing asset portfolios and land bank to maximize the Company's return on investment. It is also meant to seize opportunities for land acquisitions in order to create long-term values for shareholders, to explore opportunities for strategic partnerships to grow the Company and to enhance funding capabilities of the Company in order to ensure overall financial stability and adequate financial resources. Intiland has five main values as our foundation to maintain the morales and strengths of the Company :

- 1 **Trustworthy** (business transparency, honest and straightforward)
- 2 **Respect** (commitment to integrity and responsibility)
- 3 **Innovation** (a culture that endorses openness and the courage to try)
- 4 **Caring** (appreciation to our stakeholders and to the environment)
- 5 **Excellence** (commitment to highly sustainable and long-term growth and profitability)

Our business process and operations are guided with Intiland Sustainable Guideline and GBCI (Green Building Council Indonesia) standards while the reporting is based on two best-practice and widely-used standards : OJK (the Financial Services Authority) and GRI (Global Reporting Initiative) standards. Eventhough we have just reported the sustainability initiatives since 2020, the initiatives have already embodied in Intiland's project planning since the early stage as its principles are the basic principles of our founder as well.

## Intiland Sustainable Guideline

In 2022, Intiland launched Intiland Sustainable Guidelines (ISG), demonstrating a commitment to maintaining exceptional quality while continuously progressing towards sustainability. The fact that these guidelines are an updated version of the previously named Intiland Sustainable Design Guidelines (ISDG), which was an in-house guide created in 2017, shows our commitment to continuously improving and keeping abreast of the latest developments in building research and technology.

The new ISG incorporates elements of sustainability and green building features for various building typologies. Therefore, it is a way that Intiland ensures sustainability is integrated into every project, and that our developments follow applicable regulations and green building standards. ISG will be used as a design reference by the design and planning team in order to produce consistent quality that also meets sustainability criteria in every project. Intiland focuses on these five underlying categories: Building Location and Transportation (BLT), Minimizing GHG and Energy Consumption (MGE), Water Management (WMA), Material and Waste Management (MWM), and Indoor Quality in Building (IQB).



Details on ISG can be found in the “Managing Environmental Sustainability” chapter.

## Materiality Assessment

We had self-assessed materiality issues to determine the key economic, environment, social and governance issues towards the Company and our stakeholders. For 2022 report, we conducted two phases of materiality assessment: stakeholder survey and the identification of material issues validated by the directors. Based on guidance from the GRI, we set out four topics what we believe are material to our business in the current condition.

| Topic                          | Description  |
|--------------------------------|--|
| <b>Profitability</b>           | Managing capital with prudent principle in order to maintain the business sustainability and the capability of providing returns to shareholders and benefits to other stakeholders. |
| <b>Company stability</b>       | Strategizing the business to maintain efficient and effective operations, resources and outcomes.  |
| <b>Customer satisfaction</b>   | Managing customers' expectations to be in line with their experiences with the Company's products and services.  |
| <b>Sustainability strategy</b> | Improving the Company's impact on the ESG.   |

## Stakeholder Engagement

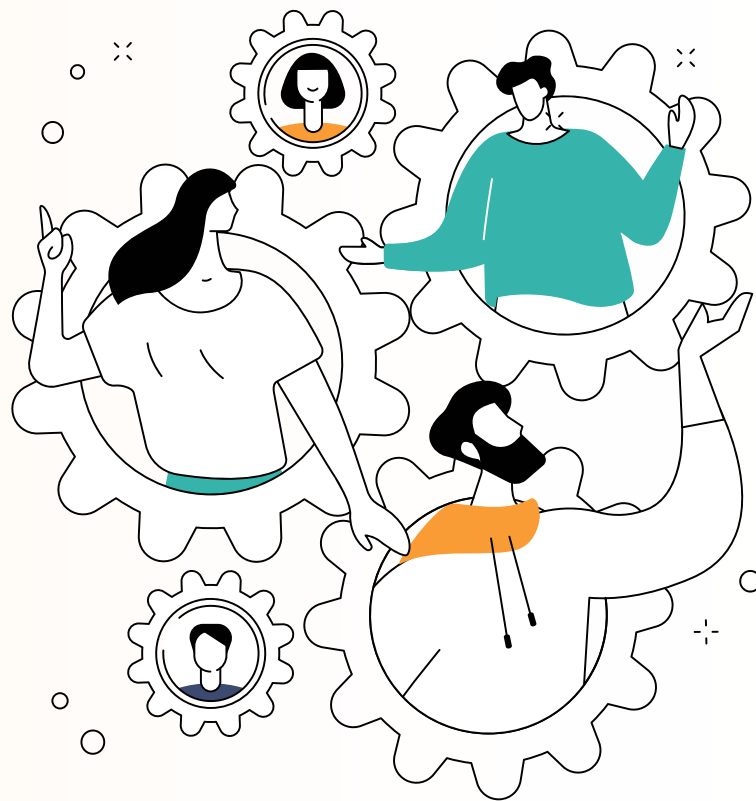
We identify seven groups of key stakeholders as equally significant to our business process. This remains the same as last year's. We engage our stakeholders through our communication channels and programs by sending out regular updates on our performance and development progress such as annual reports, quarterly reports, and press releases which are uploaded to our website. We also maintain open channels of communication with the stakeholders and with these, we establish mutual understanding to ensure that our decisions are beneficial to their interests. Transparency is one of our core values and principles.

| Key Stakeholders    | Key Concerns   | Engagement Platforms  |
|---------------------|--|---|
| <b>1. Employees</b> | <ul style="list-style-type: none"> <li>• Profitability</li> <li>• Organization structure with clear job description and responsibility</li> <li>• Fair performance appraisal</li> <li>• Company stability</li> <li>• Customer satisfaction</li> <li>• Pension program</li> <li>• Awards for employees</li> <li>• Occupational health and safety</li> <li>• Comfortable working environment</li> <li>• Gender equality (opportunity, remuneration, no discrimination)</li> <li>• Mechanism of customer communication</li> <li>• Compatibility of competence with the job given</li> <li>• Employee training program</li> <li>• Employee turn-over rate</li> <li>• Rotation and mutation programs</li> </ul> | <ul style="list-style-type: none"> <li>• Intiland Town Hall Meetings</li> <li>• Regular GM Forum</li> <li>• Learning Corner</li> <li>• Leader's Journey</li> <li>• My Stage, I'm Possible</li> <li>• GLADIS (Global Learning and Development Information System)</li> <li>• NEST (Newton Enhancing, Sharing and Transforming), company's medium of communication among employees for knowledge sharing.</li> <li>• Corin, company's medium of communication among employees for updates on company's achievements in order to foster sense of pride and belonging.</li> <li>• Employee Engagement Survey</li> <li>• Employee Volunteer Program</li> </ul> |
| <b>2. Customers</b> | <ul style="list-style-type: none"> <li>• Company stability</li> <li>• Customer satisfaction</li> <li>• Timely handover</li> <li>• Conformity with the promised specifications</li> <li>• Product clarity to customers</li> <li>• Communication with customers</li> <li>• More affordable product or payment terms</li> <li>• Health and safety friendly building materials</li> <li>• Sustainable and environmental-friendly design and concept</li> </ul>   | <ul style="list-style-type: none"> <li>• Sales Calls</li> <li>• Regular product knowledge events</li> <li>• Official letters</li> <li>• Website, social media and email</li> <li>• Intiland Circle</li> <li>• Defects management tracking app and procedures</li> <li>• Surveys</li> <li>• Marketing events</li> <li>• Bamms application for tenants</li> </ul>   |



| Key Stakeholders                                  | Key Concerns   | Engagement Platforms   |
|---|--|--|
| <b>3. Consultants, Contractor &amp; Suppliers</b> | <ul style="list-style-type: none"> <li>• Timely handover</li> <li>• Conformity with the promised specifications</li> <li>• Health and safety friendly building materials</li> <li>• Sustainable and environmental-friendly design and concept</li> <li>• Vendors' evaluation based on ESG criteria</li> <li>• Occupational health and safety</li> <li>• Waste and effluent management</li> <li>• Payment to vendors</li> </ul> | <ul style="list-style-type: none"> <li>• Intiland Sustainable Design Guideline</li> <li>• Standard Operating Procedures</li> <li>• Procurement specifications</li> <li>• Non-disclosure agreement</li> <li>• Integrity agreement</li> <li>• Engineering review</li> <li>• Regular inspections and risk assessments</li> <li>• Vendor evaluations</li> </ul>  |
| <b>4. Investors and Banks</b>                     | <ul style="list-style-type: none"> <li>• Profitability</li> <li>• Company stability</li> <li>• Payments to investors</li> <li>• Land bank</li> </ul>   | <ul style="list-style-type: none"> <li>• Annual General Meetings</li> <li>• Quarterly financial results announcements</li> <li>• Corporate disclosures</li> <li>• Analyst and investor meetings</li> <li>• Roadshows</li> <li>• Conferences, meetings and site visits</li> <li>• Annual reports</li> <li>• Corporate website and social media platforms</li> <li>• Intiland Investor Updates</li> <li>• Timely response to rating agencies and analysts' requests</li> </ul> |
| <b>5. Community</b>                               | <ul style="list-style-type: none"> <li>• Sustainability strategy</li> <li>• Stakeholder engagement</li> <li>• Whistle blowing system</li> <li>• Residents' activities</li> <li>• Local community development</li> <li>• Local recruits</li> <li>• Community investment</li> </ul>  | <ul style="list-style-type: none"> <li>• Community development programs and activities</li> <li>• Participation in Green Building Council Indonesia</li> <li>• Participation in conferences/forums</li> <li>• Consultations and discussions with academics, NGOs, associations</li> <li>• Annual reports</li> <li>• Corporate website and social media</li> <li>• Advertisements</li> <li>• Charities and donations</li> </ul>   |

| Key Stakeholders | Key Concerns   | Engagement Platforms  |
|------------------|--|---|
| 6. Media         | <ul style="list-style-type: none"> <li>• Growth strategy</li> <li>• Company performance and updates</li> <li>• New product developments</li> <li>• Future development plans</li> <li>• Market diversification and innovation</li> <li>• Environmental-friendly technology</li> </ul> | <ul style="list-style-type: none"> <li>• Annual reports</li> <li>• Corporate disclosures</li> <li>• Press releases</li> <li>• Press conferences</li> <li>• Regular press briefings</li> <li>• Media interviews &amp; site visits</li> <li>• Media group discussions</li> <li>• Corporate website and social media platforms</li> <li>• Timely response to media's requests</li> </ul> |
| 7. Regulators    | <ul style="list-style-type: none"> <li>• Licenses and permit</li> <li>• Tax payment</li> <li>• Fulfillment of regulatory obligations</li> <li>• Wages and benefits to employees</li> </ul>   | <ul style="list-style-type: none"> <li>• Senior representation on boards of various organizations</li> <li>• Participation in consultations and dialogues with the regulators</li> </ul>  |



## Our Supply Chain

In general, Intiland's business process is as follows :



In each process, many stakeholders, internal as well as external, are involved thus making the process become more complicated. Coordination and collaboration are the keys to carry out the business successfully. For Intiland, during this process, procurement plays a strategic role in improving the Company's quality standard and profitability. We believe with a good procurement policy and process, the cost will be efficient and effective, just as needed by the Company and its customers.

Up to this point, the key problem in project management is still material waste due to overspecifications. The procurement standard and specifications remain the same. However, in the clarification process with the suppliers, we make sure that the quality and amount quoted are already as efficient as necessary.

With this procurement system, in 2021 we managed to reduce waste from 57.96% to 3.25% in our 57 Promenade project. In 2022, the procurement team worked on Brezza, our new landed residential compound in Pantai Mutiara and managed to reduce waste by 30%. With these two case studies, we can record a more detailed budgeting database to apply to other Intiland projects.

### 30% Waste Reduction in Brezza

In 2022, working together with the project team, the consultant and the manufacturer, we scrutinized the details and specifications of the window frame designs and productions of Brezza, our new landed residential project in Pantai Mutiara, North Jakarta. After an in-depth study of the design, our procurement team required the consultant to adjust the window design from 3+2 to 2+2 window frame designs. By just doing this simple adjustment, Brezza customers can enjoy wider window opening from 2,000 to 2,400mm with thinner window frame of only 70mm instead of 100mm. This resulted in a 30% waste reduction in Brezza construction.



## Vendor Assessment Checklist

As reported in our last Sustainability Report, several of our projects have started to assess their key vendors and suppliers by using GRI (Global Reporting Initiative) assessment checklist. In 2022, nine projects have already started the checklist. From the result of these 9 projects, we still need to ensure that all vendors understand the importance of these criteria. The results have not been included in this report. While for the checklist, it remains the same as last year's. There were no significant changes in our supply chain in 2022.

## Delivering Values and Innovation

In property industry, customers' needs and trusts are very important. Our long established track record has proven our commitment in delivering values and innovation to our customers. We strive to always add values to our properties while keeping-up with customers' needs.

Intiland focuses its project development within Jakarta, Surabaya and their surroundings, targeting middle-up level according to each respective project.

Adapting to the new environment, we develop several digital assets to easily reach out to our customers, namely :

1. **BAMMS (Building Application Mobile Management System)** to provide automatic system for building/estate management to communicate with tenants and residents regarding requests, inquiries, complaints, work orders, etc.
2. **Integrated Smart Home System** to provide secure access for security monitoring and emergency handling.

In addition to that, our IT team develops several applications to speed up and streamline the complicated process in project development, namely :

1. **SAP system** to compile the financial data including the account payable and account receivable system.
2. **Newforma** for project information management, to assist project field team in monitoring the work progress of related parties.
3. **Project Lifecycle** to monitor the project progress from inception to topping-off including progress photos, recording of sale and purchase agreements, handover documents and occupancy status.

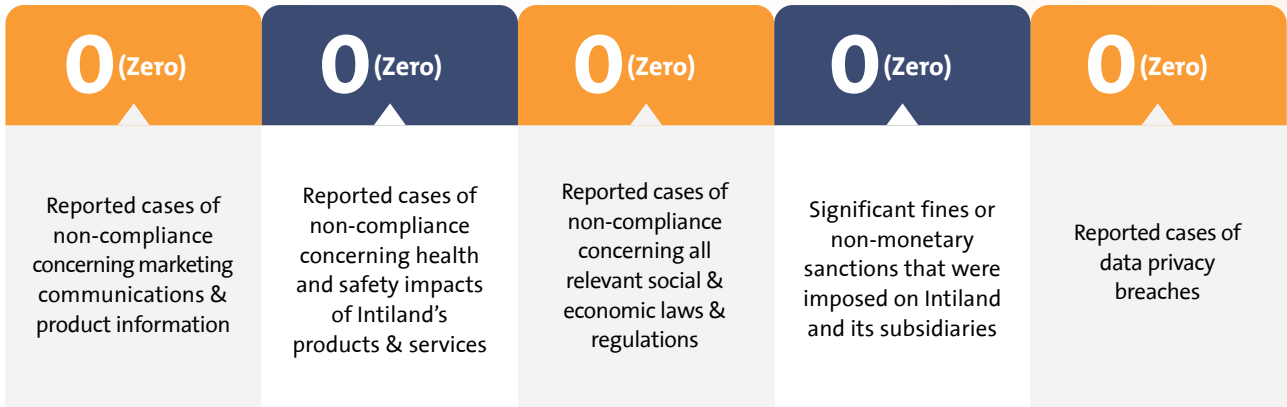
All those digital initiatives are meant to facilitate communication with customers.

## Customers' Health and Safety

Since the first idea of project development, we engage consultants and experts to confirm the feasibility of the projects. To ensure the comfort and protection for the customers, our procurement has rigid procedures and standards which must be followed by our consultants and suppliers. We also provide product warranty of 90 days in average after the hand-over to the customers. Customers can go through the hand-over checklist details and inspect them directly. Intiland has an established track record for its commitment to quality. In 2022, we were awarded and appreciated for this commitment. Please access our website : <https://www.intiland.com/en/about-intiland#awards> for these awards.

Quality control is a large part of the work of our project teams. The identification of defects and actionable works is streamlined using specialized applications. By integrating the process of quality checks during construction phase, handover phase, and operational phase, we can continue to maintain the standards of Intiland. All quality checks to be recorded using mobile devices. The defect findings will be wirelessly transmitted to a centralized server for assignment to the right parties responsible for repairs. We also collect customer surveys to help improve the overall customer experience. By electronically managing and repairing defects, we can gain insights on work quality, material quality, and overall satisfaction of the customers. We use the data collected for both tactical and strategic decisions regarding procurement for the company.

In 2022, there were :



## Customers' Satisfaction Survey

| No | Projects               | Level of Satisfaction 2022 | Level of Satisfaction 2021 |
|----|------------------------|----------------------------|----------------------------|
| 1  | 1Park Avenue           | 97%                        | 95%                        |
| 2  | Serenia Hills          | 95%                        | 89%                        |
| 3  | South Quarter          | 98%                        | 96%                        |
| 4  | Aeropolis              | 93%                        | 95%                        |
| 5  | Intiland Tower Jakarta | 97%                        | 96%                        |
| 6  | Talaga Bestari*        | 84%                        | -                          |

### Notes:

**1Park Avenue** - total occupied units: 270, total respondents: 41 (15.2%)

**Serenia Hills** – total occupied houses: 467, total respondents: 137 (29.3%)

**South Quarter** – total occupied units: 80, total respondents: 74 (92.5%)

**Aeropolis** – total occupied units: 2100, total respondents: 499 (23.8%)

**Intiland Tower Jakarta** – total occupied units: 55, total respondents: 51 (92.7%)

**\*Talaga Bestari** – total occupied units: 162, total respondents: 6 (3.7%) – new addition in 2022



In general, the satisfaction level of tenants and residents of the first 5 buildings is above 90% and has been improved compared to 2021, only Aeropolis decreased a bit. Talaga Bestari is a new addition in 2022 and we need to encourage residents of Talaga Bestari to be more actively participate in the survey.

In general, tenants and residents greatly appreciate the services given to them. However, areas that need to be improved are the general cleanliness especially in public facilities including toilets, pest controls, more orderly and bigger parking areas and speed response to complaints.



### III. Managing Environmental Sustainability



Fifty Seven Promenade, Jakarta

The role of the built environment plays in environmental sustainability is undeniably crucial. As a major property developer in Indonesia, Intiland is committed to environmental sustainability and has established clear goals and concrete actions to manage and minimize the negative environmental impacts of our portfolio. By adhering to Intiland's key principles of Living Well, Quality, and Contribution to the City, Intiland can ensure that its real estate developments are environmentally responsible, socially beneficial, and economically viable.

**Living Well** means that the built environment should be designed to promote the health and well-being of its inhabitants, such as by incorporating green spaces, natural lighting, and sustainable materials. Intiland upholds **Quality** by making sure that the built environment is designed to be durable, efficient, and aesthetically pleasing, while minimising negative environmental impacts. In Intiland, we consider various factors that can have a positive impact on the environment as well as how our developments can enhance the quality of life for residents, by providing amenities such as public facilities, pedestrian-friendly walkways, and public transportation options as our **Contribution to the City**.

Creating environmentally-friendly real estate products that are well received by the market is a positive step towards sustainability, as it promotes a shift towards more sustainable lifestyles and practices. By doing so, Intiland also demonstrates that sustainable development can be economically viable and attractive to consumers.



## Intiland Sustainable Guideline (ISG)

Continuing the ISG short summary in the previous chapter, please find below the details on the ISG consisting of 5 categories : Building Location and Transportation (BLT), Minimizing GHG and Energy Consumption (MGE), Water Management (WMA), Material and Waste Management (MWM), and Indoor Quality in Building (IQB).



### Building Location and Transportation (BLT)

The Building Location and Transportation (BLT) category, consisting of ten criteria, is an essential part of the Intiland Sustainable Guidelines. The focus of this category is to ensure that community accessibility is maintained while also preserving the terrestrial ecosystem, which is aligned with the UN SDG 11

and 15: Sustainable Cities and Communities and Life on Land.

The ten criteria under the BLT category are: basic green area, vegetation, site selection, site accessibility, public transportation, bicycle facility, site landscaping, hardscape material,

stormwater management, and parking facility. Each of these criteria is designed to promote sustainability in the design and construction of Intiland's real estate projects.

For example, the criteria of basic green area and vegetation promote the preservation of the natural environment by requiring the incorporation of green spaces and vegetation into the project design. Site selection and accessibility are aimed at reducing the environmental impact of transportation by selecting sites that are easily accessible and connected to public transportation systems, thus reducing the need for private vehicles. The inclusion of bicycle facilities also encourages the use of non-motorized transportation options,

which further reduces the environmental impact of transportation.

The site landscaping and hardscape materials criteria focus on reducing the environmental impact of site development by promoting the use of sustainable and environmentally friendly landscaping and hardscape materials. Stormwater management criteria promote the proper management of stormwater to prevent erosion and minimise water pollution. Furthermore, the parking facility criteria promote the use of sustainable transportation options, such as electric vehicles, and discourage the overuse of private vehicles, which contribute to air pollution and traffic congestion.



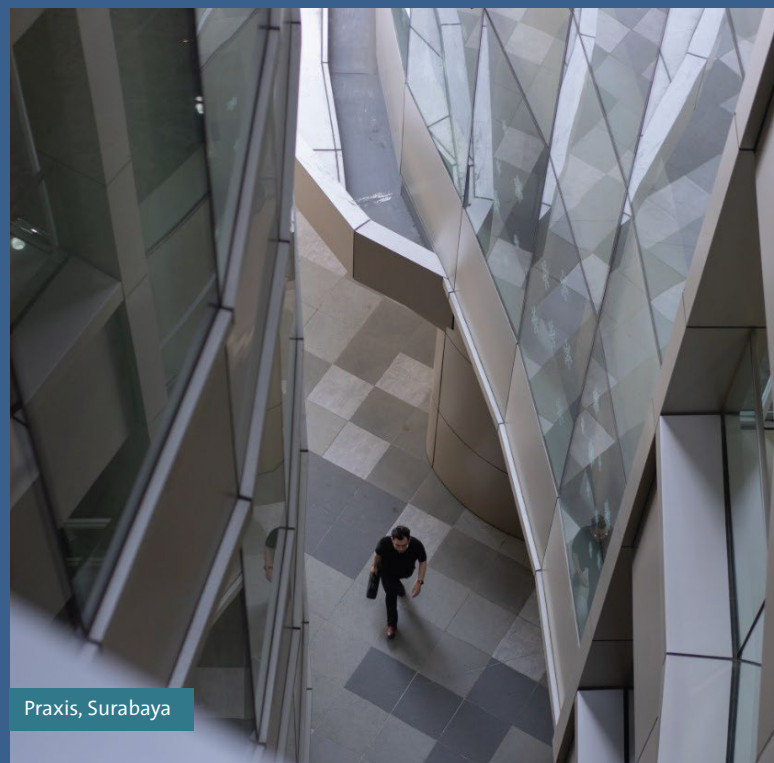
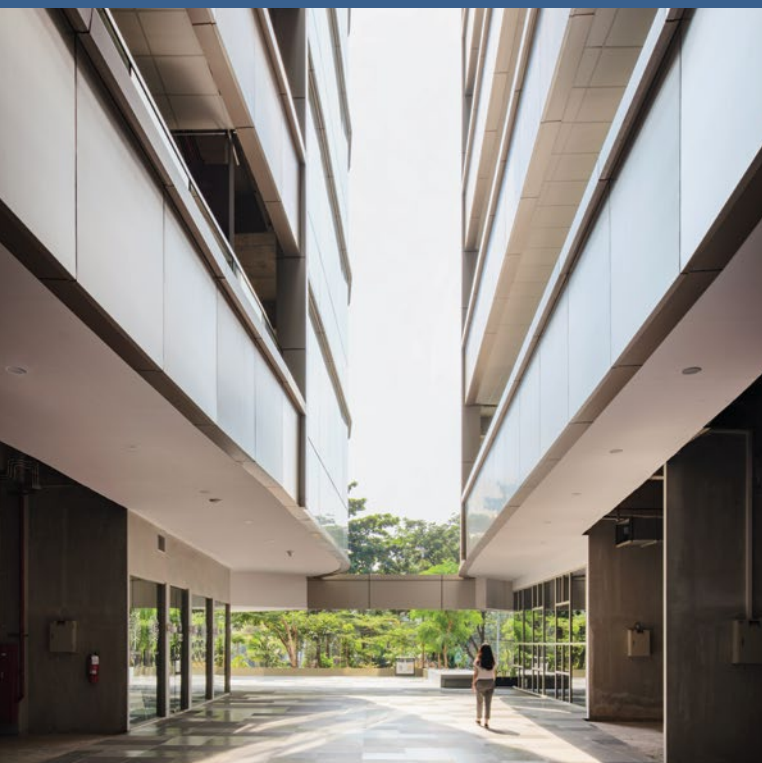
## Minimising GHG and Energy Consumption (MGE)

The Minimising GHG and Energy Consumption (MGE) category of the Intiland Sustainable Guidelines consists of eleven criteria. The main focus of this category is to promote energy savings through passive design strategies and the use of resource-efficient building systems. This category aligns with the UN SDG 7: Affordable and Clean Energy, which promotes the use of clean and sustainable energy sources.

The eleven criteria of the MGE category include guidelines regarding air conditioning systems, building OTTV, natural lighting, artificial lighting, vertical transportation system, water heating system, electrical sub-metering, renewable energy, design and ventilation, energy efficiency measures, and proper commissioning.

The criteria of air conditioning system, building OTTV, and natural lighting focus on promoting energy efficiency through the use of passive design strategies that reduce energy consumption in buildings. The criteria of artificial lighting and vertical transportation system promote energy savings through the use of energy-efficient lighting and elevators that reduce the building's overall energy demand. The water heating system criteria focus on the efficient use of water heating systems to reduce energy consumption.

The criteria of electrical sub-metering and renewable energy focus on promoting the use of renewable energy sources and measuring energy use, which helps identify areas where energy savings can be made. The design and ventilation criteria aim to promote energy-efficient building design, while the energy efficiency measures criteria encourage the use of energy-efficient building systems and appliances. Finally, the proper commissioning criteria promote proper testing and commissioning of building systems to ensure they operate at optimal efficiency.



Praxis, Surabaya

## Water Management (WMA)

The Water Management (WMA) category of the Intiland Sustainable Guidelines consists of eight criteria, which focus on promoting water conservation and efficient water management. The main objective of this category is to preserve groundwater resources and minimise water wastage. The WMA category aligns with the UN SDG 6: Clean Water and Sanitation, which aims to ensure the availability and sustainable management of water and sanitation for all.

The eight criteria of the WMA category include water metering, clean water use standard, water fixtures, water treatment system, alternative water resources, rainwater harvesting system, irrigation system, and infiltration wells.

The water metering criteria focus on measuring water use to identify opportunities for water savings and improve water efficiency. The clean water use standard criteria aim to promote the efficient use of clean water in buildings, while the water fixtures criteria encourage the use of low-flow fixtures to reduce water consumption.

The criteria of water treatment system, alternative water resources, and rainwater harvesting system promote the efficient use of water resources by utilising alternative sources of water, such as rainwater or treated wastewater for landscaping and/or toilet flush. The irrigation system criteria focus on promoting efficient irrigation systems to reduce water consumption in landscaping, while the infiltration wells criteria aim to manage stormwater runoff and replenish groundwater resources.



## Material and Waste Management (MWM)

The Material and Waste Management (MWM) category of the Intiland Sustainable Guidelines consists of eleven criteria that focus on promoting the use of environmentally-friendly materials and efficient waste management practices. The main objective of this category is to reduce the environmental impact of construction and building materials, and to promote the efficient management of construction waste. The MWM category aligns with the UN SDG 12: Responsible Consumption and Production, which aims to ensure sustainable consumption and production patterns.

The eleven criteria of the MWM category include guidelines regarding fundamental refrigerant, building and material reuse, environmentally-friendly material, non ODP usage, certified wood, prefab material, regional material, basic waste management, pollution of

construction activity, advanced waste management, and fit-out agreement.

The criteria of environmentally-friendly material, non-ODP usage, certified wood, prefab material, and regional material promote the use of sustainable and low-impact building materials, while the building and material reuse criteria encourage the use of recycled or reused materials. The fundamental refrigerant criteria focus on reducing the environmental impact of refrigerants used in air conditioning and refrigeration systems.

The criteria of basic and advanced waste management, pollution of construction activity, and fit-out agreement promote the efficient management of construction and operational building waste, including reducing waste generation, reuse or recycle waste, and efficient waste management systems.





## Indoor Quality in Building (IQB)

The Indoor Quality in Building (IQB) category of the Intiland Sustainable Guidelines focuses on creating a comfortable and healthy indoor environment for the building's occupants. The IQB category aligns with the UN SDG 3: Good Health and Well-being. It aims to ensure healthy lives and promote well-being for all people of all ages. This includes criteria such as monitoring and controlling indoor air quality, ensuring visual and thermal comfort, reducing noise pollution, and conducting occupant surveys to gather feedback on their experience in the building. By prioritising indoor quality in building design and operations, Intiland promotes the health and wellbeing of its occupants and contributes to a more sustainable built environment.



## Intiland Building Performance Tracking

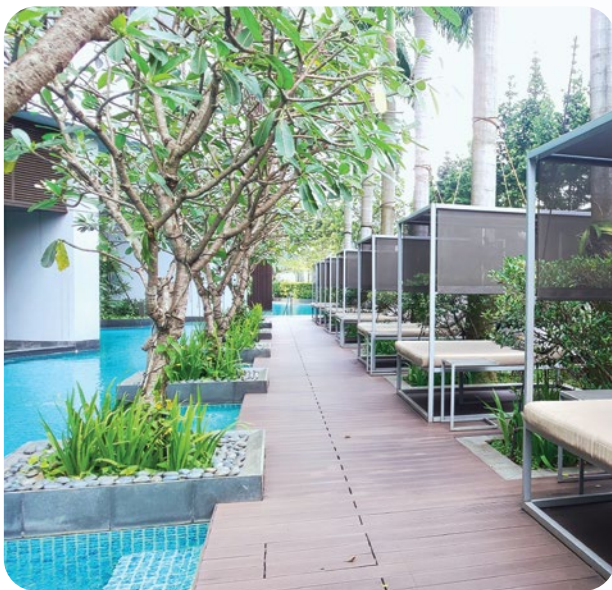
Regular monitoring and optimization of building performance is a critical step in ensuring that sustainability goals are being met and that buildings are operating as efficiently as possible. Intiland is expanding its reported portfolio in 2022 by adding two residential buildings: 1Park Avenue and Aeropolis, in addition to the three commercial office buildings: South Quarter (SQ), Intiland Tower Jakarta (ITJ), and Intiland Tower Surabaya (ITS) that were reported last year.

1Park Avenue is a high-end residential complex developed by Intiland located in the heart of Jakarta, Indonesia. The complex features four towers, offering a total of 448 residential units. In terms of sustainability, 1Park Avenue is designed to be eco-friendly with the incorporation of green building features such as natural lighting and ventilation, energy-efficient air conditioning, and recycled water for landscaping. All data in this report is derived from all of the five buildings.

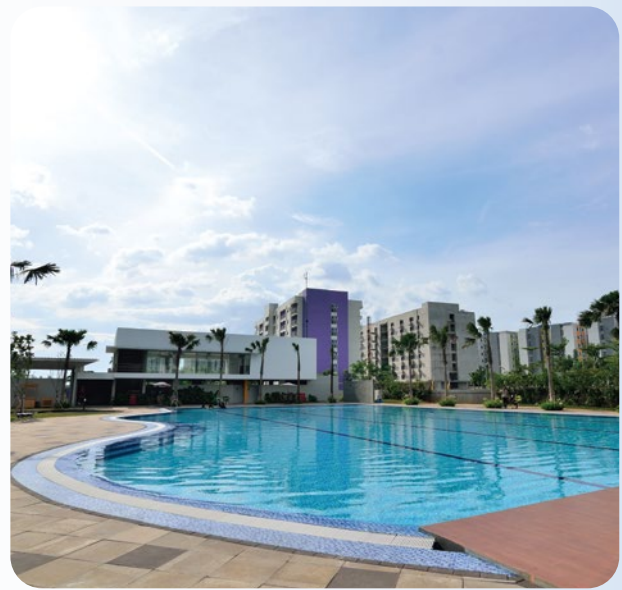
Aeropolis is a middle market mixed-use complex located in Tangerang, Indonesia that consists of apartments, office buildings, retails, and warehouses. All data in this report is derived from all of the building typologies.

*Table 1. Details of Reported Properties*

| No | Project                 | Typology    | Total area (m2) |
|----|-------------------------|-------------|-----------------|
| 1  | South Quarter           | Office      | 120,916         |
| 2  | Intiland Tower Jakarta  | Office      | 30,602          |
| 3  | Intiland Tower Surabaya | Office      | 13,759          |
| 4  | 1Park Avenue            | Residential | 59,024          |
| 5  | Aeropolis               | Mixed-use   | 109,829         |



*1Park Avenue*



*Aeropolis*

## Energy

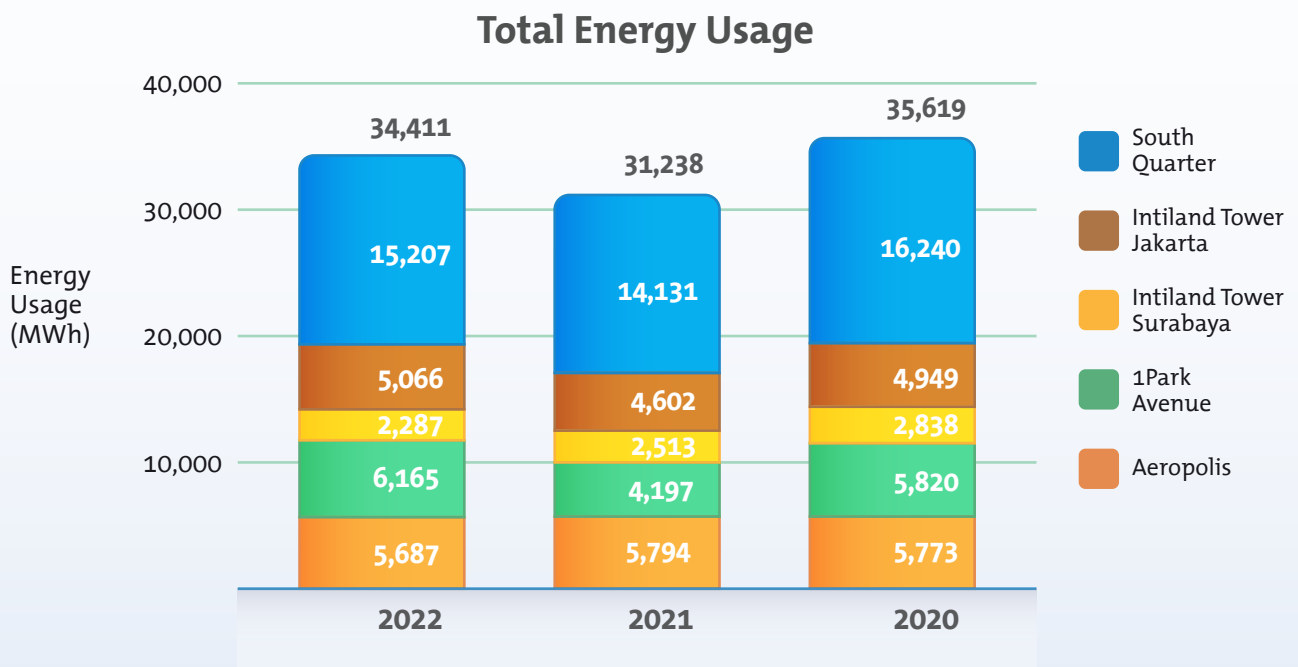
### *Energy Usage*

Building energy usage refers to the amount of energy consumed by a building in order to meet its heating, cooling, ventilation, lighting, and other energy needs. Intiland takes a holistic view towards energy reduction by implementing measures in our ISG across various stages of a building's lifecycle from design and construction to operation of the building.

Table 2 shows the total energy usage for Intiland's properties from 2020 to 2022. In 2022, five properties consumed a total of 34,411 MWh of energy, representing a 10.16% increase from the previous year. The total energy usage for South Quarter, Intiland Tower Jakarta, and 1Park Avenue experienced an increase of 7.61%, 10.08%, and 46.89%, respectively, from 2021 to 2022. This increase can be attributed to the easing of COVID-19 restrictions, leading to more people utilizing office spaces and apartment buildings.

Table 2. Total Energy Usage (MWh)

| Year | South Quarter | Intiland Tower Jakarta | Intiland Tower Surabaya | 1Park Avenue | Aeropolis | Total  |
|------|---------------|------------------------|-------------------------|--------------|-----------|--------|
| 2022 | 15,207        | 5,066                  | 2,287                   | 6,165        | 5,687     | 34,411 |
| 2021 | 14,131        | 4,602                  | 2,513                   | 4,197        | 5,794     | 31,238 |
| 2020 | 16,240        | 4,949                  | 2,838                   | 5,820        | 5,773     | 35,619 |



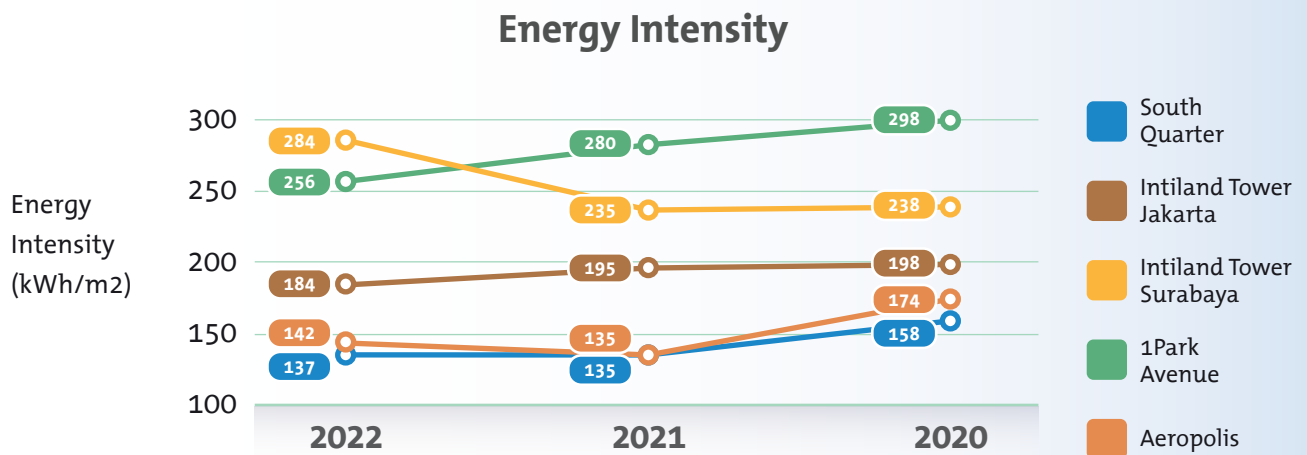
Graph 1. Total Energy Usage (MWh)

### Energy Intensity (Ratio)

Intiland closely monitors the energy intensity of each of its properties, which is the amount of energy consumed per unit of floor area. The graph below shows the energy intensity of each property in 2020-2022.

Overall, the energy intensity of most of Intiland's assets decreased marginally in 2022, with the exception of Intiland Tower Surabaya (ITS), which experienced a slight increase. Despite lower occupancy ratios in 2022, ITS had a rise in energy intensity due to the total energy consumed not dropping substantially.

Intiland's office buildings have managed to keep their energy intensity below 200 kWh/m<sup>2</sup> in 2022. However, the energy intensity of the residential buildings falls between 250-300 kWh/m<sup>2</sup>. Intiland continues to focus on reducing energy intensity across all of its properties thus Intiland can identify areas for improvement and make necessary changes to achieve its sustainability goals.



Graph 2. Annual Energy Intensity

## Renewable Energy

As our commitment to sustainability, Intiland is taking concrete steps in transitioning into renewable sources to meet our energy demands. In 2022, Aeropolis installed 69 units of solar-powered street lighting, generating 4,140 Watts of energy that would otherwise be reliant upon grid electricity. Solar-powered street lighting as an alternative to conventional methods of outdoor illuminations is chosen as being in a tropical climate provides our property with abundance of solar energy.



## GHG Emissions

One of the biggest contributors of greenhouse gas emissions is energy generation. In order to reduce our GHG emissions, Intiland recognises the importance of making informed decisions on our GHG reduction strategies. To do so we first need to determine our current GHG footprint. The following calculation is based on the GHG Protocol, our scope 1 and 2 emissions are calculated through

the mass balance and fuel use activity data approach. Our scope 1 emission includes direct emission from our on-site diesel fuel powered generator, while our scope 2 emission is defined as the indirect emissions from the generation of grid electricity (PLN). It is also worth noting that Intiland does not use any Ozone Depleting Substances (ODS) in our properties.

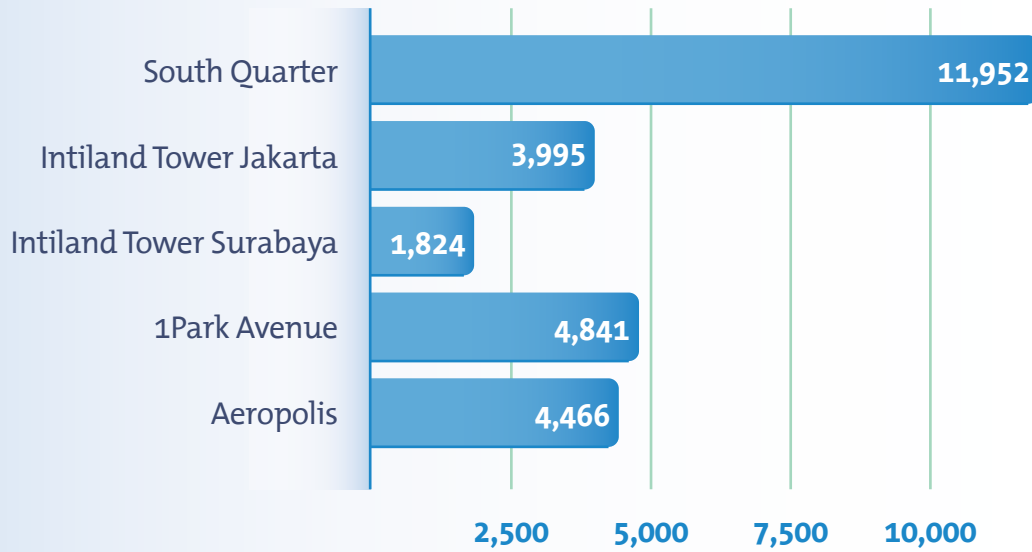
### Total GHG Emissions

Our total GHG emissions are presented in the following Table 3 and Graph 3. The boundaries of our current report for Intiland Tower Surabaya is only for the energy usage of the office spaces excluding the retail spaces and data centre. Our scope 1 calculation uses the emission factor from the international journal titled Estimation of Carbon Footprints from Diesel Generator Emissions, and our scope 2 emission factor is from the Climate Transparency Report of Indonesia. GHG emissions for our 5 assets were 27,078 tonCO<sub>2</sub>e and 22,463 tonCO<sub>2</sub>e in 2022 and 2021, respectively. The difference was largely attributed to the aforementioned increase in actual use of buildings. Scope 2 of our emissions only contributes 0.6% of our total emissions in 2022 because of the rare use of our genset.

Table 3. Total GHG Emissions

| Year  | 2022          | 2021          | 2020          |
|---|---------------|---------------|---------------|
| <b>South Quarter</b>                                  | 11,952        | 10,143        | 13,057        |
| <b>Intiland Tower Jakarta</b>                         | 3,995         | 3,307         | 3,985         |
| <b>Intiland Tower Surabaya</b>                        | 1,824         | 1,810         | 2,288         |
| <b>1Park Avenue</b>                                   | 4,841         | 3,040         | 4,679         |
| <b>Aeropolis</b>                                      | 4,466         | 4,163         | 4,644         |
| <b>Total GHG Emission (tonnes of CO<sub>2</sub>e)</b> | <b>27,078</b> | <b>22,463</b> | <b>28.654</b> |

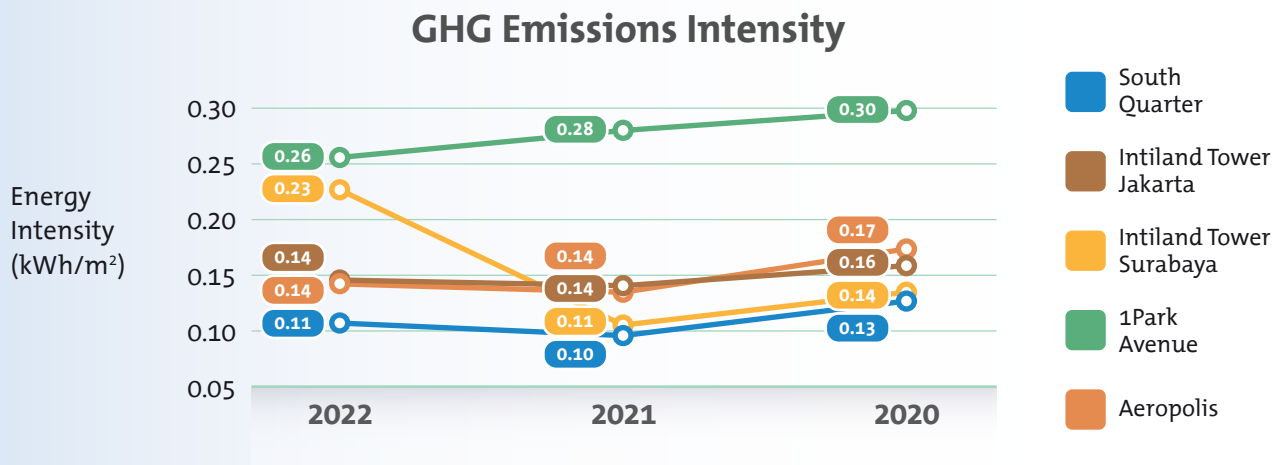
## Total GHG Emissions 2022



Graph 3. Total GHG Emissions 2022

### GHG Emission Intensity (Ratio)

GHG emission intensity is the ratio of the total GHG emission to total GFA occupied (in accordance with the yearly average occupancy rate) measured in tonnes of carbondioxide equivalent per square metres (tonnes of CO<sub>2</sub>e/m<sup>2</sup>). As depicted in Graph 4, for 2022, the GHG intensity is 0.11, 0.14, 0.23, 0.26, 0.14 for South Quarter, Intiland Tower Jakarta, Intiland Tower Surabaya, 1Park Avenue, and Aeropolis respectively, with the average ratio for of all our currently reported properties 0.18. This figure is higher than last year's average due to increased post-pandemic activities.



Graph 4. Annual GHG Emissions Intensity

## Water

As highlighted in the UN SDGs (Goal 6: Clean Water and Sanitation), water conservation and management is pertinent to both the environment and to the quality of life in the societal scale. In Intiland, we are progressing to decrease the load of our clean water consumption on the municipal water source. We implemented strategies such as water recycling and rainwater catchment through the gradual installation of rainwater collection and wastewater treatment systems in our buildings, as well as regular water audits conducted by our property managers.

Responsible water management practices allow us to not only minimise negative impact to the environment but also to provide value to building owners and tenants through water cost savings. Water-saving systems have also been implemented since the design stage of our properties by installing water-efficient water faucets and separating water metres for public, commercial and building utility areas for better monitoring systems.

### *Total Water Consumption*

The total water consumption of the properties in the last three years is represented in Table 4 and Graph 5 below. Please note that this calculation includes the spaces of the office building only, excluding the retail areas in South Quarter, Intiland Tower Jakarta, and Intiland Tower Surabaya. To clarify the terms we use in this section is the following formula:

$$\text{Water consumption} = \text{water withdrawal} - \text{water discharge}$$

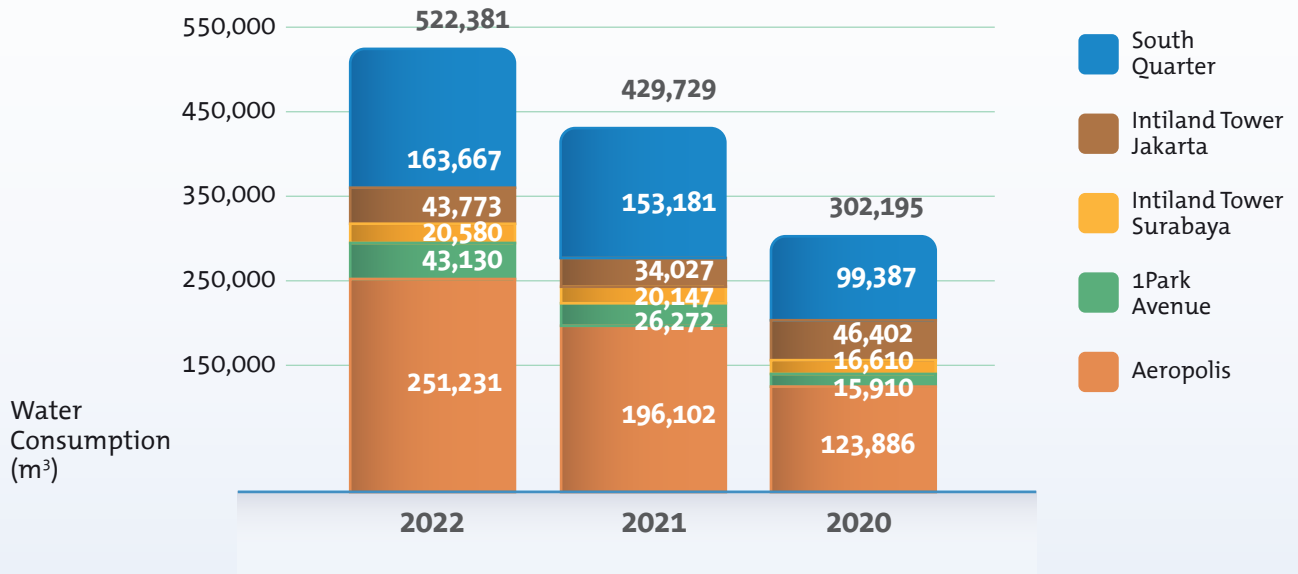
$$\text{Water withdrawal} = \text{municipal water supply} + \text{deep well} + \text{rainwater} + \text{recycled water}$$

The total water consumption has increased in all of our reported properties in 2022, the numbers are returning to pre-pandemic levels. Aeropolis has recorded a significant increase in 2020-2022 because as a mixed-use property, there is a significant increase in user activity coming out of the pandemic.

Table 4. Total Water Consumption

| Year   | 2022           | 2021           | 2020           |
|--|----------------|----------------|----------------|
| <b>South Quarter</b>                           | 163,667        | 153,181        | 99,387         |
| <b>Intiland Tower Jakarta</b>                  | 43,773         | 34,027         | 46,402         |
| <b>Intiland Tower Surabaya</b>                 | 20,580         | 20,147         | 16,610         |
| <b>1Park Avenue</b>                            | 43,130         | 26,272         | 15,910         |
| <b>Aeropolis</b>                               | 251,231        | 196,102        | 123,886        |
| <b>Total Water Consumption (m<sup>3</sup>)</b> | <b>522,381</b> | <b>429,729</b> | <b>302,195</b> |

### Total Water Consumption

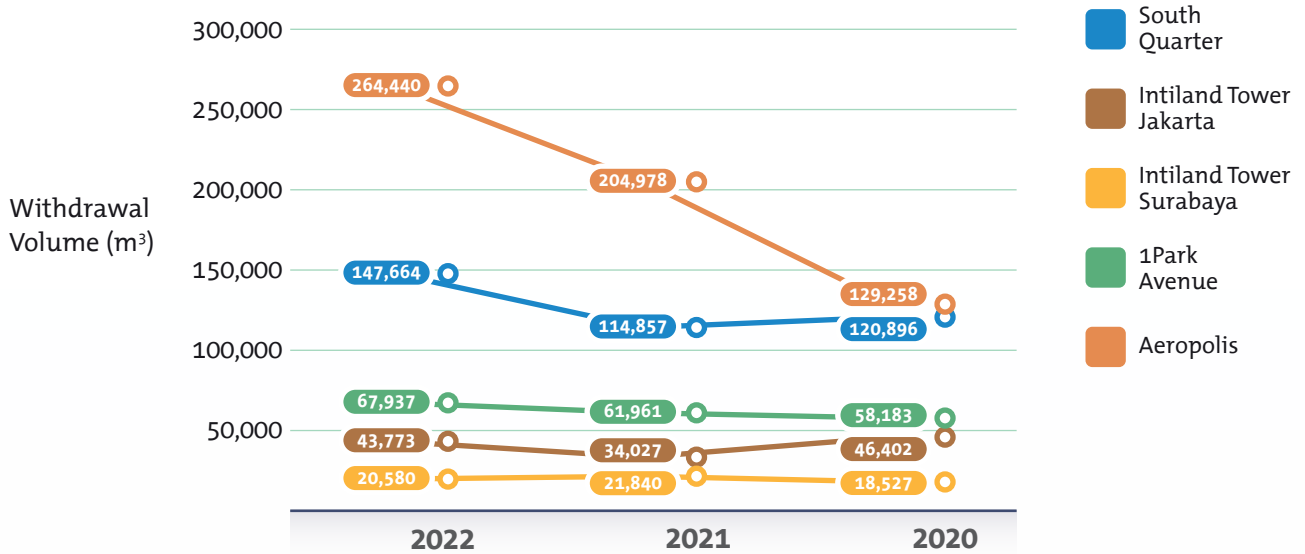


Graph 5. Total Water Withdrawal

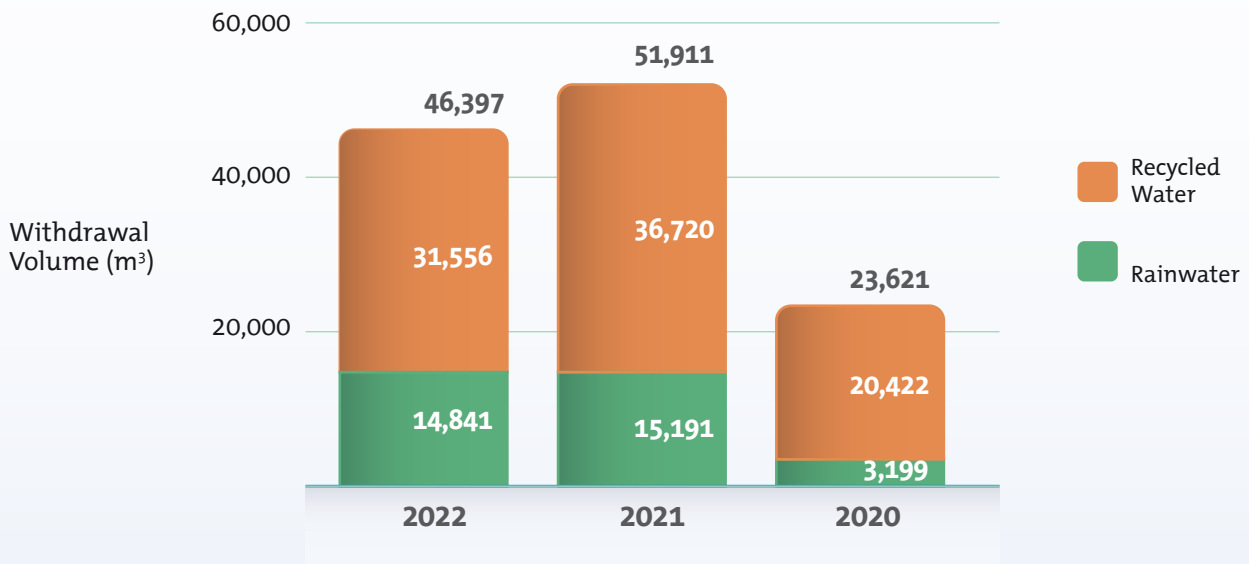
The following graphs provide the breakdown of water sources for each property. For the Annual Year 2021/2022, most increases in water consumption are supplied through PDAM. These are expected as more people are coming back to work more frequently.



## PDAM & Deep Well Water Withdrawal



## Alternative Water Sources



Graph 6. Water Sources in 2020-2022

### Alternative Water Sources

As shown in Graph 6, a total of 46,397 m<sup>3</sup> of water was recycled in South Quarter and 1 Park Avenue in 2022. The recycled water is used for landscaping purposes in 1Park Avenue while in South Quarter it is used both for landscape and toilet flushes. In addition, the rainwater is well treated in the South Quarter and reused as clean water. However, in 2022 there was a decrease in water being supplied from rainwater and recycled water in the South Quarter. There was a total of 14,841 m<sup>3</sup> of rainwater and 22,813 m<sup>3</sup> of recycled water produced in 2022, 7,384 m<sup>3</sup> less than combined rainwater and recycled

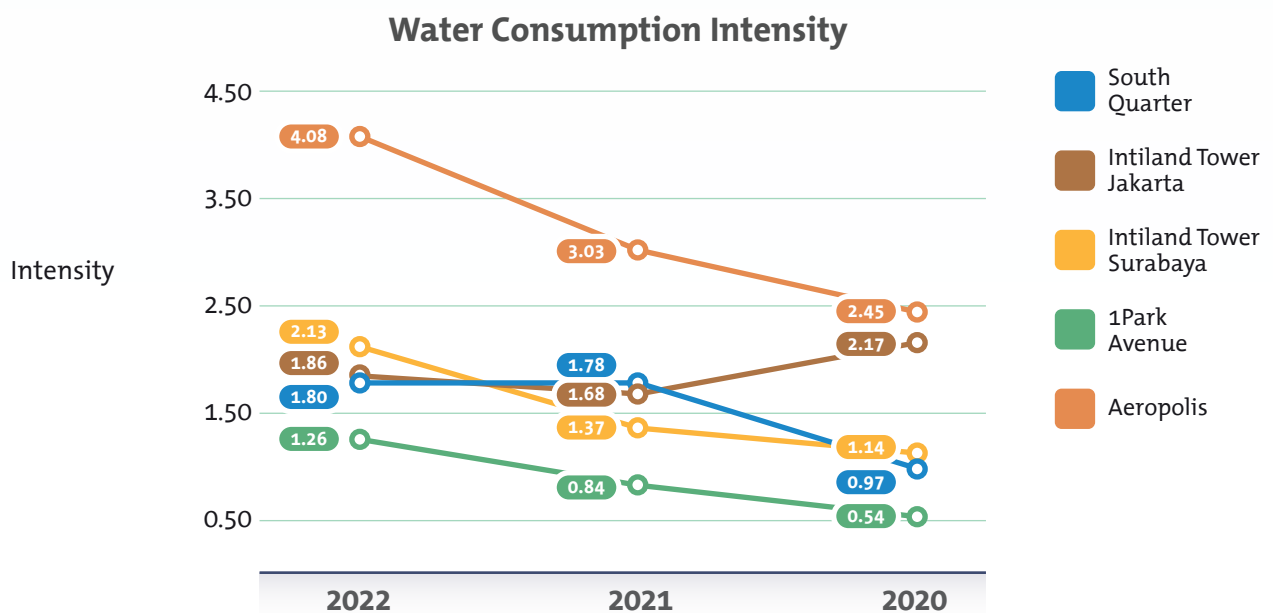
water produced in 2021. This was mainly due to the technical problems of the water treatment plant yet the overhaul has been carried out. In consequence, the recycled water production in 2023 is hoped to be higher than the previous years. Table 5 shows the percentage of alternative water sources in South Quarter and 1Park Avenue.

Table 5. Total Recycled and Rainwater Produced in South Quarter and 1Park Avenue

| Property                                       | South Quarter |         |        | 1Park Avenue |        |        |
|--|---------------|---------|--------|--------------|--------|--------|
|  | 2022          | 2021    | 2020   | 2022         | 2021   | 2020   |
| Total recycled and rainwater (m <sup>3</sup> ) | 37,654        | 45,038  | 23,205 | 8,743        | 6,873  | 416    |
| Total Water Consumption (m <sup>3</sup> )      | 163,667       | 153,181 | 99,387 | 43,130       | 26,272 | 15,910 |
| % of recycled and rainwater                    | 23.01%        | 29.40%  | 23.35% | 20.27%       | 26.16% | 2.61%  |

### Water Intensity (Ratio)

Water Intensity ratio is the ratio of total water consumption to total GFA occupied (in accordance with yearly average occupancy ratio) measured in cubic metres of water consumption per square metre of occupied GFA (m<sup>3</sup>/m<sup>2</sup>). Graph 8 illustrates the Water Intensity Ratio of our properties in 2020-2022.

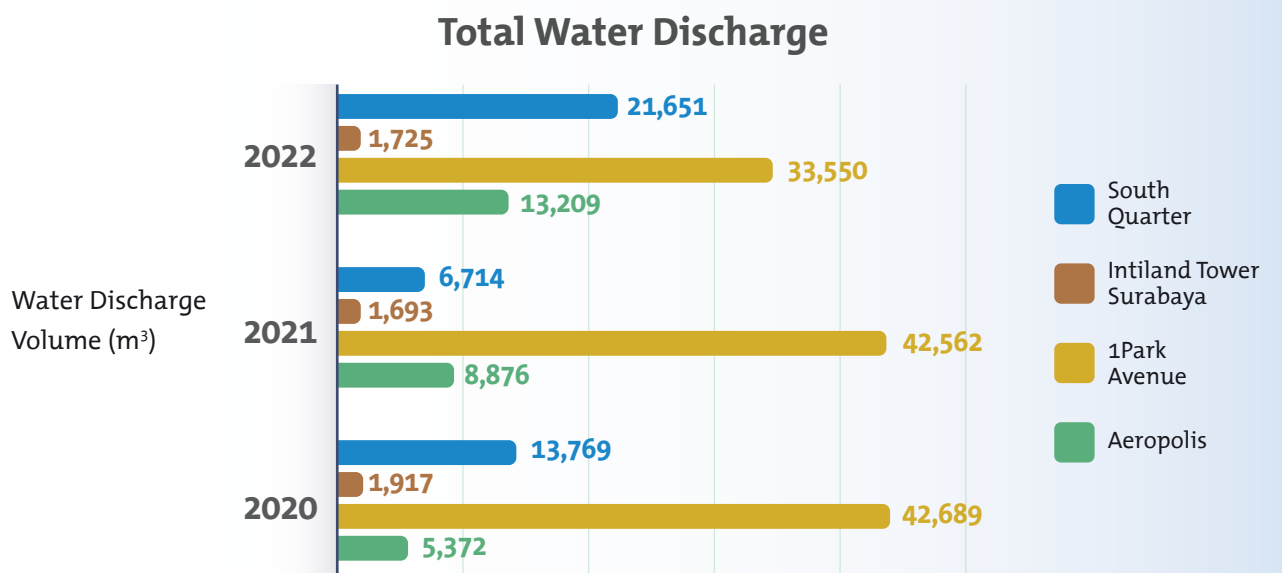


Graph 8. Annual Water Consumption Intensity

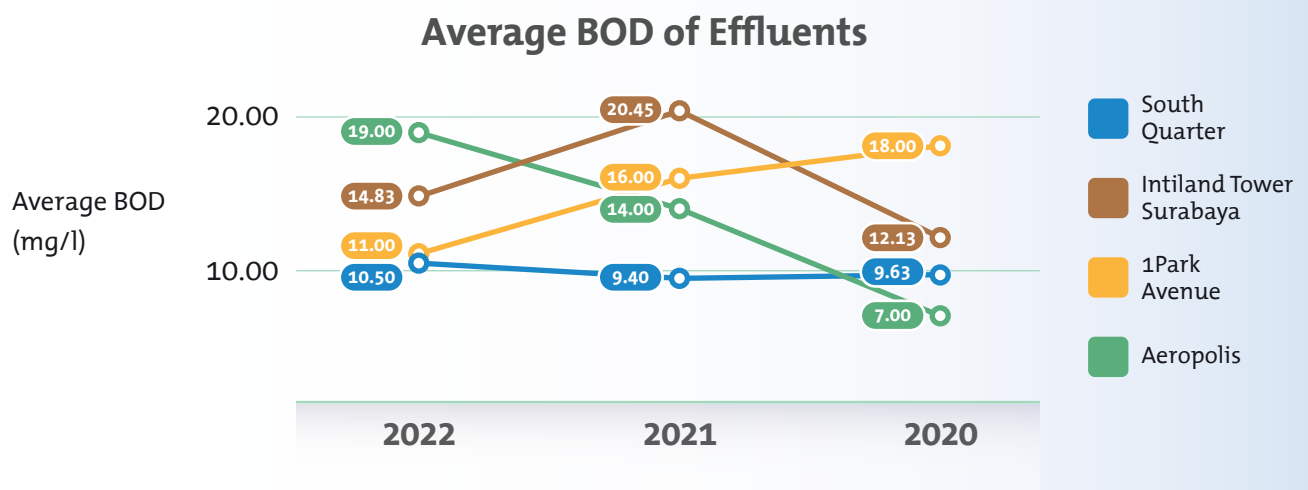
## Effluents

Other than our water consumption, in Intiland we also monitor our water discharge to the city sewage system. We measure the BOD of our effluents. BOD stands for Biochemical Oxygen Demand, which is a measure of the amount of organic pollution in water. High BOD levels indicate high levels of organic pollution and can negatively impact the water quality and aquatic life if not properly treated before discharge into the drainage. Therefore, Intiland continuously monitors and controls BOD levels in effluent discharges to adhere below the BOD maximum limit of the Permen LHK No. 68 2016 (30 mg/L).

The following graphs illustrate the total annual volume of water discharged from our properties in 2020-2022 and the average BOD of said effluents.



Graph 9. Total Water Discharge



Graph 10. Average BOD of Effluents

The changes in volume of water discharge are linked to the changes in frequency of activity in our properties due to the Covid related fluctuations throughout the three years period. South Quarter and Intiland Tower Surabaya's numbers are returning to pre-pandemic levels as activities picked up in 2022, Intiland Tower Surabaya also managed to reduce the level of BOD in its effluents. Aeropolis, as a mixed-use property, has a more significant hike in water

discharge due to the Covid related increase in building usage. In 1Park Avenue there is a general decrease in both the water discharge volume and BOD which can be attributed to the increase in recycled water usage as well as the implementation of the new cleaning routine respectively. This kind of information and strategies are shared within the stakeholders across our properties to improve our overall environmental building performances across the board.

## Waste

### Total Waste Generated

In Intiland we believe in responsible disposal of the waste generated in our properties, both hazardous waste, and non-hazardous waste. The following graph shows the total non-hazardous waste generated as well as the breakdown into organic and inorganic waste category. All the

non-hazardous waste generated in Aeropolis is currently categorised as organic waste and therefore is excluded from the detailed graphs, Aeropolis will be reporting sorted data in next year's report.

### Total Non-Hazardous Waste Generated

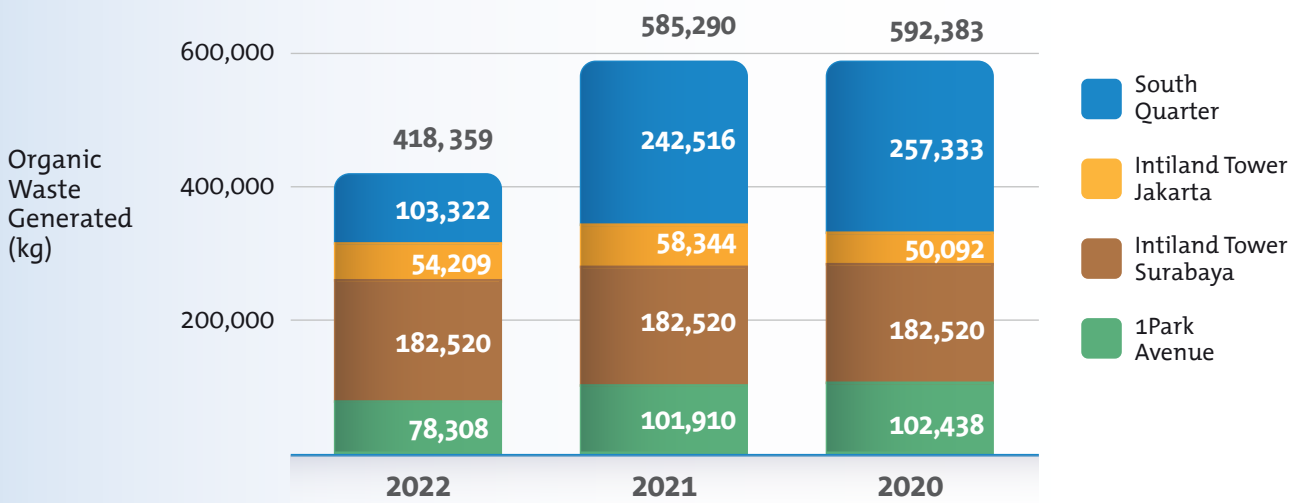


Graph 11. Total Non-hazardous Waste Generated

There is a general increase in non-hazardous waste generated throughout the reporting period (2020-2022), this can be attributed to the increase in on-site activity in all of our reported properties. Please note that the data of Intiland Tower Surabaya is currently the assumed number based on the total waste generated as the property just started waste measurement in 2021.

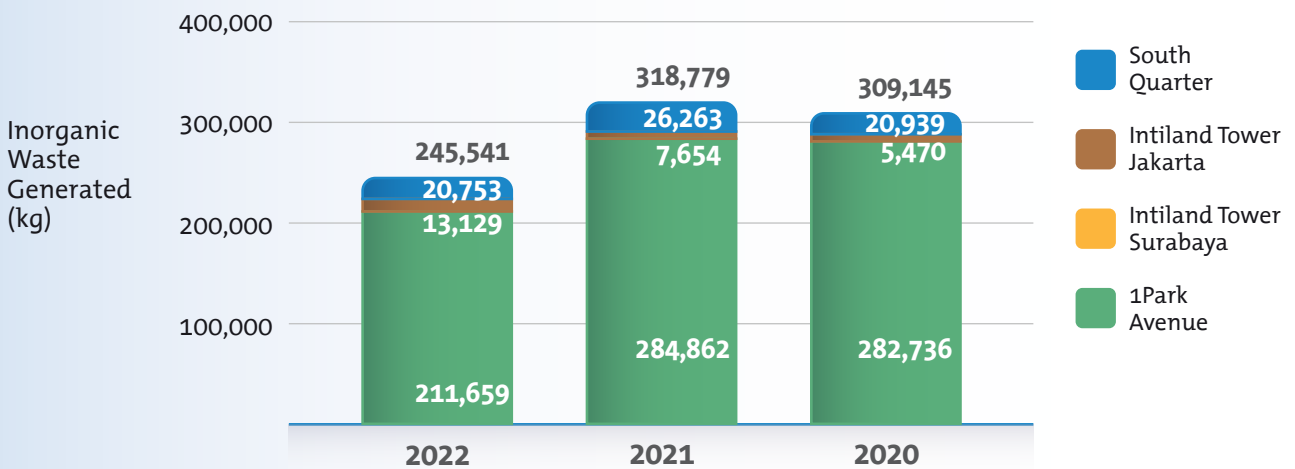
For South Quarter, in 2022 there is a significant decrease in the total non-hazardous waste, both organic and inorganic. Around 27 tonnes of this decrease is due to the initiative from one of our key tenants that has a contract with a recycling vendor thus the numbers are not accounted for in our waste disposal data.

### Organic Waste Generated



Graph 12. Total Organic Waste Generated

### Inorganic Waste Generated

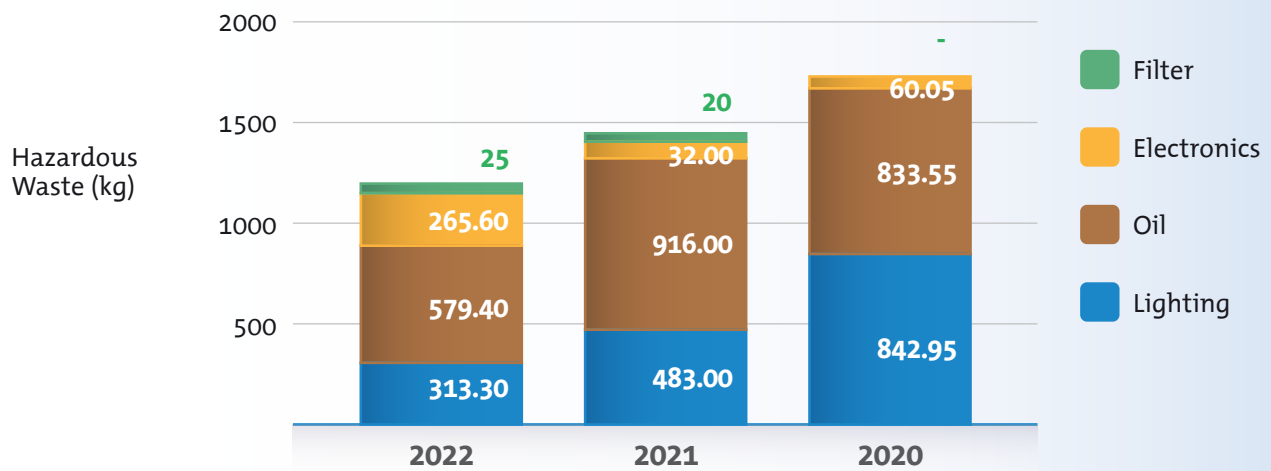


Graph 13. Total Inorganic Waste Generated

We sorted and categorised our hazardous waste into four categories namely filters, electronics, oil, and lighting waste. Graph 14 shows the total hazardous waste generated from 2020-2022. There is a major decrease in total hazardous waste generated between 2021-2022 that we aim to maintain for the coming years as preventing waste is just as important as responsible handling of waste. Hazardous waste data is generated from the disposal of lighting, oil, and electronics waste from South Quarter and Intiland Tower Jakarta. Meanwhile Intiland Tower Surabaya generated lighting waste, and Aeropolis generated oil and filter waste.

In South Quarter, the hazardous waste is collected and transported by certified third-party vendors. Both waste management companies are certified with ISO 9001, 14001, and 45001. While the non-hazardous waste, both organic and inorganic, are managed by a third-party vendor and sorted in the Putat Nutug Ciseeng Bogor into categories: plastics, cupboards, papers, and food, to be recycled or transported to TPA Bantar Gebang.

### Total Hazardous Waste Generated



Graph 14. Total Hazardous Waste Generated

### Recycle of Organic Waste to Produce 57.5 Kg Fertilizers/day

Graha Famili property management since 2021 has been managing leaf waste into organic compost. Processing raw materials per day of 1 m<sup>3</sup>, can produce 57.5 kg of compost. This compost is used by property management to maintain gardens and plants in the Graha Famili area.



Compost processing in Graha Famili, Surabaya



## Material

Building materials can have a significant impact on the environment, both in terms of their production and their end-of-life disposal. Embodied carbon is a term used to describe the carbon emissions that are associated with the production of building materials, including the extraction of raw materials, transportation, and manufacturing processes.

Intiland has a set of embodied carbon reduction strategies in place, such as selecting materials with a lower embodied carbon, utilising locally sourced materials to reduce transportation emissions, and using recycled and non-toxic materials. The usage of materials in our construction projects are still being collected and will be reported in the next sustainability report.

## Biodiversity

None of our project sites reported here are located in protected areas or areas with high biodiversity values, therefore our operations have no significant impact on our projects.

## Observation Study Of Medicinal Plants

MGMP Biology SMA MA (Madrasah Aliyah) Sidoarjo conducted an observational study of Indonesian medicinal plants on 9 November 2022 at Taman Husada Graha Famili Surabaya which has been developed by PT Intiland Development Tbk with Airlangga University on 1 hectare of land. Taman Husada Graha Famili is to carry out conservation and education, planting and collecting medicinal plant species. Until 2021, the total collection has reached 1,106 types of medicinal plants. Taman Husada Graha Famili was developed to contribute to the preservation of Indonesian medicinal plants, train community self-sufficiency to use local plants for health through online class activities and introduction to medicinal plants at Taman Husada as well as providing learning facilities for the academic community and the general public to recognize and utilize medicinal plants in daily life.







Plant Nursery In Intiland Tower Jakarta

## Plant Nursery In Intiland Tower Jakarta

In order to meet building greening needs, the management of Intiland Tower Jakarta nursed several plants namely Sirih Belanda, Sri Gading, Adam Hawa, Lee Kuan Yew, Spatiphillum, Pucuk Merah, Ruelia Ungu, Grapes, Lidah Mertua, and Asoka which were seeded from terrace plants at Intiland Tower Jakarta and Wali Songo small leaf plants which was seeded from 1Park Avenue's Zero Waste program, reaching the total of 1,139 polybags.

## IV. Managing Social Sustainability



Regatta, Jakarta

Managing social sustainability is about managing people, organization and workplace. Managing work is not only about how work is planned, organized and managed but it heavily involves job descriptions, decision-making process, employee relations, job security, etc. As we all agree, people are the greatest asset in a company. Organization is about people and workplace is about how happy and productive people can be.

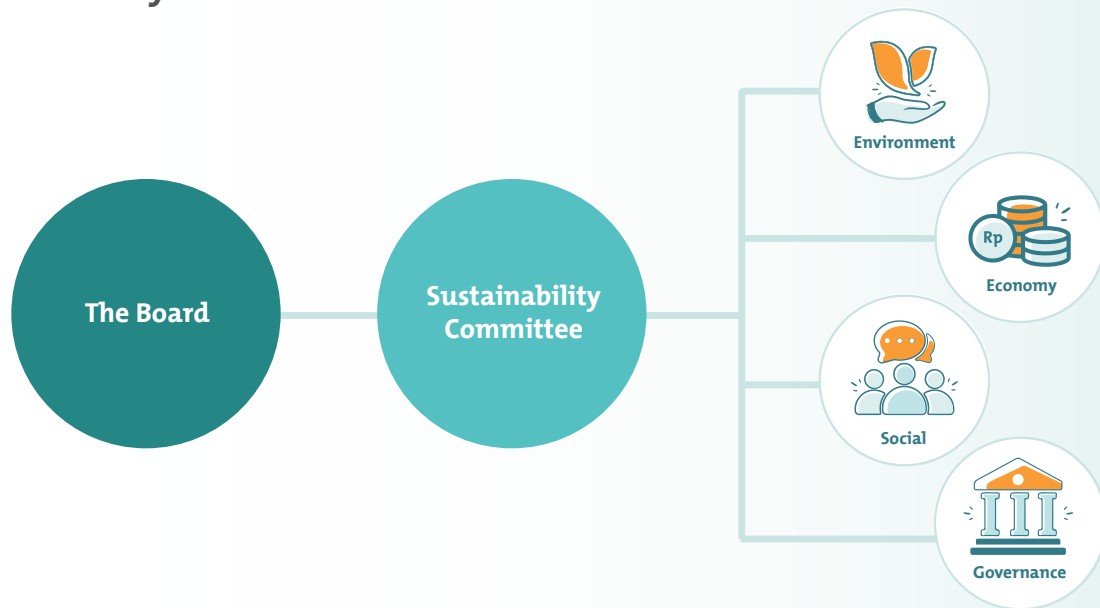
|                         |                              |   |                        |                        |                          |
|-------------------------|------------------------------|---|------------------------|------------------------|--------------------------|
| <b>The Organization</b> | Corporate Governance         | Corporate Policies & Oversight Function | Risk Management        | Whistle-Blowing Policy | Human Capital Management |
| <b>The People</b>       | Employee Composition         | Equal Opportunities                     | Remuneration Policy    | Benefit & Welfare      | Local Workers            |
| <b>The Workplace</b>    | Occupational Health & Safety | Covid-19 Initiatives                    | 5S Policy              |                        |                          |
| <b>The Community</b>    | Community Outreach           | Youth Engagement                        | Assistance & Charities |                        |                          |

## The Organization

### Corporate Governance

Corporate governance refers to the process of managing and supervising the operations of a company which includes the division of tasks, authorities and responsibilities. As an evolving process, corporate governance must be continuously conveyed to all levels of the organization. Please refer to our Annual Report 2022 for full corporate governance report.

## Sustainability Governance Structure



The structure comprises of people across projects and divisions. The sustainability committee comprises of senior management from quality and continuous improvement, risk, finance, internal audit, planning as well as corporate secretary divisions. Its main function is to oversee the identification, assessment and mitigation of significant environment, economic, social and governance issues impacting Intiland’s business sustainability while division and project heads as the process and risk owners are to integrate business and sustainability priorities to ensure full supports towards Intiland’s sustainability journey. Updates on key changes that might potentially affect the Company in corporate as well as project levels will be alerted to the Board and mitigation initiatives will be proposed.

### Corporate Policies & Oversight Function

Intiland has corporate policies to guide its business and employee conducts. Please refer to our Annual Report and website <https://www.intiland.com/id/gcg> for more details. At Intiland, the Directors, Board of Commissioners and Committees ensure that the Company implements policies in accordance with the prevailing law and regulations. All corporate and key project operation policies are reviewed and approved by the Directors and/or the Board of Commissioners. New directors, commissioners, and committee members are provided with induction programs to familiarize them with capital market and public company regulations as well as the Company’s corporate policies for their compliance while existing members will be regularly refreshed with key and/or updated regulations.

## Risk Management

Since 2017, Intiland has formulated its risk management charter. It codifies the Company's approach to measure, manage, report and control the Company's risks in a systematic and integrated manner to protect the interests of the Company. This charter provides guidelines for implementation of integrated risk management and internal control as components in corporate governance. For details, please check <https://www.intiland.com/wp-content/uploads/2019/08/Risk-Management-Committee-Charter.pdf>.

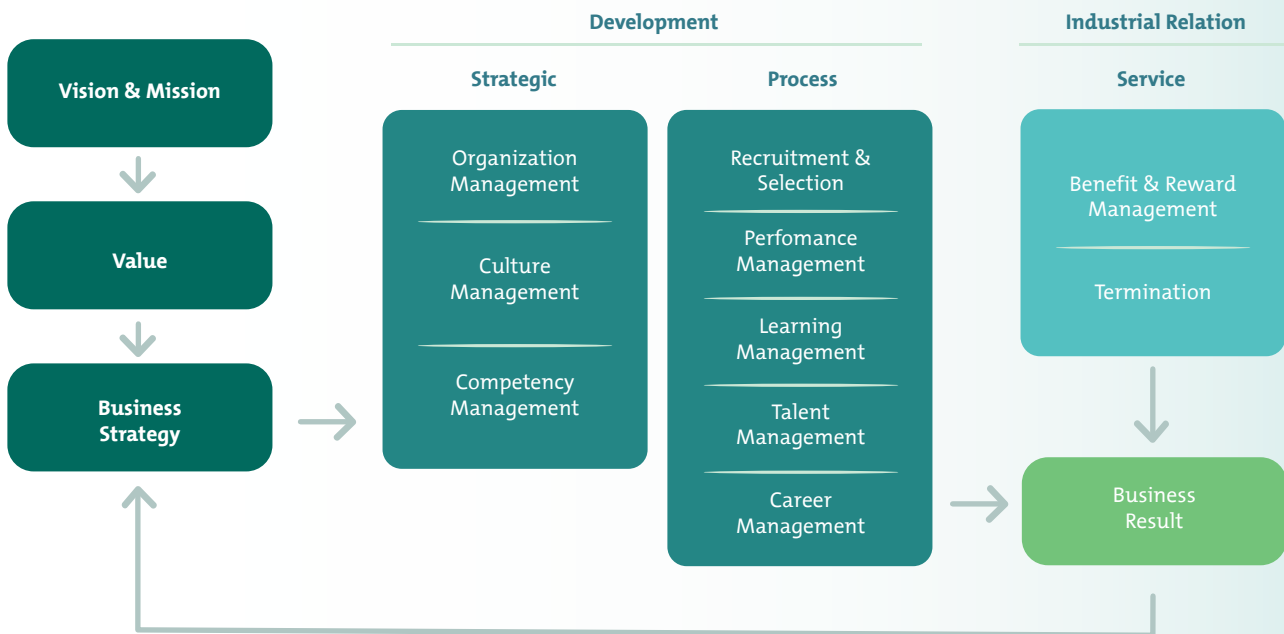
With the decreasing cases of Covid-19 in 2022, the risk management committee evaluates and maps the corporate risks and their mitigation efforts. The Committee also compiles project risk profiles which include high rise, residential areas, industrial estates and investment properties. Risk management is carried out thoroughly from the planning stage, land acquisition, development process, sales and marketing, handover up to property management.

## Whistleblowing Policy

Our employees and stakeholders can raise concerns over any violations inside the Company through our whistleblowing channels a dedicated email account and text number. Violation means any deviation on the Company's regulations either done privately or in group, to gain personal and/or group benefit that may harm the Company. Our Internal Audit is in charge to ensure that each report received will be settled properly. Please see our Annual Report and website for details.



# Human Capital Management



People are the key asset for the Company to achieve its vision, mission, and goals. Intiland aligns its human capital through a continuous people management. From business strategy towards business results, we manage the people through strategic management of organization, culture and competency and go through all the process from recruitment and selection to career management.



In 2022, we focused on 5 strategic areas of development:


- 1 Organization
- 2 Competency
- 3 Talent
- 4 Learning
- 5 Career

In organization development, we optimized the matrix organization structure. In competency development, we focused to compile the main characters of competency and to assess the star talents. In talent management, talent pool for supervisors were developed to the next level. In learning management, as an adaptation to the new environment, we developed e-learning program and focused to engage people with the corporate values. In career management, we designed and socialized the concept and system.

## Continuous Improvement and Innovation Award

In 2022, the annual Innovation Award for continuous improvement competition received a total of 178 participants registering their ideas and 38 were awarded as winners. The 2022 winner is SubCO booking software program to record daily and weekly transactions and allow 1 operator to be able to access information on seat or room availability in all SubCO branches.

Even though the participants were a bit less, but the submissions showed more impressive innovative ideas, fully underlines that the continuous improvement culture is well established in Intiland showing commitment and love for the work and their desire to do things better. They understood that efficiencies gained through improvements benefit themselves first, our customers, and the company.

| Year | Participants |          | Winners |          | Problem Solution   |
|------|--------------|----------|---------|----------|--|
|      | Jakarta      | Surabaya | Jakarta | Surabaya |  |
| 2022 | 116          | 62       | 17      | 21       |  SubCO booking software       |
| 2021 | 165          | 81       | 28      | 3        |  Integrated online purchasing |
| 2020 | 152          | 98       | 10      | 6        |  Digital invoicing system     |

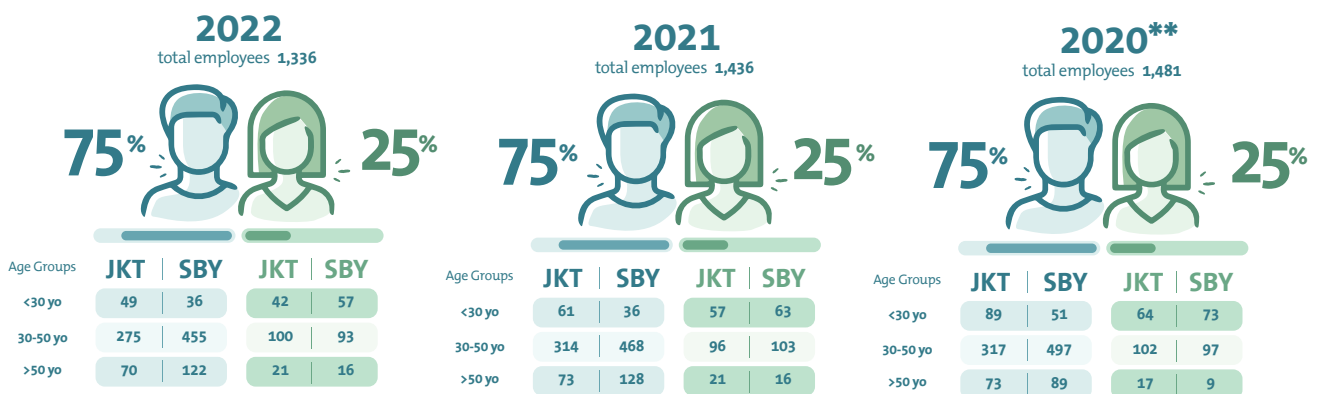


## The People

The scope of this section includes head office as well as project data in Jakarta and Surabaya, unless specified otherwise.

### Employee Composition

Total Number of Employees\*



Notes : JKT = Jakarta, SBY = Surabaya

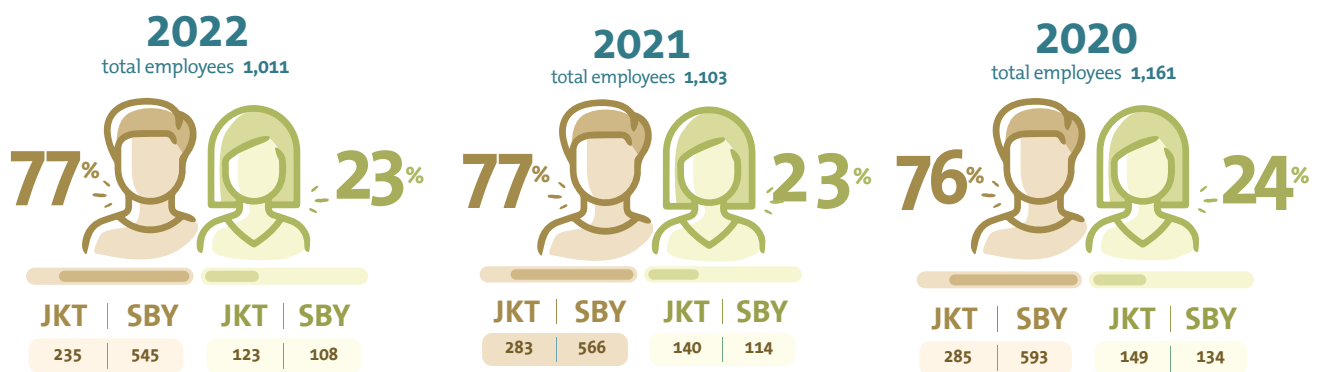
\*including permanent, contract, part-time and daily workers.

\*\*restated, to include daily workers.



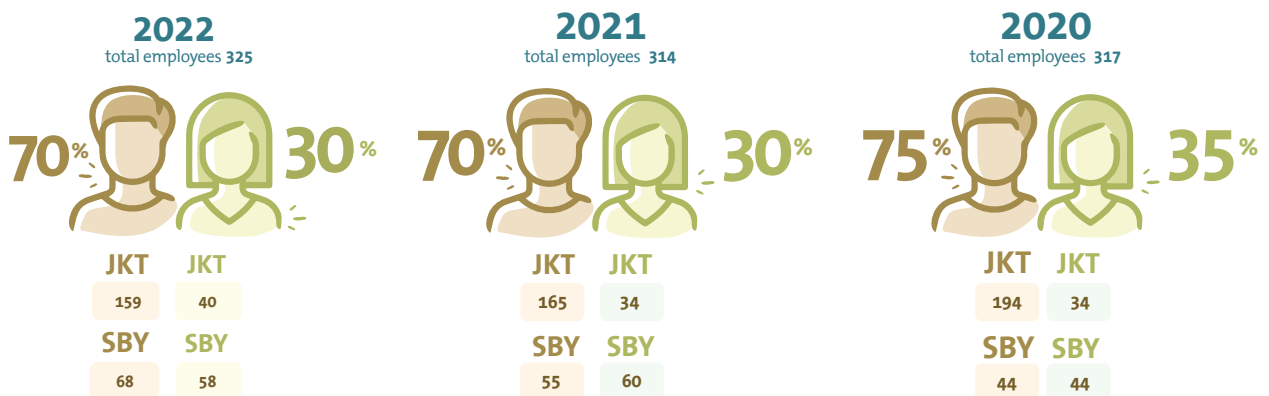
As of 31 December 2022, Intiland employed a total of 1,336 employees for our head office and projects in Jakarta and Surabaya, of which 75% were men and 25% were women. This composition remains the same for three consecutive years. However, Intiland provides equal opportunity for men and women to grow and develop further. Intiland has a diversified workforce across all age groups. In 2022, 69% of the total employees are 30 – 50 years old. More than half of the workforce falls into this productive age group.

## Permanent Employees



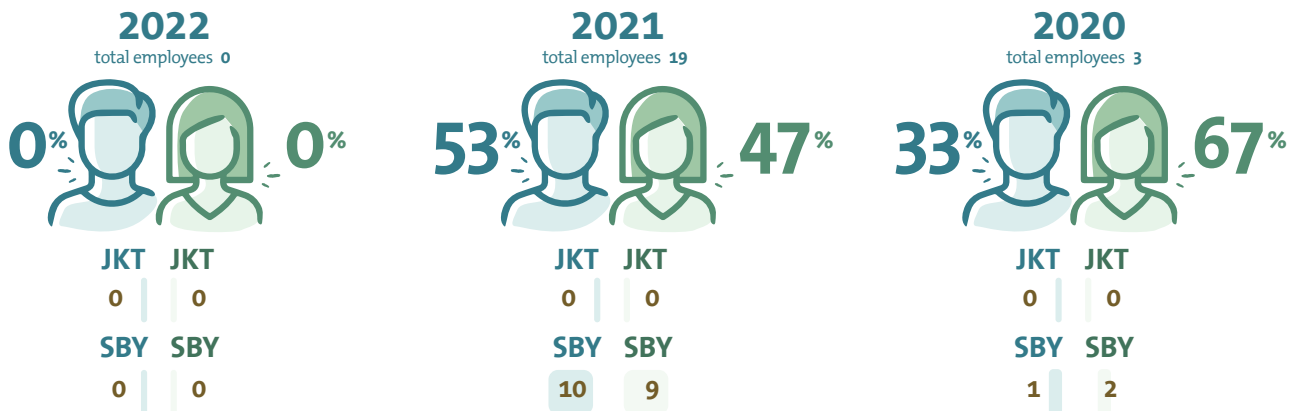
Notes : JKT = Jakarta, SBY = Surabaya

## Contract Employees



Notes : JKT = Jakarta, SBY = Surabaya

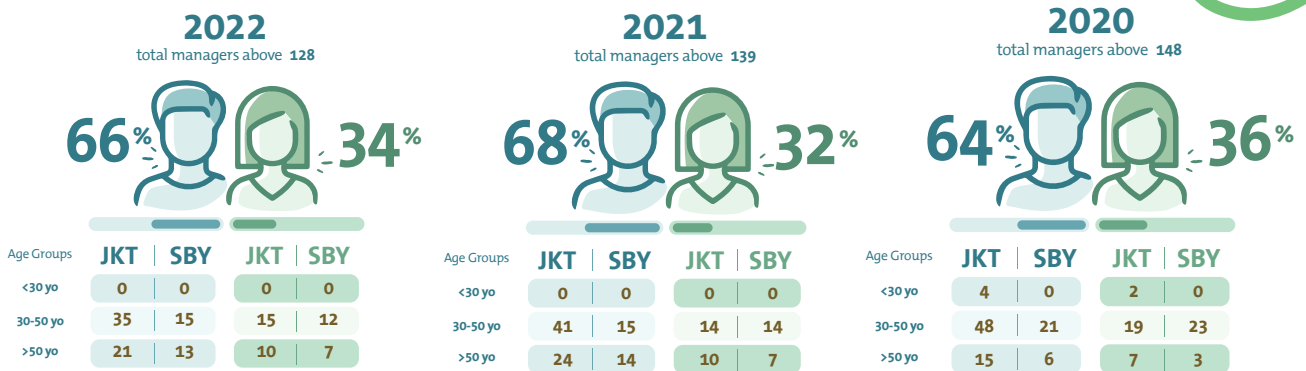
## Daily Workers



Notes : JKT = Jakarta, SBY = Surabaya

In 2022, 76% of our employees work under permanent terms, while 24% are contractual-based and none are paid daily. They are all under full-time employment. There are no part-time employees in 2022, 2021 and 2020.

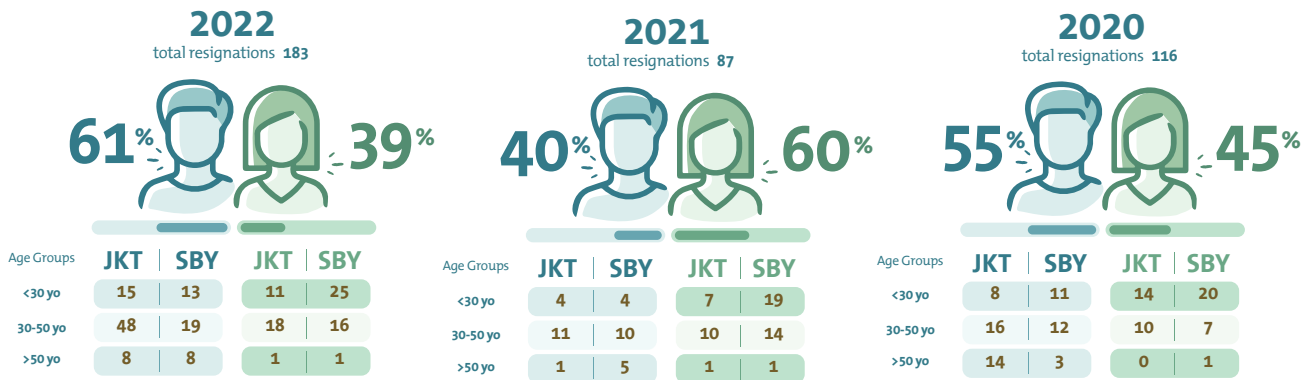
## Governance Body



Notes : JKT = Jakarta, SBY = Surabaya

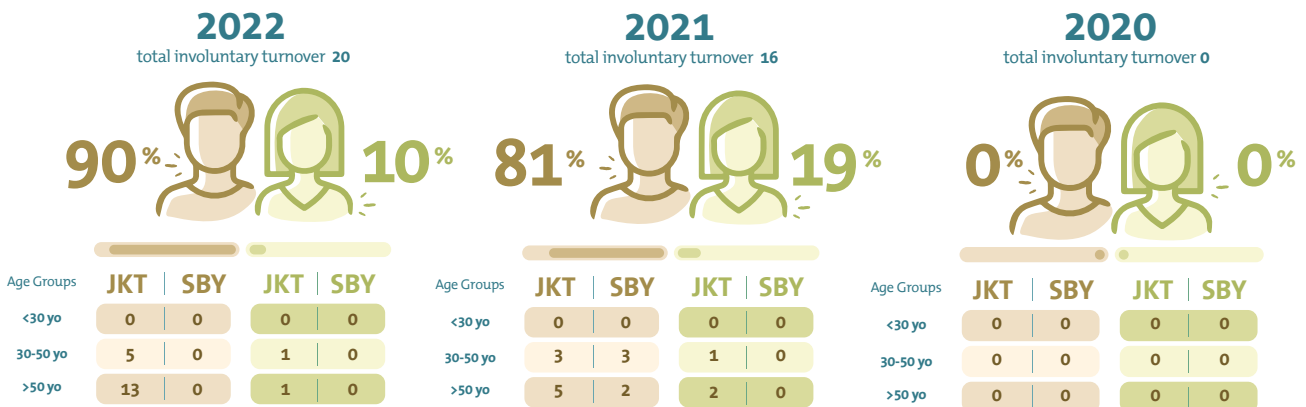
In 2022, our governance body consists of 66% men and 34% women. Women still hold bigger roles in senior positions in 2022, 2% higher compared to 2021, considering that the composition of the total employees are 75% men and 25% women. Most of them (60%) are within 30 -50 years old and the rest (40%) are above 50 years old. 97% of the governance body are Indonesians, hired from our local community.

## Employee Resignations



Notes : JKT = Jakarta, SBY = Surabaya

## Involuntary Turnover



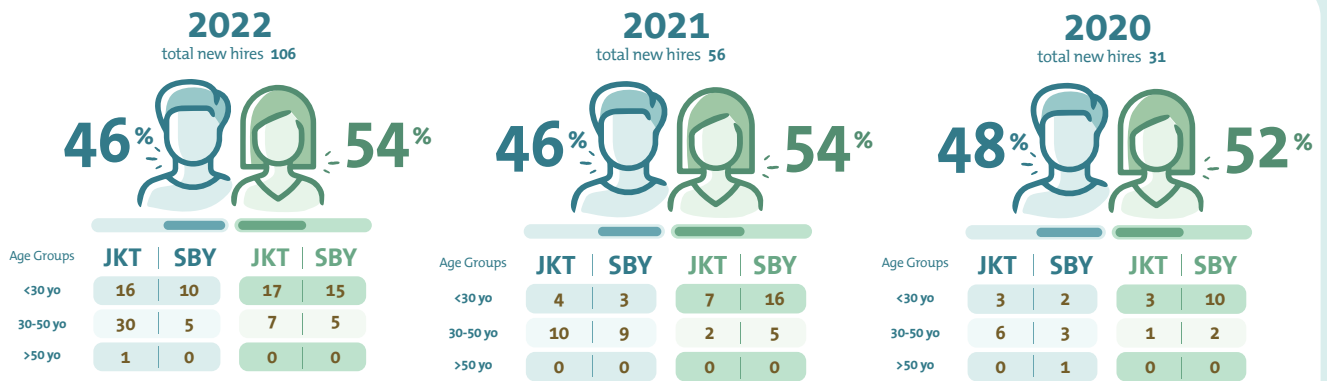
Notes : JKT = Jakarta, SBY = Surabaya



In 2022, 75% of the involuntary turnover is due to retirement. There has been no major reorganization in Intiland resulting in the loss of jobs. For employee termination or resignation, a minimum notice of one month will be fulfilled.



## New Hires



Notes : JKT = Jakarta, SBY = Surabaya

Due to the high turnover, Intiland hired 106 new employees in 2022, almost twice of that in 2021. Recruitments were still only for necessary positions to maintain its operation quality in line with the improvement of the economy and business.

### Local Hires

Our policy for local hires stays the same. When applicable, our projects will hire local workers around the projects for various positions. This initiative strengthens the projects’ roles in improving the standard of living of the local communities. Trainings are conducted when necessary to improve the skills of recruited local employees to meet the Company standards.

### Equal Opportunities

Intiland’s company regulations stipulate the Company’s commitment to fair labor practices. Recruitment and career development must be processed on non-discrimination and fairness, regardless of religion, race, ethnicity, gender, age, marital status, etc.

### Anti-bullying and Anti-harassment

All employees must be treated with respect as stated in our company regulation. No employee is subject to any physical, psychological, verbal or sexual abuse. We expect our employees to be culturally tolerant and respectful towards each other, taking into consideration the multiculturalism. In 2022, there was no incident of discrimination, bullying or harassment.

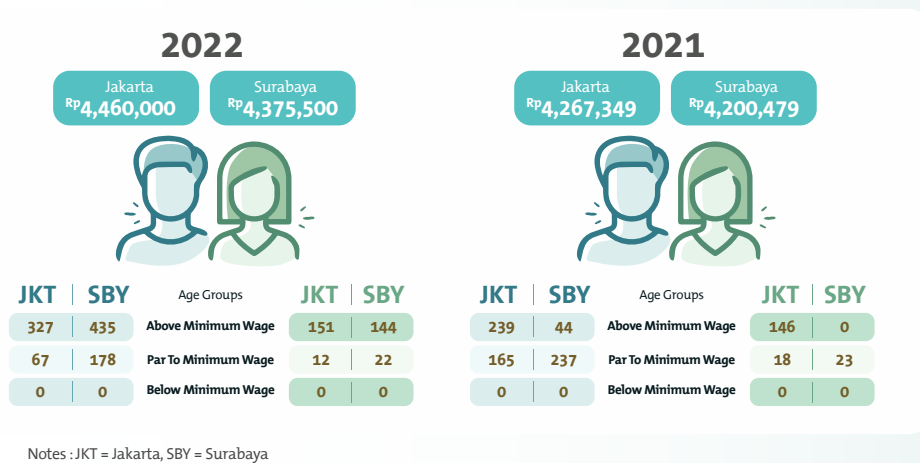
## Remuneration Policy

Remuneration policy is formulated and evaluated based on the Company's Articles of Association and prevailing regulations, among others the Law No. 13/2003 on Employment, and the local regulations on minimum wage that prevail in each of the operational areas of Intiland. General remuneration policy is proposed by the Directors to the Board of Commissioners with the recommendations from the Remuneration Committee. The proposal and recommendation are based on the industry and overall market standard and the company's financial performance.

company's financial performance. The proposal and recommendation are based on the industry and overall market standard and the company's financial performance. The compensation and reward policies are based on performance which is measured by Key Performance Indicators (KPI) method. Through the KPI, the Company can evaluate the performance of each employee in a more objective and measurable manner. KPI assessment results can be the basis for the Company to provide reward or punishment to the employees.

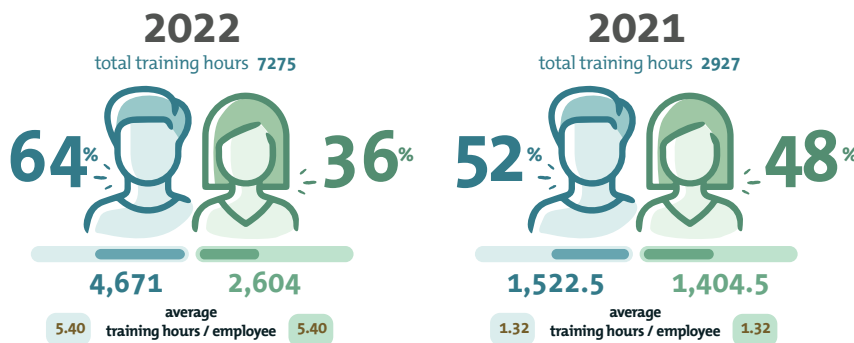


## Minimum Wage



We comply to the government’s minimum wage regulations and there is no salary difference between male and female employees.

## Employee Training Hours



\*Training hours recorded are from corporate office and projects, excluding the Board of Commissioners, Directors and Committees. For details, please check our Annual Report.

## Maternity Leaves

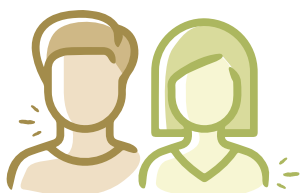
In 2022, 9 eligible female employees had their maternity leaves and returned to work after their maternity leaves. From 9 employees, 8 stay working within 12 months after the maternity leaves end. While for paternity leaves, 9 eligible male employees utilized their paternity leaves.

## Internships

We are always looking for the best individuals from across the country to contribute and thrive in Intiland’s properties. For cultivating best candidates, we offer students the opportunities to learn the real corporate as well as project business process.

In 2022, the Company accepted 47 interns from various universities and backgrounds who had been assigned to divisions and projects in Jakarta and Surabaya.

### Total Interns



| year  | JKT | SBY | JKT | SBY | Total Interns |
|-------|-----|-----|-----|-----|---------------|
| 2022  | 7   | 15  | 18  | 7   | 47            |
| 2021* | 4   | 2   | 18  | 4   | 28            |
| 2020* | 4   | 4   | 14  | 3   | 25            |

\*Data is readjusted based on the latest data compilation.

Average internship period was 3-6 months. They were assigned to divisions in corporate level such as corporate communication, corporate human capital and planning monitoring and to projects in Jakarta and Surabaya.



## Intiland Young Leaders (IYL)

IYL is an initiative under Intiland Youth Panel (IYP) to develop and empower young generations in leadership, problem solving, analytical thinking and public speaking skills. Organized from 17 – 22 June 2022 in Tasola Beach Village (a tourist village under the assistance of Indonesia Chamber of Commerce & Industry) in Lombok (West Nusa Tenggara), the participants were able to make real contribution to further develop the village such as through social media and financial management trainings. IYL participants aged 18-25 years old were from various regions in Indonesia namely Jakarta, Bandung, Central Java, Surabaya, Kalimantan and Papua.



IYL Program in Lombok

## Employee Union

The Company respects employees' rights to be members of trade unions. Since the values and attitudes of the Company is family relations and all employees' necessities are fulfilled accordingly, all employee matters can be resolved properly.



# The Workplace

## Occupational Health and Safety (OHS)

Intiland has a standard operating procedure to mitigate risks of accidents, injuries or illness. We strongly promote a safe and healthy occupation environment. Our direct employees and workers at the construction sites and managed properties are equally important to us. The procedure is to prevent accidents, fires, explosions, pollutions and occupational diseases, adopted from the industry best practices.

When accident happens, we will investigate the case, identify the root cause and improve the mitigation and procedures. At project sites, workers can be the member of Health & Safety Committee (HSC) jointly with our contractors, statistics are recorded systematically.

In 2022, our South Quarter project has obtained OHS certification for : general OHS expert, main guard, gondola operator, elevator operation evacuation, fire training by firefighters, class D fire role officers, first aid officers , generator operator, scaffolding supervisor, elevator operator and GBCI GreenShip Professional Training with a total of 1,124 training hours. While for Fifty Seven Promenade, they conducted 30 workshops/seminars/webinars related to building management's security and safety with a total of 1,928 training hours.

## Working Hours and Accidents/Injuries in 2022



Our SQ Res and Fifty Seven Promenade projects recorded no accidents or injuries in 2022

Notes :

\*SQ Res construction progress is 89.53%, Fifty Seven Promenade construction progress is 99.95%.

- LTI : accident cases resulting in lost working days
- AFR : ratio of the frequency rate of occurring accidents in a period of time  
(total accidents/total manhours) X 1,000,000
- ASR : severity ratio of occurring accidents in a period of time  
(total lost working days/total manhours) X 1,000,000.

## More On Covid-19 Initiatives

We continue to comply with the government regulations regarding covid 19. Even though the covid 19 cases were decreasing during 2022, health protocols were still being implemented with discipline in our workplace in corporate as well as project environment. Gradually we shifted the remote work into offline work and adjusted our work style. Face to face interactions are encouraged to enhance effective collaborations. There is nothing wrong with online, but we miss the inner attachment and closeness to each other.

However, changes have already happened. There is still flexibility to use online meetings for ease of content sharing and focused discussions. We strive to continue to reap the benefits provided by these tools despite no longer observing a full hybrid environment.

The Company continues to update its online work infrastructure as well to make it more efficient and effective. Our IT team develops, evaluates, and runs several applications and IT programs to boost productivity. Besides the three core IT programs and other eight applications, the Company is adding STAR (Star Talent Assessment & Reinforcement).



Developed since 2022, STAR is another tool for CHC learning team to record and monitor the progress of our talent development program. This application is targeted to be launched in the mid of 2023.

## The 5S System

Since its introduction in 2014, the 5S system is well managed in Intiland's workplace. More projects are showing good results in the implementation. The work environment is improved and becomes more efficient with reduced waste. By providing a systematic framework for organization and cleanliness, 5S helps employees and facilities avoid lost productivity from delayed work.

Annually, our services division and internal audit team conduct 5S audit. Below is the two-year audit results



■ 2022 ■ 2021

\*In 2021 South Quarter - Retail & Function Halls were audited separately.

\*\* Pantai Mutiara was not included in 2022 due to its sports club closing-down process

We are quite satisfied with the 5S audit results in 2022. Projects are able to maintain the 5S sustainably with proper 5S standards. The 5S scores have been improved significantly and several projects have been able to expand their 5S system to more areas.

We note that several findings need to be improved. 5S job description must be carried out properly. Even though the 5S scores are improving, the 5S awareness of each employee must regularly be refreshed and improved. Each employee must realize that 5S standards are not only applied in his/her workbench, but include the procedures for storing documents, the layout of meeting rooms or warehouses, etc. Random inspection is needed to spot any incorrect implementation.

The winners of 2022 5S Culture Reward are 1Park Avenue - Building Management as the first winner, Intiland Hospitality & Property Management as the second winner and South Quarter – Retail & Function Halls as the third winner.



5S Implementation at 1Park Avenue



## The Community

Our community programs are meant to have positive relationships and contributions to the local communities within proximity of our project developments. We believe that the development will thrive only if the surrounding community thrives as well.

In project development, social issues are very crucial. We have structured approach to manage our project's impact since early in the project lifecycle. Stakeholder engagement and grievance management are equally important in managing social risks. We align the collaborations with our related stakeholders including our contractors, vendors, and community figures. Our key focus areas involve community outreach, youth engagement and assistance & charities.

In 2022, there were no major complaints officially filed by the community towards our project developments.

## Community Outreach

### Care for Health



- Intiland Tower Surabaya promoted Journey to Health by conducting a yoga class as a free supporting facility for tenants to exercise and maintain their health during pandemic. The program was held for 3 months after office hours with 20 - 25 participants.
- South Quarter in Jakarta provided boxing equipment of 2 strike sandsacks, 3 punch back wall brackets and 1 tear drop heavy bag for those who want to channel their talents/hobbies in boxing. The program was coordinated by Cilandak Police.
- Talaga Bestari provided swimming pool for 50 Kartika kindergarten students to do their sports activities. The program was coordinated with Arhanud 003.

## Blood Donor



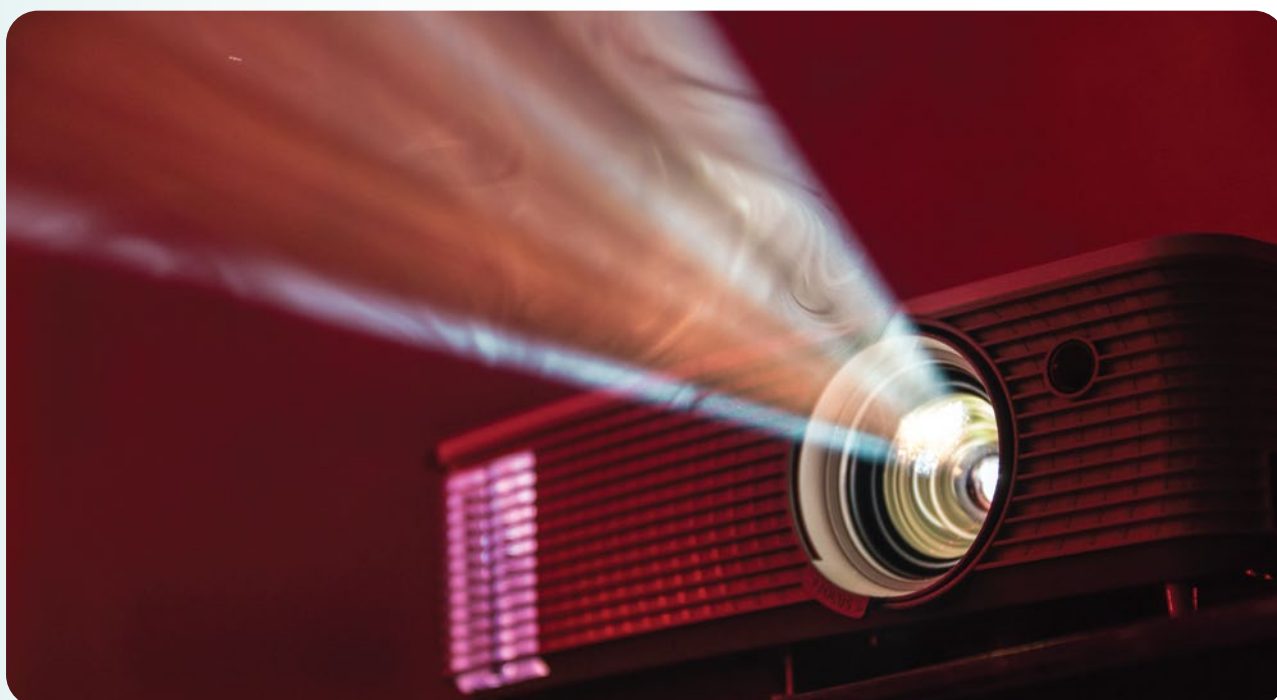
Blood donors are held regularly at Aeropolis and Intiland Tower Surabaya with 50 donors and 80 donors respectively.

## Covid-19 Vaccination



As an effort to take part in accelerating the implementation of the Covid-19 vaccination according to the Director General of P2P Circular Letter of the Ministry of Health Number HK.02.02/II/252/2022 concerning Advanced Dose Covid-19 Vaccination (Booster), it is necessary to open a postal service/vaccine center in collaboration with cross sectors. Intiland through Intiland Tower Jakarta and Aeropolis participated in opening vaccination services for employees, tenants, residents and the surrounding community with the assistance of related agencies such as the regional chief and police. The total vaccination participants at Intiland Tower Jakarta reached 256 people and Aeropolis 6000 people through 20 vaccination programs.

### Education Aid



Graha Natura provided LCD Projector for Rumah Padat Karya to empower small and medium enterprises in Sambu Kerep region

## Local Recruits



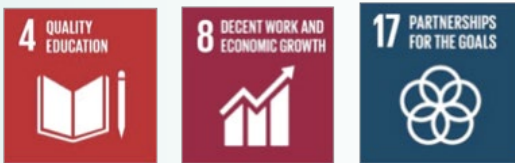
The Company believes that project development will have positive impacts on the surrounding community. Among others are local people recruiting and the improvement of the quality and economy of the community. Projects developed by the Company such as Graha Famili, Tierra, Graha

Natura in Surabaya and Talaga Bestari, Aeropolis, 1Park Avenue and South Quarter in Jakarta open opportunities for the community around the project to work and provide regular training to improve their work quality. 96 employees of these projects are registered as residents around the projects.



## Youth Engagement

### *Intiland Youth Panel (IYP)*



Intiland Youth Panel which has been developed since 2018, focuses on self-development, motivation, education, investment, and career development for young people in Indonesia. With IYP, young Indonesians will get more exposures to the work environment, especially in the property industry. IYP is an opportunity to join Intiland's talent pool and enjoy the priority for internships. With this experience, in line with the Government's Independent Campus program, young people will be better prepared to face challenges and seize career opportunities.

As of December 2022, Intiland Youth Panel has 25.4K followers on its Instagram @intiland\_yp.



### *Intiland Young Leaders (IYL)*

An initiative to develop and empower young generations in leadership, problem solving, analytical thinking and public speaking skills. 14 participants from several regions in Indonesia spent 4 days in June 2022 in Lombok (West Nusa Tenggara) developing their skills and giving back to the community.



### *Fun Talk Shows*

Five fun talk shows were conducted with topics ranging from investment, metaverse to travelling with a total of 521 participants. The talk show on May 29 2022 featured a special speaker: the Minister of Tourism Sandiaga Uno who shared his tips on how to make money from fun travelling.



## Talk Show Series

Starting November 2022, we changed the name and concept of the talk show. It relates more to the need of the young people and the Company as well. We successfully conducted 2 talk shows discussing job interviews and green architectures. A total of 106 participants attended those two talk shows.



### Focus Group Discussion to Develop Vocational Curriculum

Intiland, representing the business was invited to participate and give inputs for the preparation of the University of Indonesia's vocational curriculum on November 16. The purpose of this discussion is to align the vocational curriculum with the needs of business.

### Introducing IYP to Universities

In 2022, we introduced IYP to several universities, including the Vocational Program at the University of Indonesia on October 11 and the Technical Faculty of Tarumanagara University on December 6.



## Assistance and Charities

### Intiland Peduli



Intiland through its projects in Jakarta and Surabaya made various donations to communities around the projects. Donations were in basic needs (staples), cash assistance, building materials, and sacrificial animals. Participating projects in Jakarta include Aeropolis, South Quarter, Intiland Tower Jakarta, 57 Promenade, Serenia Hills and 1Park Avenue and Graha Famili for Surabaya. The total donation is estimated to reach IDR 404.4 million.

## Infrastructure Assistance



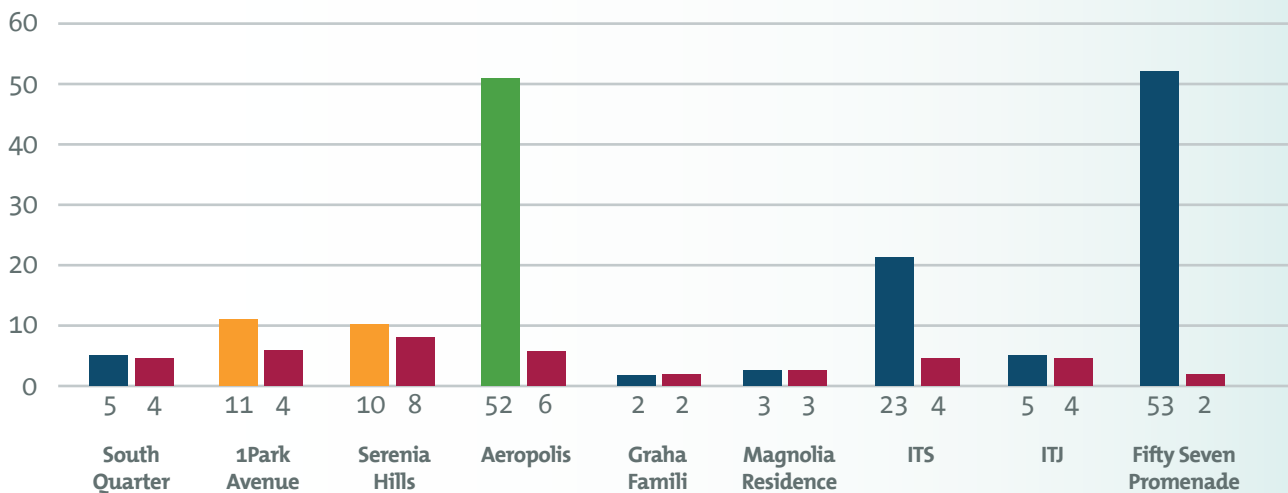
Talaga Bestari and South Quarter in Jakarta and Tierra in Surabaya gave assistance for the repairment and renovation of office buildings, mosque and information technology systems. Total assistance reached more than IDR 195.6 million.

## Supports for Social Activities



Intiland participated in various activities carried out by the community and the government, including sports week activities, the 17 August commemoration and the Adipura competition. The total participation fund reached IDR 55 million.

## Total CSR Activities in 2022



There are a total of 164 CSR activities carried out by projects in 2022. The top two activities are community outreach and assistance & charities.

## CSR Fund Allocations\*



\*Included CSR activities in corporate and projects, not included the fund allocation to build public and social facilities as required in the permit.

\*\*Only corporate CSR activities

## Social Return on Investment (SROI)

In 2022, our CSR team focused on the dissemination of Social Return on Investment (SROI) method to the project teams in Jakarta and Surabaya totaling of 21 projects.



SROI Socialization at Project

## V. Annexes



1Park Avenue, Jakarta



## GRI CONTENT INDEX

| GRI Standard<br>General Disclosures    | Disclosure<br>Number | Disclosure Title  | Page Number and Reasons<br>for Omissions if Applicable  |
|--|----------------------|---|---|
| Gri 101: Foundation 2016               |                      |   |   |
| General Disclosures                    |                      |   |   |
| Organisational Profile                 |                      |   |   |
| GRI 102 : General<br>Disclosure (2016) | 102-1                | Name of organization  | 1   |
|  | 102-2                | Activities, brands, products and services                       | 3   |
|  | 102-3                | Location of headquarters  | 7   |
|  | 102-4                | Location of operations  | 7   |
|  | 102-5                | Ownership and legal form  | 6   |
|  | 102-6                | Markets served  | 3   |
|  | 102-7                | Scale of organization   | 3   |
|  | 102-8                | Information on employees and other workers                      | 18-21, 29-30, 64-84                                     |
|  | 102-9                | Supply chain  | 32-34   |
|  | 102-10               | Significant changes to the organization<br>and its supply chain | 34  |
|  | 102-11               | Precautionary principle or approach                             | 24-27   |
|  | 102-12               | External initiatives  | 4-5, 11-12, 19-21, 25, 29-38<br>57-59, 61, 76-78, 81-92 |
|  | 102-13               | Membership of associations                                      | 4-5   |
| Strategy                               |                      |   |   |
| GRI 102 : General<br>Disclosure (2016) | 102-14               | Statement from senior decision-maker                            | 13-16   |
|  | 102-15               | Key impacts, risks and opportunities                            | 13-16, 24, 65-66  |
| Ethics and Integrity                   |                      |   |   |
| GRI 102 : General<br>Disclosure (2016) | 102-16               | Values, principles, standards, and<br>norms of behaviour        | 1-2   |
|  | 102-17               | Mechanisms for advice and concerns<br>about ethics              | 21, 30, 64-66   |
|  | 102-18               | Governance structure  | 64-66, 71   |
|  | 102-19               | Delegating authority  | 64-65   |

## Ethics and integrity

|        |   |   |
|--------|---|---|
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | 64-65   |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics         | 28-31   |
| 102-22 | Composition of the highest governance body and its committees                 | 64-65   |
| 102-23 | Chair of the highest governance body  | 64-65   |
| 102-24 | Nominating and selecting the highest governance body                          | 64-65   |
| 102-25 | Conflicts of interest   | 21-66   |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy      | 64-65   |
| 102-27 | Collective knowledge of highest governance body                               | 64-65,<br>Annual Report 2022  |
| 102-28 | Evaluating the highest governance body's performance                          | 64-65,<br>Annual Report 2022  |
| 102-29 | Identifying and managing economic, environmental, and social impacts          | 10-11, 19-21, 24-27   |
| 102-30 | Effectiveness of risk management processes                                    | 65-66   |
| 102-31 | Review of economic, environmental, and social topics                          | 14-16   |
| 102-32 | Highest governance body's role in sustainability reporting                    | 64-65   |
| 102-33 | Communicating critical concerns   | 24-31   |
| 102-34 | Nature and total number of critical concerns                                  | 28-31   |
| 102-35 | Remuneration policies   | 74-75   |
| 102-36 | Process for determining remuneration  | 74-75   |
| 102-37 | Stakeholders' involvement in remuneration                                     | 74-75, Annual Report 2022   |
| 102-38 | Annual total compensation ratio   | Remuneration ratio is not disclosed in the report due to the sensitivity and highly competitive human resource environment. |

| Ethics and integrity                |        |  |   |
|-------------------------------------|--------|--|---|
|                                     | 102-39 | Percentage increase in annual total compensation ratio     | Remuneration ratio is not disclosed in the report due to the sensitivity and highly competitive human resource environment. |
| Stakeholder Engagement              |        |  |   |
| GRI 102 : General Disclosure (2016) | 102-40 | List of stakeholder groups                                 | 29-31   |
|                                     | 102-41 | Collective bargaining agreements                           | 28-31   |
|                                     | 102-42 | Identifying and selecting stakeholders                     | 29-31   |
|                                     | 102-43 | Approach to stakeholder engagement                         | 28-31   |
|                                     | 102-44 | Key topics and concerns raised                             | 28-31   |
| Reporting Practice                  |        |  |   |
| GRI 102 : General Disclosure (2016) | 102-45 | Entities included in the consolidated financial statements | 7   |
|                                     | 102-46 | Defining report content and topic Boundaries               | 7   |
|                                     | 102-47 | List of material topics                                    | 28  |
|                                     | 102-48 | Restatements of information                                | 19  |
|                                     | 102-49 | Changes in reporting                                       | 7, 19   |
|                                     | 102-50 | Reporting period   | 7, 19   |
|                                     | 102-51 | Date of most recent report                                 | 7, 19   |
|                                     | 102-52 | Reporting cycle  | 7   |
|                                     | 102-53 | Contact point for questions regarding the report           | Table of Content  |
|                                     | 102-54 | Claims of reporting in accordance with the GRI Standards   | 7, 25   |
|                                     | 102-55 | GRI content index  | 94-103  |
|                                     | 102-56 | External assurance   | 7   |

| Topic-specific Standards          |       |   |                             |
|-----------------------------------|-------|---|-----------------------------|
| Energy                            |       |   |                             |
| GRI 302: Energy 2016              | 302-1 | Energy consumption within the organisation  | 47-48                       |
|                                   | 302-2 | Energy consumption outside of the organisation  | Scope 3 is not measured yet |
|                                   | 302-3 | Energy intensity  | 48-51                       |
|                                   | 302-4 | Reduction of energy consumption   | 48-51                       |
|                                   | 302-5 | Reductions in energy requirements of products and services  | 48-51                       |
| Water and Effluents               |       |   |                             |
| GRI 303: Water and Effluents 2018 | 303-1 | Interactios with water as a shared resources  | 52-57                       |
|                                   | 303-2 | Management of water discharge-related impacts   | 52-57                       |
|                                   | 303-3 | Water withdrawal  | 52-57                       |
|                                   | 303-4 | Water discharge   | 52-57                       |
|                                   | 303-5 | Water consumption   | 52-57                       |
| Biodiversity                      |       |   |                             |
| GRI 304: Biodiversity 2016        | 304-1 | Operational sites owned, leased, managed, or adjacent to, protect areas and areas of high biodiversity value outside protected areas. | 60                          |
|                                   | 304-2 | Significant impacts of activities, products, and services on biodiversity   | NA                          |
|                                   | 304-3 | Habitats protected or restored  | NA                          |
|                                   | 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations                            | NA                          |

| Emissions                                |       |   |  |
|--|-------|---|--|
| GRI 305: Emissions 2016                  | 305-1 | Direct (Scope 1) GHG emissions  | 50-51  |
|  | 305-2 | Energy indirect (Scope 2) GHG emissions   | 50-51  |
|  | 305-3 | Other indirect (Scope 3) GHG emissions  | Not measured yet   |
|  | 305-4 | GHG emissions intensity   | 50-51  |
|  | 305-5 | Reduction of GHG emissions  | 50-51  |
|  | 305-6 | Emissions of ozone-depleting substances (ODS)   | N/A as Intiland does not use ODS                             |
|  | 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions               | N/A as Intiland is not regulated to monitor its air emission |
| Waste                                    |       |   |  |
| GRI 306: Waste 2020                      | 306-1 | Waste generation and significant waste-related impacts  | 57-60  |
|  | 306-2 | Management of significant waste-related impacts   | 57-60  |
|  | 306-3 | Wasted generated  | 57-60  |
|  | 306-4 | Wasted diverted from disposal   | 57-60  |
|  | 306-5 | Wasted directed to disposal   | 57-60  |
| Product Quality and Responsibility       |       |   |  |
| GRI 416: Customer Health and Safety 2016 | 416-1 | Assessment of the health and safety impacts of product and service categories                 | 34-38  |
|  | 417-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | 34-38  |
| GRI 417: Marketing and Labeling 2016     | 417-1 | Requirements for product and service information and labeling                                 | 34-38  |
|  | 417-2 | Incidents of non-compliance concerning product and service information and labeling           | 34-38  |
|  | 417-3 | Incidents of non-compliance concerning marketing communications                               | 34-38  |

| Occupational Health, Safety and Well-being   |       |   |                        |
|--|-------|---|------------------------|
| GRI 403: Occupational Health and Safety 2018 | 403-1 | Occupational health and safety management system  | 78-81                  |
|  | 403-2 | Hazard identification, risk assessment, and incident investigation  | 78-81                  |
|  | 403-3 | Occupational health services  | 78-81                  |
|  | 403-4 | Worker participation, consultation, and communication on occupational health and safety                       | 78-81                  |
|  | 403-5 | Worker training on occupational health and safety   | 78-81                  |
|  | 403-6 | Promotion of worker health  | 78-81                  |
|  | 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 78-81                  |
|  | 403-7 | Workers covered by an occupational health and safety management system  | 78-81                  |
|  | 403-8 | Work-related injuries   | 78                     |
|  | 403-9 | Work-related ill health   | 78                     |
| Ethical and Transparent Business             |       |   |                        |
| GRI 205: Anti Corruption 2016                | 205-1 | Operations assessed for risks related to corruption   | 21, Annual Report 2022 |
|  | 205-2 | Communication and training about anti-corruption policies and procedures                                      | 21, Annual Report 2022 |
|  | 205-3 | Confirmed incidents of corruption and actions taken   | NA, no incidents       |
| GRI 206: Anticompetitive Behavior 2016       | 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices                               | NA, no incidents       |
| GRI 307: Environmental Compliance 2016       | 307-1 | Non-compliance with environmental laws and regulations  | NA, no incidents       |
| GRI 419: Socioeconomic Compliance 2016       | 419-1 | Non-compliance with laws and regulations in the social and economic area                                      | NA, no incidents       |

| Economic Contribution to Society                |       |  |   |
|---|-------|--|---|
| GRI 201: Economic Performance 2016              | 201-1 | Direct economic value generated and distributed                                | 17-19   |
|   | 201-2 | Financial implications and other risks and opportunities due to climate change | 19  |
|   | 201-3 | Defined benefit plan obligations and other retirement plans                    | 19-20   |
|   | 201-4 | Financial assistance received from government                                  | 19  |
| GRI 202: Market Presence 2016                   | 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage   | 75  |
|   | 202-2 | Proportion of senior management hired from the local community                 | 71, 73  |
| GRI 203: Indirect Economic Impacts 2016         | 203-1 | Infrastructure investments and services supported                              | 18-19, 91   |
|   | 203-2 | Significant indirect economic impacts  | 18-19, 91   |
| Responsible Supply Chain                        |       |  |   |
| GRI 301: Materials 2016                         | 301-1 | Materials used by weight or volume   | Data is not available yet                               |
|   | 301-2 | Recycled input materials used  | Data is not available yet                               |
|   | 301-3 | Reclaimed products and their packaging materials                               | N/A as the purchase of materials handled by contractors |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 | New suppliers that were screened using environmental criteria                  | 34  |
|   | 308-1 | Negative environmental impacts in the supply chain and actions taken           | NA, no incidents  |
| GRI 414: Supplier Social Assessment 2016        | 414-1 | New suppliers that were screened using social criteria                         | 34  |
|   | 414-2 | Negative social impacts in the supply chain and actions taken                  | NA, no incidents  |

| Cyber-readiness and Data Privacy          |       |  |                  |
|---|-------|--|------------------|
| GRI 418: Customer Privacy 2016            | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data       | 36               |
| Future-ready Workforce                    |       |  |                  |
| GRI 404: Training and Education 2016      | 404-1 | Average hours of training per year per employee  | 75               |
|   | 404-2 | Programs for upgrading employee skills and transition assistance programs                          | 67-69            |
|   | 404-3 | Percentage of employees receiving regular performance and career development reviews               | 67-68            |
| Labour Conditions                         |       |  |                  |
| GRI 401: Employment 2016                  | 401-1 | New employee hires and employee turnover   | 72               |
|   | 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | 19-20            |
|   | 401-3 | Parental leave   | 75               |
| GRI 402: Labor/ Management Relations 2016 | 402-1 | Minimum notice periods regarding operational changes   | 72               |
| GRI 406: Non Discrimination 2016          | 406-1 | Incidents of discrimination and corrective actions taken   | NA, no incidents |
| Human Rights                              |       |  |                  |
| GRI 409: Forced or Compulsory Labor 2016  | 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor           | 34               |

\*AR refers to Annual Report PT Intiland Development Tbk 2022



## CHECKLIST OF POJK NO.51-2017 - ATTACHMENT 2

| NO | POJK NO.51-2017 - ATTACHMENT 2   | Page Reference An Explanation (If Any)  |
|----|--|---|
| 1  | <b>Explanation about Sustainability Strategy</b>   | 24-27   |
| 2  | <p><b>Sustainability Performance Summary - please fill in with data from the last 3 years (for FSI, Issuer and PLCs who have operated at least 3 years) as follows :</b></p> <p>a. Covering economic issues</p> <ol style="list-style-type: none"> <li>1. Quantity of products or service sold</li> <li>2. Income or sales</li> <li>3. Eco-friendly products</li> <li>4. Local actors involvement in business process – related to sustainable finance</li> </ol> <p>b. Environment issues, at least should cover:</p> <ol style="list-style-type: none"> <li>1. Energy usage (i.e water and electricity)</li> <li>2. Emission reduction (for FSI, issuers, and PLCs whose business process have impact on environment)</li> <li>3. Waste and effluent reduction (for FSI, issuers, and PLCs whose business process have impact on environment)</li> <li>4. Biodiversity (for FSI, issuers, and PLCs whose business process have impact on environment)</li> </ol> | <p>17-19</p> <p>9-12</p>  |
| 3  | <p><b>Short profile about Companies – should at least cover :</b></p> <p>a. Vision, mission, and sustainable values of FSI, issuers, and PLCs</p> <p>b. Name, address, phone, fax, email, website, branch office</p> <p>c. Scale of the organization should cover :</p> <ol style="list-style-type: none"> <li>1. Total capitalization or assets and total obligation (in million rupiah)</li> <li>2. Total employees by gender, job title, age, education and term of contract</li> <li>3. Percentage of stock ownership (state and public)</li> <li>4. Operational areas</li> </ol> <p>d. Short profile about products, services and business activities</p> <p>e. Association membership</p> <p>f. Significant changes to organisation (i.e closing for opening or a branch, ownership structure)</p>   | <p>1-2</p> <p>7</p> <p>3,6,17-19,69</p> <p>1</p> <p>4-5</p> <p>No changes</p> |
| 4  | <p><b>CEO Explanation contain of :</b></p> <p>a. Policy to response challenges in implementing sustainability strategy, such as :</p> <ol style="list-style-type: none"> <li>1. Explanation on sustainability values</li> <li>2. Explanation on sustainability responses of sustainable finance program</li> <li>3. Explanation on commitment of leadership in achieving sustainable finance program</li> <li>4. Performance in the implementation of sustainable finance program</li> <li>5. Challenges in the implementation of sustainable finance program</li> </ol>   | 13-16   |

|   |   |                           |
|---|---|---------------------------|
|   | <p>b. Implementation of Sustainable Finance, should at least cover:</p> <ol style="list-style-type: none"> <li>1. Performance in Economic, Social, Environment - compare to target; and</li> <li>2. Explanation on success and challenges, including important events during reporting period (for FSI who are mandated to develop SF Action Plan)</li> </ol>   | 13-16                     |
|   | <p>c. Strategy to achieve target, should cover:</p> <ol style="list-style-type: none"> <li>1. Risk management on Economic, Social, and Environment</li> <li>2. Business opportunity and prospect</li> <li>3. Explanation about external situation on economic, social, environment that has the potential to influence the sustainability of organization</li> </ol>  | 13-16                     |
| 5 | <b>Short profile about Companies – should at least cover :</b>  |                           |
|   | a. Explanation on the BOD & BOC, staff or task force's responsibility on executing SF program   | 64-65                     |
|   | b. Explanation on capacity building for BOD, BOC, staff or task force on Sustainable Finance  | 64-65, Annual Report 2022 |
|   | c. Explanation about organisation procedure in identification, measurement, monitor and control of risk in implementing Sustainable Finance on Economic, Social, Environment, including the BOD, BOC role in managing, regular monitoring and evaluation on the effectiveness of risk management process  | 64-66                     |
|   | <p>d. Explanation about stakeholders, should cover:</p> <ol style="list-style-type: none"> <li>1. Stakeholder engagement based on management assessment, shareholders meeting, decree or others</li> <li>2. Stakeholder engagement strategy: dialog, survey or seminar</li> </ol>   | 28-31                     |
|   | e. Problems that have to be dealt with that influence the execution of SF   | 28-31                     |
| 6 | <b>Sustainability Performance should cover at least :</b>   |                           |
|   | a. Explanation on activities that build the culture of sustainability internally  | 24                        |
|   | <p>b. Explanation on Economic Performance in the last 3 years, cover :</p> <ol style="list-style-type: none"> <li>1. Comparison of targets and performance of productions, portfolio, funding target, or investment, income, profit and loss in Sustainable Report should be reported separately from Annual Report; and</li> <li>2. Comparison of targets and performance of portfolio, funding target, or investment on financial instruments or projects that are aligned with SF implementation</li> </ol>  | 17-21                     |
|   | <p>c. Social Performance in the last 3 years:</p> <ol style="list-style-type: none"> <li>1. Organisation's commitment to deliver products/services equally to customers</li> <li>2. Labor - should cover: <ol style="list-style-type: none"> <li>a. Explanation on equal opportunity and whether or not forced labor or child labor exist</li> <li>b. Percentage of remuneration of lower level permanent staff against the local minimum wages</li> <li>c. Safe and comfortable working environment</li> <li>d. Training and development of employees</li> </ol> </li> </ol> | 64-92                     |

|   |  |       |
|---|--|-------|
|   | <p>3. Community, should cover at least:</p> <ul style="list-style-type: none"> <li>a. Information on activities or operational areas that give positive or negative impact to community around location, including financial literacy and inclusion</li> <li>b. Grievance mechanism for community, of complaints received and addressed</li> <li>c. Social and environmental responsibility that can be connected to SDGs - covering type of activities and achievement of community development program</li> </ul>  |       |
|   | <p>d. Environmental Performance, should at least cover:</p> <ul style="list-style-type: none"> <li>1. Expenditure of Environmental Cost</li> <li>2. Explanation about eco-friendly material usage, i.e. recycled material</li> <li>3. Explanation of energy usage, should at least cover: <ul style="list-style-type: none"> <li>a. Total usage and energy intensity; and</li> <li>b. Efforts and achievement in energy efficiency, including usage of renewable energy</li> </ul> </li> </ul>   | 39-62 |
|   | <p>e. Environmental Performance for organisations that have operation directly impacted environment, should at least cover :</p> <ul style="list-style-type: none"> <li>1. Performance as mentioned in "d"</li> <li>2. Information about activities and operational areas that impacted positively or negatively to the environment especially affecting ecosystem that support that location</li> <li>3. Biodiversity, should at least cover : <ul style="list-style-type: none"> <li>a. Impact of operational areas that are close to or in conservation or areas with biodiversity; and</li> <li>b. Biodiversity conservation program that protect animal or plant.</li> </ul> </li> <li>4. Emission, should at least cover: <ul style="list-style-type: none"> <li>a. Total and emission intensity produce by type; and</li> <li>b. Efforts and achievement in emission efficiency</li> </ul> </li> <li>5. Waste and effluent, should at least cover: <ul style="list-style-type: none"> <li>a. Total waste and effluent produced by type;</li> <li>b. Waste and effluent management system</li> <li>c. Spill (if any)</li> </ul> </li> <li>6. Number and type of complaints received and addressed related to environmental issues</li> </ul> | 39-62 |
|   | <p>f. Responsibility in expanding SF products/services, should at least cover:</p> <ul style="list-style-type: none"> <li>1. Innovation and development of SF products/services</li> <li>2. Number and percentage of products/services evaluated on customer safety</li> <li>3. Positive and negative impact resulted from SF products/services, distribution process, mitigation to address negative impact</li> <li>4. Number of product withdrawn and why; or</li> <li>5. Customer satisfaction survey on SF product/service</li> </ul>   | 32-38 |
| 7 | <b>If any, independent - written verification</b>  | N/A   |

# Contact Us

Intiland Tower PH Floor  
Jl Jend Sudirman 32 Jakarta 10220 Indonesia  
T : 6221 5701912  
E : [info@intiland.com](mailto:info@intiland.com)  
**[www.intiland.com](http://www.intiland.com)**