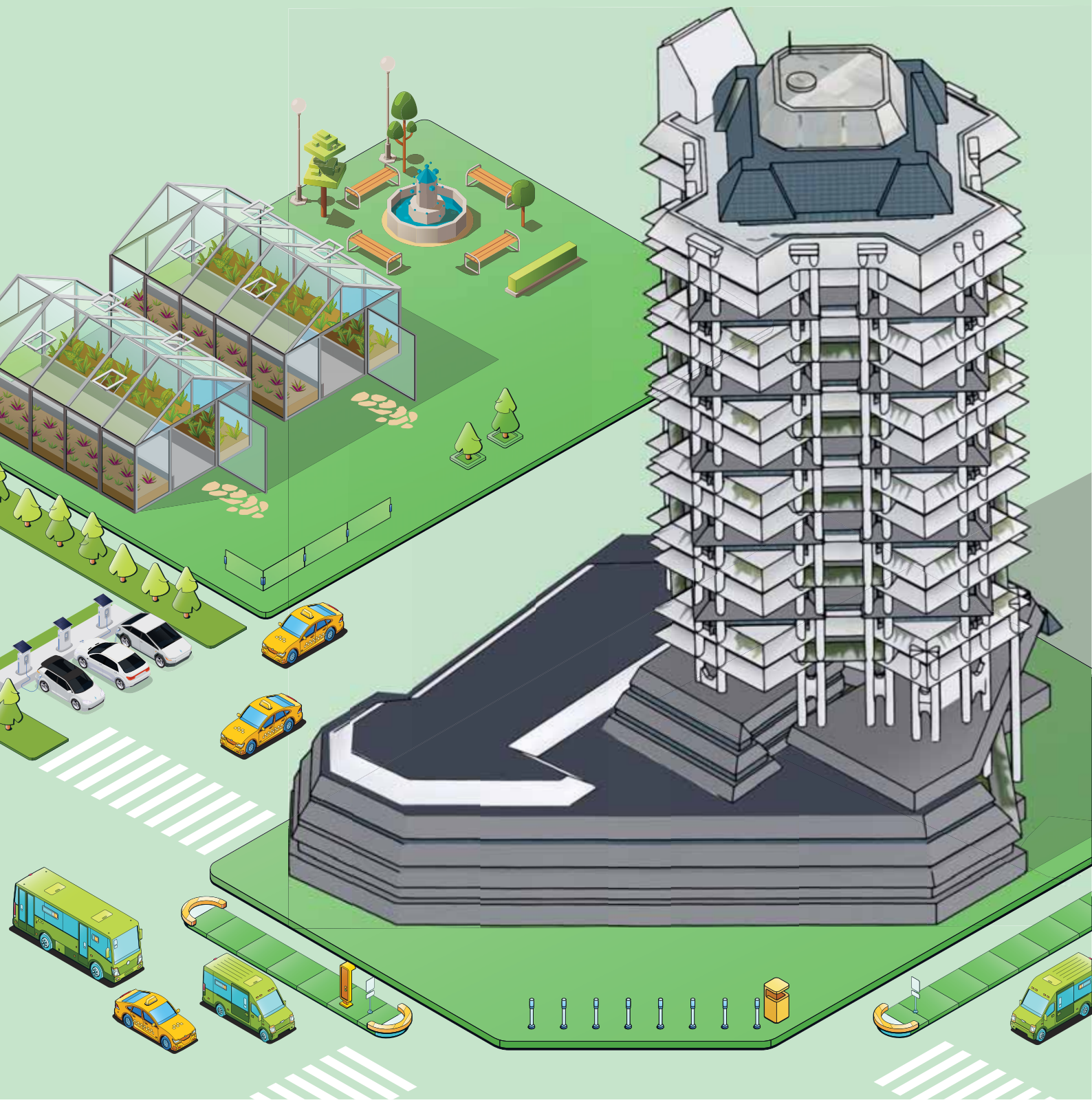


2024

Sustainability  
Report

  
intiland

# Unleashing Potential With New Initiatives



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## About This Report [GRI 2-2, 2-3, 3-1, 3-2]

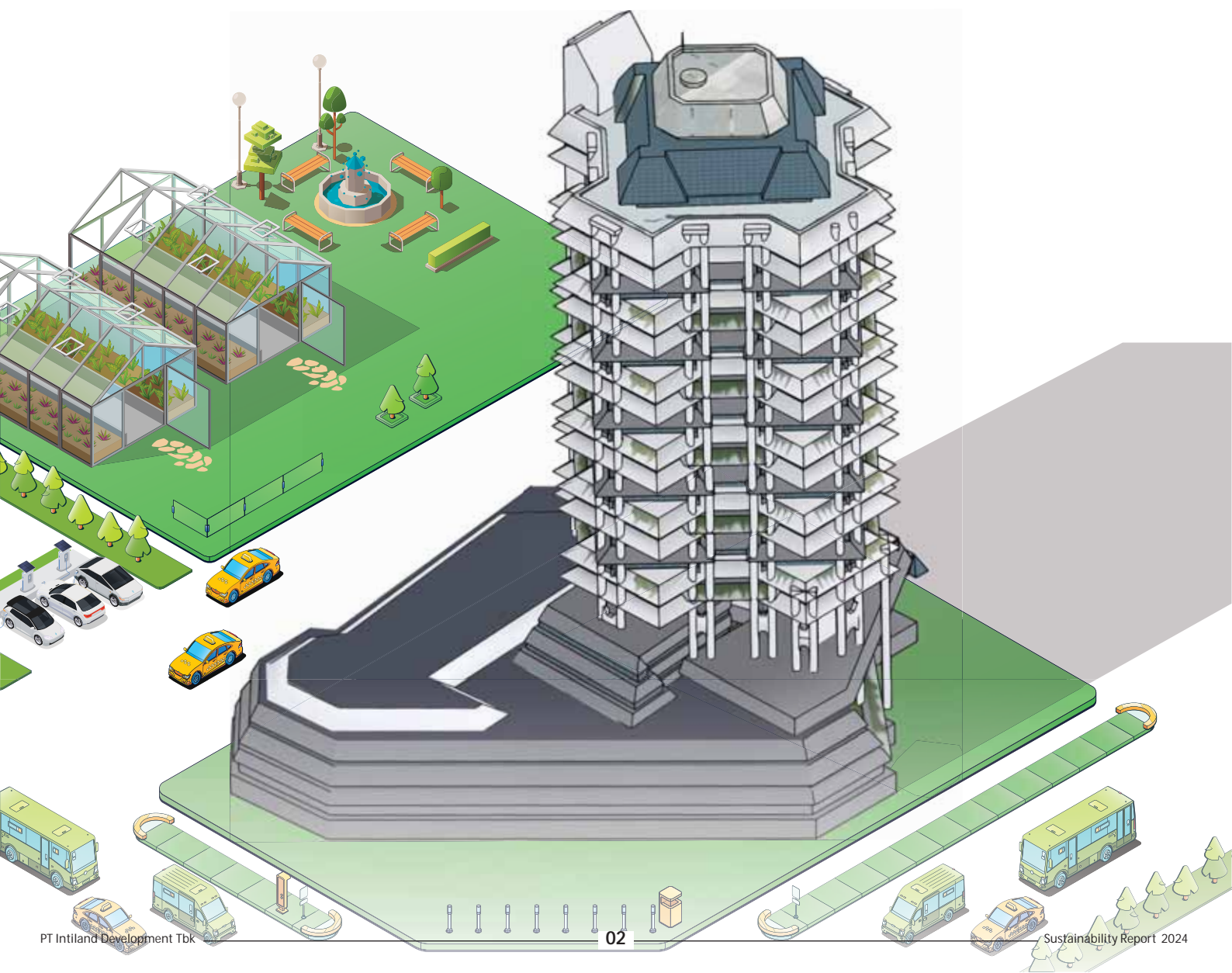
This report contains information about various activities, initiatives, and sustainability performance carried out by PT Intiland Development Tbk (Intiland) during the period January 1 to December 31, 2024, unless otherwise stated. This report is an integral part of the 2024 Annual Report and other information disclosures available on Intiland's official website. You can access the full details of this report through the following link:

<https://www.intiland.com/en/sustainability-report/>.

In identifying the most relevant issues for our stakeholders, we refer to the provisions of Otoritas Jasa Keuangan Regulation (POJK) No.51/POJK.03/2017 and Otoritas Jasa Keuangan Circular Letter (SEOJK) No.16/SEOJK.04/2021, as well as applying the Global Reporting Initiative (GRI) 2021 standards which are widely recognized as best practices in sustainability reporting.

In the 2024 report, we expanded the coverage of environmental aspects by adding five properties, namely Fifty Seven Promenade, Regatta, Spazio, Spazio Tower, and Praxis, bringing the total to twelve properties. On the economic aspect, we present based on the 2024 Consolidated Financial Statements that have been audited by the Public Accounting Firm. For governance and social aspects, including corporate social responsibility (CSR) initiatives, this report includes the Company's consolidated data relevant to stakeholders' needs.

In the 2024 Sustainability Report, we have not involved an External Assurance party but have worked with consultants in compiling and analyzing environmental data. The company also ensures that all information presented is sourced from valid and verified data from each division and related projects.



# Chapter 1 Sustainability Strategy

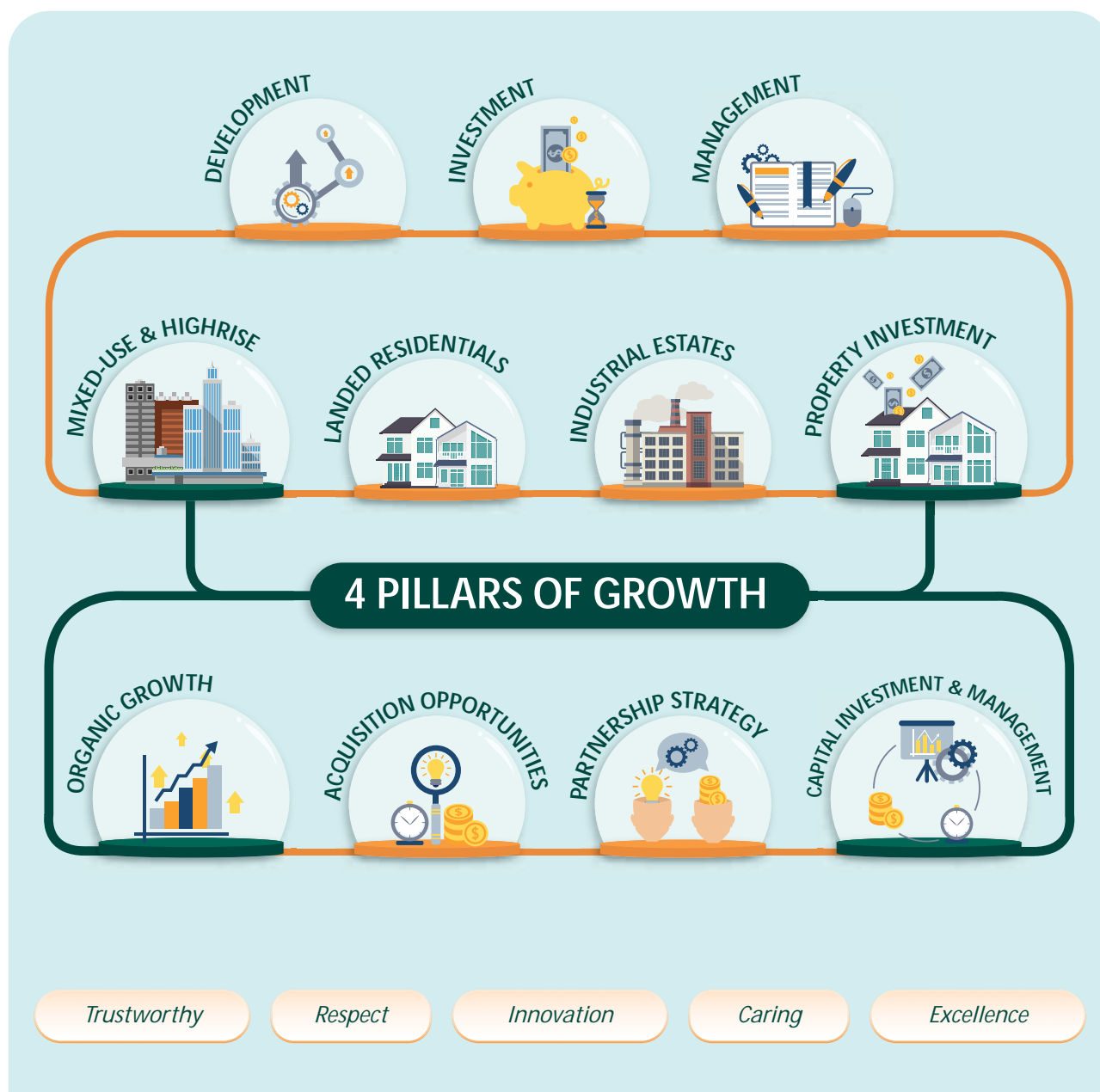




## Sustainability Strategy [POJK A.1] [GRI 2-22, 2-23, 2-24]

Intiland is committed to making sustainability a fundamental part of its development strategy. The Company has laid the foundation of its growth strategy on Four Pillars of Growth: organic growth, acquisition opportunities, strategic partnerships, and capital and investment management. This vision is designed to support the Company's business development across its three core business lines—property development, property investment, and property management—which are consolidated through four development portfolio segments: mixed-use and high-rise, residential estates, industrial estates, and investment properties.

We believe these four pillars provide a solid foundation for maximizing the Company's investment returns, both by increasing the value of portfolio assets and by expanding the land bank. These initiatives are aimed at enhancing financial value while also creating opportunities to acquire new land with long-term potential and value for shareholders. We also continue to pursue strategic partnership opportunities to further expand the Company's business scope. This strategy is intended to strengthen financial capacity, ensuring financial stability and the availability of adequate resources to support the Company's overall and sustainable operations.



## Environmental Sustainability

In line with the growing urgency to reduce the environmental impact of the property and construction sectors, the Company strives to adopt more environmentally friendly approaches across every stage of its operations. This commitment has become increasingly relevant following the outcomes of the 29th United Nations Climate Change Conference (COP29) in Baku, Azerbaijan, which highlighted the critical role of the building sector in addressing climate change challenges. With nearly 40% of global energy-related emissions originating from this sector, efforts to reduce emissions through more efficient construction, integration of renewable energy, and sustainable waste management have become top priorities.

As part of its responsibility to help create a greener future, the Company aligns its sustainability strategy with Indonesia's Enhanced Nationally Determined Contribution (eNDC), which targets a 31.89% reduction in emissions by 2030, or 43.2% with international support. To support the achievement of this target, the Company has implemented various concrete measures, including the development of energy-efficient buildings, application of passive design principles, and optimization of resources in every project. By adopting the green building concept, the Company develops properties that are not only energy-efficient but also more adaptive to climate change and capable of improving the quality of life for their occupants.

In developing its projects, the Company focuses on applying sustainable design by integrating natural lighting and ventilation to reduce dependence on external energy sources. The selection of more environmentally friendly building materials and the use of energy-efficient technologies also play an essential role in creating more efficient buildings. The Company's commitment to reducing its carbon footprint is demonstrated through the use of renewable energy sources—such as solar panels in several of its projects—and the development of smarter energy management systems to optimize electricity use.

Beyond energy considerations, the Company also seeks to minimize environmental impact through more responsible resource and waste management strategies. Every project development seeks to optimize the use of construction materials by employing precast and modular methods to reduce material waste. In addition, the adoption of recycling concepts in construction waste management and the implementation of sustainable water management systems are integral to the Company's efforts to create more environmentally friendly projects. These efforts are aimed not only at reducing pollution but also at ensuring the more efficient and sustainable use of resources.

As part of its approach to addressing climate change challenges, the Company emphasizes environmental resilience and adaptation. The development of green open spaces and water-absorptive infrastructure has become one of the Company's key strategies to ensure that each project is more resilient to extreme conditions. The Company also continues to promote the livable city concept, which is not only focused on sustainability but also on enhancing community well-being by providing better access to public facilities, transportation, and green open spaces.

This commitment is further reinforced through the Intiland Sustainable Guideline (ISG), which serves as the primary reference for the implementation of sustainability strategies across all of the Company's business lines. The guideline is founded on three core principles: Living Well, Quality, and Contribution to the City. The Living Well principle emphasizes the importance of creating a comfortable and healthy environment for the community, while Quality ensures that every property development meets high standards in terms of design, materials, and energy efficiency. Meanwhile, Contribution to the City reflects Intiland's commitment to supporting the development of greener and more sustainable cities.

This comprehensive implementation of sustainability strategies represents the Company's support for achieving both national and global targets for emissions reduction and climate resilience, while also creating added value for society and the environment. Through an innovative and responsible approach, the Company seeks to be a pioneer in the development of more sustainable properties, in line with its vision of building better cities for future generations.





## Economic Sustainability

Achieving sustainability is not solely about environmental aspects, it is about ensuring stable economic growth as well. In the economic aspect, the Company manages its capital and finances prudently and carefully to ensure smooth business operations. Another key factor is the development of more effective marketing strategies to achieve the predetermined growth targets. The Company strives to create added value for customers, investors, and other stakeholders by developing high-quality properties with cost efficiency and long-term durability. In implementing the ISG standards, we ensure that our projects remain competitive and relevant to technological developments and property market trends.

## Social Sustainability

As a responsible developer, the Company recognizes the importance of the social impact of each development project. The implementation of ISG guides us in creating residential and commercial areas that support community well-being. The Company prioritizes inclusive design, improved accessibility, and facilities that promote a healthy and harmonious life for residents and surrounding communities. The application of ISG helps the Company ensure that every project developed maintains high quality and delivers long-term benefits for the environment, the economy, and society. The Company believes that sustainability is the key to creating a better future for the property industry.

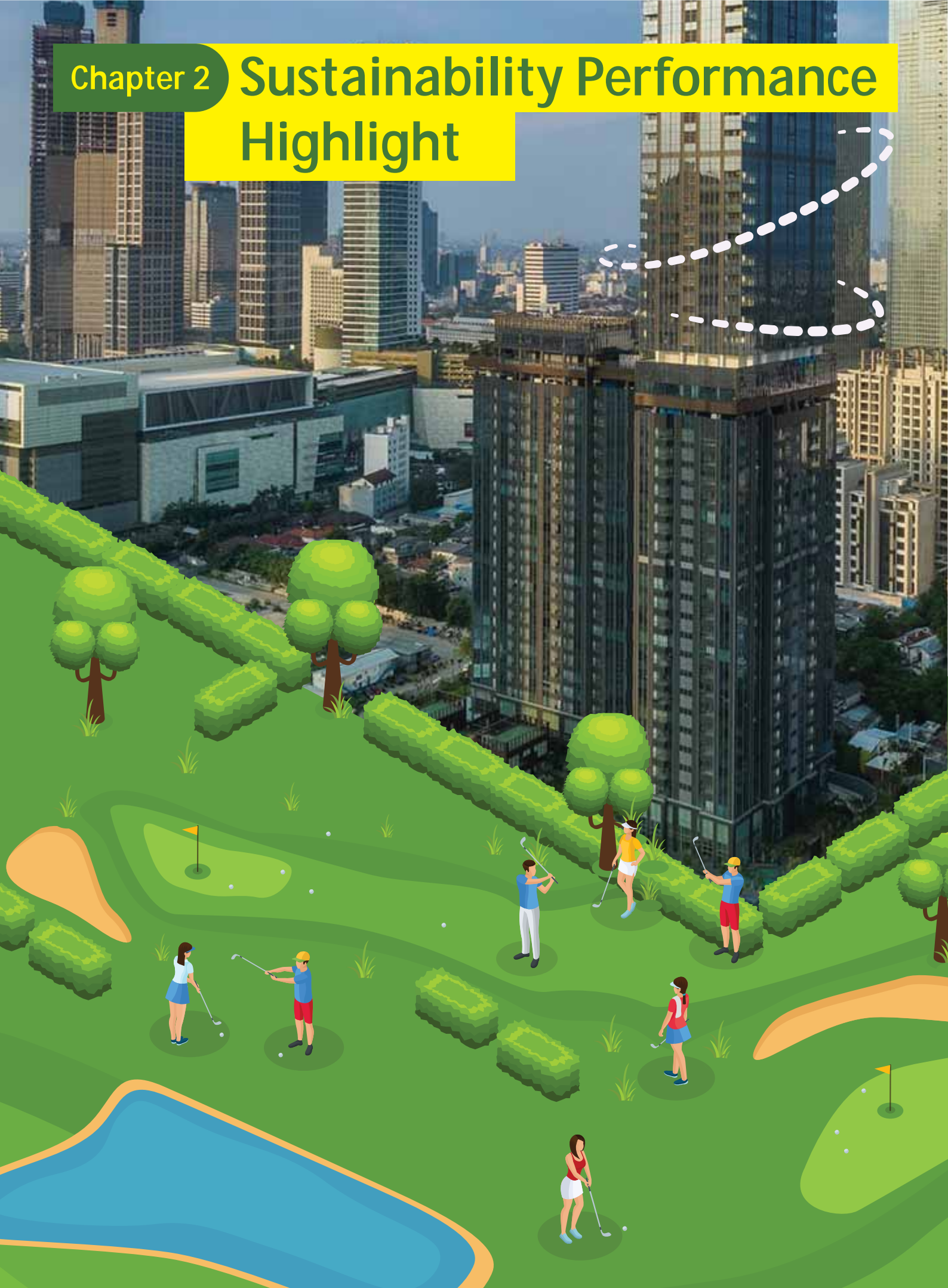
In implementing its sustainability strategy, the Company consistently focuses on five key categories. These categories include Building Location and Transportation (BLT), Mitigation of Energy Use and Greenhouse Gases (MGE), Water Management (WMA), Materials and Waste Management (MWM), and Indoor Quality of Buildings (IQB). Through this comprehensive approach, we strive to ensure that our projects perform well environmentally while also creating spaces that support the well-being and productivity of their occupants. This sustainability commitment and strategy are built upon the Company's core values, which serve as its moral foundation and source of strength. These corporate values include Trustworthy, Respect, Innovation, Caring, and Excellence.

Since 2020, the Company has officially reported the sustainability initiatives it has undertaken. These initiatives and commitments have become an integral part of the planning process for every Intiland project from the outset. Sustainability principles have been a foundational inspiration for our founders and have been upheld by all levels of the Company. These principles continue to guide every step we take now and into the future.



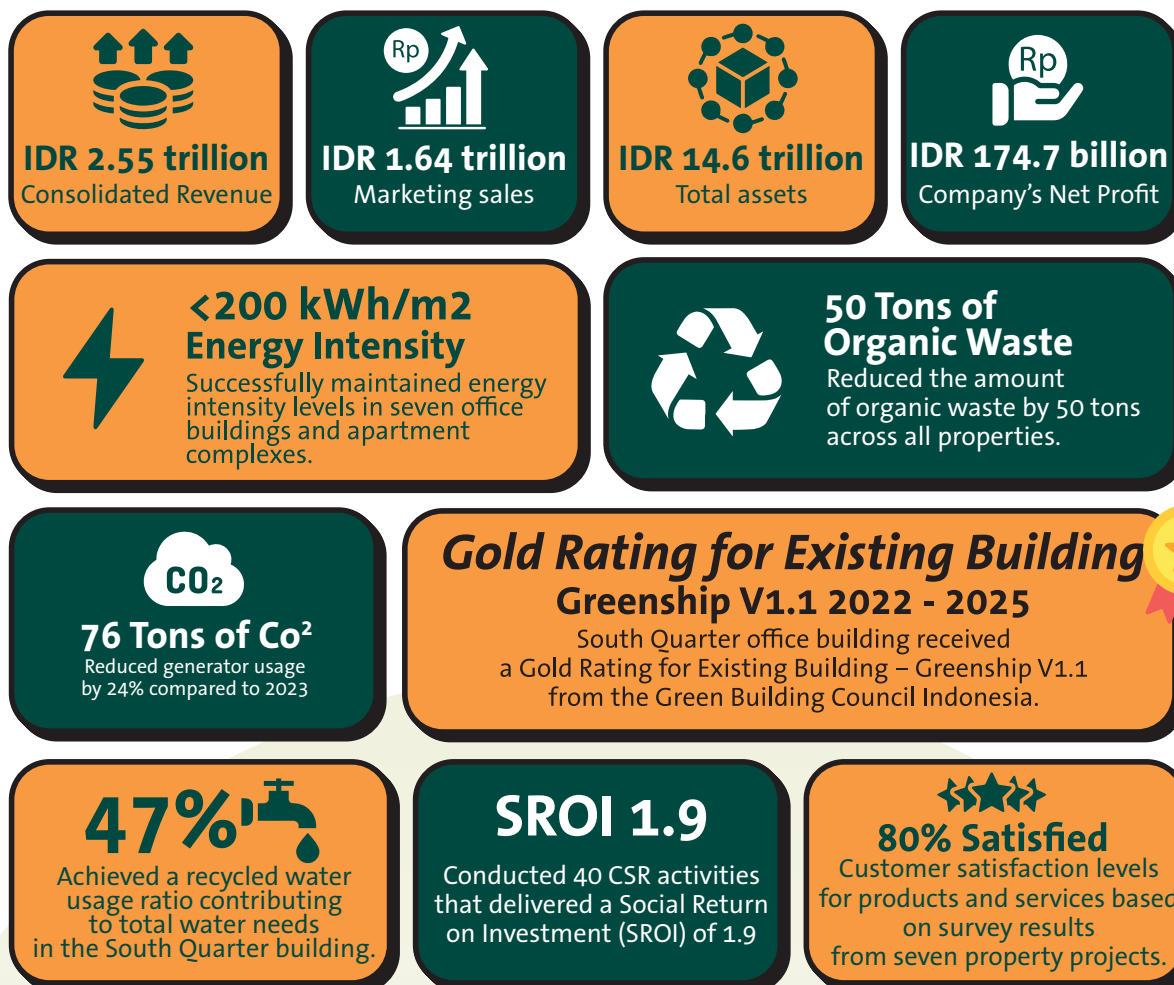
Regatta

# Sustainability Performance Highlight



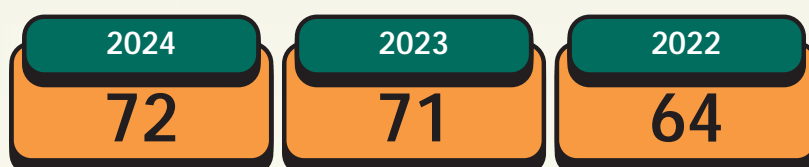


## 2024 Sustainability Highlights



## Economic Aspect Highlights [POJK B.1] [GRI 201-1]

### Number of Project Developments



\* Includes the development of mixed-use & high-rise projects, residential areas, industrial zones, office buildings, shopping centers, golf facilities and sports clubs, as well as hotels.

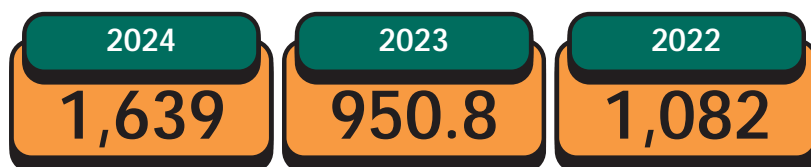
### Financial Performance

(in millions of Rupiah)

Details	2024	2023	2022
Revenue	2,553,285	3,906,826	3,148,755
Operating profit	454,231	1,270,469	969,226
Profit for the Year	263,852	758,028	191,968
Profit/Loss for the Year Attributable to Owners of the Parent Entity	174,766	174,108	-98,844

Details	2024	2023	2022
Total Assets	13,703,553	14,603,908	16,351,848
Total Liabilities	6,956,641	8,064,727	10,136,195
Total Equity	6,746,912	6,539,181	6,215,653

### Marketing Sales (in Millions Rupiah)



### Environmental Aspect Highlights

[POJK B.2] [GRI 302-1, 302-2, 303-5, 305-1, 305-2, 305-3, 306-3]

Details	Unit	2024	2023	2022
Electricity Consumption	MWh	75,364	71,925	59,170
Total GHG Emissions	Ton CO2eq	65,632	56,543	46,523
Water Consumption	m3	572,821	605,609	588,842
Recycled Water Usage*	%	47.8	29.8	25.5
Total Non-Hazardous Waste	Tons	1,701	1,745	1,296
Total Hazardous Waste	Tons	2.9	3.0	1.9

\* Calculation data for the South Quarter project

### Biodiversity Conservation through the Zero Waste and Plant Nursery Program [GRI 3-3, 304-1, 304-2, 304-3]

For the Company, biodiversity conservation is not limited to greening initiatives, but also includes optimizing the use of natural resources efficiently and sustainably. One of the key initiatives to support this commitment is the implementation of the Zero Waste and Plant Nursery Program. This program has been carried out across seven of the Company's projects. In 2024, this program produced 46,724 plants grown from 117 plant species and resulted in cost savings of IDR 489,163,500.

### Efficiency and Sustainability Through Plant Propagation

As part of conservation efforts, the Company carries out initiatives to propagate existing plants through various techniques such as air layering, cutting, and grafting. These methods allow for cost efficiency in purchasing new plant seedlings while also supporting the sustainability of the landscape across the Company's projects.

The results of this plant propagation are used for several key purposes:

- Plant replacement** – Replacing damaged or dead plants on project sites without having to purchase new seedlings from external sources.
- Cross-stock of plants between projects** – If a location requires plants for replacement or landscape refreshment, plant stocks can be transferred from other locations.
- Purchase efficiency** – With a plant nursery at each building management, the Company can reduce dependence on purchasing new plants, leading to cost savings and sustainability.
- Cross-subsidization of ornamental plants** – Each building management can share ornamental plants with one another to optimize available resources.
- Utilization of organic waste** – Dry leaves and plant waste are processed into compost, which is used to enrich the soil without needing to purchase additional chemical fertilizers.



## Plant Nursery: More Than Just Ornamental Plants

*The Plant Nursery* managed by the Company is not just a place for cultivating ornamental plants, but also a part of the landscape sustainability strategy that directly impacts operational efficiency. By using this approach, the Company ensures that each project maintains a green ecosystem without relying on external supplies that are more expensive and potentially unsustainable.

The Company believes that the plant nursery provides several important benefits, including:

- 1) Supporting ecosystem balance by preserving biodiversity in the project's environment;
- 2) Ensuring the sustainability of green spaces through more efficient plant cultivation methods; and
- 3) Being a part of the Company's commitment to running an environmentally friendly and cost-effective business.

Through these efforts, the Company is able to make a real contribution to environmental conservation while directly creating a more efficient, cost-effective, and long-term ecosystem for the sustainability of its operations.

## Social Aspects Highlights [POJK B.3] [GRI 413-1]

In the social aspect, the Company emphasizes its efforts in several factors such as community, employment, customer satisfaction, and human resource development. In 2024, the Company has implemented a number of social initiatives as a manifestation of its commitment and sustainable responsibility.

The Company proactively organizes corporate social responsibility programs and activities as part of its commitment to creating a positive impact on the surrounding communities. These activities are carried out both corporately and through 16 projects located in Jakarta, Tangerang, and Surabaya. From 40 activities held in 2024, the Company achieved a Social Return on Investment (SROI) score of 1.9. This achievement is an improvement compared to 2023, which recorded an SROI score of 1.1 from 44 activities conducted.



Details	Unit	2024	2023	2022
SROI Value	X (times)	1.9	1.1	-*
Number of Social Activities	Activities	40	46	164
CSR Costs	Rp (in million)	1,091	630	996
Job Creation	Employees	1,224	1,288	1,336
Customer Satisfaction Rate	%	80.0	79.8	76.7
Employee Turnover Rate	%	10.3	9.8	13.7

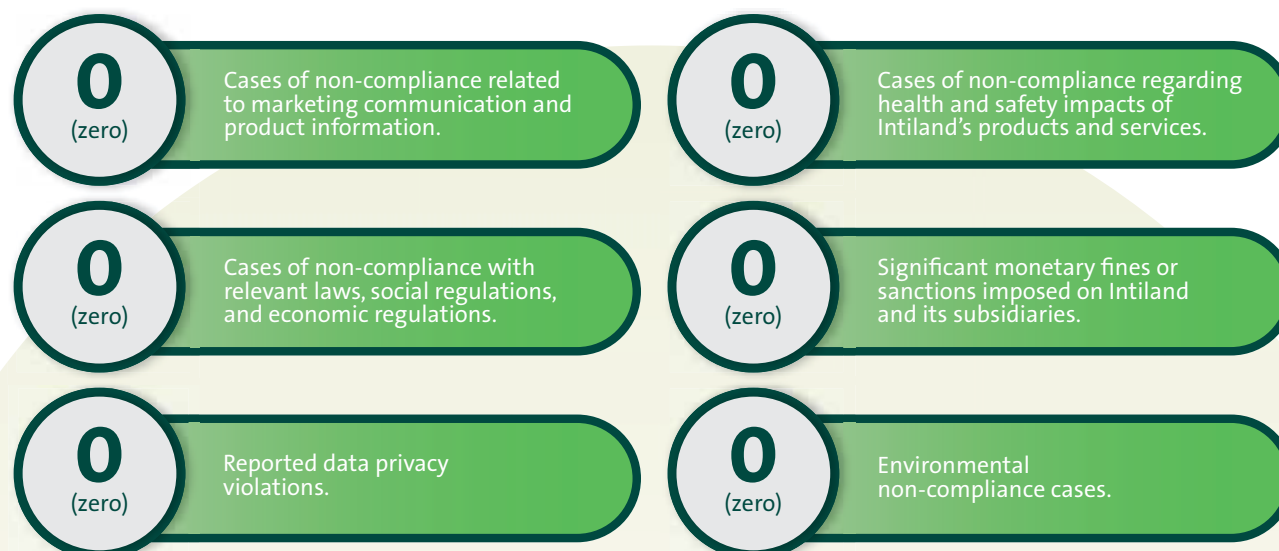
Female Employee Ratio Compared to Total Employees	%	26	26	25
Total Training Hours	Hours	8,575	6,116	7,219
Training Hours Per Employee	Hours	7.0	4.7	5.4

\* The Company has not calculated the impact of the programs using the SROI methodology in 2022.

In its efforts to improve the quality of human resources and employee competency development, the Company conducted 189 training sessions in 2024, totaling 8,575 training hours, or an average of 7 hours per employee. This represents an increase compared to 6,116 hours in 2023, with an average of 4.7 hours of training per employee. A portion of these training programs was dedicated to enhancing understanding and expertise related to sustainability aspects and Environmental, Social, and Governance (ESG) factors.

With these achievements, the Company remains committed to being part of the positive changes occurring in society, the environment, and the economy. The Company believes that through sustained efforts, it will create a better future for all parties.

Throughout 2024, there were no cases of non-compliance, with detailed information as follows: GRI 2-27, 205-3, 416-2, 417-2, 417-3, 418-1]



## Awards and Certifications

### Awards



**Poins**

Commercial Areas or Buildings Providing the Best Facilities to Support the Integration of Public Transport, Active Modes of Transportation, and Mobility for People with Disabilities.

**Silver Winner Category**

Dewan Transportasi Kota Jakarta Awards 2024  
October 19, 2024



**Intiland**

Best Sukuk Ijarah  
**Best Sharia Awards 2024**  
Investortrust.id

September 25, 2024



**Intiland**

The Advancement of Infrastructure & Industry

**Nawacita Award 2024**

September 16, 2024



## Certification



## ISO 9001

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

From: Lloyd Register Indonesia  
Quality Assurance,  
2021 – 2024



## South Quarter

**“GreenShip New Building 1.2 – Gold Rating  
for Design Recognition and Final Assessment”**

From: Green Building Council Indonesia, 2015 – 2020.

**“GreenShip V1.1 – Gold Rating for Existing Building”**

From: Green Building Council Indonesia, 2022 – 2025



## Chapter 3 Company Profile





## About Intiland

Intiland is recognized as one of Indonesia's leading property developers, with over 45 years of experience in the real estate industry. Throughout its journey, Intiland has developed more than 65 projects with 2,011 hectares of landbank and 1,224 employees across Jakarta, Tangerang, Surabaya, Mojokerto, and Batang.

Intiland has proven its record as a trendsetter in Indonesia's property sector through iconic development that become icon of their surroundings. Notable examples include Intiland Tower in Jakarta and Surabaya, both designed by renowned architect Paul Rudolph. The buildings' distinctive façade, featuring canopies that reduce indoor heat gives a unique and striking presence. Intiland Tower become one of the pioneer that adapt the concept of energy-efficient building, well before green architecture became a mainstream movement.

Several properties that become landmark include Pantai Mutiara, the first reclaimed residential area in Southeast Asia which located along the coast of North Jakarta; Regatta, a premium condominium overlooking Jakarta Bay; South Quarter, an office complex certified with Green Building Gold rating; and Graha Famili, a high-end residential development with golf course facility in Surabaya.

Intiland's track record in delivering quality developments reflected in many accolades received by its projects. In 2010, Regatta awarded the prestigious FIABCI Prix d'Excellence, one of the highest honors in

global real estate. South Quarter and Serenia Hills in Jakarta were also internationally recognized as world-class developments, earning the World Gold Winner for Office Development in 2021 and Landed Residential Development in 2020 from FIABCI Prix d'Excellence Awards.

As a company which set sustainable development as a core mission, Intiland committed to take tangible steps in order to bring this vision to life. This commitment is demonstrated through various green initiatives implemented across its project and the integration of sustainability principles throughout its operations, from planning to execution. Intiland also plays a key role as a founding member of the Green Building Council Indonesia, an organization dedicated to promoting green building practices in the country's property sector.

### Vision, Mission, and Sustainable Value

[POJK C.1]

#### VISION

Intiland provides possibility to 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.





## Corporate Values

### TRICE: One Roof, Five Pillars

Corporate Values are the attitude that is continuously upheld in carrying out all activities for the growth and development of the Company.

# T

*Trustworthy*

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

# R

*Respect*

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

# I

*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.

# C

*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.

# E

*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.



## Sustainable Value

Throughout its operations, the Company remains committed to applying sustainability principles across all aspects of its business, from upstream to downstream. Through various initiatives, the Company strives to minimize the environmental impact of its properties and business activities, in line with its core sustainability values which are promoting healthy, high-quality living and contributing to urban development.

Environmental sustainability serves as one of the key pillars in the Company's implementation of Environmental, Social, and Governance (ESG) principles. As one of Indonesia's leading property developers, the Company recognizes the importance of addressing environmental impact with utmost care. In 2022, Intiland introduced the Intiland Sustainable Guidelines (ISG), a framework designed to ensure that every project adheres to strict sustainability standards and complies with applicable green building regulations and best practices.

### Company Address [POJK C.2] [GRI 2-1, 2-3]

Company Name	PT Intiland Development Tbk
Head Office Address	Intiland Tower, Penthouse Floor Jendral Sudirman 32, st. , Jakarta 10220
Telephone	+62 21 570 1912 / 570 8808
Facsimile	+62 21 570 0014 / 570 0015
Email	info@intiland.com
Website	www.intiland.com
Social Media	 @intilanddev  Intiland Development Tbk  Intiland Development  Intiland Development

### Business Scale [POJK C.3] [GRI 2-7, 2-8, 401-1, 405-1]

#### Total Assets or Asset Capitalization and Total Liabilities







(As of 31st December 2024)

Share	Shareholders >5% : 45% : 45%
	Shareholders >5%/Public: 55% : 55%
Market Capitalization on Stock Exchange*	1,679,268
Total Equity	6,746,912
Total Liabilities	6,956,641
Total Assets	13,703,553





\*in millions of Rupiah

The Company currently develops and manages a number of property projects across various regions, including Jakarta, Tangerang, Surabaya, Mojokerto, and Batang. These projects span multiple property types, categorized into four development segments: residential estates, mixed-use and high-rise developments, industrial estates, and investment properties.







### Employee Composition by Gender

	2024		2023		2022	
Gender	 74%	 26%	 74%	 26%	 75%	 25%
Number of Employee	902	322	948	340	1,007	329
Total Employees	1,224		1,288		1,336	

### Employee Composition by Position







	2024		2023		2022	
Gender	 		 		 	
Director of Project /Business Unit	7	2	7	1	6	1
General Manager & Deputy General Manager	14	12	17	14	19	14
Manager & Assistant Manager	84	54	91	53	93	53
Supervisor	150	79	160	75	162	75
Staff	212	159	219	152	227	163
Non-Staff	435	16	454	45	500	23
Number of Employee	902	322	948	340	1,007	329
Total Employees	1,224		1,288		1,336	

### Employee Composition by Ages







	2024		2023		2022	
Gender	 		 		 	
<30 Years	67	79	76	90	85	99
30-50 Years	616	206	654	211	730	193
>50 Years	219	37	218	39	192	37
Number of Employee	902	322	948	340	1,007	329
Total Employees	1,224		1,288		1,336	









## Employee Composition by Education

	2024		2023		2022	
Gender						
Doctorate (S3) & Master Degree (S2)	16	12	16	12	13	12
Bachelor Degree	343	261	360	272	375	263
Diploma	24	25	23	23	28	16
Highschool and below	519	24	549	33	591	38
Number of Employee	902	322	948	340	1,007	329
Total Employees	1,224		1,288		1,336	







## Employee Composition by Employment Status

	2024		2023		2022	
Gender						
Permanent Employee	700	232	733	245	780	231
Contract Employee	202	90	215	95	227	98
Part Time Employee	-	-	-	-	-	-
Daily Employee	-	-	-	-	-	-
Number of Employee	902	322	948	340	1,007	329
Total Employees	1,224		1,288		1,336	

## Employee Resignation







	2024		2023		2022	
Gender	 72%	 28%	 70%	 30%	 61%	 39%
<30 Years	17	16	14	17	28	36
30-50 Years	60	17	63	18	67	34
>50 Years	14	2	7	1	16	2
Number of Employee	126		120		183	

## Employment Termination

	2024		2023		2022	
Gender	 62%	 38%	 79%	 21%	 90%	 10%
<30 Years	-	-	-	-	-	-
30-50 Years	5	1	2	1	5	1
>50 Years	8	7	13	3	13	1
Number of Employee	21		19		20	

\*The conditions for employment termination include retirement, death, and incapacity to work.

## New Employee

	2024		2023		2022	
Gender	 64%	 36%	 49%	 51%	 46%	 54%
<30 Years	24	16	22	27	26	32
30-50 Years	27	12	19	15	35	12
>50 Years	2	2	-	-	1	-
Number of Employee	83		83		106	

## Shareholders Composition

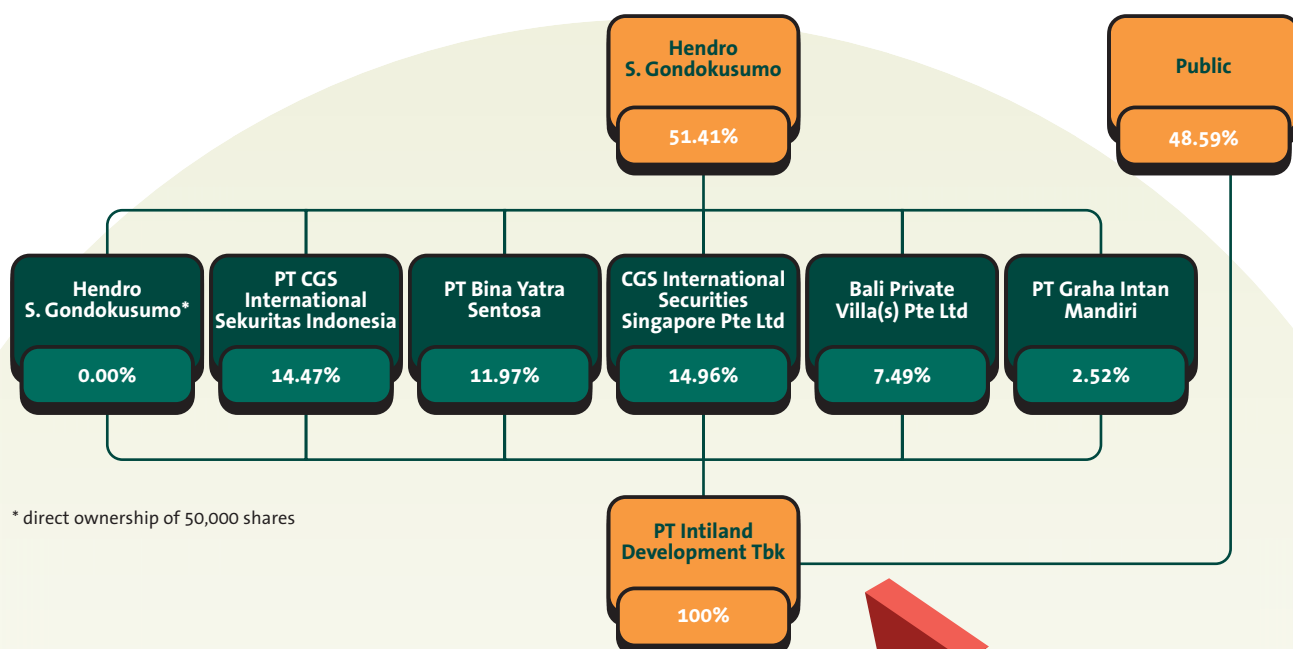
### Classification of Shareholders

Classification	31st December 2024		
	Number of Shares	Number of Investors	(%)
<b>Institutions</b>			
Domestic	3,282,035,704	105	31.66
Foreign	3,106,070,874	143	29.96
<b>Individuals</b>			
Domestic	3,976,356,127	16,530	38.36
Foreign	1,391,480	41	0.01
<b>Total</b>	<b>10,365,854,185</b>	<b>16,819</b>	<b>100</b>

## Shareholders of 5% or More

Shareholders	31st December 2024	
	Number of Shares	(%)
CGS International Securities Singapore Pte Ltd	1,561,949,900	15.07
PT CGS International Sekuritas Indonesia	1,500,000,163	14.47
PT Bina Yatra Sentosa	1,240,489,375	11.97
Bali Private Villa(s) Pte Ltd	775,911,150	7.49
Drs. Lo Kheng Hong	686,416,700	6.62
Public	4,668,837,597	45.04
<b>Total Issued Capital</b>	<b>10,365,854,185</b>	<b>100</b>

## Information on Major and Controlling Shareholders



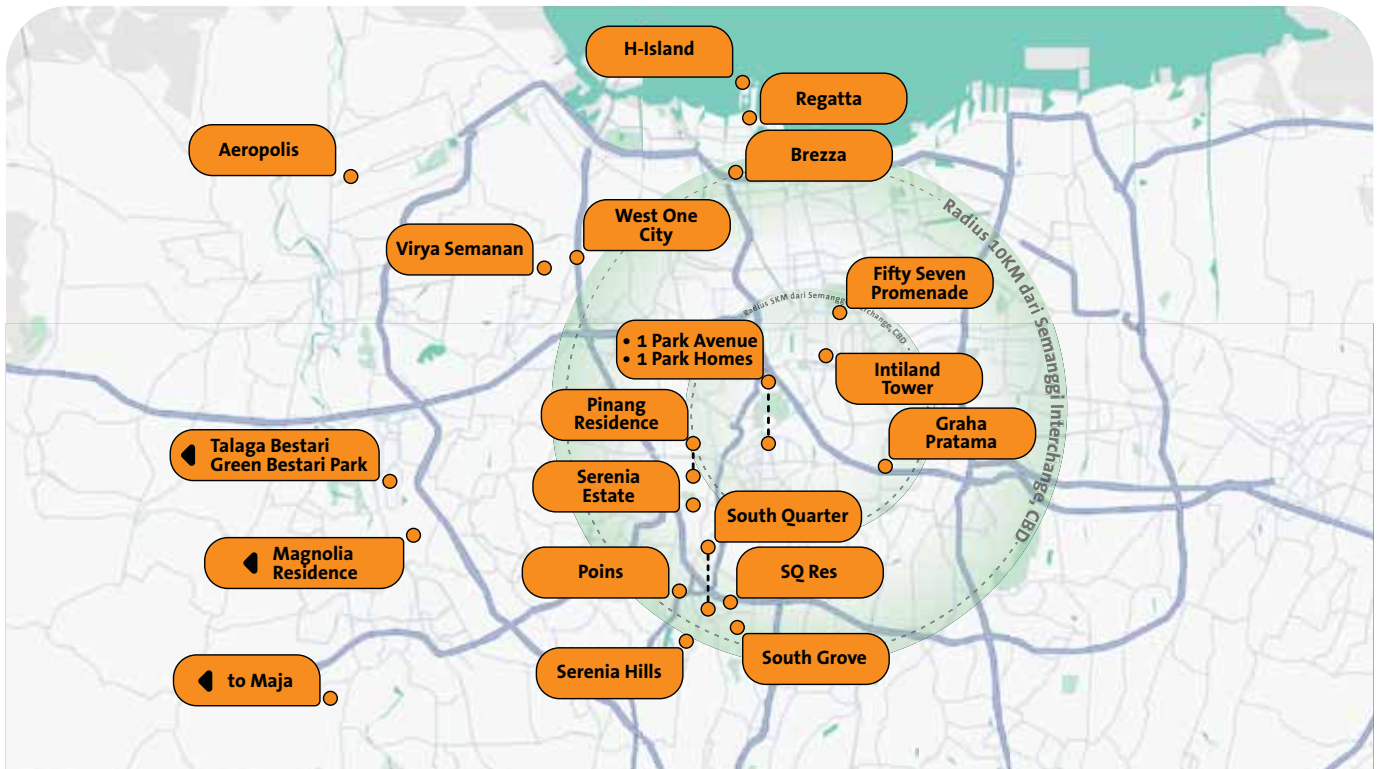


## Operational Area

### Operational Map of Java Island



## Operational Map of Jakarta



### 5 km Radius from Semanggi Interchange, CBD

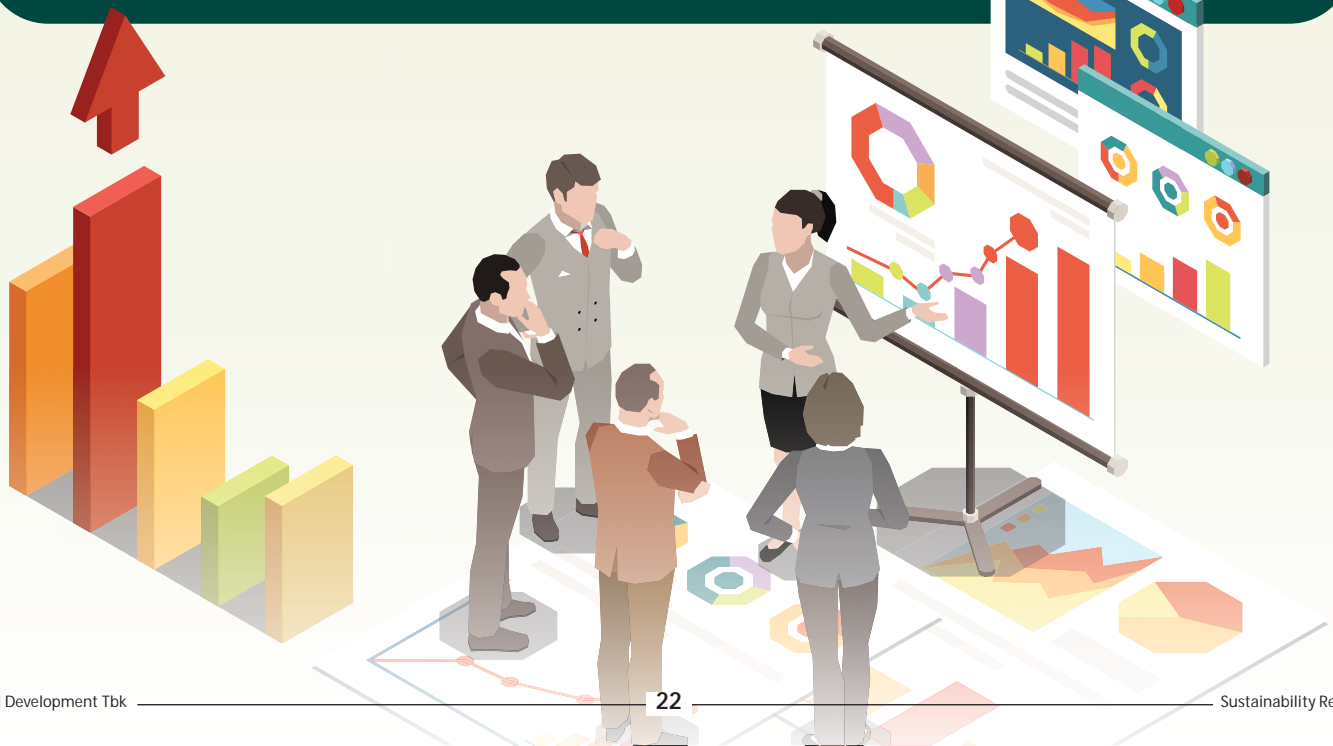
- A. Fifty Seven Promenade
- B. Intiland Tower
- C. Graha Pratama (Investment Property)
- D. 1Park Avenue
- E. 1Park Homes

### 10 km Radius from Semanggi Interchange, CBD

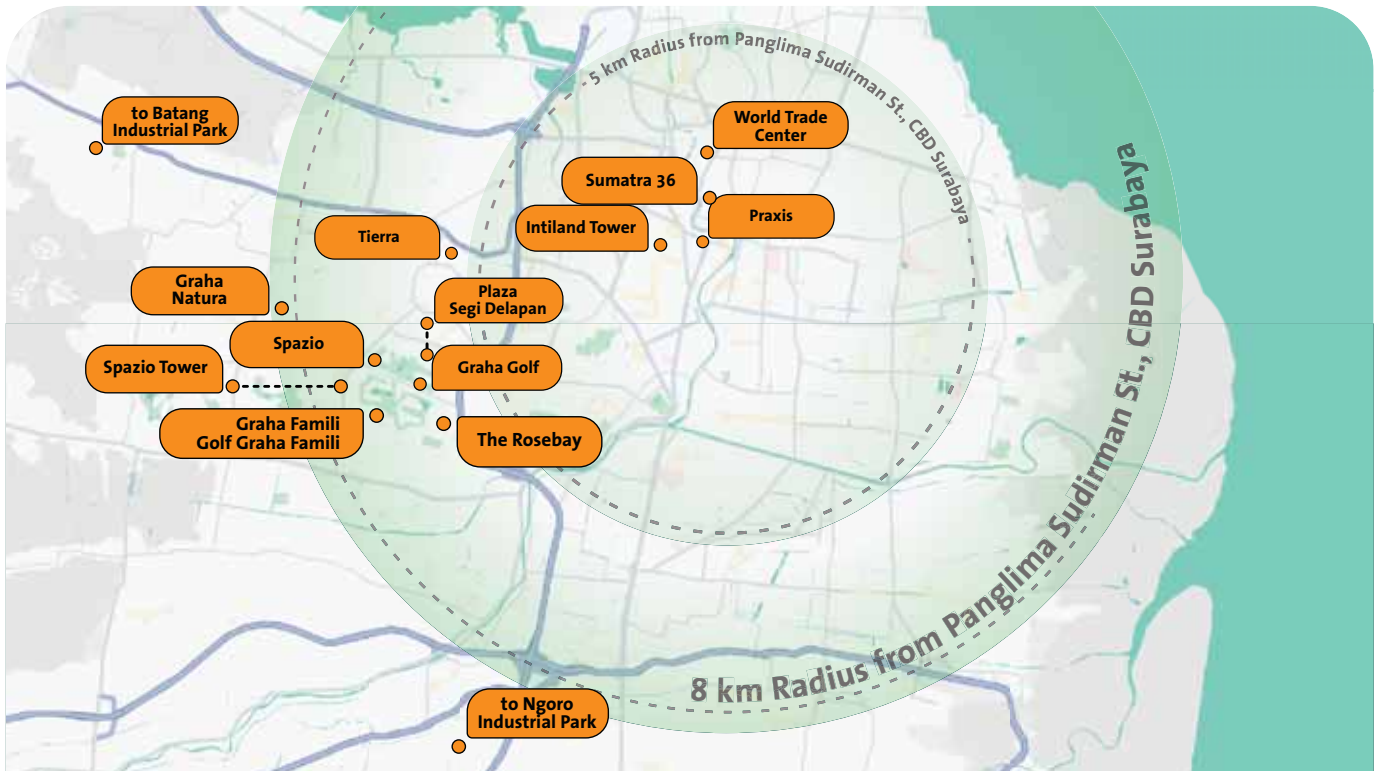
- F. South Quarter
- G. SQ Rés
- H. South Grove
- I. Serenia Hills
- J. Pinang Residences
- K. Serenia Estate
- L. Poins
- M. West One City
- N. Virya Semanan
- O. Delima House
- P. Sakha Semanan

### Other projects in Jakarta and greater area

- Q. Regatta
- R. Brezza
- S. Aeropolis
- T. Talaga Bestari
- U. Green Bestari Park
- V. Magnolia Residence
- W. Maja



## Operational Map of Surabaya



### 5 km Radius from Panglima Sudirman St., CBD Surabaya

- A. Intiland Tower
- B. Praxis
- C. Sumatra 36
- D. World Trade Center

### Other projects in Surabaya and greater area

- N. Ngoro Industrial Park

### Other projects in Batang and greater area

- O. Batang Industrial Park

### 8 km Radius from Panglima Sudirman St., CBD Surabaya

- E. Graha Famili
- F. Spazio
- G. Spazio Tower
- H. Graha Golf
- I. The Rosebay
- J. Golf Graha Famili
- K. Tierra
- L. Graha Natura
- M. Plaza Segi Delapan

## Products, Services, and Business Activities [POJK C.4] [GRI 2-6]

By the end of 2024, Intiland has developed more than 65 projects across five cities in Indonesia: Jakarta, Tangerang, Batang, Surabaya, and Mojokerto. The Company currently has over 40 ongoing projects under development, including residential estates, apartments, office buildings, shopping centers, shophouses, SOHO units, industrial estates, warehouses, hotels, golf courses, and sports clubs.





The Company operates its business through four main portfolio segments which are mixed-use and high-rise developments, residential estates, industrial estates, and investment properties that located across Greater Jakarta (Jakarta, Bogor, Depok, Tangerang, Bekasi), Surabaya and its surrounding areas, as well as Batang in Central Java.

In terms of revenue, the Company generates income from real estate sales and recurring income including office leasing, hotel network development, and the management of golf courses and sports facilities in several cities across Indonesia.

## Market Segment

# 95%

Ninety five percent (95%) of our market segment for all portfolios in both Jakarta and Surabaya comprises upper-middle-class consumers within the surrounding project areas.

## Association Membership [POJK C.5] [GRI 2-28]

No.	Organization	Position	Period
1.	Green Building Council of Indonesia	- Founder - Corporate Member	2009 2009 - 2024
2.	Indonesia Chamber of Commerce and Industry	- Corporate Member	2010 – 2024
3.	Real Estate Indonesia (REI)	- Corporate Member	1985 – 2024
4.	International Real Estate Federation	- Corporate Member	2019 – 2024
5.	Indonesia Employers Associations	- Corporate Member	2015 – 2024
6.	Indonesia Listed Companies Association	- Corporate Member	2019 – 2024
7.	Indonesian Shopping Center Management Association	- Corporate Member	2019 – 2024
8.	Indonesian Golf Course Owners Association	- Corporate Member	2000 – 2024
9.	Golf Club Manager Association of Indonesia	- Corporate Member	2000 – 2024
10.	Indonesia Industrial Estates Associations	- Corporate Member	2020 – 2026
11.	Association of Real Estate Broker Indonesia	- Member of Advisory Board	1992 – 2024

## Significant Changes [POJK C.6] [GRI 402-1]

In 2024, the Company did not undergo any significant changes that affected business continuity.

## Chapter 4 Director's Report



## Report from the Acting President Director

[POJK D.1] [GRI 2-14, 2-18, 2-22, 2-23, 2-24]



### Unleashing Potential With New Initiatives

Utama Gondokusumo

“



## Dear Stakeholders,

On behalf of the Board of Directors, I am pleased to present the sustainability achievements of PT Intiland Development Tbk (Intiland) as outlined in our 2024 Sustainability Report. This marks the fifth year of our sustainability reporting, under the theme “Unleashing Potential With New Initiatives” This report reflects our ongoing commitment to sustainability and our effort to meet the expectations of all stakeholders.

We share this report in the midst of profound sorrow following the passing of Mr. Hendro Santoso Gondokusumo, Founder and President Director of Intiland, on March 13, 2025, in Singapore. On behalf of the Board of Directors, I express our deepest appreciation for the unwavering support from our stakeholders, and we pay the highest tribute to Mr. Hendro Santoso Gondokusumo for his extraordinary contributions.

In the 2024 Sustainability Report, we have included five new projects in our sustainability analysis: the Fifty Seven Promenade and Regatta apartments in Jakarta, as well as the Spazio, Spazio Tower, and Praxis mixed-use developments in Surabaya. These projects complement the seven previously reported properties: Graha Golf condominium, The Rosebay, 1Park Avenue apartment, Aeropolis, and three commercial office buildings—South Quarter, Intiland Tower Jakarta, and Intiland Tower Surabaya. In total, this year’s report covers 12 properties.

We view 2024 as a year of cautious optimism and challenges for Indonesia’s economy. Based on key macroeconomic indicators, the country remains on a positive growth trajectory, driven by rising domestic demand and continued national infrastructure development. This momentum has offered encouraging prospects for the gradual recovery of the property sector, in line with increasing demand for quality residential and commercial spaces. We appreciate these achievements and enthusiastically strive to seize every opportunity to innovate and deliver property solutions that meet the public’s evolving needs.

At Intiland, we are committed to ensuring that our business progress is not only measured in economic and financial terms, but also in sustainability across multiple dimensions. As a property developer with a longstanding track record, we continuously aim to minimize negative impacts from our operations and development activities. This commitment is reflected in our core sustainability principle—building healthy and high-quality living environments and contributing meaningfully to urban and community development. This principle underpins our

sustainability initiatives in environmental management, social responsibility, governance, and corporate social responsibility programs.

For Economic Performance aspect, in 2024, Intiland recorded sales of IDR 1.64 trillion, a 72.4% increase from 2023, representing 82% of our IDR 2 trillion target. Revenue reached IDR 2.55 trillion, while net income stood at IDR 264 billion, achieving 83% and 186% of targets respectively. Although revenue fell short of expectations, these results reflect the hard work and contribution of our management and employees.

We continue to strengthen the Company’s position and support sustainable performance growth by ensuring sound financial management, enhancing human capital, and upholding good governance. We adopt a prudent approach to new project development, with careful consideration of market absorption, associated risks, and our internal capabilities and resources.

In Environmental aspect, we made progress on environmental preservation and energy efficiency through initiatives such as reducing carbon emissions and embodied carbon in new developments via sustainable procurement practices. These efforts include sourcing local materials within a 1,000 km radius, ensuring material quality standards, preserving native vegetation, and selecting low-carbon alternatives.

Energy efficiency remains a top priority. All buildings in this report achieved an Energy Consumption Index (ECI) below 250 kWh/m<sup>2</sup>—meeting regulatory thresholds. Electricity consumption was stable at 75,364 MWh in 2024, up from 71,925 MWh in 2023, in line with increased occupancy and activities.

Our waste management across all projects has been effective, with the successful implementation of new waste-handling initiatives. A key milestone was a 2.5% reduction in managed waste, totalling 44 tons less than in 2023. We are committed to applying a waste hierarchy approach as part of our goal to embed sustainability in all properties and business practices. Another positive outcome is the increased use of recycled water across several managed projects. South Quarter recorded a significant rise in recycled water use, reaching 47.8% of total usage—up from 29.8% in 2023 and 25.5% in 2022.

Beyond economic and environmental factors, social responsibility remains central to our operations. Intiland is committed to creating positive value for communities, particularly those surrounding our project sites. In employment, we provide

opportunities for local residents to work on our projects. In 2024, a total of 735 local workers were employed at our sites in Jakarta, Tangerang, Batang, and Surabaya. We also support job creation both directly through Intiland's operations and indirectly through our tenants.

Customer satisfaction remains high. Based on 2024 surveys, satisfaction with our products and services stood at 80%, consistent with 2023 results. This strengthens our resolve to continually enhance our offerings. We are committed to equality and inclusivity among employees, in compliance with labour regulations. In 2024, our employee training totalled 8,575 hours, or an average of 7 hours per employee, improving from 4.7 hours in 2023.

Our holistic approach ensures that every project—through design, development, and maintenance—considers social, economic, and environmental impacts. These include job creation, improvement of public facilities, and enhanced community welfare, ensuring that surrounding communities benefit directly from our developments.

We believe that every project should benefit not only the company but also society and the environment. Our commitment to sustainability and social responsibility will continue to guide all of our activities, ensuring value creation for all stakeholders.

In 2024, we carried out 40 CSR programs focused on environmental preservation and community welfare near our projects. These included public infrastructure support, donations, educational assistance, and youth empowerment through the Intiland Youth Panel and Intiland Young Leaders programs. These initiatives contributed positively to social and environmental development and aligned with our long-term sustainability mission.

We also monitor our property portfolio's performance and continually strive to minimize its negative impact. To assess the social value of our investments, we use the Social Return on Investment (SROI) method. In 2024, the average SROI reached 1.9x, an improvement from 1.01x in 2023. This score confirms that our social investments deliver significant benefits to surrounding communities and demonstrate the effectiveness of our CSR programs in supporting social and environmental well-being.

### Appreciation

I would like to extend my sincere gratitude to all Intiland stakeholders—employees, business partners, customers, government agencies, and the wider community—for your exceptional support in 2024. Your trust is a vital asset that enables us to implement new initiatives supporting the company's long-term sustainability. We remain committed to sustainable business practices that balance economic, social, and environmental interests to build a better future.

**Utama Gondokusumo**  
Acting President Director



## Chapter 5 Sustainability Governance



## Person in Charge of Sustainable Finance Implementation

[POJK E.1] [GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-24]

The principle of corporate governance is the main foundation in every operational activity of the Company. Corporate governance in Intiland encompasses the process of managing and supervising the business that involves the division of tasks, authority, and responsibility across all lines of the organisation. As an evolving process, the implementation of corporate governance is introduced on an ongoing basis to all organs of the Company. This step aims to ensure its effectiveness and compliance aspects. To obtain a more up-to-date understanding of the governance practices that have been implemented, it is explained in the Company's Annual Report 2024.

## Sustainability Governance Structure



The sustainable governance structure covers various aspects of human resource management across projects and divisions. The Sustainability Committee consists of senior management from various sections, such as Quality and Continuous Improvement, Risk Management, Finance, Internal Audit, Planning, and Corporate Secretary. The Sustainability Committee is responsible for overseeing the identification, evaluation and mitigation of environmental, economic and social issues that may affect the sustainability of the Company's operations.

The sustainability process starts from the planning and issue identification stage. Each division and project identify, collates, and aligns sustainability challenges with established business strategies. After that, the Corporate Secretary team will collect the report results from each division and project together with related divisions, such as risk management and Internal Audit. The results of the report are then analysed, one of which is related to the impact of the issues that have been identified and develop a mitigation strategy. Furthermore, the evaluation results are coordinated by the Sustainability Committee and submitted to the Board of Directors.

From the strategies that have been formulated, the Company then implements them into the Company's operations. Division Heads and Project Leaders are fully responsible for ensuring the implementation of the sustainability policy is carried out in each work unit. In order to ensure the level of effectiveness, the

monitoring and evaluation process is carried out regularly by the Corporate Secretary division to identify any obstacles in the implementation stage.

Any strategic developments that may impact the Company, either at the corporate or project level, will be reported to the Sustainability Committee. The committee then prepares an evaluation report that includes challenges and recommendations for follow-up actions, before finally submitting it to the Board of Directors for review and strategic decision-making.

The Board of Directors then provides direction and approves any corrective measures or innovations needed to ensure the Company's sustainability strategy works. The evaluation and policies implemented are then communicated to stakeholders through the annual Sustainability Report. Through this systematic and accountability-based workflow, the Company ensures that sustainability as an important part of business strategy is implemented consistently throughout the organisation.



## Competency Development Related to Sustainable Finance

[POJK E.2] [GRI 404-2]



Awareness of the environmental and social impacts of the property development process has increased over time. For Intiland, competency development related to sustainable finance in the property sector is an important factor. The Company realises that competency development in sustainable finance is crucial and needs to be strengthened through continuous training programmes. Continuous training enables us to remain adaptive and have relevant skills in facing the evolving challenges. This step is important in line with the increasing awareness of sustainability principles, regulatory changes, and technological advancements.

In 2024, Intiland involved members of the Board of Commissioners, Board of Directors, Audit Committee, Corporate Secretary, management and employees in

various sustainability-related training programmes, both internally and externally. The training materials cover various important topics related to sustainability aspects that aim to enrich insight and readiness in facing industry dynamics.

Here are the details of the competency development followed during 2024:

Participants	Name of the Activity	Type	Organizer	Time & Place	Number of Participants		Duration of Training
					M	F	
Corporate Secretary Division	Socialisation of POJK 18 on the Issuance and Requirements of Debt Securities and Sustainability-Based Sukuk	Socialisation	OJK	16 January 2024 Zoom Meeting	2	-	2 Hours
Corporate Secretary Division	Introduction To Carbon Accounting	Webinar	AEI, GRI	23 January 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Preparation for Net Zero	Discussion Forum	BPKPT KADIN	25 January 2024 DBS Tower	2	-	3 Hours
Corporate Secretary Division	Net Zero Megatrend: A Business Perspective	Webinar	BEI	14 March 2024 Zoom Meeting	2	-	2 Hours
Corporate Secretary Division	Building Legal Compliance in Environment, Social, Governance (ESG) Practices	Webinar	AEI, Hukumonline	19 March 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Net Zero Road Map	FGD	KADIN	04 April 2024 Zoom Meeting	1	1	2 Hours
Corporate Secretary Division	Property Industry FGD Towards Net Zero	FGD	KADIN	06 June 2024 Ciputra Artpreneur	1	1	3 Hours
Project Team	BNSP Certification - DLH Surabaya. Person in Charge of Wastewater Treatment Operations (POPAL)	Certification	Dinas Lingkungan Hidup Surabaya	19 June 2024 Gedung Wanita Jl. Kalibokor, Surabaya	1	-	5 Hours
Project Team	BNSP Certification - DLH Surabaya. Person in Charge of Water Pollution Control (PPPA)	Certification	Dinas Lingkungan Hidup Surabaya	19 June 2024 Gedung Wanita Jl. Kalibokor, Surabaya	-	1	5 Hours
Corporate Secretary Division	Sustainable Supply Chain and Responsible Procurement	Webinar	AEI	25 June 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Webinar Series Part II: Setting Your Sail on the Indonesia Carbon Trading Ecosystem	Webinar	BEI	27 June 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Renewable Energy and Green Industry	Webinar	AEI, ACEXI	04 July 2024 Zoom Meeting	1	-	2 Hours
Audit Committee	IFRS Sustainability Disclosure Standards S1 dan S2	Webinar	IAI, PPPK	23 July 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Webinar Carbon Project: Nature-based Solution for Climate	Webinar	AEI, ACEXI	30 July 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Webinar Monetizing CSR through SROI	Webinar	AEI	31 July 2024 Zoom Meeting	1	-	2 Hours
Project Team	Discussion and Evaluation of Environmental Analysis Results Sustainability Report 2023	Socialisation and FGD	PT Intiland Development Tbk	8 August 2024 1Park Avenue, Jakarta	4	3	2 Hours
				14 August 2024 Intiland Tower Jakarta	5	2	2 Hours
				14 August 2024 South Quarter, Jakarta	5	2	2 Hours

				15 August 2024 Fifty Seven Promenade, Jakarta	2	2	2 Hours
				16 August 2024 Aeropolis, Tangerang	5	2	2 Hours
				16 August 2024 Regatta, Jakarta	-	1	2 Hours
				26 August 2024 Graha Golf & The Rosebay, Surabaya	2	2	3 Hours
				27 August 2024 Spazio & Spazio Tower, Surabaya	2	3	3 Hours
				28 August 2024 Intiland Tower Surabaya & Praxis.	7	2	3 Hours
Corporate Secretary Division	SDG impact: Maximizing contribution to achieving SDGS	Webinar	AEI	27 August 2024 Zoom Meeting	1	-	2 Hours
Corporate Secretary Division	Enhancing Transparency & Trust: Assurance for Sustainability Report	Webinar	AEI	28 August 2024 Zoom Meeting	2	-	2 Hours
Corporate Secretary Division	The Role of Business and Legal Aspects in Carbon Project Development in Indonesia	Webinar	BEI	26 September 2024 Zoom Meeting	1	-	2 Hours
Commissioners and Audit Committee	Deepening Climate Change and Carbon Markets: Regulation, Incentives and Carbon Tax Strategies in Indonesia	Webinar	BEI	26 September 2024 Zoom Meeting	1	-	7 Hours
Commissioners, Directors, Audit Committee, Corporate Secretary and Company Management	Development Programme: Interactive Discussion on Carbon Trading, Sustainable Finance, and Green Financing for Developers and the Property Industry	FGD	PT Intiland Development Tbk	29 October 2024 Star Room, Intiland Tower, Jakarta	22	8	3 Hours
Corporate Secretary Division	Webinar Understanding Sustainability Assurance 'SR Assurance Based on AA 1000 Standard & SR Assurance Based on ISAE 3000	Webinar	AEI	29 October 2024 Zoom Meeting	2	-	2 Hours
Corporate Secretary Division	Board Governance Forum: Climate reporting in the financial statements	Discussion Forum	KPMG	14 November 2024 Mori Tower Jakarta	2	1	2 Hours
Director & Corporate Secretary Division	CEO Networking: Navigating Global Market Forces and Technology Innovation for Sustainable Business	Workshop	BEI	26 November 2024 Raffles Hotel, Jakarta	1	1	4 Hours
Director & Corporate Secretary Division	Risk & Governance Summit 2024	Workshop	OJK	26 November 2024 Hotel Intercontinental Pondok Indah, Jakarta	1	1	7t Hours
Corporate Secretary Division	Issuer Synergy in Building Sustainable Economic Growth	Workshop	AEI	13 December 2024 Main Hall BEI, Jakarta	2	1	3 Hours

## Risk Assessment of Sustainable Finance Implementation

[POJK E.3] [GRI 3-3, 205-1, 205-2, 205-3]

The Company understands risk as a consequence or uncertainty that can arise from an ongoing process or future events that have the potential to cause losses. The Company implements risk management as part of internal control efforts to reduce negative impacts on the Company's business. The risk management process includes identification of potential risks, measurement of risk levels based on impact and probability of occurrence, implementation of mitigation strategies to reduce potential losses, and periodic evaluation of the effectiveness of mitigation measures that have been taken.

The Company has developed a Risk Management Charter as the main guideline in identifying, measuring, managing, reporting, and controlling risks in a systematic and integrated manner. This Charter serves as a foundation and guide for management in protecting the Company's interests and ensuring that risk management is effectively implemented in all operational aspects. The Risk Management Charter is also a reference in the implementation of an integrated internal control system which makes it an important part of corporate governance. For more information, please access the full document through the following link:

<https://www.intiland.com/en/gcg/>

In 2024, the property sector still faces considerable challenges. The implementation of the democratic party through the general election of the President and vice president and members of the House of Representatives in the first quarter and the simultaneous Regional Head elections in the fourth quarter caused some property consumers to postpone their purchase and investment decisions.

Although political and economic conditions were not very conducive, there were positive growth signals, one of which was supported by the Government Borne Value Added Tax (PPNDTP) incentive policy. This incentive has proven to be effective in making it easier for the public to make property purchase and investment transactions.

As a form of mitigation, the Company's Risk Management unit applies a comprehensive risk management approach to all aspects of the organisation including the development of projects divided into mixed-use and high-rise development segments, housing, industrial estates, and investment properties. The risk mitigation process is carried out thoroughly from the planning stage, land acquisition, construction, marketing and sales, unit handover, to property management. This step aims to ensure that business operations run optimally and are able to adapt to various market conditions. The Company provides more detailed information regarding risk management and mitigation measures in the Company's Annual Report.





## Company Policy and Supervisory Function

The Board of Directors, Board of Commissioners, and Company Committees are responsible for ensuring that the implementation of the Company's policies is in accordance with applicable laws and regulations. The Board of Directors and Board of Commissioners have a central role in reviewing and approving all policies and strategies at the corporate level and on projects to ensure their alignment with regulatory compliance aspects.

For new members of the Board of Directors, Board of Commissioners and Committees, the Company organises an induction programme. This programme aims to provide a comprehensive understanding of the capital market, public company regulations, and internal policies to ensure optimal compliance. As for members of the Board of Directors, Board of Commissioners and Committees who have served previously, the Company also organises competency development programmes aimed at refreshing and updating information on a regular basis to ensure they are always up to date with the latest regulations and policies.

## Anti-Corruption and Gratification Policy

Intiland has a strong commitment in implementing anti-corruption policies as part of the enforcement of Good Corporate Governance principles. This policy is contained in the Code of Conducts and Integrity Pact that must be understood and implemented by all stakeholders, including employees and business partners.

The Integrity Pact specifically regulates the prohibition of corruption, collusion and nepotism (KKN) as well as the gratification policy. The Company strictly prohibits all employees and third parties from accepting, requesting, or providing benefits in any form that may affect objectivity and professionalism in decision-making. Any form of gratification that violates company policy is reported in accordance with applicable procedures.

As an effort to ensure compliance with this policy, the Company applies strict sanctions for individuals proven to be involved in corrupt practices and gratuities. Sanctions may include dishonourable termination of employment or contract, as well as legal action if necessary. The Company has actively educated employees and business partners on anti-corruption policies through periodic socialisation and training to build a clean and integrity business culture. Another effort is to inform the gratification policy to third parties who will establish cooperation. All parties must support this commitment by understanding, agreeing, and signing the Integrity Pact.

## Whistleblowing Policy

The Whistleblowing Policy is a concrete manifestation of Intiland's commitment in implementing the principles of Good Corporate Governance. Any form of deviation from company policy, whether done individually or in groups, with the aim of obtaining personal or group benefits that have the potential to harm the company, is categorised as a violation. The Whistleblowing System is one of the main elements in maintaining and improving the company's transparency, as well as playing a role in preventing and eradicating practices that can harm the company's operations and reputation.

Intiland provides flexibility for all stakeholders, both from the internal and external environment, to report any indication of fraud, violation, or non-compliance that may negatively affect the company, both in terms of financial and non-financial. To facilitate this process, the company has provided a reporting mechanism through the Whistleblowing System that can be accessed through specialised communication channels, such as email and telephone numbers. The Head of Internal Audit is responsible for ensuring that any reports received through the system are properly followed up and resolved in a transparent manner. This mechanism is a form of preventive and supervisory measure that is part of the Company's important commitment in maintaining transparency and ensuring clean and ethical business practices in all operational lines. For further information on this policy, please refer to our Annual Report or visit the Company's official website.

## Communication Policy

Intiland is committed to always providing information related to the condition and dynamics of the Company to all Stakeholders. This policy is a manifestation of the Company's responsibility in applying the principles of equality and fairness to the Stakeholders. As the main source of information, the Company regularly updates various information channels, including the official website ([www.intiland.com](http://www.intiland.com)). Information updates on the website are carried out regularly and continuously to support the implementation of good corporate governance in accordance with OJK regulations and to keep up with developments and community needs.

The implementation of the Company's communication programmes and activities is carried out through several divisions and departments, which include:

- The Corporate Secretary is responsible as the main liaison between the Company as a public company and stakeholders, including the capital market authorities.
- Relations with investors are carried out by the Capital and Investment Management division, one of which carries out the function of investor relations.
- Relations with consumers are carried out by the Consumer Relations Management section under the Corporate Marketing division.
- Corporate Communications is responsible for the implementation of the Company's communication programmes and activities. Corporate Communications is responsible for the implementation of internal communications by working with the Human Capital division and carrying out external communication activities, one of which is media relations.

## Stakeholders Engagement [POJK E.4] [GRI 2-29]

The Company has been actively engaging stakeholders through various corporate communication channels and initiatives. These efforts include providing updates on the Company's performance and development through various media, such as annual reports, quarterly reports, and press releases published regularly on the official website. In addition, the Company also maintains open and responsive communication to better understand the needs and expectations of stakeholders, while encouraging their involvement in the Company's business activities. For Intiland, transparency is a fundamental principle and value applied in every interaction with stakeholders.

The Company has identified stakeholder groups that have a crucial role in business operations. In 2024, there are seven main groups analysed, with the number remaining consistent compared to the previous year.

Key Stakeholders	Key Concerns	Engagement Methods
1. Employees	<ul style="list-style-type: none"> <li>Profitability.</li> <li>Organisational structure with clear job descriptions and responsibilities.</li> <li>Fair performance appraisal.</li> <li>Company stability.</li> <li>Customer satisfaction.</li> <li>Retirement programme.</li> <li>Awards.</li> <li>Comfortable working environment.</li> <li>Gender equality (opportunity, remuneration, no discrimination).</li> <li>Communication mechanism with customers.</li> <li>Appropriateness of competence to the job given.</li> <li>Training programme.</li> <li>Employee turnover rate.</li> <li>Rotation and transfer programme.</li> </ul>	<ul style="list-style-type: none"> <li>Intiland Town Hall Meetings.</li> <li>Forum GM.</li> <li>Learning Corner.</li> <li>Leader's Journey.</li> <li>My Stage, I'm Possible.</li> <li>GLADIS (<i>Global Learning and Development Information System</i>).</li> <li>NEST (Newton Enhancing, Sharing and Transforming), corporate communication between employees to share knowledge.</li> <li>Corin e-newsletter, information media for employees related to information updates on company achievements to foster a sense of pride and belonging.</li> <li>Employee engagement survey.</li> <li>Employee volunteer programme.</li> </ul>

2. Consumers	<ul style="list-style-type: none"> <li>• Company stability.</li> <li>• Customer satisfaction.</li> <li>• On-time handover.</li> <li>• Conformity to promised specifications.</li> <li>• Product clarity to customers.</li> <li>• Communication with the customer.</li> <li>• More affordable products or payment terms.</li> <li>• Health and safety friendly building materials.</li> <li>• Sustainable and environmentally friendly design and concept.</li> </ul>	<ul style="list-style-type: none"> <li>• Customer contact.</li> <li>• Regular product introduction events.</li> <li>• Official letters.</li> <li>• Website, social media and email.</li> <li>• Intiland Circle.</li> <li>• Defect tracking management application and procedures.</li> <li>• Surveys.</li> <li>• Marketing activities.</li> <li>• BAMMS application for tenants.</li> </ul>
3. Consultants, Contractors and Suppliers	<ul style="list-style-type: none"> <li>• On-time handover.</li> <li>• Conformance to promised specifications.</li> <li>• Health and safety friendly building materials.</li> <li>• Sustainable and eco-friendly design and concept.</li> <li>• Vendor evaluation based on ESG criteria.</li> <li>• Occupational health and safety.</li> <li>• Waste and wastewater management.</li> <li>• Payment to vendors.</li> </ul>	<ul style="list-style-type: none"> <li>• Intiland Sustainable Guideline.</li> <li>• Standard operating procedures.</li> <li>• Procurement specifications.</li> <li>• Confidentiality agreement.</li> <li>• Integrity agreement.</li> <li>• Technical review.</li> <li>• Regular inspections and risk assessments.</li> <li>• Vendor evaluation.</li> </ul>
4. Investors and Banks	<ul style="list-style-type: none"> <li>• Profitability.</li> <li>• Company stability.</li> <li>• Payments to investors.</li> <li>• Land reserves.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual General Meeting of Shareholders.</li> <li>• Annual Report and Sustainability Report.</li> <li>• Quarterly financial performance announcement.</li> <li>• Company disclosures.</li> <li>• Meetings with analysts &amp; investors.</li> <li>• Roadshows.</li> <li>• Conferences, meetings and site visits.</li> <li>• Company website and social media platforms.</li> <li>• Intiland Investor Updates.</li> <li>• Timely responses to rating agency and analyst requests.</li> </ul>
5. Community	<ul style="list-style-type: none"> <li>• Sustainability strategy.</li> <li>• Stakeholder engagement.</li> <li>• Breach reporting system.</li> <li>• Citizen activity support.</li> <li>• Local community development.</li> <li>• Recruitment of local employees.</li> <li>• Community investment.</li> </ul>	<ul style="list-style-type: none"> <li>• Community development programmes and activities.</li> <li>• Participation in GBCI.</li> <li>• Participation in conferences/forums.</li> <li>• Consultations and discussions with academics, NGOs, or associations.</li> <li>• Annual report.</li> <li>• Company website and social media platforms.</li> <li>• Advertising.</li> <li>• Favours and donations.</li> </ul>
6. Media	<ul style="list-style-type: none"> <li>• Growth strategy.</li> <li>• Company performance and renewal.</li> <li>• New product development.</li> <li>• Future development plans.</li> <li>• Market diversification and innovation.</li> <li>• Environmentally friendly technology.</li> </ul>	<ul style="list-style-type: none"> <li>• Annual report.</li> <li>• Disclosure of company information.</li> <li>• Press releases.</li> <li>• Press conferences.</li> <li>• Media interviews and project visits.</li> <li>• Media group discussions.</li> <li>• Company website and social media platforms.</li> <li>• Timely response to media requests.</li> </ul>

**7. Regulator**

- Licences and permits.
- Payment of taxes.
- Fulfilment of statutory obligations.
- Wages and benefits for employees.
- Senior representation on boards of various organisations.
- Participation in consultations and dialogue with regulators.

**Issues on Sustainable Finance Implementation** [POJK E.5] [GRI 2-18]

The Company understands that the implementation of sustainable finance principles has significant long-term benefits. However, in the implementation stage, there are still several challenges that can hinder the effectiveness and efficiency of its implementation. These challenges arise from the aspects of understanding, technical capability, and stakeholder trust. The Company feels the need to provide appropriate responses and strategies to overcome these challenges and obstacles. This commitment is important so that the Company can ensure that the implementation of sustainability principles can be implemented effectively and have a positive impact in the long term.

The following are some of the main challenges faced in the implementation of sustainable finance covering economic, environmental, and social aspects, as well as possible responses and initiatives to overcome these obstacles.

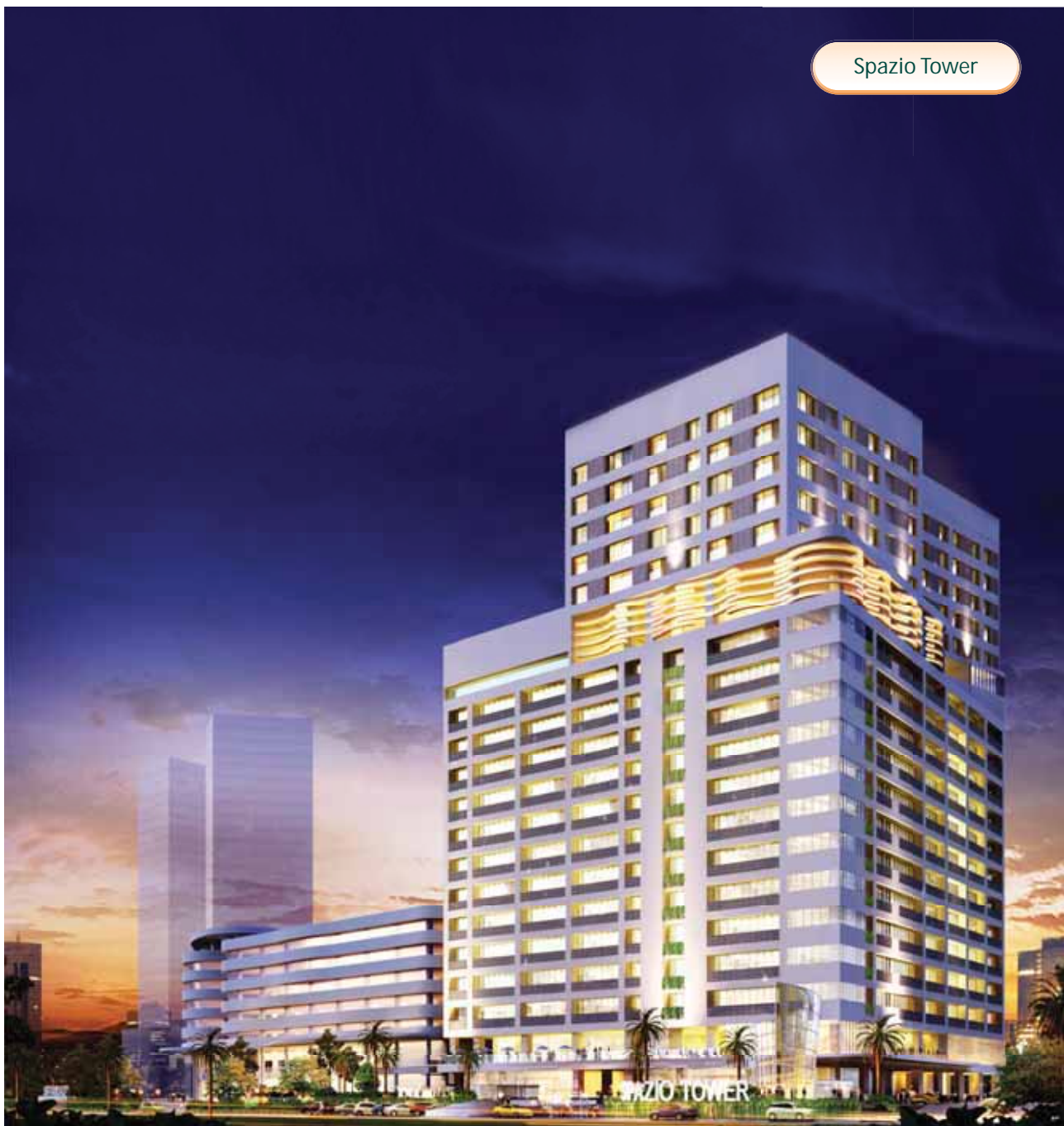
Issues and Challenges	Responses and Initiatives
<ol style="list-style-type: none"> <li><b>Regulatory Complexity</b> - Regulations related to sustainability in Indonesia are still evolving and are subject to change. This becomes more challenging when companies operate in various regions with different policies in each region.</li> <li><b>Data Availability and Quality</b> - Accurate and consistent data related to ESG performance is still relatively limited. In addition, efforts are needed to standardise data across projects, especially across different project typologies.</li> <li><b>Lack of Consistent Awareness and Understanding</b> - Differences in understanding of ESG risks and their impact on the Company's operations at various levels of the organisation can hinder the effectiveness of the strategy to implement sustainability aspects.</li> <li><b>Financial Limitations</b> - Real implementation of ESG strategies requires significant initial investment in technology, infrastructure and human resource development, which can be a constraint for companies.</li> <li><b>Challenges in Supply Chain Management</b> - Involving various sub-contractors and suppliers in the supply chain adds to the complexity of ensuring compliance with established ESG standards.</li> </ol>	<ol style="list-style-type: none"> <li><b>Regulatory Adaptation and Monitoring</b> <ol style="list-style-type: none"> <li>Proactively monitor sustainability regulatory developments in Indonesia and other operational regions.</li> <li>Collaborate with regulators, industry associations and other stakeholders to understand policy changes and ensure more adaptive compliance.</li> <li>Develop internal guidelines that are flexible and adaptable to regulatory changes.</li> </ol> </li> <li><b>Improve ESG Data Availability and Quality</b> <ol style="list-style-type: none"> <li>Establish a technology-based ESG recording and reporting system to improve data accuracy and consistency across projects.</li> <li>Implement ESG measurement and reporting standards aligned with property industry and global practices.</li> <li>Train internal teams to better manage and analyse ESG data.</li> </ol> </li> <li><b>Increase Awareness and Understanding of ESG</b> <ol style="list-style-type: none"> <li>Conduct regular education and training for employees on ESG risks and their impact on business operations.</li> <li>Integrate sustainability aspects into the Company's culture through various initiatives, such as discussion sessions, workshops, and internal awareness campaigns.</li> </ol> </li> <li><b>Optimize Funding for ESG Implementation</b> <ol style="list-style-type: none"> <li>Explore alternative sources of sustainable funding, such as greenbonds, green financing, sustainable loans, or financial incentives from the government and financial institutions.</li> <li>Optimize operational efficiency to allocate some funds for ESG investment without burdening the company's finances.</li> <li>Collaborate with external organisations to support ESG initiatives with joint funding schemes.</li> </ol> </li> </ol>



#### 5. Improve Supply Chain Compliance with ESG

- a. Develop clear ESG policies and standards for subcontractors and suppliers, including audit mechanisms and periodic compliance evaluations.
- b. Encourage suppliers to implement sustainable business practices through training and mentoring programmes.

The Company ensures that sustainability principles are not only to fulfil compliance aspects, but also become an integral part of a resilient and future-oriented business model. Through improved regulation, strengthened ESG data, internal education, funding optimisation, and more responsible supply chain management, the Company can create long-term value for all stakeholders. With a strong commitment and ongoing initiatives, we are confident that sustainability will become a key pillar in inclusive business growth that positively impacts the environment and society.

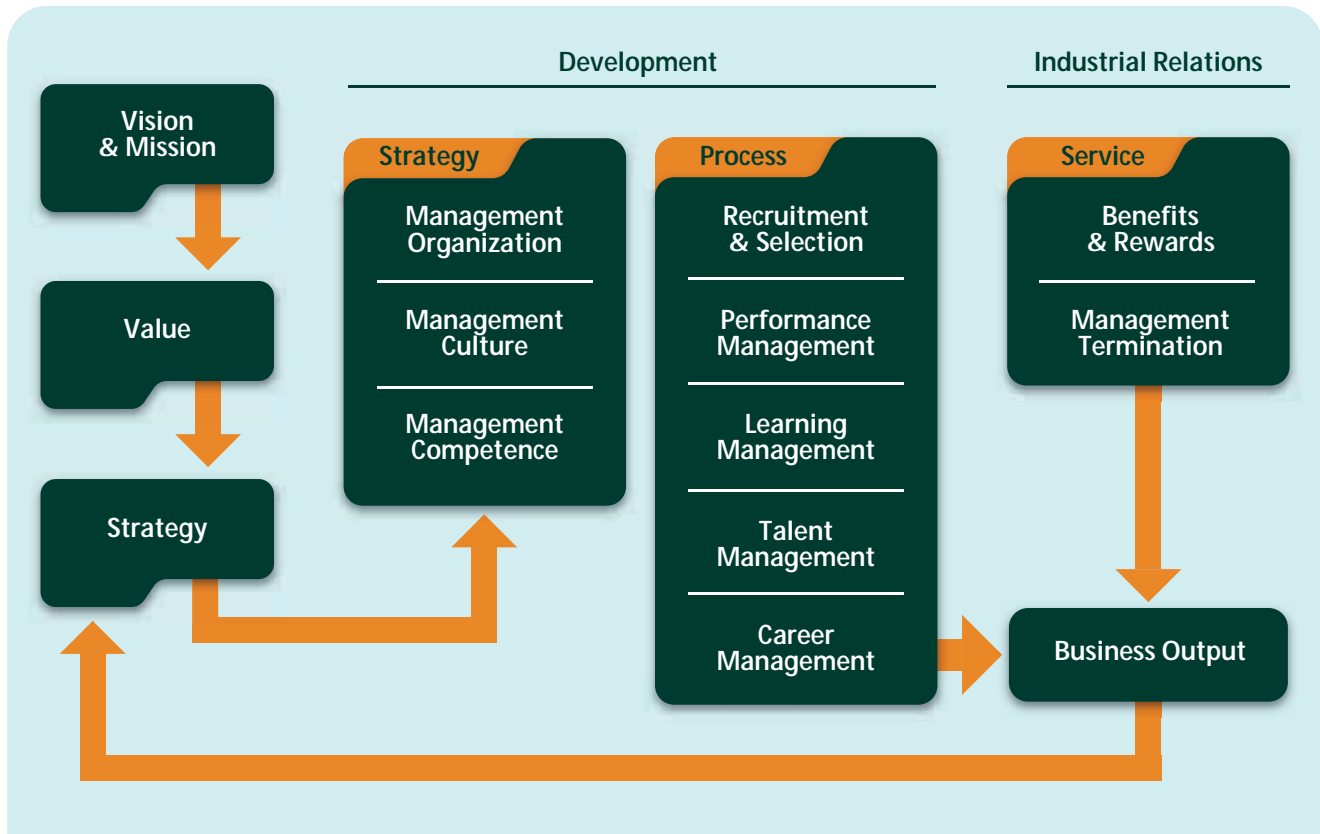






## Activities to Build a Sustainability Culture [POJK F.1] [GRI 2-22]

Intiland is committed to fostering a comprehensive culture of sustainability within the Company, encompassing business and operational aspects as well as human resource management. We believe that sustainability must be a core value embedded in every work process, from corporate policies to individual behavior within the organization. Various programs and initiatives are implemented to ensure that all employees understand and contribute to the achievement of the Company's sustainability goals. In cultivating a culture of sustainability, we adopt a structured and continuous approach. Regular training sessions and awareness programs are also conducted to enhance employees' understanding of sustainability, including environmental, social, and governance (ESG) aspects.



At Intiland, we regard human capital as our most valuable asset in realizing the Company's vision, mission, and goals. Optimizing human potential in alignment with sustainability principles is a necessity. We implement an integrated human capital management strategy, which includes strategic organizational planning, strengthening corporate culture, and continuous competency development. This process spans the entire employee lifecycle from recruitment to long-term career planning. We place strong emphasis and investment in human capital management to ensure that every employee can become a key driver of business growth and sustainability.

As part of a sustainable human capital management system, the Company ensures that sustainability values are embedded in employee development strategies, including recruitment, training, and succession planning. Every individual within the organization is equipped with the competencies required by the business, along with the awareness and responsibility to create a positive impact on the environment and surrounding communities. Through the continuity of these initiatives, Intiland continues to strengthen a culture of sustainability as a fundamental pillar in conducting business and building a better future.





**Leader & Manager  
Development**

**Internalization  
of Corporate Values**

**IT-based Human Capital**

**Succession Planning  
for Key Positions**

**Career Management**

**Employee Engagement**

In 2024, human capital development focused on six strategic areas designed to ensure business sustainability and enhance the Company's performance. Leadership and management development remained a top priority, aiming to cultivate visionary and adaptive leaders by equipping individuals in strategic positions with the necessary skills to navigate the dynamic business landscape. The internalization of corporate values also played a vital role in building a strong work culture, where every employee understands and applies the Company's principles and values in their daily activities.

In line with technological advancements, we continued to strengthen IT-based human capital by adopting digital systems across various operational aspects to improve work efficiency and effectiveness. The Company also implemented succession planning

for key positions, ensuring leadership continuity through the identification and development of talents with the potential to take on strategic roles in the future.

In terms of career management, the Company provides clear development pathways for each individual, enabling them to grow and contribute to their fullest potential. Lastly, we place strong emphasis on employee engagement by fostering an inclusive and collaborative work environment where each individual feels valued and motivated to deliver their best performance. Through these strategic focus areas, Intiland remains committed to building a resilient, innovative, and future-ready workforce.



Regatta

## Economic Performance

[POJK F.2, F.3] [GRI 3-3, 201-1, 203-1, 203-2]



Based on the audited financial statements for the year ended December 31, 2024, the Company recorded operating revenue of IDR 2,553 billion, representing a decrease of IDR 1,353 billion or 34.65% compared to 2023. This decline was primarily due to reduced sales recognition from development activities, particularly in the Mixed-Use & High-Rise segment, notably the Fifty Seven Promenade project, which was completed at the end of 2022. The peak period for unit handovers (BAST) occurred in 2023, resulting in significantly higher revenue recognition in that year compared to 2024.

The Company's profitability in 2024 also declined. This is reflected in the net profit for the year, which amounted to IDR 264 billion, a decrease of 65.19% compared to IDR 758 billion in 2023.

Cash received from operating activities increased by IDR 258 billion in 2024. This increase was mainly driven by:

- An increase in collections from customers amounting to IDR 159 billion; and
- A decrease in payments to suppliers and contractors amounting to IDR 97 billion.

### Revenue Breakdown

Development income contributed IDR 1,670 billion in 2024, representing a decrease of 46.75% from IDR 3,136 billion in 2023. In contrast, recurring income reached IDR 884 billion in 2024, an increase of 14.58% compared to IDR 771 billion in 2023.

Recurring income from the investment property segment was the largest contributor to total revenue in 2024, accounting for 34.61%. The next largest contributors were the residential development segment, which generated IDR 659 billion or 25.83%, the industrial estate segment with IDR 638 billion or 25.00%, and the mixed-use & high-rise segment with IDR 372 billion or 14.56%.

### Sales Performance

Marketing sales in 2024 reached IDR 1,639 billion, marking a 72.4% increase compared to IDR 950.8 billion in 2023. This achievement represents 82.0% of the 2024 marketing sales target of IDR 2.0 trillion. The main contributor was the residential development segment, generating IDR 878.9 billion, primarily from commercial land sales in Graha Famili, Amesta Living, 1Park Homes, Talaga Bestari, and Brezza. The industrial estate segment recorded marketing sales of IDR 567.0 billion, sourced from the sale of industrial plots at Batang Industrial Park and warehouse units at Aeropolis Technopark. The mixed-use & high-rise segment contributed IDR 193.2 billion, mainly from Regatta, SQ Res, Aeropolis, 1Park Avenue, Spazio, and The Rosebay.

Leveraging digital capabilities has become a key marketing strategy through enhanced online presence. Utilizing leading digital platforms, optimizing social media, and expanding digital networks have enabled the Company to reach a broader audience and increase engagement with potential customers. Maintaining and securing occupancy levels especially for office and commercial rental spaces was also a key focus in 2024. The Company implemented customer retention strategies to sustain office building occupancy levels, both lease and strata title, at a minimum of 85 percent.

Lastly, the Company continued to strengthen its customer relationship management (CRM) efforts. Enhancing service quality for potential customers provides a personalized and comprehensive experience throughout the property purchasing process. Through this approach, the Company builds trust and secures strong customer loyalty.

All of these strategies align with ongoing efforts to improve the competence and capacity of the internal sales and marketing teams, as well as sales

agency partners. With a focused marketing strategy and model, the Company enters 2025 with greater optimism amid a property market that remains challenging.

### Economic Value Generated

(in million Rupiah)

Description	2024	2023	2022*
Consolidated Revenue	2,553,285	3,906,828	3,148,755
Profit for the Year	263,852	758,028	191,968

### Economic Value Distributed

(in million Rupiah)

Description	2024	2023	2022
Operating Expenses <ul style="list-style-type: none"> <li>Procurement</li> <li>Payments to contractors and suppliers</li> <li>Marketing expenses</li> </ul>	1,804,159	2,344,133	1,936,399
Employee Salaries and Benefits <ul style="list-style-type: none"> <li>Salaries</li> <li>Work insurance</li> <li>Medical expenses</li> <li>Retirement plan</li> <li>Other compensation &amp; allowances</li> </ul>	294,895	292,224	243,130
Payments to Providers of Capital <ul style="list-style-type: none"> <li>Interest expense</li> <li>Dividends paid to shareholders</li> </ul>	359,417	389,477	408,134

Payments to the Government <ul style="list-style-type: none"> <li>Value added tax</li> <li>Luxury goods sales tax</li> <li>Acquisition Duty on Rights on Land and Buildings</li> <li>Other taxes</li> </ul>	143,234	95,867	67,194
Social Investments** <ul style="list-style-type: none"> <li>Social and public facilities</li> <li>Social services</li> <li>Philanthropic donations</li> </ul>	1,091	630	343

## Economic Value Retained

(in million Rupiah)

Description	2024	2023	2022*
Profit for the year <ul style="list-style-type: none"> <li>Reinvested in the core business</li> <li>Future business acquisitions and investments</li> </ul>	263,852	758,028	191,968
Total assets <ul style="list-style-type: none"> <li>Inventories</li> <li>Investment properties for recurring income</li> <li>Land for development</li> </ul>	13,703,553	14,603,908	16,351,848

\* Certain accounts in the 2022 consolidated financial statements have been reclassified to conform to the presentation of the 2023 consolidated financial statements. The consolidated financial statements of PT Intiland Development Tbk and subsidiaries for the period 31 December 2024, 2023 and 2022 have been audited by the Mirawati Sensi Idris Public Accounting Firm, an independent member of Moore Global Network Limited, with a qualified opinion in all material matters, in accordance with Indonesian Financial Accounting Standards.

\*\* Not including allocation of funds for building public and social facilities as required in the permit.

## Comparison of Target and Realization of Financial Performance

(in million Rupiah)

Year	Marketing Sales		Revenue		Profit For the Year	
	Target	Realization	Target	Realization	Target	Realization
2024	2,003	1,639	3,075	2,553	141	264
2023	2,385	951	5,096	3,906	1,027	758
2022	2,408	1,082	5,820	3,148	1,433	192



## Environmental Performance



### Environmental Cost [POJK F.4]

The Company is committed to conducting its business operations in an environmentally responsible manner as part of its sustainability efforts. As a tangible manifestation of this commitment, in 2024, the Company allocated IDR 84,613,400 to support various environment-based corporate social responsibility (CSR) programs. These funds were used to support initiatives such as reforestation, waste management, and environmental education for local communities. The Company not only aims to minimize the environmental impact of its operations but also strives to make a positive contribution toward creating a healthier and more sustainable ecosystem for future generations.

### Intiland's Environmental Stewardship in Action

#### Innovative Pathways to Environmental Sustainability

As a key global platform, COP29 underscored the role of the built environment in addressing climate challenges, recognizing initiatives like the Intergovernmental Council for Buildings and Climate (ICBC) and the "National Circularity Assessment Framework." showcasing initiatives such as the Intergovernmental Council for Buildings and Climate (ICBC) and the "National Circularity Assessment Framework." With nearly 40% of global energy-related emissions attributed to this sector, the need for decarbonizing construction, enhancing urban resilience, and integrating circular design has become increasingly urgent. These priorities align with Indonesia's Enhanced Nationally Determined Contribution (ENDC) roadmap, which aims to reduce emissions by 31.89% by 2030—or 43.2% with international support—through strategies like energy-efficient construction, renewable energy adoption, and sustainable waste management. By encouraging real estate stakeholders to embrace these practices, the eNDC supports both global climate objectives and Indonesia's development goals.

For Intiland, these global calls to action align closely with our commitment to sustainability as a core responsibility. Guided by our principles—Living Well, Quality, and Contribution to the City—we prioritize creating buildings that are energy-efficient, resilient, and designed to foster community well-being. By incorporating sustainable building practices, such as passive design principles and optimized resource use, we strive to minimize the environmental footprint of our developments while delivering value to our stakeholders.

As a leading real estate developer, Intiland drives sustainability by embedding environmentally conscious practices throughout its operations, driving meaningful change in urban development. In alignment with COP29's global vision and Indonesia's Enhanced Nationally Determined Contribution (eNDC) roadmap, Intiland focuses on reducing emissions and enhancing resilience, while also minimizing its environmental footprint. These efforts address both immediate climate challenges and long-term sustainability. By adopting forward-thinking approaches, such as implementing passive design principles and material optimization, Intiland creates developments that are both functional and environmentally responsible.

### **Intiland Building Performance**

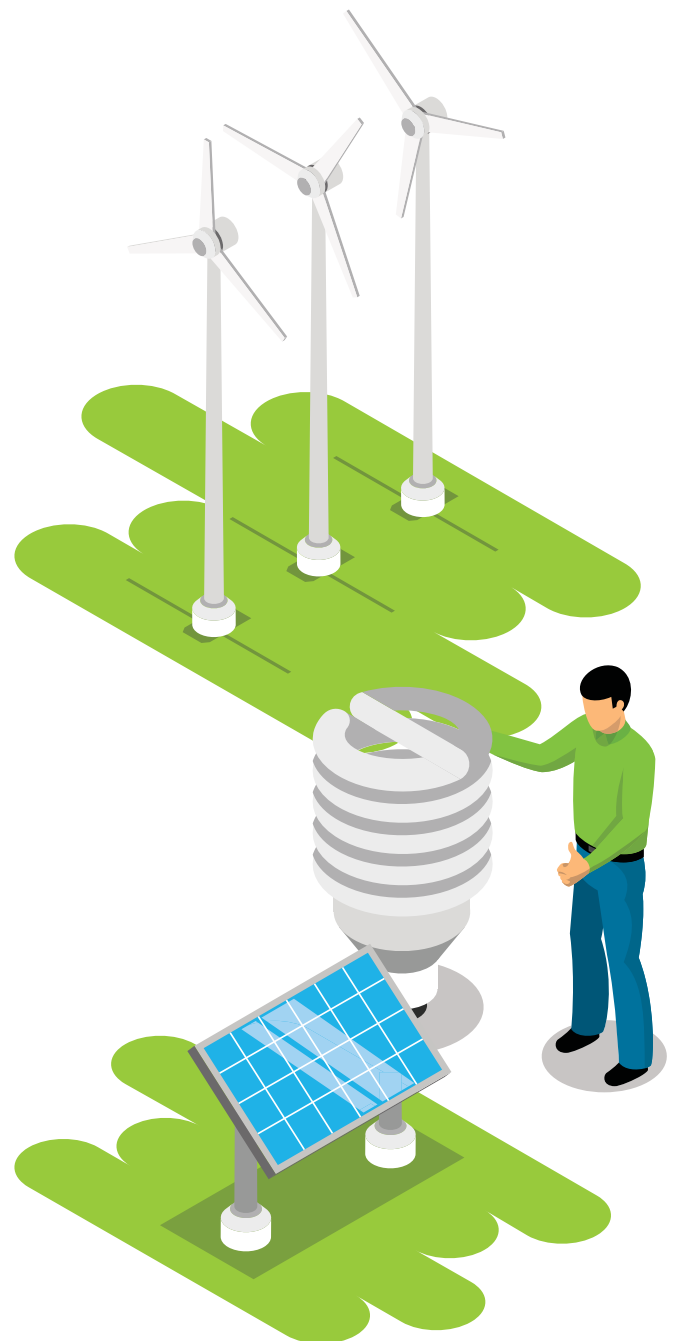
Intiland is committed to continuously monitoring and enhancing the performance of our properties to further reduce our environmental impact. This year, we have expanded our reported properties in Jakarta and Surabaya to a total of twelve (12), adding five newly reported buildings: Regatta and Fifty Seven Promenade in Jakarta, along with Spazio, Spazio Tower, and Praxis in Surabaya. These properties enhance our existing reported portfolio, which now features a more diverse range of typologies, including office and retails, apartments, commercial, hotels, and data center.

The Intiland team carried out a comprehensive stakeholder engagement process, involving meetings with administrators, building engineers, project managers, and building managers. This initiative was further supported by direct site visits to all relevant project locations across our portfolio. These collaborative efforts were undertaken to ensure the accuracy and reliability of the information presented in our report.

Additionally, we enhanced our methodology to include more detailed aspects of each reported property, covering shared spaces and specific operational areas such as commercial spaces, hotels, and data centers. For this reporting year, another area has been added to the scope of South Quarter, with SQ Dome now included as part of the commercial spaces category alongside office & retail. Due to changes in its scope, the total area coverage has increased as it now includes the commercial area; however, the office & retail area remains unchanged. Similarly, Intiland Tower Surabaya features distinct spaces, which includes office & retail and data center areas. Conversely, after the typology separation within the building, the office and retail areas decreased as part of the space was allocated to the data center. However, the overall building GFA remains the same, as it is now divided into two categories.

Likewise, Aeropolis comprises separate areas, including apartments and hotels. With the typology separation within the complex, the apartment area decreased as part of the space was reallocated to the hotel. Despite this adjustment, the overall GFA remained unchanged, now categorized into two distinct property types. This clear typology separation allows for more consistent data analysis

and a deeper understanding of the performance and characteristics of each space type. Furthermore, this approach provides a more comprehensive view of our environmental impact, supporting building managers in making informed decisions for future improvements and sustainability planning.



No	Project Name	Typology	Location	Total Area (m2)	
1	South Quarter	Office and Retail	South Jakarta	120,916	253,101
		Commercial		132,185	
2	Intiland Tower Jakarta	Office and Retail	Central Jakarta	43,415	43,415
3	1Park Avenue	Apartment	South Jakarta	59,024	59,024
4	Aeropolis	Apartment	Tangerang	102,581	109,829
		Hotel		7,248	
5	Regatta	Apartment	North Jakarta	85,884	85,884
6	Fifty Seven Promenade	Apartment	Central Jakarta	109,854	109,854
7	Intiland Tower Surabaya	Office and Retail	Surabaya	17,987	19,348
		Data Center		1,361	
8	Graha Golf	Apartment	Surabaya	50,002	50,002
9	The Rosebay	Apartment	Surabaya	29,283	29,283
10	Spazio	Office and Retail	Surabaya	38,009	38,009
11	Spazio Tower	Office and Retail	Surabaya	55,407	64,450
	Whiz Luxe (Spazio Tower)	Hotel		9,043	
12	Praxis	Office and Retail	Surabaya	69,262	95,834
		Apartment		26,572	

\* Restatement: Changes in Gross Floor Area (GFA) for Intiland Tower Jakarta, The Rosebay, and Graha Golf.

The addition of five new properties in this report reflects Intiland's diversified development portfolio across Jakarta and Surabaya. In North Jakarta, Regatta is an exclusive seafront residential complex that offers a luxurious living experience with serene ocean views. Also in Jakarta, Fifty Seven Promenade presents modern urban residences located in a prime area of the city, complete with facilities that enhance comfort and lifestyle.

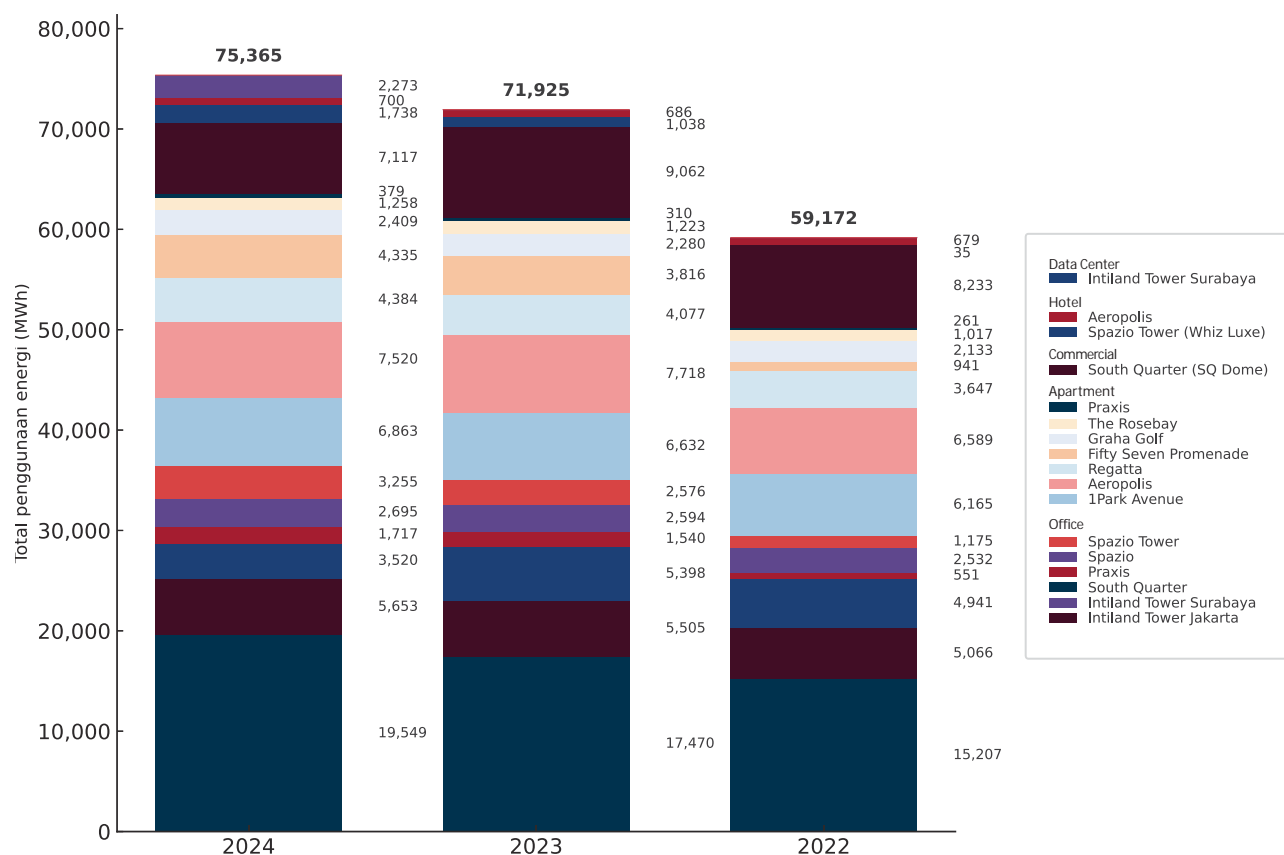
In Surabaya, Spazio and Spazio Tower showcase integrated developments that combine office spaces with retail, dining, and hospitality services creating a dynamic and multifunctional business hub. Completing the list, Praxis who also located in Surabaya, introduces a mixed-use urban complex that merges residential units, office spaces, and commercial areas, providing a well-balanced and connected urban lifestyle.

## Efficient Energy, Resilient Tomorrow

### Energy Performance Trend [POJK F6, F7] [GRI 302-1, 302-3, 302-3, 302-4]

The energy usage data presented here includes all the energy required to run and maintain building systems like HVAC, lighting, and other operational systems. This data is consolidated based on the total grid electricity consumed by each property, along with the energy provided by backup diesel generators. The following graphs illustrate the electricity usage performance of Intiland's assets over the past three years.

## Annual Energy Usage (MWh)



*Restatement: Adjustment in Aeropolis's 2022 electricity from energy usage due to data enhancement.*

Despite a slight increase in annual energy usage mainly due to the increased occupancy rates, over 75% of Intiland's reported properties successfully maintained stable energy consumption from 2023 to 2024. This moderate upward trend reflects Intiland's commitment to energy efficiency, even amidst factors (i.e. increased occupancy rate) that could have significantly increased energy usage. Overall, apartment and office & retail properties consistently recorded the highest energy consumptions, primarily because the majority of Intiland's reported properties fall under these typologies. Meanwhile, commercial properties, data centers, and hotels make up a smaller portion of the reported properties, resulting in a relatively lower share of overall energy consumption. Notably, commercial properties saw a slight reduction, primarily driven by decreased energy usage.

For each property, South Quarter notably achieved steady energy performance from 2023 despite increased occupancy rates and regular community events. Aeropolis also shows a slight decline in energy performance, maintaining stable energy consumption across the property, supported by ongoing efficiency measures such as the implementation of solar-powered street lighting. Similarly, properties such as Intiland Tower Jakarta, The Rosebay, Intiland

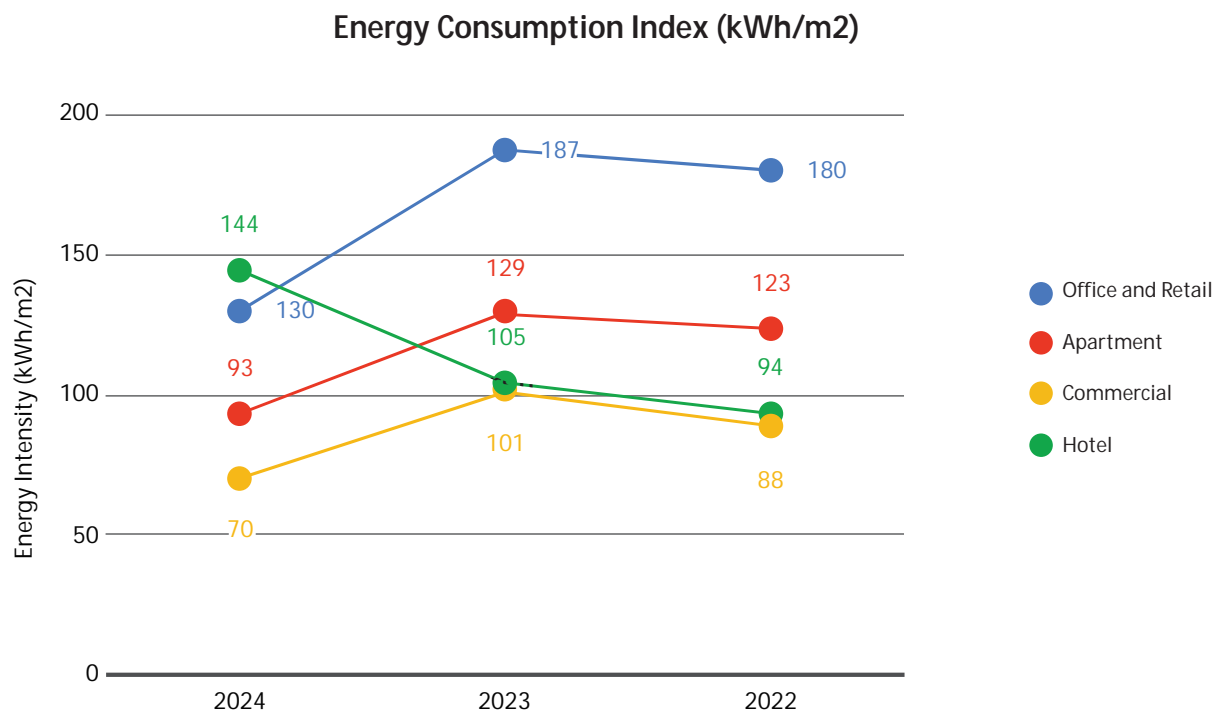
Tower Surabaya, Graha Golf, 1Park Avenue, and Spazio saw a slight increase in annual energy consumption, likely due to higher electricity tenant usage. However, despite these factors, the increase remained minimal, demonstrating effective energy management practices and highlighting the ability to maintain operational efficiency while promoting sustainable energy such as solar powered street lighting. The annual energy usage trend for newly reported properties highlights varying patterns. Fifty Seven Promenade, Praxis, Spazio Tower have shown a significant increase in energy consumption from 2022 to 2024, primarily driven by steadily rising occupancy rates. Whiz Luxe Hotel that is part of Spazio Tower began operations in 2023, leading to a significant spike in energy consumption from 2022 to 2023 as the hotel became fully operational. Similarly, Praxis also became fully operational in 2024, leading to a significant rise in energy consumption that year. Additionally, Fifty Seven Promenade saw a sharp rise in energy consumption between 2023 and 2024, driven by the ramp-up of operational activities during this time.

The increase in energy consumption across Intiland properties is primarily driven by rising occupancy rates, along with factors such as aging equipment,



which has led to reduced efficiency. Additionally, higher post-COVID activity levels and the return of annual events have further contributed to increased energy demand. Despite these challenges, Intiland has proactively implemented energy reduction initiatives, which are detailed in the following section.

In accordance with Jakarta Governor Regulation No. 38/2012, the Energy Consumption Index (IKE) considers various contextual factors, including Gross Floor Area (GFA), occupancy rate, and standardized operating hours, to provide a benchmark comparison of building performance. This regulation establishes energy consumption benchmarks for buildings, categorized by their specific functions.



Building Typology	Property	Energy Consumption Index (kwh/m2.year)		
		2024	2023	2022
Office	South Quarter	144	137	137
	Intiland Tower Jakarta	128	185	184
	Intiland Tower Surabaya	293	426	437
	Praxis	38	-	-
	Spazio	81	83	81
	Spazio Tower	94	105	61
Apartment	1Park Avenue	185	184	180
	Aeropolis	134	103	107
	Reggata	72	72	67
	Fifty Seven Promenade	102	160	-
	Graha Golf	67	164	164

	The Rosebay	71	91	98
	Praxis	21	-	-
Commercial	South Quarter	70	101	88
Hotel	Spazio Tower (Whiz Luxe)	192	115	-
	Aeropolis	97	95	94
Data Center	Intiland Tower Surabaya	497	-	-

The chart highlights energy intensity trends across Intiland's property types from 2022 to 2024, reflecting the influence of occupancy, operational activities, and energy demands. In 2024, the hotel typology recorded the highest energy intensity, followed closely by office and retail properties while the commercial had the lowest. In general, most typologies showed a positive reduction in energy intensity from 2023 to 2024, reflecting continued progress in energy optimization and efficiency improvements implemented in 2023, which contributed to the reduction in 2024.

Hotel typology experienced a notable rise in energy intensity in 2024, primarily due to the recent opening of Whiz Luxe Hotel in Spazio Tower. Since it is newly opened, visitor numbers are still growing, however, its occupancy rate is recorded at 100% since it operates as a tenant within Intiland. Commercial spaces in this reporting year primarily consist of SQ Dome, where commercial activities remain limited, as the area is predominantly occupied by restaurant tenants within an office district. As a result, energy intensity for commercial properties remains relatively low. Overall, the variations across typologies highlight the dynamic nature of energy consumption, reinforcing the importance of continuous monitoring and efficiency improvements.

This year, energy consumption calculations for Intiland Tower Surabaya were refined by segmenting the index into office and retail categories, while the data center was categorized separately due to its significantly higher energy usage. The data center recorded the highest energy intensity at 497 kWh/m<sup>2</sup> per year and was therefore excluded from the graph to maintain comparability across property types. Meanwhile, Praxis reported relatively low energy intensity despite being fully operational, as many areas remained unoccupied, reducing overall energy consumption. Whereas, Intiland Tower Jakarta, The Rosebay and Graha Golf, and The Rosebay saw notable reduction in energy intensity due to an updated gross floor area calculation, which now includes public areas. A reduction was also observed at Fifty Seven Promenade, driven by an increase in occupancy, while overall energy consumption remained relatively stable in 2024.

## Energy Reduction Strategy and Initiatives for Intiland Properties

Intiland's energy reduction strategy focuses on improving energy efficiency, leveraging renewable solutions, and optimizing building operations across its properties. Key measures include transitioning to LED lighting and implementing smart controls such as motion sensors and timed operations for lights and air conditioning. Older equipment is continually being replaced with more energy-efficient units. These collective efforts aim to enhance energy performance, reduce consumption, and support sustainability across both high-occupancy and mixed-use properties.

Below is a breakdown of the energy reduction initiatives for each asset, showcasing Intiland's commitment to improving energy efficiency and supporting sustainability through innovative solutions and strategic measures that are greatly valued.

Property	Current Initiatives
Spazio dan Spazio Tower	Optimised schedules for lighting and elevator operations and provision of EV charging station.
Intiland Tower Surabaya	Replacement of old AHU (Air Handling Units).
Praxis	Replacement of TL lamps with LED lighting, installation of sound-activated sensors for emergency stairwell lighting and motion sensors for balcony lighting.
The Rosebay	Replacement of TL lamps with LED lighting and provision of EV charging station.
Aeropolis	Solar-powered street lighting.
1Park Avenue	Optimized AC usage and zigzag lighting method at basement ramp.

## Navigating GHG Data for Impactful Decisions

### Operational Carbon Emissions Performance

In response to the ever pressing climate crisis, Intiland believes in the systematic reduction of our operational carbon emissions. We are committed to monitoring, managing, and minimizing our environmental impact by maintaining transparent and robust environmental data, which is communicated to relevant stakeholders through our sustainability reporting.

At Intiland, we understand the critical role of reducing carbon emissions in addressing climate challenges. Our primary source of emissions is electricity consumption, categorized under Scope 2 emissions. Consequently, a significant focus of our carbon mitigation strategy is directed at reducing Scope 2 emissions. Overall, our Scope 2 emissions have gradually increased, reflecting higher energy consumption influenced by various key factors discussed in the previous energy section. To summarize, one of the primary contributors is the rise in occupancy rates, which has led to higher operational electricity usage to support the needs of our tenants and facilities.

Additionally, Intiland ensures that no Ozone Depleting Substances (ODS) are used across our properties. This commitment significantly reduces our Scope 1 emissions by eliminating fugitive emissions typically associated with ODS.

In 2024, our greenhouse gas (GHG) emission calculations adhere to globally recognized standards, following the GHG Protocol methodology for Scope 1, Scope 2, and Scope 3 emissions. Scope 1 emissions, primarily generated from generator usage, are

calculated using emission factors based on fuel type, as provided by the Indonesian Ministry of Energy and Mineral Resources (ESDM). Scope 2 emissions, which result from building electricity consumption, are measured using location-based emission factors from ESDM. Additionally, we have begun efforts to calculate Scope 3 emissions, specifically for assets classified as downstream leased assets and the use of sold products, using ESDM's location-based emission factors.

This year, we refined our Scope 3 calculation methodology to separately account for electricity consumption by Intiland's operations and by tenants leasing our properties. This enhanced granularity provides a clearer picture of our emissions profile, enabling us to tailor our mitigation strategies more effectively. These emissions fall under Scope 3 under Category 11: Use of Sold Products and Category 13: Downstream Leased Assets, as classified by the GHG Protocol.

## Total GHG Emissions [POJK F11, F12] [GRI 305-1, 305-2, 305-3, 305-5, 305-6]

Intiland continues to demonstrate accountability by consistently reporting its greenhouse gas (GHG) emissions across operations. Our GHG inventory is calculated in accordance with globally recognized methodologies.

GHG Scope	2024	2023	2022
Scope 1	122	198	181
Scope 2	34,213	34,301	28,415
Scope 3	31,296	22,041	17,927
<b>Total</b>	<b>65,631</b>	<b>56,540</b>	<b>46,523</b>

Restatement:

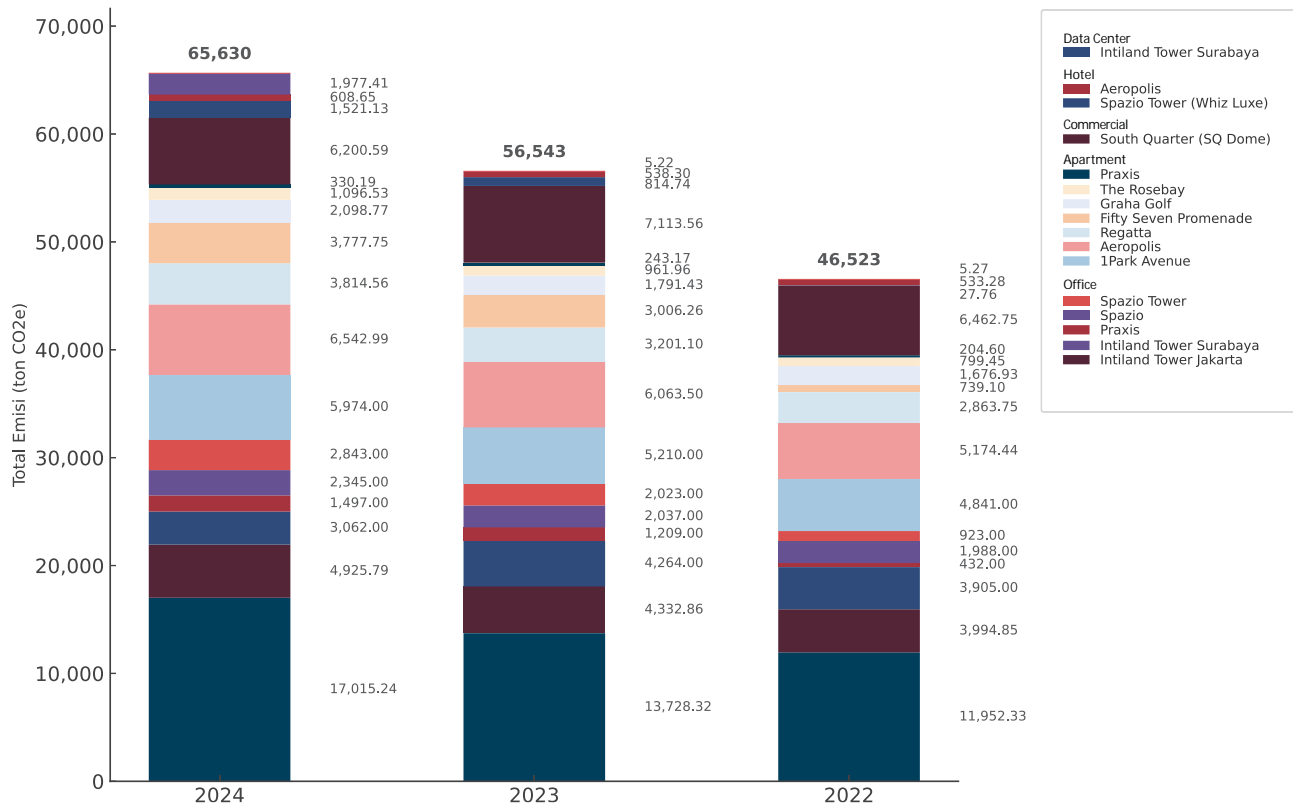
- Changes in emissions classification, where a portion of Scope 1 and Scope 2 emissions has been reallocated to Scope 3 to ensure more accurate reporting. The separation has now been implemented accordingly.
- The emission factor used in 2024 has been adjusted to align with ESDM standards.

The table provides an overview of total emissions by scope (tonnes CO<sub>2</sub>e) for 2022, 2023, and 2024, highlighting the contribution of each category to overall emissions. In 2024, total GHG emissions from Intiland's 12 reported properties reached 65,631 tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e), reflecting a 16% increase from 2023. This rise was primarily driven by a surge in Scope 3 emissions, which increased due to higher tenant activities and growing operational demands. Tenant operations played a significant role in contributing to indirect emissions. In contrast, Scope 2 emissions saw a slight decrease from 2023, highlighting Intiland's ongoing efforts to optimize energy consumption despite rising demand. Similarly, Scope 1 emissions also declined compared to the previous year, primarily due to reduced fuel usage on diesel-powered generators. Overall, Scope 2 remains the largest contributor to total GHG emissions.

Scope	Definition	Sources of Emissions
Scope 1	Direct emissions from owned or controlled sources	Backup generators (e.g., gensets)
Scope 2	Indirect emissions from the generation of purchased electricity	Electricity used in Intiland's assets
Scope 3	Indirect emissions not included in Scope 2 that occur in the value chain	Electricity consumed by tenants (Category 11: Use of Sold Products and Category 13: Downstream leased assets)

The table categorizes emissions into three scopes based on their sources. Scope 1, contributing just 0.2%, comes from backup generators. Scope 2 accounts for indirect emissions from purchased electricity, which is the most significant contributor, making up approximately 52.1% of total emissions due to high occupancy levels and reliance on electricity. Scope 3, making up 47.7%, consists of tenant electricity consumption, classified under Category 11 (Use of Sold Products) and Category 13 (Downstream Leased Assets) according to the GHG Protocol. This breakdown underscores the impact of electricity consumption on total emissions, highlighting the importance of energy efficiency and sustainable operations.



Total Emissions (tonnes CO<sub>2</sub>e)

Based on property typologies, the chart illustrates carbon emission trends across Intiland's properties from 2022 to 2024, with office and retail consistently contributing nearly 50% of the total emissions. These properties generate the highest emissions due to their intensive energy usage for lighting, cooling, and essential support systems to maintain tenant and visitor comfort. Similarly, apartments account for a significant share of emissions, driven by residents' daily energy consumption for air conditioning, lighting, and household appliances.

In 2024, data centers were reported separately from office and commercial properties and have started to contribute to overall emissions. Their energy consumption is primarily driven by continuous cooling and power requirements to support critical infrastructure. Meanwhile, emissions from hotels remain relatively low, primarily due to the smaller number of properties in this category. However, the launch of Whiz Luxe in 2024 has contributed to an increase in hotel emissions. Additionally, commercial areas that frequently host special events also contributed to the overall increase in energy consumption and emissions across properties.

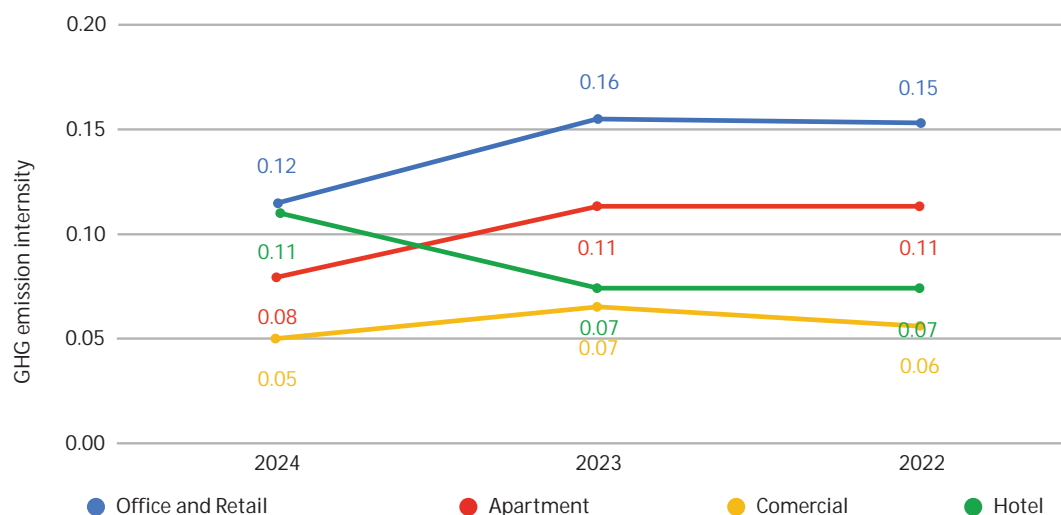
Reducing emissions remains a key priority, with various energy-saving initiatives being actively implemented. These include the gradual transition to LED lighting, optimization of HVAC systems, and integration of green building technologies across several properties.

From 2023 to 2024, emissions increased across most properties. South Quarter consistently recorded the highest emissions, rising from 11,952 tonnes CO<sub>2</sub>e in 2022 to 17,015 tonnes CO<sub>2</sub>e in 2024. This increase was largely driven by a rise in occupancy of up to 5%, which led to higher electricity consumption. Additionally, increased operational activities due to a shift in working patterns also contributed to the surge in energy usage. Spazio Tower experienced the most significant increase at 53.81%, primarily due to the opening of Whiz Luxe Hotel in 2024. These variations underscore the diverse energy consumption patterns and operational activities across different properties.

## GHG Emissions Intensity [GRI 305-4]

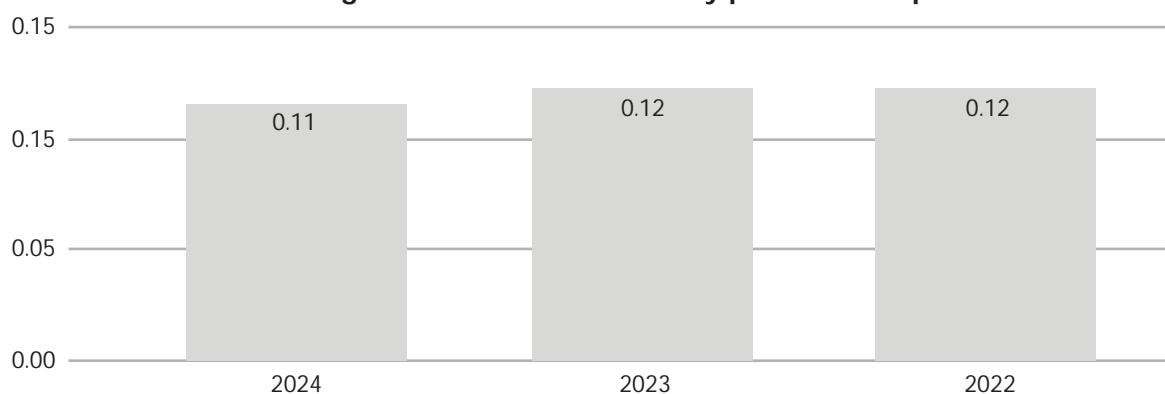
GHG emissions intensity takes into account both the building size and occupancy levels to ensure a more precise reflection of emissions across our portfolio. This metric is determined by the ratio of the total GHG emissions to the gross floor area (GFA) occupied, adjusted for the average annual occupancy rate. The result is expressed in tonnes of carbon dioxide equivalent per square meter (tCO<sub>2</sub>e/m<sup>2</sup>), providing a standardized measure for comparison.

### GHG Emissions Intensity per GFA Occupied – By Typology



As with overall emissions intensity, office and retail recorded the highest GHG emissions in 2024. Office and retail properties experienced a decline in emissions intensity, reflecting the impact of energy efficiency measures and optimization strategies. Following office and retail, hotels saw a significant rise in energy consumption, driven by the full-scale operational activities of hotel property, namely in Whiz Luxe. Meanwhile, apartment emissions were lower this year due to improved energy efficiency in common areas and increased awareness among residents about energy conservation. On the other hand, commercial properties, which consist solely of SQ Dome, recorded relatively lower GHG emissions, as it is not fully operational as a shopping center but still a sizable retail area. While it covers a vast space, energy usage varies across different sections depending on activity levels.

### Average GHG Emissions Intensity per GFA Occupied



Building Name	2024	2023	2022
South Quarter	0.09	0.08	0.08
Intiland Tower Jakarta	0.11	0.15	0.14
Intiland Tower Surabaya	0.37	0.34	0.35

1Park Avenue	0.16	0.14	0.14
Aeropolis	0.13	0.09	0.09
Graha Golf	0.06	0.13	0.13
The Rosebay	0.06	0.07	0.08
Regatta	0.07	0.07	0.07
Spazio	0.09	0.09	0.09
Spazio Tower	0.11	0.09	0.05
Fifty Seven Promenade	0.07	0.10	-
Praxis	0.03	-	-
<b>Average</b>	<b>0.11</b>	<b>0.12</b>	<b>0.12</b>

On average, as shown in the graph above, GHG intensity has remained relatively stable, with a slight decrease this year. Across all buildings, Intiland Tower Surabaya exhibited the highest intensity levels, which was partially attributed to its operational characteristics, including the presence of a data center that typically demands higher electricity usage. Meanwhile, properties such as The Rosebay, Graha Golf, 1Park Avenue, Intiland Tower Jakarta, and Spazio Tower maintained steady levels. The Rosebay consistently recorded one of the lowest intensities, reflecting its relatively lower electricity consumption compared to other properties. Similarly, Praxis reported the lowest intensity, primarily due to its lower energy consumption due to its occupancy rate, as previously discussed in the energy intensity section. These variations highlight opportunities for targeted energy efficiency improvements in higher-intensity properties, as well as the potential to replicate best practices from consistently low-intensity buildings. In 2022, Fifty Seven Promenade had yet to reach full operation, while Praxis only became fully operational in 2024. As a result, their GHG emissions intensity data was unavailable.

## Sustainable Water Practices: Managing Consumption and Treatment

Water scarcity has become an increasingly critical global issue, Intiland acknowledges the importance of responsible water management in the built environment. Guided by UN Sustainable Development Goals (SDGs), specifically Goal 6, which advocates for universal access to sustainable water and sanitation, we are committed to reducing our environmental impact through mindful water practices. Our approach includes implementing water recycling systems in existing properties, integrating efficient water usage methods in new developments, and fostering water conservation as a shared responsibility across our communities.

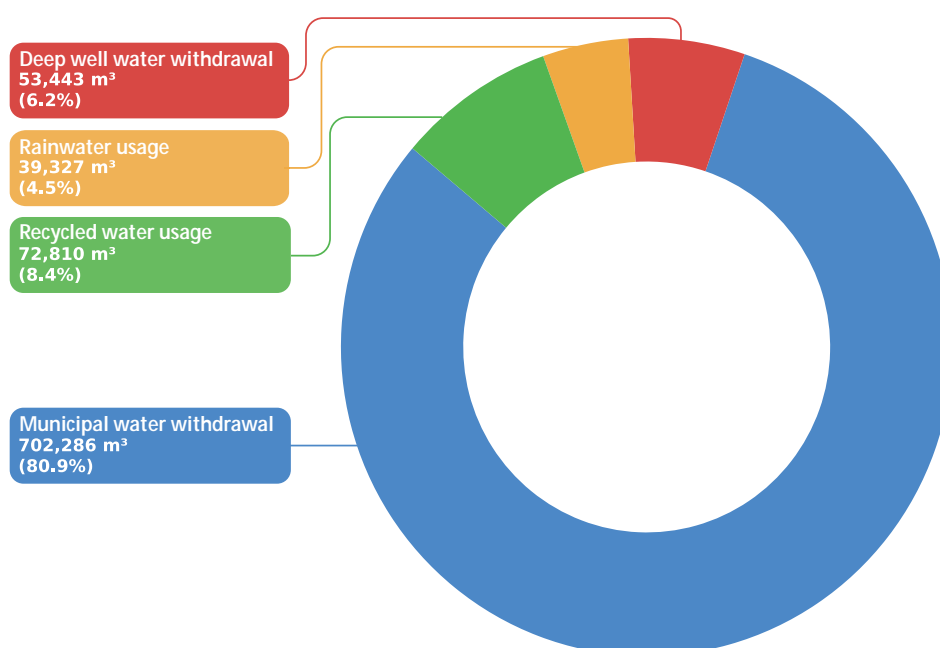
Water scarcity remains a growing concern due to rapid urbanization, climate change, and uneven infrastructure. Urban areas face significant challenges, including groundwater depletion, pollution, and increasing demand for clean water. Jakarta, Indonesia's capital, struggles with excessive groundwater extraction, which has led to significant land subsidence. Some areas in the city have recorded subsidence rates ranging between 1 to 15 cm annually. This not only threatens water security but also exacerbates flood risks. Meanwhile, Surabaya contends with rising water stress caused by industrial activities and domestic consumption. Prolonged dry seasons, such as the one recorded in 2024, have further reduced water availability, with some areas experiencing more than 30 consecutive days without rain. These issues underscore the critical need for comprehensive and sustainable water management solutions.

Water stewardship is not just an operational necessity for Intiland but a core value. By responsibly managing water consumption and treatment, Intiland contributes to water security and reduces operational costs, especially during dry seasons. These efforts extend to tenants and occupants, fostering a collective commitment to sustainability across all stakeholders. By prioritizing water management across all our operations, Intiland is working to build resilience in the face of water challenges. Together, we are creating a path toward a sustainable future, one where every drop counts.

## Water Consumption [POJK F8] [GRI 303-1, 303-3, 303-5]

Intiland recognizes the importance of sustainable water management and its responsibility to engage with water as a shared resource. Water withdrawal for Intiland's properties is sourced from a combination of municipal water supplies, deep wells, rainwater collection, and recycled water systems.

Breakdown of Intiland's Water Withdrawal in 2024 (m3)



This figure demonstrates Intiland's ongoing efforts to diversify water sources, reduce dependence on conventional supplies, and promote sustainable resource management across its portfolio. The total water consumption represents the combined volume of all water withdrawals that are not discharged into the city sewer system. This withdrawal covers all water sources utilized by all properties in 2024. To ensure clarity and prevent misinterpretation of terms used in this section, please refer to the following formula:

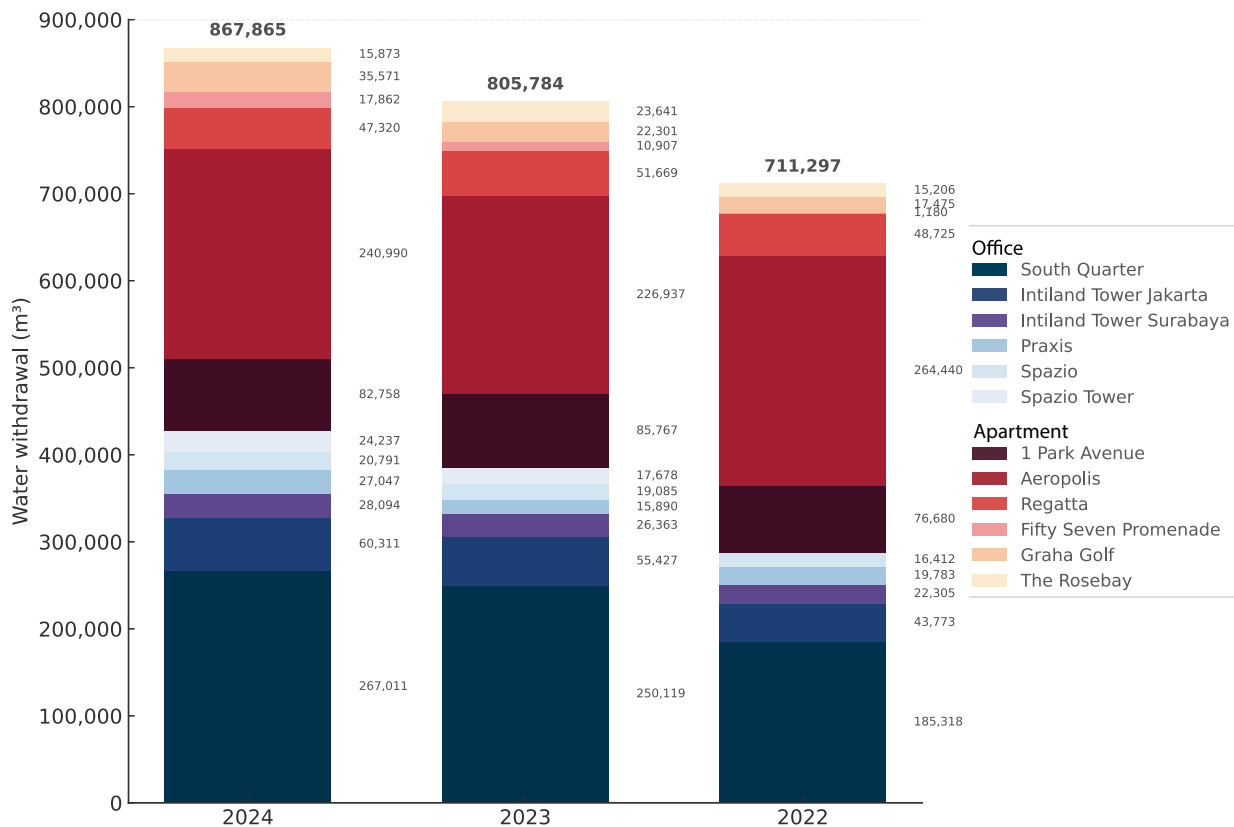
$$\text{Water consumption} = \text{water withdrawal} - \text{water discharge}$$

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

In 2024, the total water withdrawal across Intiland's reported properties, which are owned and managed by the company, was 867,866 m³. Compared to previous years, water withdrawal has shown a steady increase, although the rise is less significant than the increase recorded from 2022 to 2023. This consistent upward trend highlights growing operational demands while emphasizing the importance of implementing sustainable water management practices.



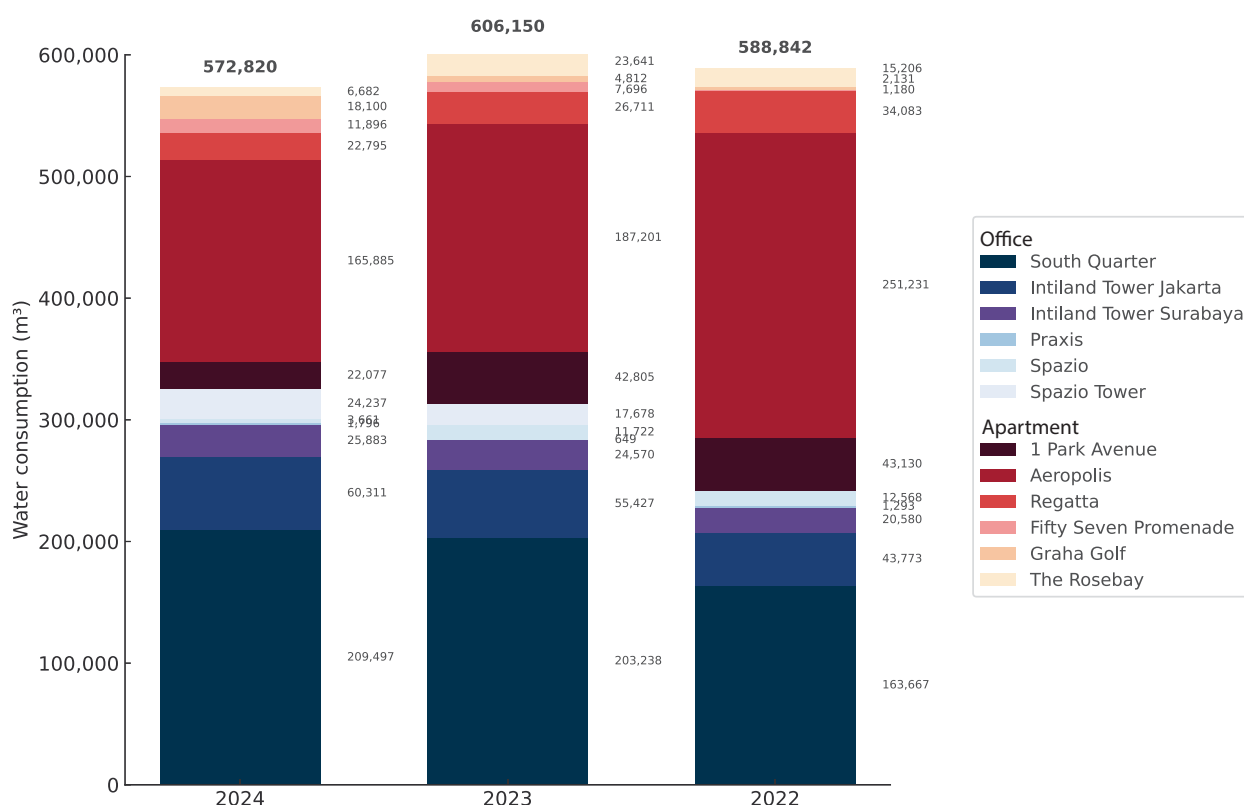
## Annual Water Withdrawal (m3) – By Typology



A further breakdown by typology provides insights into usage patterns across different property groups. Due to data limitations, all water-related categories, including withdrawal, consumption, and discharge, are categorized into two main groups based on properties with larger areas: apartments and office & retail. The apartment category includes 1Park Avenue, Aeropolis, Regatta, Fifty Seven Promenade, Graha Golf, and The Rosebay, while the office and retail category consists of South Quarter, Intiland Tower Jakarta, Intiland Tower Surabaya, Praxis, Spazio, and Spazio Tower. Apartments consistently accounted for the highest share of total water usage, reflecting residential demand for daily activities. Meanwhile, office and retail properties also recorded significant water consumption, driven by operational needs such as cooling systems, sanitation, and tenant activities.

Water withdrawal and water consumption are intrinsically connected, as the volume of water withdrawals is directly affected by usage patterns across properties. In 2024, annual water withdrawal increased by nearly 8% compared to the previous year. Greater water demand is naturally linked to higher occupancy rates, but consumption patterns are also shaped by specific unique factors to each property. Despite this increase, overall water consumption across Intiland's properties decreased by 5% in 2024. This general reduction occurred alongside an increase in water discharge.

## Annual Water Consumption (m3) – By Typology



There were some properties that experienced a significant increase in water consumption. At Graha Golf, while water supplied by PDAM showed a steady increase, the property also began to input recycled water data. This contributed to a higher volume of water withdrawal from produced water, ultimately leading to an overall increase in total water consumption. Spazio Tower, on the other hand, recorded a near twofold increase in occupancy, leading to higher PDAM water usage to accommodate the expanded occupant base. Properties such as Fifty Seven Promenade and Praxis also reported higher water consumption in 2024, reflecting the increased utilization of these spaces as resident activities began to normalize and expand.

This trend highlights the active use as they continue to welcome new occupants and support a broader range of daily activities. Some properties also experience a slight increase in water consumption such as South Quarter, Intiland Tower Jakarta, and Intiland Tower Surabaya. Despite the increase in water usage, South Quarter set an example by using rainwater to produce clean water, significantly reducing its reliance on PDAM as the primary water source and showcasing its efforts to diversify water sources.

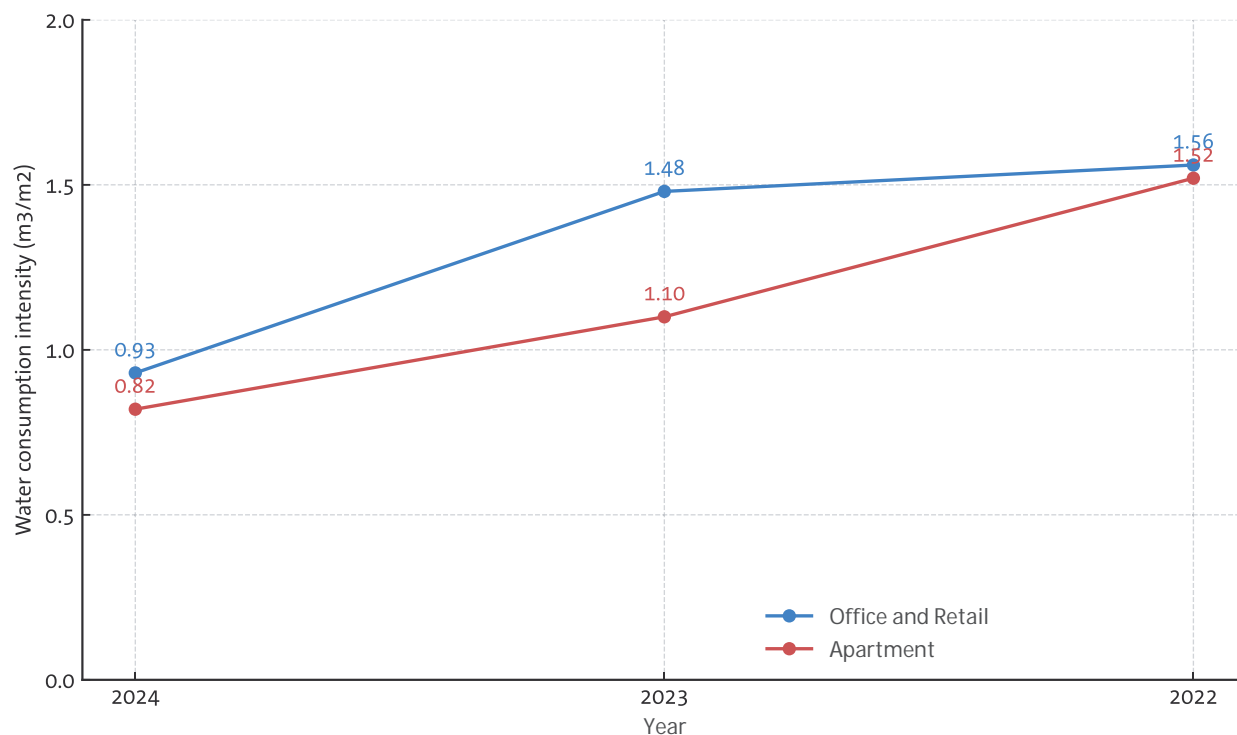
In contrast, The Rosebay and Spazio experienced a significant reduction in water consumption of nearly 70%. Spazio's decrease resulted from improved water discharge management, while The Rosebay's

enhanced water data tracking contributed to the overall reduction. 1Park Avenue also successfully reduced its use of groundwater while discharging more wastewater, resulting in a lower overall water consumption compared to the previous year. Aeropolis experienced a reduction in water consumption despite a significant rise in water withdrawal due to higher levels of discharged water. Moreover, after the completion of pipe repairs in mid-2023 that addressed persistent leaks since 2022, water usage stabilized, bringing consumption back to normal levels in 2023 and 2024. Meanwhile, Regatta also saw a slight decrease in water consumption due to lower levels of water withdrawal. These reductions align with Intiland's broader goals of optimizing water use, managing discharge responsibly, and integrating sustainable practices across its portfolio.

## Water Consumption Intensity [POJK F8] [GRI 303-5]

This overall trend in water consumption intensity reflects the broader efforts we have undertaken. The reported water consumption intensity across Intiland properties in both typologies has decreased in 2024. This outcome reflects our continuous efforts to raise awareness about water conservation and implement effective initiatives tailored to each property's unique context and individual demands. By consistently monitoring and evaluating water usage, we strive to optimize consumption and introduce practical solutions, aligning with Intiland's commitment to sustainable water management and responsible resource use.

### Water Consumption Intensity



Office and Retail	2024	2023	2022
South Quarter	0.98	1.94	1.80
Intiland Tower Jakarta	1.60	2.18	1.86
Intiland Tower Surabaya	2.23	2.27	2.13
Praxis	0.03	-	-
Spazio	0.13	0.43	0.47
Spazio Tower	0.62	0.59	
Average	0.93	1.48	1.56

Apartment	2024	2023	2022
1Park Avenue	0.59	1.19	1.26
Aeropolis	2.77	2.51	4.08
Regatta	0.37	0.46	0.63
Fifty Seven Promenade	0.28	0.32	-
Graha Golf	0.51	0.35	0.16
The Rosebay	0.38	1.76	1.46
<b>Average</b>	<b>0.82</b>	<b>1.10</b>	<b>1.52</b>

The graph indicates that over 70% of properties experienced a notable decrease in water consumption intensity, with South Quarter and The Rosebay showing the most significant reductions. In contrast, Aeropolis, Graha Golf, and Spazio Tower recorded a slight increase, driven by higher activity levels and changes in water management. Water consumption at Praxis remained very low, as it was not fully operational in previous years, with activities only beginning in 2024. Meanwhile, other properties have maintained stable intensity. These trends showcase Intiland's ongoing efforts in water management, reflecting the impact of operational changes, efficiency measures, and property-specific factors on overall consumption patterns.

## Water Conservation Initiatives [POJK F8] [GRI 303-1, 303-2]

Aligned with Intiland's commitment to water conservation, we have continued expanding the integration of water recycling and rainwater harvesting systems across our existing portfolio as well as in any and all new developments. Recycled water is primarily utilized for landscape maintenance and for flushing in public area restrooms, with strict measures in place to ensure quality, safety, and effective plumbing infrastructure.

In 2023, only two Intiland properties, which are South Quarter and 1Park Avenue, began reporting their water recycling and rainwater harvesting systems. By 2024, this initiative expanded to include Intiland Tower Jakarta, Regatta, and Fifty Seven Promenade. Overall, the total usage of alternative water sources reached 112,137 m<sup>3</sup>, contributing to a reduction in reliance on conventional water sources such as PDAM and groundwater and enhancing overall resource efficiency.

Property	South Quarter			1Park Avenue			Fifty Seven Promenade		Intiland Tower Jakarta
	2024	2023	2022	2024	2023	2022	2024	2023	2024
Primary water source(s)	180,658	192,675	147,664	76,910	76,982	67,937	13,146	10,036	57,803
Alternative water source(s)	86,353	57,444	37,654	5,848	8,785	8,743	4,716	871	2,508
Alternative water percentage	47.8%	29.8%	25.5%	7.6%	11.4%	12.9%	35.9%	8.7%	4.3%

The table provides an overview of the proportion of alternative water sources used compared to municipal supplies and deep wells, offering insight into water distribution across properties. The data shows a rising adoption of alternative water sources, with varying levels of utilization across properties. This highlights opportunities to improve resource efficiency through expanded water recycling.

South Quarter leads in alternative water usage among Intiland properties, total volume reaching 86,353 m<sup>3</sup>. In 2024, South Quarter significantly increased its use of recycled water and rainwater to 47,026 m<sup>3</sup> and 39,327 m<sup>3</sup>, respectively. These alternative water sources are collected, treated to meet clean water standards, and stored for use, primarily for toilet flushing. Meanwhile, Fifty Seven Promenade began utilizing recycled water in 2023 and has recorded the second-highest volume after South Quarter. In contrast, 1Park Avenue and Intiland Tower Jakarta have lower utilization, partly due to storage tank limitations. It is important to note that Intiland Tower Jakarta resumed its water recycling operations only in 2024.



## Effluents [POJK F8] [GRI 303-2, 303-4]

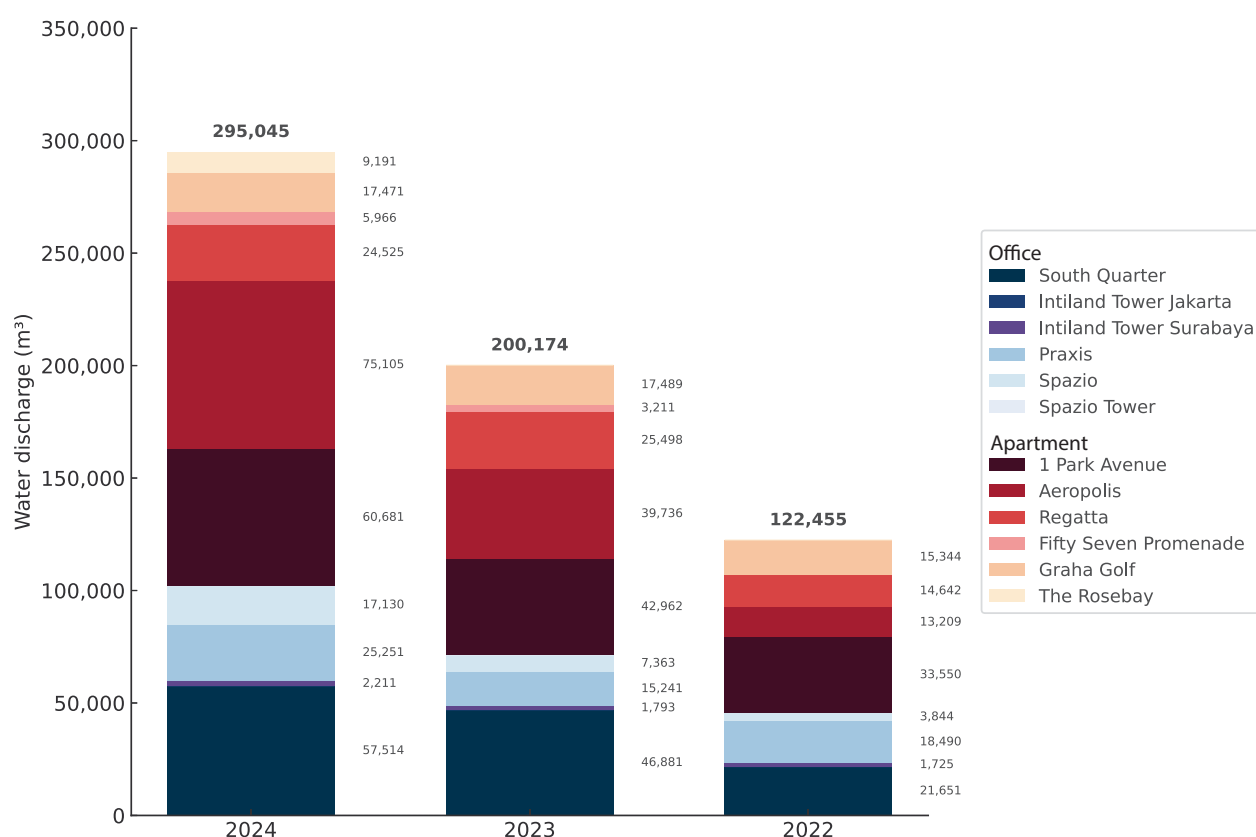
Beyond the extraction of water as a resource from the environment, responsible wastewater management also emphasizes the careful monitoring of wastewater before it is discharged back into the surroundings. At Intiland, we continuously oversee the quantity and quality of effluents to ensure optimal water utilization across our portfolio. This approach underscores our commitment to sustainable practices and reinforces the role of responsible water management as an integral aspect of our environmental risk management strategy as a real estate developer.

Intiland remains committed to monitoring and managing water discharge across its reported properties. Wastewater is treated in compliance with local regulations with each property equipped with their own Sewage Treatment Plants (STPs), ensuring environmental responsibility. To accurately track water usage and discharge, water meters are also installed in each property. Intiland Tower Jakarta, located in Central Jakarta, is excluded from the overall effluent data due to its connection to a centralized wastewater disposal system implemented in parts of Jakarta's central region.

Outside Jakarta, Intiland properties in Surabaya employ more vernacular sustainable water management practices through bozem systems, traditional man-made lakes that function as runoff catchments and water storage for dry seasons. Bozem systems are actively utilized at all Intiland properties in Surabaya to fulfill the demand for alternative water supply, especially for landscaping use. Intiland also provides a larger bozem located in the Graha Famili residential complex that frequently supplies other Intiland properties. This reduces dependence on external water sources and provides a buffer against seasonal fluctuations.



## Water Discharge (m3) – By Typology



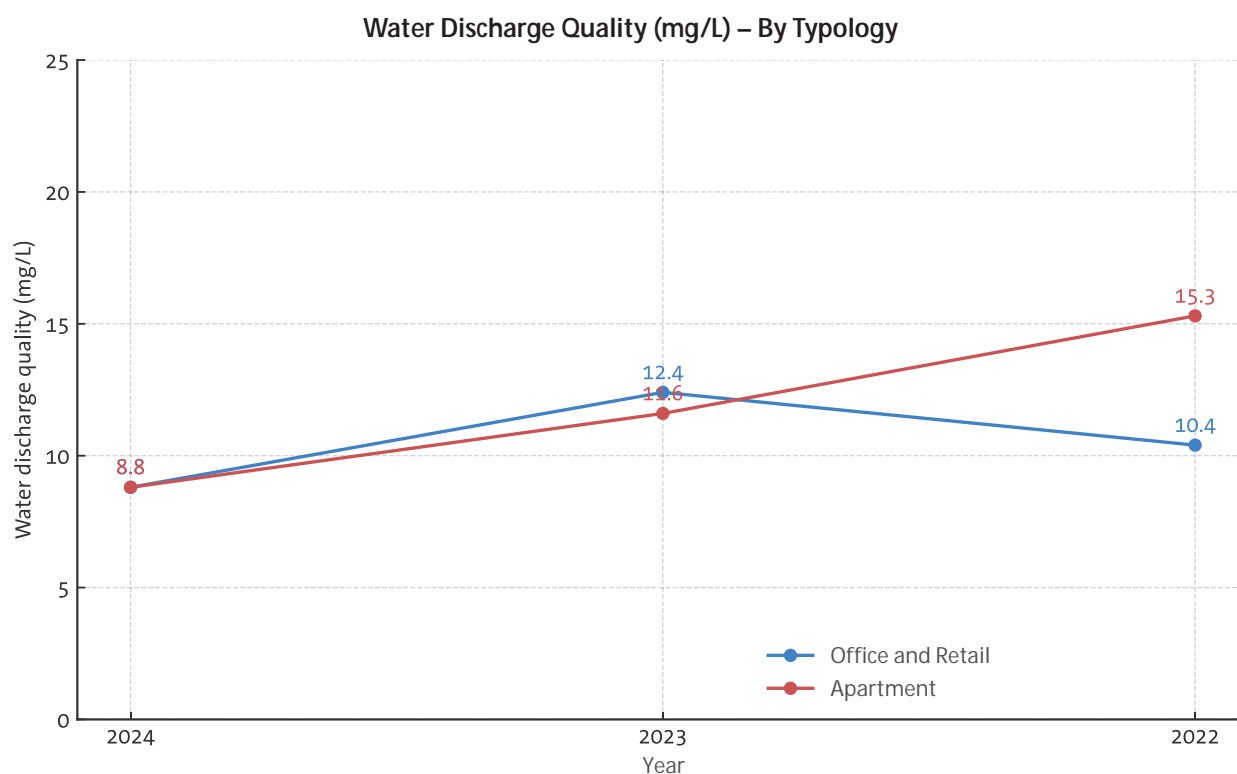
In 2024, the total water discharged from all properties amounted to 295,045 m<sup>3</sup>, reflecting a proportional increase in line with higher water withdrawal across our portfolio. Apartments contributed the largest share of wastewater discharge due to their operational characteristics, which involve continuous residential water usage. In contrast, office properties generated significantly less wastewater, as water usage was primarily limited to sanitation and restroom facilities. While most properties showed only modest increases in water discharge, Aeropolis recorded a notable rise due to adjustments made following previous issues with water flow measurement devices. These corrections reflect our commitment to maintaining accurate tracking and reporting.

Additionally, other properties, such as 1Park Avenue and South Quarter, experienced significant increases in water discharge compared to the prior year. The higher occupancy rates at these properties were a primary driver of increased water usage, resulting in greater water discharge volumes. At South Quarter, the transition to a full work-from-office (WFO) system in 2024 contributed to higher daily water consumption within the building. This shift marked a change from 2022, when most workers were still following a work-from-home (WFH) arrangement due to the pandemic, and 2023, when the hybrid work system was implemented as conditions improved. The increase in occupancy and operational activity led to

higher water usage and discharge. Similarly, at 1Park Avenue, the rise in water discharge was influenced by increased occupancy rates, as well as overflow from the collection of recycled water systems due to limited processing capacity.

## Water Discharge Quality [POJK F8] [GRI 303-2, 303-4]

Intiland is committed to ensuring that the quality of wastewater discharged from its properties complies with applicable regulatory standards. Routine monitoring is conducted to assess and maintain effluent quality with a focus on Biochemical Oxygen Demand (BOD), a critical water quality indicator that must remain below the regulatory limit of 30 mg/L as mandated by the Ministry of Environment and Forestry Regulation No. 68/2016, to prevent harm to aquatic ecosystems. This commitment reflects our responsibility to safeguard surrounding ecosystems from potential adverse effects.



Office and Retail	2024	2023	2022
South Quarter	6.7	6.9	10.5
Intiland Tower Surabaya	7.9	13.9	14.8
Praxis	7.1	12.1	9.7
Spazio	11.3	12.5	6.8
Spazio Tower	11.0	16.6	-
<b>Average</b>	<b>8.8</b>	<b>12.4</b>	<b>10.4</b>

Apartment	2024	2023	2022
1Park Avenue	5.7	20.5	11.0
Aeropolis	19.0	10.5	19.0
Regatta	7.9	7.4	21.3
Fifty Seven Promenade	4.1	7.1	-
Graha Golf	8.3	13.3	15.3
The Rosebay	8.0	11.0	10.0
<b>Average</b>	<b>8.8</b>	<b>11.6</b>	<b>15.3</b>

The trend in BOD levels over the past three years shows variations between the apartment and office & retail categories. In 2024, both categories exhibited improvements, with BOD levels in apartments and office & retail properties decreasing from an average of 15.3 mg/L and 10.4 mg/L, respectively in 2022 to 8.8 mg/L in 2024. This BOD levels reduction suggests that ongoing wastewater treatment enhancements have been effective in reducing organic pollutant levels. However, fluctuations in previous years indicate that continued monitoring and system optimization remain essential to ensuring long-term water quality consistency.

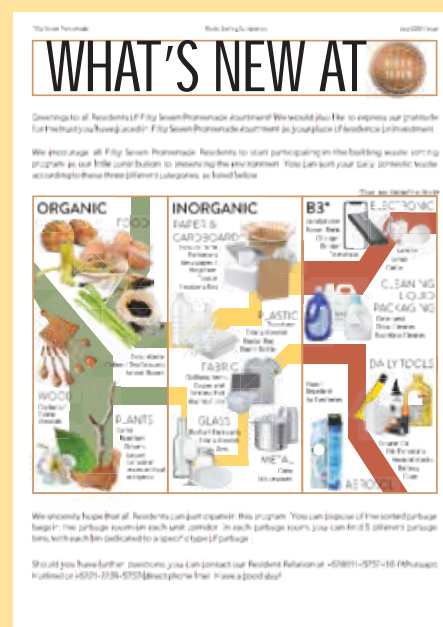
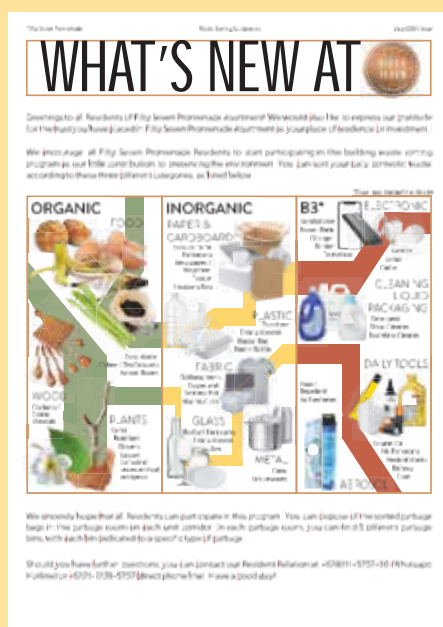
Intiland successfully maintained BOD levels within the prescribed limits across all reported properties. As shown in the accompanying graph, in 2024, most properties achieved BOD levels below 10 mg/L, indicating effective and consistent wastewater quality management practices. This outcome highlights the success of our routine monitoring initiatives in maintaining and even improving water discharge quality.

Aeropolis experienced an increase in BOD levels compared to the previous year, primarily due to growing operational activities and increased water usage, while wastewater treatment processes remained consistent. Meanwhile, properties with relatively higher BOD levels than the average, such as Spazio Tower and Spazio, recorded a slight decrease in 2024. However, the higher BOD levels observed in Spazio Tower were influenced by the additional wastewater from hotel operations, which contributed to increased concentrations in the effluent. Similarly, Spazio experienced increased operational activities, while its wastewater treatment processes remained steady. Despite these variations, all BOD levels remained within the regulatory limit of 30 mg/L. These findings reinforce our dedication to continuously improving wastewater treatment systems and enhancing water quality management across all our properties.

## Minimizing Waste Impact Through Responsible Management

Intiland's reported properties are located in Jakarta and Surabaya, two major cities facing significant waste management challenges. Recently, Jakarta faced critical waste management challenges as the Bantargebang landfill approached capacity, handling up to 8,700 tons of waste daily and nearing its maximum height of 50 meters. Additionally, Surabaya, another major Indonesian city, faces similar issues. The city's Benowo landfill, which has been operational since 2001, continues to handle large volumes of waste, further highlighting the strain on waste disposal facilities in Indonesia. These issues highlight the need for better waste management solutions.

As landfill space becomes increasingly constrained, Indonesia's waste management system is facing significant pressure. In Jakarta and Surabaya, numerous Temporary Waste Storage (TPS) sites were reported to be at full capacity in 2023 and 2024, underscoring the urgent need for more sustainable waste management solutions. In response to this challenge, Intiland is committed to implementing sustainable waste management practices across its operations. By focusing on waste prevention, reduction, recycling, and reuse, we aim to minimize its environmental impact, ease the pressure on landfills, and contribute to a more sustainable waste management system for Indonesia.

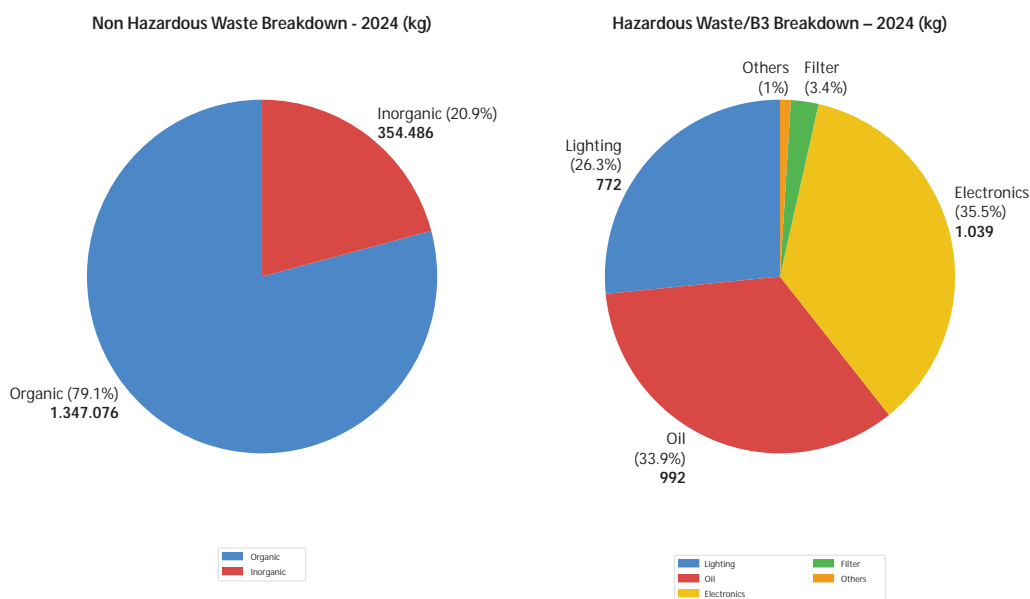




Intiland firmly believes that partnerships are essential to achieving our sustainability goals. By working with stakeholders, including third-party organizations, we leverage their expertise to enhance waste management processes, from more efficient sorting and collection to reduced waste to landfill. Intiland also encourages a culture of shared responsibility by engaging tenants in sustainable waste practices. At Fifty Seven Promenade, this is achieved through awareness campaigns, newsletters, and displays that promote proper waste segregation and foster a culture of responsibility. Through these collaborations, we track key metrics, such as waste generation, which inform our action plans for the near future.

## Waste Management Performance [GRI 306-1, 306-2, 306-3, 306-5]

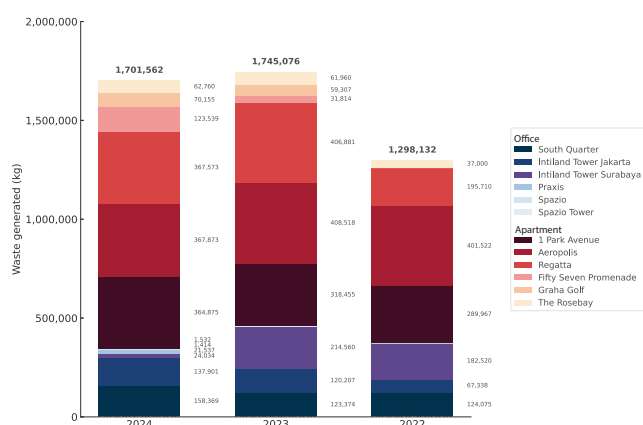
Intiland has established processes to actively manage and monitor our waste footprint on a monthly basis. Waste data is systematically collected from sources like disposal and recycling reports, providing a detailed view of our impact.



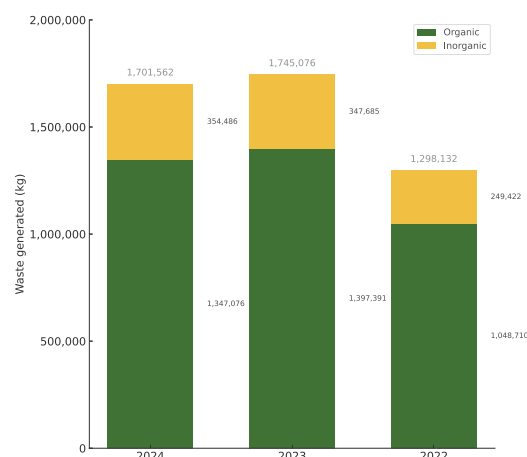
The charts above illustrate the breakdown of Intiland's waste generation in 2024, highlighting both non-hazardous and hazardous (B3) waste. In the first chart, the non-hazardous waste is divided into organic and inorganic categories. Organic waste constitutes the larger portion at 79.2%, while inorganic waste makes up 20.8%. Organic waste constitutes a significant portion of the waste generated, as the majority of Intiland's building typologies are apartments and offices & retail. These facilities predominantly produce domestic waste, such as food scraps, leading to the high proportion of organic waste. Intiland classifies inorganic waste into five distinct categories: cardboard, paper, plastic, metal, and glass. This structured classification enhances waste management efficiency and promotes recycling efforts.

The second chart illustrates the composition of hazardous waste generated in 2024, categorized into five main types: electronics, lighting, oil, filters, and others. The "others" category includes fabric scraps, jerry cans, and used packaging. Electronic waste accounts for the largest share at 35.5%, followed by oil waste at 33.9% and lighting at 26.3%. Filters at 3.4% and other waste at 1% make up much smaller portions, yet their presence highlights the diverse types of hazardous materials generated across operations. The high share of electronic waste is driven by the regular disposal of outdated or damaged equipment. Oil waste remains significant, primarily due to machinery maintenance in high-usage areas like generators, while lighting waste is driven by the widespread use and frequent replacement of fixtures. Although filters and other waste contribute minimally, their proper handling remains essential for ensuring environmental safety.

## Annual Non Hazardous Waste (kg) – By Typology



## Total Non Hazardous Waste Generated (kg)



*Restatement: Changes in non hazardous waste generated for 2023 and 2022 at Aeropolis is due to a unit conversion from cubic meters (m<sup>3</sup>) to kilograms (kg)*

Aligning with the water section, we present a more comprehensive calculation by grouping building types into two main functions: apartments and office & retail. This grouping is based on the characteristics of properties with larger areas, enabling a more focused and relevant analysis. The apartment category includes 1Park Avenue, Aeropolis, Regatta, Fifty Seven Promenade, Graha Golf, and The Rosebay, while the office and retail category comprises South Quarter, Intiland Tower Jakarta, Intiland Tower Surabaya, Praxis, Spazio, and Spazio Tower. This classification enhances clarity in waste generation patterns, allowing for more accurate calculations and the implementation of effective waste management strategies across different property types.

Reflecting on these typologies, the annual non-hazardous waste generation across apartments and office & retail properties fluctuated from 2022 to 2024, shaped by diverse operational dynamics and tailored waste management practices. In 2023, total waste generation peaked at approximately 1.75 million kg before slightly decreasing to around 1.70 million kg in 2024. Apartment buildings consistently generated higher waste volumes compared to office and retail spaces. This trend is primarily driven by domestic waste production and higher occupancy rates in residential properties. Notably, waste from office and retail properties saw a significant reduction of nearly 25% in 2024, dropping from 458,141 kg in 2023 to 344,787 kg.

The reduction in non-hazardous waste from 2023 to 2024 was driven by declines in both organic and inorganic waste. Organic waste significantly dropped by approximately 50,000 kg, largely due to enhanced composting programs, increased tenant participation in waste segregation, and targeted reduction initiatives in several properties. Meanwhile, inorganic

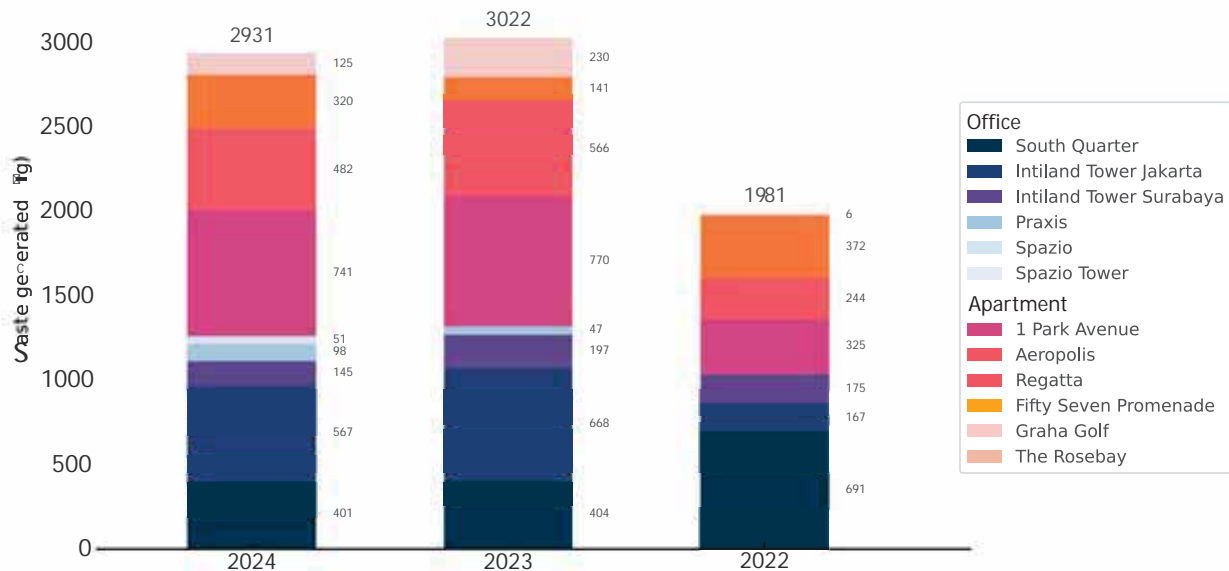
waste saw a slight decrease of 6,801 kg in 2024. This decline reflects the expanded recycling programs, stricter waste-sorting regulations, and a growing shift toward sustainable materials, particularly in office and retail properties. This substantial decrease highlights the effectiveness of optimized waste reduction efforts, reinforcing a commitment to sustainability through improved operational efficiencies and targeted waste management strategies.

While Aeropolis and Regatta continued to generate relatively high volumes of non-hazardous waste, both properties achieved significant reductions in 2024. Aeropolis's reduction reflects improved data accuracy and optimized waste management processes, while Regatta's decline was largely driven by effective composting initiatives that reduced organic waste. Enhanced data accuracy implemented at Intiland Tower Surabaya has also contributed to more precise measurement. In previous years, waste measurement was based on bin capacity, whereas in 2024, the property began separating organic and inorganic waste, allowing for more precise tracking and improved waste handling. These improvements, supported by better waste segregation practices and increased tenant awareness, underscore the positive impact of Intiland's comprehensive waste management strategies.

Although the overall data indicates a significant decline in non-hazardous waste generation in 2024, certain properties—such as Fifty Seven Promenade, 1Park Avenue, and South Quarter—experienced an increase in waste volumes. At Fifty Seven Promenade, the rise was largely attributed to higher occupancy rates, which led to an increase in tenant-related waste. Notably, waste disposal volumes saw a significant rise in Q4 2024 due to the move-in process and the grand opening of several retail tenants, including

restaurants, salons, and minimarkets. Meanwhile, 1Park Avenue saw an increase due to improved data accuracy in 2024. In the case of South Quarter, the uptick in waste generation was primarily driven by the return of post-COVID events and activities, combined with an overall increase in property usage. Other buildings, including The Rosebay, Graha Golf, and Intiland Tower Jakarta (IHPM), showed consistent waste generation with modest rise over the three-year period.

### Total Hazardous Waste/B3 Generated (kg) – By Typology



The hazardous waste generated across Intiland's properties varied over the past three years. In 2024, total hazardous waste dropped to 2,931 kg, down from 3,022 kg in 2023. This reduction underscores the company's commitment to minimizing environmental impact. Furthermore, 50% of the reported Intiland properties have partnered with vendors for hazardous waste management. Apartments consistently generate higher number of hazardous waste due to maintenance-related activities, such as expired household chemicals and electronic waste. Similarly, office and retail properties contribute significantly, primarily from building maintenance, tenant operations, and electronic waste disposal. Both typologies experienced a decline in hazardous waste in 2024, with the most significant reduction observed in office and retail properties, which saw a 32% decrease compared to 2023.

A detailed breakdown by property typology provides deeper insights into hazardous waste generation trends. In 2024, most Intiland properties recorded a decline in hazardous waste. The Rosebay significantly reduced its hazardous waste generation by 105 kg, primarily due to a decrease in oil waste, which indicates lower generator usage and improved energy efficiency. Similarly, Intiland Tower Jakarta (IHPM) also experienced a slight reduction in 2024, this drop was attributed to enhanced vendor partnerships and more precise waste measurement. Meanwhile,

Regatta recorded a reduction, due to decreased electronic waste, driven by fewer equipment replacements, enhanced maintenance practices, and lower reliance on generators, particularly for accu battery usage. These reductions highlight the impact of optimized resource utilization and enhanced waste management strategies across both properties.

In contrast, Graha Golf experienced an increase in hazardous waste driven by higher electronics usage due to excessive use of accu batteries for generators. Praxis saw a slight increase in hazardous waste as it became fully operational in 2024, while Spazio finally recorded its hazardous waste this year. Despite these increases, other properties such as South Quarter, Intiland Tower Surabaya, and Aeropolis achieved modest reductions. While some improvements were incremental, the overall trend reflects Intiland's ongoing commitment to optimizing waste management practices across its portfolio.

## Waste Reduction Initiatives [GRI 306-2, 306-4]

Through targeted initiatives, Intiland has successfully diverted significant amounts of waste from disposal by prioritizing recycling, composting, and reuse. Composting programs at 1Park Avenue, Regatta, and Graha Golf repurpose organic waste and dried leaves into compost. The plastic bottle collection program at Intiland Tower Jakarta promotes recycling and reduces plastic waste. At The Rosebay, construction waste is repurposed for building needs, minimizing reliance on raw materials.



Regatta implemented a composting program by systematically collecting all organic waste, including food scraps and dried leaves, across its properties. The materials were carefully sorted to ensure that only suitable waste was used for composting. To accelerate the decomposition process, these materials were then cut into smaller pieces. The resulting compost was used to enhance the property's landscaping and green spaces. This initiative not only diverted organic waste from landfills but also contributed to more sustainable waste management practices, aligning with Intiland's broader sustainability objectives and reinforcing its commitment to environmental responsibility.

Our holistic EHS management system, adopted circular economy principles, drives regular reviews of waste minimization and recycling initiatives across all properties. We actively involve tenants in sustainable practices through educational programs and data sharing, promoting a collective approach to waste reduction. These initiatives reinforce Intiland's commitment to sustainable waste management by balancing waste prevention, reduction, diversion, and responsible disposal practices.

## Sustainable Material Use and Resource Efficiency [GRI 301]

Building materials are a major factor in the environmental impact of the real estate industry. According to the United Nations Environment Programme (UNEP), the construction and operation of buildings contribute to nearly 40% of global energy consumption and 30% of global greenhouse gas emissions. A large portion of these emissions is attributed to the production, transport, and disposal of building materials. The embodied carbon within these materials can account for as much as 50% of a building's total carbon emissions over its lifetime.

Intiland mitigates environmental impacts by adopting sustainable procurement principles, focusing on locally sourcing materials within a 1,000 km radius of the project site. This approach not only reduces transportation-related emissions but also supports local economies, lowering the overall carbon footprint. In addition, Intiland emphasizes the use and preservation of local and native plants while selecting other low-carbon materials to



further enhance sustainability. The company avoids using CFC-based refrigerants, materials containing asbestos, and high-VOC paints in its developments, ensuring safer and more environmentally friendly building practices. These combined efforts reflect Intiland's commitment to reducing the environmental impact of its operations while promoting sustainable urban development.

Intiland also strives to repurpose our waste, further minimizing environmental impacts. For instance, construction waste is systematically repurposed to reduce the need for new raw materials and promote sustainable building practices. This includes reusing materials like broken concrete and leftover building supplies to repair or patch structures, contributing to waste reduction and reinforcing sustainability. These practices align with Intiland's broader commitment to environmental responsibility and its goal of fostering a circular economy in construction, ultimately minimizing the environmental impact of its developments.

## Conserving Biodiversity and Ecosystem [GRI 304]



Intiland is deeply committed to minimizing the environmental impact of its developments and protecting biodiversity, particularly in the face of Indonesia's escalating environmental challenges. These challenges include the rapid loss of biodiversity driven by urbanization, deforestation, and the degradation of ecosystems, all of which threaten the resilience of local habitats and species. This highlights the critical need for sustainable land use practices to combat biodiversity loss.

To address the growing environmental challenges, Intiland has implemented green initiatives at several properties like South Quarter, Intiland Tower Jakarta, Aeropolis, 1Park Avenue, Fifty Seven Promenade, Regatta, Spazio, and Spazio Tower, where nurseries are established to cultivate native plants. These nurseries not only support the individual buildings but also provide plants to other Intiland properties in the same city. Beyond enhancing the developments aesthetics, these plants play a vital role in protecting local ecosystems, fostering biodiversity, and mitigating the environmental impact of urbanization. Through these initiatives, Intiland continues to lead the way in sustainable urban development, ensuring that both ecological health and human well-being are prioritized in every project.

## Restatements

1. Changes in Gross Floor Area (GFA): Intiland Tower Jakarta from 30,602 m<sup>2</sup> (sellable/leasable) to 43,415 m<sup>2</sup> (total area), The Rosebay from 25,544 m<sup>2</sup> (sellable) to 29,283 m<sup>2</sup> (total area), and Graha Golf from 22,838 m<sup>2</sup> (sellable/leasable) to 50,001 m<sup>2</sup> (total area).
2. Changes in emissions scope for all properties. Starting in 2024, Scope 2 emissions have been reclassified under Scope 3, specifically as Category 11: Use of Sold Products and Category 13: Downstream Leased Assets.
3. The emission factor has been updated to align with the latest standards from the Indonesian Ministry of Energy and Mineral Resources (ESDM). In the 2022 and 2023 reports, we previously used the international academic research 'Climate Transparency Report: Comparing G20 Climate Action'.
4. Adjustment in Aeropolis's 2022 electricity from energy usage due to data enhancement.
5. Changes in non hazardous waste generated for 2023 and 2022 at Aeropolis is due to a unit conversion from cubic meters (m<sup>3</sup>) to kilograms (kg).

## Social Performance



## Commitment to Provide Equal Service of Products and/or Services to Consumers [POJK F.17]

The Company is committed to delivering superior products designed in accordance with the needs and preferences of various consumer segments. Innovation that focuses on quality and sustainability is prioritized in product and service development. Through this commitment, the Company is able to provide optimal added value to all stakeholders.

## Product Portfolio by Price Segmentation:

Price Segmentation		Product Name/Type
Economical (<IDR 500 million)	Apartment	Aeropolis Residence.
Affordable (IDR 500 million - IDR 2 billion)	Residential	Talaga Bestari, Magnolia Residence, Amesta Living, Sakha Semanan.
	Apartment	SQ Res, Praxis.
	Commercial	Plaza Segi Delapan.
Premium (>IDR 2 billion - IDR 5 billion)	Residential	Serenia Hills, Virya Semanan, Brezza, Tierra Residence, Graha Natura.
	Apartment	SQ Res, Sumatra36, Praxis, The Rosebay, Fifty Seven Promenade.
Exclusive (>IDR 5 billion)	Residential	1Park Homes, South Grove, Graha Famili.
	Apartment	Fifty-Seven Promenade, Graha Golf, Regatta, 1Park Avenue.

## Product Portfolio by Designation Type:

Product Type	Product Name/Type
Residential	1Park Homes, Amesta Living, Brezza, Graha Famili, Graha Natura, Sakha Residence, Serenia Estate, Serenia Hills, South Grove, Talaga Bestari, Tierra Residence, Virya Semanan.
Industrial Estate & Warehousing	Batang Industrial Park, Ngoro Industrial Park, Aeropolis Techno Park.
Mixed-Use and High-Rise	1Park Avenue, Aeropolis, Graha Golf, Fifty Seven Promenade, Praxis, South Quarter, Spazio, Spazio Tower, Sumatra36, SQ Res, The Rosebay.
Investment Property	Intiland Tower Jakarta, Intiland Tower Surabaya, Spazio, Spazio Tower, South Quarter, Praxis, Golf Graha Famili, Graha Pratama, Estate/Property management, Sports Club.

The Company views portfolio diversification as a market-oriented strategy as well as an important step in risk management. Portfolio diversification is an effort to contribute positively to the growth of the property industry and create sustainable value for consumers and shareholders. In an effort to support transparency and accuracy of information to consumers, each product offered is equipped with detailed technical specifications, including building structure, construction materials, walls, frames, sanitary ware, as well as electrical installations and clean water sources. The purpose of presenting this detailed information is to ensure that consumers clearly understand the quality and type of materials used, thus providing confidence in the quality standards of Intiland products.

The inclusion of information also reflects the Company's responsibility to consumers and supports the long-term goal of raising awareness of the importance of choosing quality, transparent and sustainable products. By providing informative and reliable information, the Company can fulfill market needs while strengthening relationships with consumers.

The Company's commitment to product and service quality is an integral part of its strategy to create sustainable competitive and comparative advantages in the property industry. All superior specifications delivered, including the selection of materials for property products are designed in accordance with the quality standards set by the government, including complying with the Indonesian National Standard (SNI). This step aims to provide optimal comfort and safety for consumers and increase the added value of each product offered.

The Company's responsibility to quality is reflected in products that meet standardization but also in its proactive approach to customer feedback and complaints. The Company is always open to receiving suggestions and feedback from consumers as a form of responsibility and commitment to continuously improve the quality of products and services. Every complaint from customers has been handled properly in accordance with the established service guidelines, ensuring quick and appropriate solutions.

Intiland always provides the best experience for all its customers through responsive and professional services. By prioritizing customer needs and satisfaction, the Company strives to build long-term relationships based on trust and comfort. This commitment becomes the main foundation in creating sustainable added value across the Company's business lines.

## Equal Employment Opportunity [POJK F.18] [GRI 3-3, 401-2, 401-3]

In 2024, Intiland provides employment opportunities to 1,224 people spread across various projects located in Jakarta, Tangerang, Surabaya, Mojokerto, and Batang, Central Java. The company ensures that every individual gets equal opportunities to work and develop, including in terms of promotion, without distinguishing gender, ethnicity, religion, race, or political affiliation.

In labor practices, Intiland is guided by Company Regulations that have been drafted in accordance with the Job Creation Law No. 11 of 2020, in order to create a fair, inclusive, and sustainable work environment. As part of our commitment to diversity and inclusion, we strive to retain the best talent by valuing each individual's unique background, experience, and expertise. Diversity in talent, ideas, and effective collaboration are key factors in achieving common goals. The Company treats all employees and job applicants with dignity, fairness and respect, and ensures that all employment decisions are based on merit, qualifications and performance, without discrimination. In terms of remuneration, the Company applies policies that are based on competence, position level, length of service, workload, work location, and individual performance, without considering discriminatory factors such as gender.

## Women Empowerment [GRI 405-1]

Creating an inclusive, fair and conducive work environment for all employees is a form of commitment that focuses on increasing the representation of women in the workforce. The company ensures that all opportunities and benefits are provided equally regardless of gender. This policy supports diversity and encourages women's participation in the workforce.

In 2024, Intiland continues to demonstrate its commitment in creating a more inclusive and diverse work environment, with a special emphasis on increasing the representation of women at various levels of the organization. This is reflected in the composition of candidates in the recruitment process, where 1 in 3 candidates who participated in the selection were women. Of the total 1,224 employees, 322 employees or 26% are women, reflecting the company's efforts to encourage women's participation in the workforce.

Gender diversity is also reflected in the organizational structure at various leadership levels. At the managerial to senior executive level, ranging from assistant manager positions to project or business unit directors, women occupy 39% of the total number of positions. For non-staff positions up to main supervisor/supervisor, 24% are filled by women. In terms of the overall number of employees, the female workforce totaled 322 or represented 26% of Intiland's workforce.

The Company applies the principles of fairness and equal opportunity throughout the organization. The Company ensures that each project maintains a fair salary and benefits structure, and supports the growth and development of the female workforce. Compensation packages are structured competitively and transparently, ensuring that remuneration is set based on competence and performance, not gender factors.

In an effort to support gender equality, Intiland maintains an equal pay ratio for entry-level employees, which ensures fair compensation from the beginning of the employee's career journey. The company ensures that employee salaries meet or exceed the regional minimum wage applicable in each operational area. **[405-2]**

In addition to competitive salaries, Intiland provides various benefits to employees, including health insurance, BPJS Health, Medical allowance, BPJS Employment, Social Assistance, Cooperative Facilities, maternity leave, long leave, menstrual leave, and retirement programs. The availability of certain benefits may be affected by employee status and local regulations. However, the Company endeavors to ensure that all compensation policies are transparent, objective and gender neutral. **[F.20] [201-3] [401-2] [401-3] [403-3]**

## Maternity Leave [GRI 401-3]

The Company has a policy that supports employees in carrying out family roles without discrimination, as an effort to maintain a balance between work and respect for employee rights. This policy refers to Labor Law No. 13 of 2003, which entitles female employees to paternity leave for 3 (three) months and male employees to paternity leave for 2 (two) days. In addition, this policy is also in line with Law No. 4 of 2024 on Maternal and Child Welfare (KIA), which emphasizes the importance of support for mothers and fathers in maintaining a balance between family and work responsibilities. The Company has implemented the policy well throughout 2024.

### Realization of Maternity and Paternity Leave in 2024

- **Maternity Leave:**  
The Company recorded that there were 7 eligible employees who had taken maternity leave, from January to December 2024. All of these employees had returned to work after the leave period ended and remained actively working for 12 months thereafter.
- **Paternity Leave:**  
A total of 12 employees have utilized their paternity leave during 2024. All employees also returned to work after the leave period ended and remained actively at work for the following 12 months.

### Employee Statistics of 2024 Leave Users

Type of Leave	Number of Employees	Duration of Leave	Return to Work Percentage	Remain at Work After 12 Months
Maternity Leave	7	3 Months	100%	100%
Paternity Leave	12	2 Days	100%	100%

The implementation of the policy to provide maternity and paternity leave rights is a manifestation of the Company's responsibility to fulfill employee welfare and at the same time support the role of families in human resource development. This policy is not only an aspect of compliance with applicable regulations, but also strengthens efforts in creating an inclusive and sustainable work environment.



## Local Labor Empowerment [GRI 405-1]

The Company consistently implements a strategic policy in the use of local labor in its operational areas and developed projects. This policy is designed to provide the widest possible employment opportunities for the surrounding community as well as to improve the local economy. The recruitment of local employees is adjusted to the needs and availability of human resources that meet the requirements and qualifications required by the Company.

The implementation of this policy also aims to increase local community involvement and have a positive impact on improving the quality of life and economy of the communities around the project area. The Company conducts training and skills development programs to improve the capabilities of the local workforce so that they meet the work standards set by the Company and at the same time support the sustainability of the Company's overall operations.

In 2024, the number of local labor working in the Company and development projects reaches 735 people. Of these, 172 people are employees of the Company or equivalent to 14% of the total number of employees. While the rest is outsourced labor. The local laborers work in various project areas developed by the Company, such as Jakarta, Tangerang, Surabaya, Mojokerto, and Batang, Central Java. They are spread across a number of work fields including area management, customer relations, security, technicians, parking, administration and finance, to marketing.

### Local Workforce Composition Table (%)

Project	Local Workforce Total	Percentage of Local Workforce compared to total Project employees (%)
Talaga Bestari, Tangerang	104	90%
Aeropolis, Tangerang	160	72%
1Park Avenue, Jakarta	29	15%
South Quarter, Jakarta	56	13%
SO Res, Jakarta	31	32%
Spazio, Surabaya	53	64%
Spazio Tower, Surabaya	34	52%
Intiland Tower, Surabaya	42	61%
Graha Famili, Surabaya	117	54%
Praxis, Surabaya	46	48%
The Rosebay, Surabaya	30	50%
Graha Golf, Surabaya	33	52%

## Apprenticeship [405-1] [F.18]







As a property developer, Intiland strives to create quality property products and services while at the same time contributing significantly to building the future of the younger generation. This awareness is manifested through an apprenticeship program that is integrated with the Merdeka Belajar Kampus Merdeka (MBKM) program initiated by the Ministry of Education, Culture, Research and Technology of the Republic of Indonesia. This program is in line with the provisions of the Ministry of Manpower Regulation No. 6 of 2020 and aims to support the achievement of the Sustainable Development Goals (SDGs) and the vision of Indonesia Emas 2045, which is to create a superior younger generation workforce that is ready to compete in the global industry.

In 2024, the Company received 63 apprentices from various universities and educational backgrounds in Indonesia. In the last three years, the number of interns has increased from 49 in 2022 and 55 in 2023. The apprentices occupy various positions at Intiland's project sites and head office with an apprenticeship period of between 3 to 6 months. This apprenticeship program provides participants with real-life experience in a professional work environment while broadening their knowledge of the property industry.

In addition to the apprenticeship program for university students, the Company also opens wide opportunities for Vocational High School (SMK) students to gain industrial experience relevant to their field of expertise. In particular, SMK students majoring in Electrical Power Installation Engineering and Audio Video Engineering get the opportunity to be involved in various projects related to electrical installation and audio visual systems in Intiland's property environment. With this experience, apprentices can hone their technical skills, understand industry standards, and improve their work readiness in the professional world.

The implementation of the apprenticeship program also directly adds value to the Company as a means of internal training, especially in the aspect of leadership. Employees assigned as mentors have the opportunity to directly guide the interns. This opportunity can hone managerial skills and build skills in mentoring and leadership development that will contribute to the overall strengthening of the Company's human resource competencies.

The following is a table of the number of interns in 2024 and the previous year.

	2024*		2023*		2022*	
Gender						
Number of Interns	30	33	23	32	22	27
Total	63		55		49	

\*Restatement due to calculated adjustments in previous years.

#### Internship Placement Table/Graph for 2024 and Previous Years.

Department/Project	Year		
	2024	2023	2022
Corporate Legal	15	3	3
Planning & Supervision	3	3	2
Human Capital	0	0	3
Corporate Marketing	1	2	1
Corporate Secretary, Corporate Communications, & CSR	3	4	5
Asset Management	0	0	2
Building Management	9	1	0
Estate Management	19	21	6
Project Marketing	0	4	3
Project Administration	4	1	6
Project Construction	4	7	14
Permitt	1	1	1
Purchasing	3	0	2

Finance, Accounting, and Tax	1	6	1
Legal Projects	0	1	0
<b>Total</b>	<b>63</b>	<b>55</b>	<b>49</b>

## Child Labor and Forced Labor [POJK F.19] [GRI 3-3, 409-1]

The Company upholds its commitment not to employ child labor or practice forced labor. The policy is guided by the Job Creation Law No. 11 of 2020 and has issued specific policies on Child Labor and Forced Labor. This policy supports Sustainable Development Goal (SDG) no. 8 on Decent Work and Economic Growth.

Based on 2024 data, Intiland employs 1,224 employees whose locations are spread across Jakarta, Tangerang, Surabaya, Mojokerto, East Java, and Batang, Central Java. The lowest age of the Company's employees is 20 years old and the oldest age is 71 years old. The Company provides fair employment opportunities without coercion and discrimination of gender, ethnicity, religion, race, or political affiliation.

The Company has a policy strictly prohibiting the practice of child labor and forced labor in all activities and operational areas. The Company has strict procedures and control mechanisms in the recruitment process, which include age verification of job applicants, checking official identity documents, detailed interviews, and checking the last education certificate. These efforts are put into practice in order to create a work environment that is inclusive, ethical, and in accordance with decent work principles.







## Regional Minimum Wage [POJK F.20] [GRI 2-19, 2-20, 202-1, 405-2]

Intiland provides remuneration for services to permanent employees, including the lowest grade, in accordance with applicable labor regulations. The Company ensures that the remuneration provided is at least equivalent to the Regional Minimum Wage (UMR) in the project sites and management areas of our residential and commercial areas.

The Company's remuneration policy is structured to create fairness without discrimination. We ensure that there is no difference in remuneration between male and female employees for the same position or position, with a fair comparison. The determination of the amount of employee remuneration is based on employment status, position, scope of duties and responsibilities, qualifications and competencies, as well as the situation and conditions of employees in carrying out their duties.

In 2024, the lowest remuneration received by employees was in accordance with the provisions of the UMR based on operational locations. The Company does not have employees who are paid below the minimum wage and all of them are equal to or above the minimum wage. This model approach is to ensure that employee welfare is well met while complying with all applicable laws and regulations.

## Comparison of Employee Basic Salary with Regional Minimum Wage (UMR)

	Gender	2024		2023		2022	
		Number of Employees	Percentage (%)	Number of Employees	Percentage (%)	Number of Employees	Percentage (%)
Above Minimum Wage		654	100%	709	100%	762	100%
		299	100%	311	100%	295	100%
Equal to Minimum Wage		246	100%	239	100%	245	100%
		25	100%	29	100%	34	100%
Below Minimum Wage		0	0%	0	0%	0	0%
		0	0%	0	0%	0	0%

## Decent and Safe Working Environment and Anti-bullying and Anti-harassment Policy

[POJK F.21] [GRI 3-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10]

Having a good working environment greatly affects the productivity and comfort aspects for employees. Companies are responsible and play a critical role in creating an ideal work environment, which is often determined by how productive and happy the individuals in it are. The working environment has several important factors that determine, both from the aspects of health and safety, comfort, cleanliness, communication, to the opportunity to contribute actively.

In supporting a positive work culture, the Company also implements strict **Anti-Bullying and Anti-Harassment policies**. The company regulations clearly and unequivocally explain that every employee has the right to be treated with respect without exception. No form of harassment, be it physical, psychological, verbal or sexual is allowed without exception. We value the values of cultural tolerance and mutual respect among employees with due regard to cultural multiculturalism. Throughout 2024, no acts or incidents of discrimination, bullying, or harassment occurred.

## Occupational Health and Safety (OHS)

In an effort to create a safe, healthy, and productive work environment, the Company prioritizes the implementation of Occupational Health and Safety (OHS) in accordance with applicable regulations. The implementation of OHS policies aims to reduce the risk of work accidents, increase employee awareness of work safety, and ensure compliance with laws and regulations, including the Minister of Labor Regulation Number PER 05/MEN/1996 concerning Occupational Safety and Health Management Systems. The references used in efforts to realize a safe working environment through OHS management refer to OHSAS 18001:2007 and ISO 45001:2018 Occupational Health and Safety Management System.

The Company organizes a series of OHS training for employees and partners. These trainings are aimed at improving capabilities and ensuring that awareness of the importance of OHS is widely internalized throughout the Company. A transparent accident and health incident reporting system is in place, enabling the process of identifying and addressing potential risks quickly and efficiently.

During the reporting period, a number of OHS trainings and certifications were organized covering various classifications of activities. Safety and First Aid training was provided to improve skills in dealing with emergency situations, such as CPR, First Aid Responder, and First Aid certification. The Company also organizes Specific OHS Training and Certification, including certifications for electricians, gondola operators, and general OHS experts, to ensure that the workforce has competencies that are appropriate to their fields.

To improve emergency preparedness, various skills training was organized such as emergency mitigation and evacuation training, earthquake evacuation, and Emergency Response Team training. Training on

the use of safety equipment is also held to improve skills in handling fire incidents or accidents in the workplace.

The Company also provides training and certification in specialized fields including elevator/escalator technicians, diesel engine equipment operators, and fire safety management. The Company also ensures safety in the work environment, training in occupational safety analysis, risk profiling, and chemical handling SOPs are also part of the OHS program.

These training and certification programs aim to improve readiness to deal with risks in the work environment, strengthen safety culture, and ensure that every employee has adequate competence in handling emergencies. The Company will continue to improve OHS standards by updating safety policies, providing regular training, and evaluating the implementation of the OHS system to create a safer and more sustainable working environment.

## OHS Training Table

No	Type of Training	Training Methods	Number of Trainings	Number of Participants
1	Safety and First Aid	Training and Certification	10	322
2	Specific OHS Training and Certification	Training and Certification	9	27
3	Emergency Mitigation and Evacuation	Training	10	697
4	Use of Safety Equipment	Training	5	83
5	Training and Certification in Specialized Fields	Training and Certification	11	108
6	Safety in the Work Environment	Training	6	80
7	Environmental OHS Training and Certification	Certification	3	3
Total			54	1,317

## Occupational Safety and Health (OHS) Performance

To support sustainable development, Intiland consistently implements the Occupational Safety and Health (OHS) system in all construction projects. OHS risk management is conducted thoroughly through monitoring of key indicators, such as total manhours, number of work accidents, as well as calculation of accident frequency rate (FR) and accident severity rate (SR). Further information on work accidents is provided in the table below:

## Working Hours and Accidents Table 2024

Project	Total Working Hours	Number of Accidents	Number of Time Injuries*	Accident Frequency Rate	Accident Severity Rate
1Park Avenue	535,952	0	0	0.00	0.00
Fifty Seven Promenade	433,478	5	0	11.53	0.00
Graha Golf	157,756	0	0	0.00	0.00
Intiland Tower Jakarta	218,761	0	0	0.00	0.00
Intiland Tower Surabaya	136,348	0	0	0.00	0.00
Praxis	234,179	0	0	0.00	0.00
Regatta	202,284	0	0	0.00	0.00
South Quarter	882,160	1	1	1.13	1.13
Spazio Tower	158,160	0	0	0.00	0.00
Spazio	184,632	0	0	0.00	0.00
The Rosebay	1,610,292	0	0	0.00	0.00
Aeropolis	475,847	0	0	0.00	0.00
Total	3,619,557	6	1	12.66	1.13

\* Total injury time in days

- LTI: Accident cases resulting in loss of working days
- AFR: The ratio of the frequency rate of accidents occurring in a certain period of time (total accidents/total working hours) x 1,000,000
- ASR: Ratio of the severity of accidents occurring within a certain period of time (total lost working days/total working hours) x 1,000,000



## Project Performance in 2024

Throughout 2024, the Company recorded 12 projects that are included in the OHS monitoring in this report. Of these, most showed excellent OHS performance based on the conversion of FR values. Eight projects recorded FR=0.00 which is categorized as 'Very Good'. This achievement indicates that there were no occupational accidents during the reporting period at these projects.

The Company noted that there were two projects that experienced accident incidents in 2024:

- The Fifty Seven Promenade project recorded 5 accident cases, all classified as non-Lost Time Injury (non-LTI), so the SR value remains 0.00. With a total working hour of 433,478 hours, the FR value of this project is 11.53, which is categorized as 'Less'. Although there were no serious injuries, this condition indicates the need for increased preventive efforts to reduce the number of similar incidents.
- In the South Quarter project, there was one case of work accident that fell into the Lost Time Injury (LTI) category, which caused loss of working days. With total working hours of 882,160 hours, the FR and SR values are 1.13, or in the 'Good' category. This finding is an indicator of the need to strengthen worker training and awareness of work safety procedures.

The injury categories recorded in this report are based on official classifications, ranging from very minor injuries to fatalities. During the reporting period, there were no moderate, severe or fatal injuries.

In general, from a total of 12 monitored projects, the following conclusions can be drawn:

- 10 projects or 83.3% recorded Excellent FR and SR performance (score 0),
- 1 project (South Quarter) was categorized as Good,
- 1 project (Fifty Seven Promenade) was categorized as Deficient,

This OHS performance reflects the successful implementation of the safety management system that the company has designed. However, areas with an FR value > 10 such as the Fifty Seven Promenade project remain a special concern so that there is no increase in risk in the following years.

## Occupational Safety Performance for Visitors

In addition to safety management for workers, Intiland pays attention to the safety of visitors and other external parties who are active in the operational environment. In 2024, there were three cases of accidents involving visitors or third parties, all of which were handled quickly by the operational and medical teams. In addition, there were two cases categorized as very minor injuries, such as abrasions from tripping or falling. One case was categorized as a moderate injury related to an incident that caused more serious injuries and required further medical treatment. The accident cases were caused by, among others, the slippery environment of the area, lack of supervision, children running around without parental supervision, and the lack of caution of visitors when doing activities in risky work areas, such as the loading dock area.

The following are some examples of efforts taken by the building management to improve the quality of safety and customer convenience for all area users:

- Installation of safety signs at accident-prone points.
- Increased patrols and surveillance in public areas and routine activity locations.
- Socialization and safety briefings to all tenants, delivery personnel, and public activity implementers.
- Periodic evaluation of public facilities, including the condition of floors, stairs, toilets, and playgrounds.

Some of these efforts can reflect the Company's awareness in creating a safe environment, not only for workers but also all visitors and other stakeholders, as well as shaping a more proactive and inclusive OHS culture in all operational areas.

## Employee Training and Skill Development [POJK F.22] [GRI 3-3, 404-1, 404-2, 404-3]

Improving employee competencies and skills as part of our sustainability strategy is one of the Company's commitments. Along with the growing dynamics of the industry, the need for an adaptive and competent workforce is crucial. The Company consistently organizes various training programs to ensure employees' readiness to face future industry challenges.

In 2024, the Company organized various training programs covering non-technical and technical training, as well as professional certification programs. These programs are designed to be relevant to business needs and support individual skills development. To enhance learning effectiveness, training is organized through two main methods, namely offline and online, thus providing flexibility for employees to access materials according to their needs and time.

As a result of this initiative, a total of 8,575 training hours were provided to employees during the year, a 40% increase over the previous year's 6,116 training hours. This increase confirms the Company's efforts to strengthen the learning ecosystem to enhance the competitiveness of its human resources.

In 2024, the average training reached 7 hours per employee, up from 4.75 hours per employee in 2023, and higher than 5.40 hours per employee in 2022. Despite a slight decline in 2023, the upward trend in 2024 confirms the Company's commitment to employee development. A thorough evaluation of training needs is also conducted to ensure that employees have optimal opportunities to improve their competencies and skills.

As a concrete form of this development strategy, the following is a breakdown of the training that has been conducted throughout 2024:

- Non-Technical Training**  
Involved 2,088 participants with a total of 331 training hours, covering topics such as service excellence training, public speaking, digital marketing, and business risk mitigation.
- Technical Training**  
Attended by 1,213 participants with a total of 97 training hours. The training program focuses on improving work skills, including fire mitigation, APAR & Hydrant usage, and evacuation drill training.
- Certification Training**  
This program was attended by 82 participants with a total of 138 training hours, which aims to support the achievement of professional certifications such as ISO 9001: 2015, first aid accreditation, and heavy equipment operator certification.

In 2024, the Company allocated IDR 284 million for the implementation of various training and certification programs. This investment aims to improve individual competencies and ensure the entire team can contribute maximally in supporting the Company's sustainable growth. Through a structured and sustainable employee development strategy, the Company is optimistic that it can build human resources that are more competent, productive, and ready to face future challenges.

### Training and Development Table for 2024

No	Training Program	Type of Training	Number of Trainings	Training Hours	Number of Participants
1	Non-Technical Training	Training/Workshop /Socialisation	124	331	2,088
2	Technical Training	Training/Workshop	38	97	1,213
3	Certification	Certification	20	138	82
<b>Total</b>			<b>182</b>	<b>566</b>	<b>3,383</b>

## Employee Training Hours

	2024		2023*		2022*	
	Male	Female	Male	Female	Male	Female
Total Training Hours	8,575		6,116		7,219	
- Training hours per gender	5,915	2,660	3,802	2,313	4,671	2,548
- Percentage	69%	31%	62%	38%	65%	35%
- Average training hours	4.83	2.17	2.95	1.80	3.50	1.90
<b>Average Training Hours /Employee</b>	<b>7.00</b>		<b>4.75</b>		<b>5.40</b>	

Notes: \*There were data adjustments in the previous year to ensure accuracy and consistency of reporting. These adjustments were made based on further evaluation and verification of the data sources used.

## Operations Impact on Surrounding Communities [POJK F.23] [GRI 2-25, 3-3, 413-1, 413-2]

Intiland realises that every operational activity for property development will provide positive benefits as well as potentially cause negative impacts on the surrounding community and environment. The direct and indirect impacts include various aspects related to business and operational processes. The Company is responsible and committed to minimising negative impacts and maximising positive impacts, through various initiatives in the Social and Environmental Responsibility (CSR) program.

In the aspect of land availability needs, the Company ensures that every land acquisition process is carried out transparently, fairly, and in accordance with applicable regulations. The Company promotes an approach that respects the rights of landowners, by conducting negotiations involving various related parties to reach a mutually beneficial agreement. We also ensure proper compensation and provide solutions for affected communities to continue to have economic opportunities after the land acquisition process takes place.

On the labour side, we seek to mitigate negative impacts related to land use and the potential loss of livelihoods of surrounding communities by providing employment opportunities for communities around the project through the recruitment of local labour, both as permanent employees, contract employees, and outsourced labour. This step aims to improve the economy of the community around the project and provide wider employment opportunities. In addition, Intiland also organises various skills and expertise enhancement trainings to strengthen the competitiveness of the local workforce in the property industry. This initiative not only supports the sustainability of the local economy, but also contributes to the development of the quality of human resources in the area around the project.

On the environmental front, the Company pro-actively carries out various initiatives to address the negative impacts of its operational activities, particularly in terms of green open spaces, water catchment, and waste management. The Company implements environmental conservation programmes, including reforestation of green open spaces through the construction of conservation parks, cleaning of watersheds, as well as the creation and control of drainage channels to overcome potential waterlogging and flooding. In waste management, Intiland implements a Waste Water Treatment Plant (WWTP) system to ensure that the waste produced does not pollute the environment. The company also builds compost houses as part of organic waste management and implements an inorganic waste sorting and recycling system to reduce the environmental impact of construction and operational activities.

In addition to environmental efforts, we also pay special attention to the empowerment of Micro, Small and Medium Enterprises around the project site. The Company opens opportunities for local Small and Medium Enterprises to sell in the project area, which not only helps fulfil the needs of tenants and employees, but also contributes to local economic empowerment. Through this initiative, we are creating an inclusive and sustainable business ecosystem.

Furthermore, we continue to implement various community empowerment programs in various areas, such as social, economic, health and environment. Each program is designed to provide long-term benefits to the

surrounding communities, by creating a balance between business growth, social welfare and environmental sustainability. With a strategy that continues to adapt and innovate, we ensure that each of our CSR initiatives remains relevant and has a significant positive impact on all stakeholders

## Analysis Results of Positive and Negative Impacts of Business Activities

Aspect	Positive impact	Mitigation
Economy	Encouraging the growth of infrastructure and public facilities.	Ensuring that development is carried out with attention to sustainability aspects, such as the use of environmentally friendly materials and designs that support energy efficiency.
	Absorption of local labour in various sectors, such as construction, security, cleaning, property management, and others.	Improving the skills of the local workforce through training and certification programmes to be competitive in the property industry.
	Increasing the economic value of the area around the project.	Encourage the participation of local SMEs in the developed property ecosystem.
	Increase the economic value of the area, attract new investment, and encourage business growth around the project.	Conduct socio-economic impact assessments prior to development to ensure optimal benefits for the surrounding community.
	Supporting related industries such as building material manufacturing, transport, and financial services.	Developing a more sustainable supply chain by collaborating with green building material manufacturers and local business partners.
	Increased Regional Original Revenue (PAD) through taxes and levies.	Work with local governments to allocate taxes for the development of infrastructure and public facilities that benefit the community.
Social	Provision of quality housing for the community.Provision of quality housing for the community.	Develop housing with a variety of prices so that it can be reached by various levels of society and apply the concept of sustainable housing.
	Improve the quality of life of the community by providing public facilities such as green open spaces, community centres, and sports facilities.	Designing the area with the concept of livable city, prioritising accessibility, safety, and comfort of residents.
	Empowering SMEs through business ecosystems around property projects.	Providing affordable commercial spaces for SMEs and encouraging collaboration with local businesses.

	Improving access to education and health services through integrated development.	Integrate schools and healthcare facilities within residential or commercial projects to support community needs.
	Improving the welfare of surrounding communities through CSR programs.	Conduct community empowerment programmes such as skills training, education support, and environmental initiatives.
Environment	Implementation of green building concepts that are more energy efficient and environmentally friendly.	Using sustainable building materials, rainwater harvesting systems, and energy-saving technologies in every project.
	Increasing urban green spaces and maintaining the balance of urban ecosystems.	Allocating areas for urban parks, rooftop gardens, and green open spaces in every property development.
	More efficient and sustainable construction waste management.	Implementing construction material recycling system and reducing project waste through Zero Waste program.
	Reducing dependence on fossil fuel-based transport by creating walkable neighbourhoods connected to public transport.	Development of Transit Oriented Development (TOD) concept by designing areas with pedestrian infrastructure, bicycle lanes, and easy access to public transport.
	Reducing disaster risks such as flooding and soil erosion through good spatial planning.	Implementing sustainable drainage systems and building in locations that are in line with environmental assessments.

Aspect	Negative Impact	Mitigation
	Reduction of productive agricultural land due to land conversion.	Conduct a transparent and fair land acquisition process by considering sustainability aspects and providing compensation to affected landowners.
	Potential land use change that may impact local ecosystems and threaten biodiversity.	Conduct strict environmental impact assessments (AMDAL) prior to development and implement ecosystem restoration programmes around the project area.



Environment	Reduction of green areas can reduce air quality, increase city temperatures (urban heat island effect), and reduce rainwater infiltration, which increases the risk of flooding.	Allocate proportional green open space in development projects, implement environmentally sound architectural concepts such as vertical gardens, rooftop gardens, and use building materials that have low heat absorption.
	Pressure on water resources due to increasing consumption needs in property areas.	Implement water management technologies such as rainwater harvesting, greywater recycling, and more efficient sanitation.
	Generating construction waste such as concrete, metal, wood, as well as operational waste from building occupants that can pollute the environment.	Implement a wastewater management system, apply the principle of zero waste, sort and recycle construction waste, and use environmentally friendly materials.
	Increased flood risk due to land use change.	Implement sustainable drainage concepts such as biopores and infiltration wells, build green areas with good water management systems, and integrate rainwater management technology in property design.
Economy	Increased traffic density and congestion due to property growth that is not matched by adequate transport infrastructure.	Adopt the Transit-Oriented Development (TOD) concept that prioritises public transport accessibility, builds pedestrian and bicycle paths, and provides park and ride facilities to reduce dependence on private vehicles.
	Increasing land and property prices that can make it difficult for people to own housing.	Develop home ownership programs for the lower-middle-income community through subsidy schemes, affordable instalments, and cooperation programs with the government.
	Inequality in access to public facilities due to property development that is concentrated in elite areas.	Provide public facilities that can be accessed by all groups of people, such as city parks, sports areas, and green open spaces around the project.
	Increased cost of living in the vicinity of new property areas that may burden the original community.	Encourage community-based economic development by supporting local UMKM and providing business spaces at affordable rents.
Social	Potential displacement of local communities due to property project development.	Conduct participatory approaches with affected communities and provide fair compensation.
	Social and economic inequality due to property development that is more oriented towards the middle to upper market.	Develop inclusive residential projects with the concept of mixed-income housing, where premium and affordable housing are located in one area, and encourage partnerships with local communities in the economic management of the area.

Potential Increased criminality in rapidly developing areas due to social inequality and demographic changes.

Improve area security by implementing crime prevention through environmental design (CPTED) concepts such as good lighting, safe public spaces, and CCTV monitoring.

## Public Complaints

[POJK F.24] [GRI 2-25, 2-26, 3-3, 413-1, 413-2]

As part of its commitment to the principles of Good Corporate Governance, Intiland provides a transparent, accountable and responsive public complaints mechanism. This mechanism is designed to enable stakeholders, including communities, customers, and employees, to submit complaints related to violations of ethics, integrity, norms, laws and regulations, as well as environmental issues in an effective and documented manner.

The Company implements three main mechanisms in handling complaints from the public, residents, and tenants, which include:

### 1. Complaint Reporting through Building Management

Complaints relating to property operations are managed by each project through the area manager. There are two main methods in this mechanism:

- **Through an integrated digital system**, namely BAMMS, PROPEL, and Nimbus, which allows tenants to access the complaint service online. Tenants can download the application through the Play Store or Apple Store, then register their personal data to be verified by Building Management. After verification, tenants can file a complaint which will be directly forwarded to the relevant department for further handling. Tenants can also monitor the status and progress of complaint resolution in real-time through this application. This system aims to improve the efficiency of grievance management and ensure transparency in its handling.
- **Through WhatsApp Business or Email**, which allows tenants to submit complaints directly to the area manager while still getting a follow-up in accordance with applicable service standards.

### 2. Corporate Complaint Reporting

Intiland manages public complaints through a centralised system called Infinity. This system helps to improve effectiveness in recording, monitoring, and resolving public complaints in a faster and coordinated manner. Through the use of this Infinity application, incoming complaints can be quickly followed up by the relevant project or division according to the complaint category. The public can submit complaints through various communication channels, including official letters, mass media, company websites, email, telephone, and social media such as Instagram, Facebook, LinkedIn, YouTube, and TikTok.

### 3. Whistleblowing System

Intiland provides a whistleblowing mechanism as a forum for employees and external stakeholders to report suspected violations in a safe and confidential manner. This mechanism ensures that each report is handled professionally and independently. Reporting can be done through:

- Email: [peduliperusahaan@intiland.com](mailto:peduliperusahaan@intiland.com)
- SMS: 081318000921 (Head of Internal Audit)

The Company is committed to maintaining transparency and responsiveness in handling all complaints. All complaints are handled in accordance with standard customer service procedures and Service Level Agreement (SLA) to ensure effective resolution. Throughout 2024, the Company received as many as 17 public complaints, all of which have been followed up and resolved properly. We always strive to improve the effectiveness of complaints management through the utilisation of technology, more proactive communication, and strengthening the complaints management system to maintain trust and harmonious relationships with stakeholders.

## Number of Public Complaints Received and Followed Up

### Reporting Complaints through Corporate

Types of Complaints	Number of Complaints	Complaint Status
Legality	4	- 50% Resolved - 50% in the handling process
Building damage	1	Resolved
Promotion and Marketing	2	Resolved
Criminality	1	Resolved
Fulfilment of consumer rights	2	Resolved
Service quality	1	Resolved

### Whistleblowing System

Types of Complaints	Number of Complaints	Complaint Status
Quality of building cleanliness	2	Resolved
Procurement procedures	1	Resolved
Licensing procedures	1	Resolved
Project area management	1	Resolved

### Reporting Complaints through Mass Media

Types of Complaints	Number of Complaints	Complaint Status
Order disturbance and violation of residential function	1	Resolved

## Corporate Social Responsibility (CSR) Activities [POJK F.25] [GRI 3-3, 413-1, 413-2]

### Disclosure Indicators

Corporate Social Responsibility (CSR) activities are an integral part of Intiland's sustainability strategy that focuses on positive impacts on society and the environment. We disclose information related to CSR in accordance with the guidelines set by the Financial Services Authority (OJK F.25) and the Global Reporting Initiative (GRI 3-3, 413-1), covering various initiatives and achievements that support the Company's goal of delivering sustainable social and environmental benefits.

### Aspects of Interest

CSR is an important foundation in maintaining the Company's sustainability and making a real contribution to the communities and environment around the areas where the Company operates. With a commitment to the principles of sustainability, we not only prioritise short-term benefits but also consider the long-term impact on society and the environment. Through the implementation of CSR initiatives, the Company endeavours to tangibly improve the quality of life, promote environmental awareness, and strengthen relationships with stakeholders

### Scope, Initiatives, and Achievements

The scope of the CSR reporting covers 15 properties including Intiland Tower Jakarta, Fifty-Seven Promenade, Aeropolis, Talaga Bestari, South Quarter, SQ Res, 1Park Avenue, Serenia Hills, Graha Famili, Graha Natura, The Rosebay, Intiland Tower Surabaya, Praxis, Spazio, dan Spazio Tower.

### Person in Charge and Performance Evaluation Method

Performance evaluation is carried out periodically through the measurement of social and environmental impacts using an approach method through the calculation of SROI (Social Return on Investment). SROI measures the social value generated from each investment in CSR programmes, both those implemented by individual projects and those managed by the Company as a whole. Through this model approach, the Company can ensure that every initiative undertaken has the maximum positive impact on society and the environment and provides sustainable added value for the Company and its stakeholders.

### Affected Stakeholders

- **Internal:** *Management, Employees*
- **External:** *Community*

In 2024, the Company consistently implemented the CSR program as a form of commitment to maximise positive impacts in a sustainable manner and build harmonious relationships with the surrounding community. Various initiatives were implemented covering the areas of social service, infrastructure development, social community empowerment, environmental preservation, education, culture, and health. The total investment allocated to support CSR activities in 2024 reached IDR 1,09 billion. This commitment is a tangible form of the Company's contribution to social and environmental sustainability.





## Health Care

The Company, through the Aeropolis and Praxis projects, is implementing programs that support the improvement of the quality of health and well-being of the community. In 2024, various initiatives were implemented to encourage healthy lifestyles and improve access to health services.

Aeropolis features the Your Way to Wellness program, an initiative that provides free Poundfit classes every Tuesday evening for one year. This program aims to promote healthy lifestyles through fun exercise and is attended by the Aeropolis community, tenants and residents. Conducted 8 times with a total of 400 participants, this activity not only improves physical fitness but also strengthens community relations within the Aeropolis neighbourhood.

Aeropolis also collaborated with the Neglasari Community Health Centre to organise a free health check program. This program includes blood sugar, hypertension, hepatitis, and other health tests for employees, residents, tenants, and the general public. This step reinforces Aeropolis' commitment to increasing awareness and access to health services in its community.

Praxis Project held a free mini medical check-up (MCU) program in collaboration with Mayapada Hospital Surabaya. This program was held in conjunction with the Gralapah Fun Plogging 5K event held at Praxis. A total of 100 mini MCU packages were provided to the fun plogging participants, creating a unique combination of sports activities and health awareness.

These programs are a form of the Company's support in creating a healthy, harmonious, and sustainable environment for residents and tenants as well as for the wider community. This initiative is part of the Company's strategy to contribute to improving the quality of life and well-being in every project developed and managed by the Company.







## Blood Donor

Intiland through its **Aeropolis, Spazio, Spazio Tower and Intiland Tower Surabaya** projects regularly organises Blood Donor activities as a contribution to public health and fulfilment of the need for safe blood supply for medical needs. This activity is carried out in collaboration with the Indonesian Red Cross (PMI) in various regions and involves employees, residents and communities around the project area.

The implementation of this activity in 2024 succeeded in collecting 531 blood bags which will be distributed to patients who need transfusions. This activity reflects Intiland's social concern for public health and strengthens relationships with local communities and health institutions.



## Caring for the Environment

Intiland has initiated various activities that contribute to the aspects of environmental preservation and the welfare of the surrounding community through its flagship projects. Some of these initiatives include:

- Fifty Seven Promenade sprayed pesticides (termite repellent) on 18 houses located around the project site. This activity aims to prevent termites and larvae outbreaks from wood decay or damp areas, in order to maintain the health and comfort of the surrounding community.



- Aeropolis and South Quarter conducted a water channel cleaning programme to maintain smooth flow and prevent potential flooding. This includes the removal and disposal of sediment, plastic waste, wood, and other materials along the drains on the side of the project area that connects to the residents' drains. The initiative was carried out as a preventive measure to reduce the risk of overflowing water during rainfall and support the creation of a clean and healthy environment for the surrounding community.
- Spazio and Intiland Tower Jakarta collaborated with the Nusantara Nature Conservation Foundation (YKAN) to organize an educational program highlighting the importance of mangrove conservation in supporting the planet's sustainability and mitigating the impacts of climate change. In addition to education, this initiative also encouraged public participation in fundraising efforts to support mangrove preservation programs.
- Intiland Tower Jakarta and YKAN hosted a workshop titled "*Renewing the Old*," attended by 30 participants including tenants and employees. The workshop repurposed office waste—such as paper and cardboard—into useful items, promoting recycling practices and responsible waste management.
- The company, through Intiland Youth Panel, in collaboration with Bank Maspion, organized the Gralapah (Run and Pick Up Trash Movement) at Praxis Surabaya. This initiative combined a 5k running activity with trash collection along the route. The event attracted around 350 participants from various backgrounds including students, professionals, runners, and the general public with no registration fee. Participants successfully collected a total of 176.8 kg of non-organic waste.
- Graha Natura implemented a river normalization program as part of its commitment to environmental conservation and flood prevention. The activities included waste removal, sediment dredging, and reforestation along the riverbanks to ensure smooth water flow and maintain the surrounding ecosystem. This program aims to reduce flood risk, support environmental sustainability, and improve the quality of life for nearby communities as part of Graha Natura's ongoing environmental management efforts.





## Local Recruitment

The Company understands that project development is not solely about creating new infrastructure, but also about creating opportunities to improve the well-being of surrounding communities through the empowerment of local labour. This commitment is realized by implementing a local labour recruitment strategy for every project undertaken.

Property developments such as Talaga Bestari, Aeropolis, 1Park Avenue, South Quarter, SQ Res, Spazio, Spazio Tower, Intiland Tower Surabaya, Graha Famili, Praxis, The Rosebay, and Graha Golf have created career opportunities for residents living near the project sites. A total of 735 local workers employed in these projects are members of the surrounding communities, reinforcing the Company's role in supporting the local economy.

The Company also provides training and development programs to enhance the skills and quality of life of local workers. This initiative aligns with the Company's vision to grow together with all stakeholders and contribute to sustainable economic development in its operational areas.







## Intiland Cares

Through its various development projects, Intiland proactively provides assistance to surrounding communities. The support includes basic necessities (such as food packages), cash donations, building materials, and sacrificial animals. Projects involved in this initiative include 1Park Avenue, Fifty Seven Promenade, Aeropolis, Graha Famili, Intiland Tower Jakarta, South Quarter, Serenia Hills, Spazio, Spazio Tower, Graha Natura, Talaga Bestari, SQ Res, and The Rosebay.

Throughout 2024, the total donations distributed amounted to approximately IDR 359.6 million, representing 38% of the total allocated budget for the Corporate Social Responsibility (CSR) programs. This initiative reflects the Company's ongoing commitment to supporting community welfare and contributing to social development in its operational areas.



## Infrastructure Assistance

As part of its commitment to Corporate Social Responsibility (CSR), the Company carried out a community infrastructure development initiative at Graha Famili by constructing two neighborhood halls (balai RW) in 2024. These facilities were built in RW XI, Babatan Sub-district, Wiyung District, and RW, Pradah Kalikendal Sub-district, Dukuh Pakis District, Surabaya.

This initiative is part of the Company's social responsibility to make a positive contribution to communities surrounding its projects. These public facilities serve to support social and community activities, while also strengthening long-term collaboration with municipal government programs. With a total investment of approximately IDR 454 million, the neighborhood halls are expected to provide lasting benefits, becoming hubs for communal activities and platforms for community participation in local development.





## Social Activity Support

Spazio and Spazio Tower organized a Charity Garage Sale to raise funds and collect gently used items for social and charitable causes. The aim of this activity was to support underprivileged communities by distributing essential goods, while also promoting a re-use movement by encouraging the repurposing of unused items.

A total of 150 items were collected and donated to social foundations. The event involved participation from employees, tenants, and the general public, and supported ongoing fundraising efforts for sustainable social purposes.



## Commitment to Education

In celebration of National Education Day, Praxis, in collaboration with LAZNAS Yatim Mandiri, organized an Education Exhibition to provide a platform for educational institutions, students, university scholars, and educators. The event aimed to showcase their work and broaden perspectives on the world of education through exhibitions, seminars, and workshops.

A total of 452 participants, including students, university scholars, and teaching staff, took part in this event to support the enhancement of knowledge and skill development in the field of education. This initiative aligns with Praxis' commitment to supporting the Sustainable Development Goals (SDGs), with a focus on providing quality education for all.







## Employment Empowerment: Creating a Healthy, Inclusive, and Harmonious Work Environment

In the area of employment, the Company consistently organizes various programs focusing on employee well-being, improving work environment quality, and respecting diversity and social values.

- In support of employee health and well-being, 1Park Avenue runs the Nourish at Work program, which provides nutritious meals every Friday throughout 2024. This program aims to ensure employees receive sufficient nutrition, enhance productivity, and create a healthier and more comfortable work environment. This initiative has become an annual program to demonstrate care for the workforce's well-being.
- 1Park Avenue also organizes various competitions involving employees in celebration of Independence Day in Indonesia. This event fosters camaraderie and recreation while instilling a sense of nationalism, teamwork, and enhancing social interaction among employees in a positive and enjoyable atmosphere.
- Spazio and Spazio Tower held a Christmas Carnival, in collaboration with SBC Church and HOG Church, as part of efforts to strengthen the relationship between employees and tenants. This activity reflects the values of inclusivity and respect for cultural and religious diversity within the workplace. By supporting religious celebrations, the Company ensures that every individual has the opportunity to celebrate their faith comfortably and harmoniously.
- As a form of support for diversity and religious tolerance, The Rosebay organized a Ramadhan Kareem event, a communal breaking of the fast for all employees during the holy month of Ramadan. This program aims to strengthen social bonds among employees, foster a sense of togetherness, and provide support for employees observing the fasting period.



## Community Development

### Intiland Youth Panel (IYP)



Since its launch in 2018, the Intiland Youth Panel (IYP) has become an integral part of the Company's Corporate Social Responsibility (CSR) program. IYP aims to empower the younger generation through various activities designed to support personal development, education, social skills, and career growth.

Through workshops, seminars, and training sessions, IYP covers important topics such as leadership, entrepreneurship, interpersonal skills, and sustainability. The program also offers participants the opportunity to join the Intiland talent pool and gain priority for internships, in line with the Kampus Merdeka program from the Ministry of Education.

As of December 2024, IYP has successfully built a strong community with thousands of followers on the Instagram account @intiland\_iyp. IYP has become an inspiring platform for young people to grow and actively contribute as agents of change, making a positive impact on society and the environment.

### IYP Activities in 2024

As a manifestation of its commitment to empowering the younger generation, Intiland Young Leaders (IYL) has experienced rapid growth since it was first launched in 2018. In 2024, we are entering the third year of this program with a special edition: Inovator Muda. The Inovator Muda program is a strategic collaboration between Intiland Youth Panel and PT Bank Maspion Indonesia Tbk, aiming to develop an innovative generation with a deep understanding of social, economic, and environmental challenges.

With the theme "Building Futures: Youthful Harmony for Social, Economic, and Environmental Innovation," the Inovator Muda program strives to create a collaborative platform for participants to design innovative solutions that support sustainability. The concept of Youthful Harmony encourages the synergy between young generations committed to creating holistic solutions that positively impact society and the environment.

Intiland Young Leaders is joined by 21 participants, consisting of students and young professionals from various regions across Indonesia. This event was held from August 26 - 30, 2024, in Surabaya and Trawas, Mojokerto Regency, East Java. The event began with a series of seminars, both online and in-person at Spazio Office, Surabaya, featuring experts and academics as speakers who discussed topics such as design thinking, entrepreneurship, social issues, business, and the environment.





## Gralapah Fun Plogging 5K: A Collaboration for a Sustainable Environment

The Gralapah Fun Plogging 5K event is a direct implementation of the winning innovation from the Young Innovators program. This activity serves as a tangible application of the sustainable ideas proposed by participants in the Sustainability Project competition, which carried the overarching theme "Building Futures: Youthful Harmony for Social, Economic, and Environmental Innovation."

Held on December 7, 2024, at Praxis, Surabaya, this event was attended by around 350 participants from various backgrounds. Participants were invited to engage in physical activity by running while collecting trash along a five-kilometer route. A total of 176.8 kg of waste was collected, which was allocated and managed by the Induk Surabaya Waste Bank. The processed waste was donated to the Bina Bhakti Lingkungan Foundation to support social and educational activities.

In addition to focusing on environmental cleanliness, the program also collaborated with Mangrove Jatim to host a bazaar featuring products made from mangrove materials. All proceeds from the bazaar were directed toward supporting the mangrove seedling program in East Java.



## Project Visit

Intiland consistently supports the development of education through its projects such as Spazio, SQ Res, South Quarter, Regatta, Intiland Tower Jakarta, Intiland Tower Surabaya, and Fifty Seven Promenade. This support is realized by providing access for students to undertake field visits, sharing knowledge on best practices in property development, architecture, project management, and offering discussion sessions with Intiland experts. In 2024, Intiland hosted 7 field visits from various universities, with a total of 279 students from various disciplines participating.



## Table of CSR Activities in 2024

Project	Donation	Community Development	Product /Infrastructure Responsibility	Environment	Employment
1Park Avenue	3	0	0	0	2
Fifty Seven Promenade	1	0	0	1	0
Aeropolis	1	3	0	1	0
Graha Famili	1	0	2	0	0
Intiland Tower Jakarta	4	0	0	1	0
Intiland Tower Surabaya	0	2	0	0	0
South Quarter	2	0	0	2	0
Serenia Hills	1	0	0	0	0
Spazio dan Spazio Tower	3	1	0	0	1
Praxis	0	1	0	0	0
Graha Natura	1	0	0	1	0
Talaga Bestari	2	0	0	0	0
SQ Res	1	0	0	0	0
The Rosebay	1	0	0	0	1
<b>Total</b>	<b>21</b>	<b>7</b>	<b>2</b>	<b>6</b>	<b>4</b>

## CSR Financing Allocation (in IDR)

	2024	2023	2022
Cost Allocation	1,091,119,584	630,000,000	996,000,000

\*Note: Excludes the allocation of funds for building public and social facilities required by permits.

## Enhancing Sustainability Impact through SROI [413-1] [413-2]

Intiland has consistently applied the Social Return on Investment (SROI) approach model to measure the impact of each CSR initiative it implements. This approach serves as a strategic tool to evaluate the effectiveness of programs and ensure that every social investment made provides tangible benefits to stakeholders.

In 2024, Intiland achieved significant milestones in the application of SROI, with an average value reaching 1.9, a 73% increase compared to 1.1 in 2023. This achievement indicates that every 1 Rupiah invested in CSR activities generates social and economic benefits of 1.9 Rupiah for the beneficiaries. This result reflects the program's effectiveness and reinforces Intiland's role in creating a broader and more sustainable social impact.

Several key factors contributed to the improvement in the SROI value. One of them is the expansion of CSR programs, which increasingly focus on community development, improving public welfare, and employment programs. Intiland has implemented various initiatives in the employment sector, including training for employees to enhance skills and competitiveness, as well as employee engagement activities to create a more inclusive and productive work environment. The company also supports freedom of worship for all employees by facilitating religious celebrations, creating a more harmonious workspace that respects diversity.

Furthermore, investment in human resource development has also become a key priority in the Company's CSR strategy. Various educational programs, skill training, and community empowerment initiatives continue to be strengthened to enhance the capacity of individuals and groups.

Concern for environmental sustainability is also an integral part of Intiland's sustainability strategy. The Company proactively implements various sustainability initiatives, such as conservation programs, waste management, and environmental impact mitigation efforts. Through this approach, Intiland not only contributes to reducing negative environmental impacts but also creates added value for the overall ecosystem.

The SROI approach not only serves as an evaluation tool but also as a foundation for improving and developing more effective sustainability initiatives. With a strategy that continues to adapt and innovate, we ensure that every CSR program we implement remains relevant, measurable, and delivers significant positive impacts. This commitment aligns with the Company's vision to create a balance between business growth, social welfare, and environmental sustainability, thus providing long-term benefits for all stakeholders.

## SROI assessment results of CSR activities based on each development segment

Residential Area	Industrial Area	Mixed-use and High Rise	Investment Properties
8 Programs	0 Program	20 Programs	12 Programs
SROI Value > 1	SROI Value < 1	SROI Value > 1	SROI Value > 1

## Innovation and Development of Sustainable Financial Products/Services [POJK F.26]

As part of the Company's responsibility towards sustainability aspects, the Company develops product and service innovations that support the principles of Environmental, Social, and Governance (ESG). These innovations aim to improve operational efficiency, reduce environmental impacts, and strengthen sustainability governance by prioritizing technology and best practices within the industry.

Below is a table of new initiatives implemented by the Company to enhance efficiency, operational quality, work standards, and other important aspects:

Division / Project	New Initiatives and Innovations	Objectives and Benefits	Reference
Utilization of Information Technology			
South Quarter	Implementation of E-Report Application	Reducing paper usage in reporting formats for overtime, key management, shift swaps, and on-call duties.	SDG 12 – Responsible Consumption and Production
South Quarter	Integration of IoT in Electrical KWH Meter Management	Automated recording of electricity consumption and improving energy efficiency.	SDG 7 – Affordable and Clean Energy
South Quarter	Multi-Sensor Controller System for Plant Watering Automation	Reducing irrigation water consumption through the use of soil moisture sensors.	SDG 6 - Clean Water and Sanitation
Aeropolis	Digital Guestbook	Reducing paper usage.	SDG 12 - Responsible Consumption and Production
Products and Services			
Fifty Seven Promenade	Composting Station	Processing organic waste into compost fertilizer in an effort to support the principles of the circular economy.	SDG 13 - Climate Action, SDG 12 - Responsible Consumption and Production
South Quarter	Utilization of Sumpit 11 Infiltration Water for Recycle Tank	Reducing dependence on clean water sources by recycling water for garden irrigation.	SDG 6 - Clean Water and Sanitation
Intiland Tower Surabaya	Processing Rice Washing Waste for Organic Liquid Fertilizer	Reducing organic waste while also lowering fertilization costs.	SDG 12 - Responsible Consumption and Production
Graha Natura	Processing Waste Wood from Pruning	Generating recycled materials for landscaping and green building purposes.	SDG 12 - Responsible Consumption and Production



In terms of sustainability strategy, the Company implements a policy system that ensures more transparent and efficient governance in 2024. One of these breakthroughs is the “Smart Negotiation in Payment Schemes” aimed at improving the financial sustainability of projects and strengthening the company’s cash flow. The Company also implements a “One-Stop Communication System” that enhances the efficiency of customer service and prospective customers by reducing response times. Another important initiative is the use of the “Vendor Data and Goods Purchasing Monitoring System” to ensure a more sustainable supply chain with transparency in the selection of vendors who comply with sustainability standards.

The Company has also leveraged digital assets through the use of several application systems, from the project development stage to communication tools with customers. Below is a table of the application systems used by the Company:



No	Name	Function/Benefit
1.	Building Application Mobile Management System	Automation system for building/residential management to communicate with tenants and residents regarding requests, questions, complaints, work orders, etc.
2.	Sistem SAP	Integrated system for compiling financial data, including debt and receivables systems.
3.	Newforma	Project information management system useful for assisting project field teams in monitoring the progress of work by relevant parties.
4.	Project Lifecycle	Monitoring project development from the beginning to the topping-off stage and handover, including progress photos, sales agreement records, handover documents, and occupancy status.
5.	Infinity Sistem	Monitoring and managing customer complaints in real-time, supporting rapid internal coordination to improve service and customer satisfaction.
6.	i-Pro (Integrated Purchasing Online)	Digitization of existing business processes in the Purchasing Department, from creating PR and the approval system to eventually becoming SOQ and PO.
7.	LiSA (License System Automation)	Reminder system for everything with due dates, such as contract renewals, software license updates, renewal of letters/documents/permits, etc.
8.	GLADIS	Online learning system. Every employee can learn and take a series of tests on learning materials anytime and anywhere.
9.	STAR (Star Talent Assessment & Reinforcement)	System to monitor each stage of the talent development program process.

In facing future challenges and opportunities, the Company continuously develops sustainability-driven innovations through a series of strategic measures. These initiatives include enhancing the integration of digital technology to expand operational efficiency and sustainability-based services. The Company also strengthens collaboration with stakeholders, including business partners and communities, to support innovations with broad impact. Other efforts involve monitoring and evaluating sustainability performance by implementing globally recognized performance metrics and developing circular economy-based products to optimize resource use and reduce the carbon footprint.

Through this sustainability strategy, the Company is confident in its ability to create added value not only for the business but also for the environment and society.

## Sustainability Enhancement and Innovation Awards

Intiland consistently fosters a spirit of innovation across all lines of its business. The Company organizes the annual Small Group Activity (SGA) and Just Do It (JDI) competitions to cultivate an innovation-driven culture, improve operational efficiency, and strengthen the Company's competitiveness.

These competitions provide opportunities for employees from various divisions and projects to develop

innovative solutions that enhance work quality and improve business process effectiveness. In addition to nurturing creativity, these innovation competitions also serve as platforms for cross-divisional collaboration in addressing day-to-day operational challenges.

As a form of appreciation, the Company presents special awards to the best innovations that not only have a positive impact on individuals and work teams but also make a tangible contribution to the Company's overall sustainability and growth.

Since their inception, the SGA and JDI competitions have seen significant growth in participation—both in terms of the number of employees involved and the innovative ideas submitted. Below are the competition achievement data over the past three years:

Year	Participants*	Number of Innovation Ideas**	Category	SGA Winner	JDI Winner
2024	266	80	Rank I	South Quarter Property Management, "Penerapan Multi Sensor Controller untuk Otomatisasi Penyiraman Tanaman".	Golf Graha Famili Country Club, "Maximize Margins".
			Rank II	Golf Graha Famili Country Club, "Maximize Margins".	<i>Procurement, "Review Term of Payment dan Skup Pekerjaan SPK Kontraktor".</i>
			Rank III	<i>Procurement, "Pentingkah Konsultan QS pada Proyek Perumahan?"</i>	Brezza, "Penggunaan Tiang Pancang PC Wire dalam Pekerjaan Kontruksi".
2023	245	84	Rank I	Golf Graha Famili, "Golf Club Management & Operations Optimization System".	<i>Procurement, "Validasi Kesesuaian Dokumen untuk Tender Proyek Perumahan".</i>
			Rank II	CHC Jakarta, "Implementasi STAR untuk Talent Development Program".	Talaga Bestari, "Pembuatan Template Rekap Checklist Defect Serah Terima Konsumen".
			Rank III	<i>Procurement, "Implementasi Template AHS Procurement ke dalam BQ untuk Proyek Perumahan".</i>	South Quarter Property Management, "Pemanfaatan Air Hujan".
2022	178	68	Rank I	Sub-Co Software - IT	<i>Spazio Property Management, "Excel Macro untuk Email Blast".</i>
			Rank II	<i>Procurement, "Budgeting Procurement Pra Tender Kontraktor Perumahan".</i>	<i>Corporate Human Capital, "Reminder Absensi Bulanan untuk Karyawan Surabaya".</i>
			Rank III	SUB Co, "Mengoptimalkan Fungsi WhatsApp Business guna Peningkatan Pelayanan dan Penjualan kepada Pelanggan.	SUB Co, "Mengoptimalkan Fungsi WhatsApp Business guna Peningkatan Pelayanan dan Penjualan kepada Pelanggan".

\* Number of employees participating in the competition

\*\* Number of innovation ideas submitted in the competition

The increase in the number of participants and innovation ideas submitted each year reinforces the growing innovation culture at Intiland. This program drives improvements in efficiency and productivity, while also supporting the implementation of more effective and sustainable solutions in business operations.

The Company continues to develop this competition with a more collaborative and technology-based approach. Innovations born from the SGA and JDI programs can be implemented more broadly across all Intiland projects, thus creating a positive impact for employees, the company, and the environment. Moving forward, the Company will continue to strengthen the innovation ecosystem that drives efficiency, sustainability, and competitiveness within the property industry in Indonesia.

## Implementation of 5S/5R Culture to Enhance Productivity and Innovation

As part of its commitment to operational sustainability and improving work efficiency, Intiland applies the 5S/5R system (Sort, Set in Order, Shine, Standardize, Sustain) as a core work culture across all business units. This system provides an effective framework for creating a more organized, systematic, and productive work environment.

The implementation of the 5S/5R system not only leads to improved workplace quality but also supports innovation by creating a work space that is more conducive to idea development and operational efficiency. In the context of sustainability, this system contributes to more optimal resource usage, waste reduction, as well as increased safety and comfort for all employees.

To ensure the effectiveness of the 5S/5R system, the Company regularly conducts internal audits through the Services and Internal Audit Divisions across various project developments. Evaluations are carried out using two approaches:

- Assessment by the Internal Audit Team: Based on an agreed-upon audit sheet and physical inspection, weighted at 50%.
- Assessment by the Services Team: Based on data and documents related to the implementation of the 5S work plan, as well as physical inspection, weighted at 50%.

Referring to the audit results over the past three years, the implementation of the 5S/5R system shows diverse dynamics across various projects. Most projects have shown an improvement in scores, such as Serenia Estate Management, while other projects are still facing challenges in implementation, such as Talaga Bestari Sport Club. The following table shows the audit assessment results over the last three years:

Project	2024	2023	2022
	Score	Score	Score
1Park Avenue – Building Management	60	81	82
Aeropolis – Building Management	55	37	44
Aeropolis – Sports Club	31	52	56
Intiland Hospitality & Property Management	68	74	78
Serenia Hills – Building Management	61	51	52
Serenia Mansion	50	47	75
South Quarter – Building Management	49	76	57.5
South Quarter – Retail & Function Halls	-	38	76
Talaga Bestari Sport Club	8	24	33
Splash Sport Club*	41	42	-
Fifty Seven Promenade**	74	73	-
SQ Res***	75	-	-

Note:

\* Splash Sport Club was first audited for 5S implementation in 2023.

\*\* Fifty Seven Promenade became operational in 2023.

\*\*\* SQ Res began operations in 2024

Through this evaluation, the Company has successfully identified several areas that require improvement. The focus of these improvements includes efforts to raise awareness and ensure consistency in the implementation of 5S/5R through strengthening the work culture to ensure the sustainability of the system's application. The next focus is on enhancing the monitoring of building cleanliness and garden areas to maintain better workplace environmental standards. The Company also needs to conduct a thorough standardization evaluation to ensure that this system remains relevant to operational dynamics. Lastly, there is a need to improve the implementation of self-audits with a minimum frequency of 3–4 times per year, using standard audit forms to ensure more accurate and consistent evaluation results.



The Company has carried out several strategic initiatives to improve effectiveness and ensure that every employee understands and implements 5S/5R in accordance with the applicable SOPs. These initiatives include organizing both in-person and online training and refresher courses for all building managers, area managers, retailers, and sports club managers to improve understanding of the 5S/5R standards. The Company has also updated its SOPs to ensure alignment with operational developments and sustainability standard needs. Another important step is conducting regular internal audits to measure compliance with implementation and provide systematic improvement recommendations.

As one of the performance management indicators, the 5S/5R system has proven to have an impact on improving work efficiency and serves as part of the sustainability strategy to create a more innovative, healthy, and productive working environment. The Company continues to push efforts to develop a work culture that supports sustainability and innovation, optimizing the implementation of the 5S/5R system as a key foundation to support the Company's objectives.

## **Products/Services Whose Safety Has Been Evaluated for Customers** POJK F.27] [GRI 3-3, 416-1, 416-2]

Intiland always striving to provide the best and equal service to all customers through the provision of high-quality products and services without discrimination. Upholding the principles of inclusivity and fairness, we ensure that every customer receives an optimal experience, from access to information to after-sales service. This commitment is realized through continuous innovation, transparency in service, and adherence to high business ethics standards, creating long-term mutually beneficial relationships with customers.

## **Customer Health and Safety** [POJK F.27, F.29] [GRI 3-3, 416-1, 416-2, 417-2, 417-3]

The company believes that customer health and safety are material aspects for its operations and sustainability. As direct users of the products and services provided by the company, customer safety is a top priority. The company ensures that the products and services offered to customers meet safety standards and comply with applicable regulations.

In this report, the company provides disclosures regarding the evaluation of the impact of the health and safety of its products and services on customers, as well as incidents of non-compliance related to the health and safety of its products and services. Additionally, the report highlights innovations and product and service developments aimed at enhancing customer health and safety.

### **Initiatives and Policies:**

- For projects in the construction phase, Intiland applies strict construction standards, including safety audits and quality assurance before handover to customers.
- For completed projects, Intiland ensures that all safety facilities and infrastructure meet the established standards.
- During 2024, there were no incidents of non-compliance related to customer health and safety.
- The Customer Satisfaction Index for 2024 reached 80%.

In terms of governance and performance evaluation, the management of customer health and safety is a shared responsibility across divisions and projects. Management and Project Managers are responsible for implementing safety standards during the construction phase. Meanwhile, the marketing division and property managers are responsible for ensuring that the property operations align with customer safety standards. Building managers are responsible for ensuring the safety of high-rise buildings and the maintenance of facilities.

As part of the commitment to inclusivity, the company ensures that its products and services are accessible to all, including persons with disabilities. Several of the company's properties are equipped with supporting facilities such as accessible toilets and parking spaces for persons with disabilities, as well as breastfeeding rooms in commercial, apartment, and office areas.

The company is committed to ensuring the safety and quality of its products by implementing various safety standards and certifications, which include:


- Function Feasibility Certification (Sertifikasi Laik Fungsi/SLF) to ensure buildings meet operational standards.
- ISO 9001:2015 Certification in quality management systems.
- Fire Safety System (Sistem Keselamatan Kebakaran/SKK) for fire risk mitigation.
- Earthquake Resilience Audit and disaster mitigation systems.
- Air and Clean Water Quality Inspection through third-party agencies.
- Hazard Identification, Risk Assessment, and Determining Control (HIRADC) Certification for high-rise buildings.

To ensure the health and safety of customers, the Company has taken the following essential steps:

- Health and Safety Risk Assessment from the project design phase, involving consultants and experts.
- Quality Control Checklist before property handover, including inspections of mechanical, electrical, plumbing, and structural elements of the building.
- Product and Service Feasibility Testing conducted by developers and contractors.
- Periodic Inspections of key facilities such as elevators, generators, pumps, air conditioning, escalators, and swimming pools.
- Product Warranty for 90 days after handover to customers.
- Operational Training to improve understanding and ensure safety in the use of products and services.

### Safety Standards Facilities

Intiland ensures that all properties are equipped with safety facilities that meet the required standards, especially for high-rise buildings, as shown in the table below:

Safety Standard Facility	Office Buildings	Apartment
Hydrant and Sprinkler	 Available	 Available
Fire Extinguisher Equipment	 Available	 Available
Emergency Escape Stairs	 Available	 Available
Meeting Point	 Available	 Available

Throughout the year of 2024, there were no instances of non-compliance in the areas of marketing communication, product information, product health and safety, as well as relevant social and economic regulations. The company and its subsidiaries did not receive any fines or sanctions, with the following details:

Category	Total Case
Non-compliance related to marketing communication and product information.	0
Non-compliance regarding the health and safety impacts of products and services.	0
Non-compliance regarding relevant social and economic laws and regulations.	0
Significant monetary fines or sanctions imposed on Intiland and its subsidiaries.	0
Reported data privacy violations.	0

As a mitigation step and to improve service quality, Intiland regularly conducts evaluations of its customer health and safety systems. This is done to ensure compliance and achieve optimal customer satisfaction levels.

Through the implementation of these measures, no products were recalled throughout the year 2024. [POJK F.29]

### Products/Services Impact [POJK F.28] [GRI 3-3, 416-1, 416-2]

Ensuring that every product and service produced by the Company delivers economic benefits while considering the social and environmental impacts comprehensively is a crucial factor for the Company. This commitment is realized, in part, through a thorough assessment process of business partners and vendors supplying products and/or services.

### Product and Service Impact Assessment

In 2024, Intiland conducted an assessment of 63 key vendors involved in providing products and services across various property development projects. This assessment covers three main aspects: product performance, social impact, environmental impact, and alignment with Intiland's Sustainable Guidelines.

There are six main aspects that serve as the evaluation points, categorized into four groups, including:

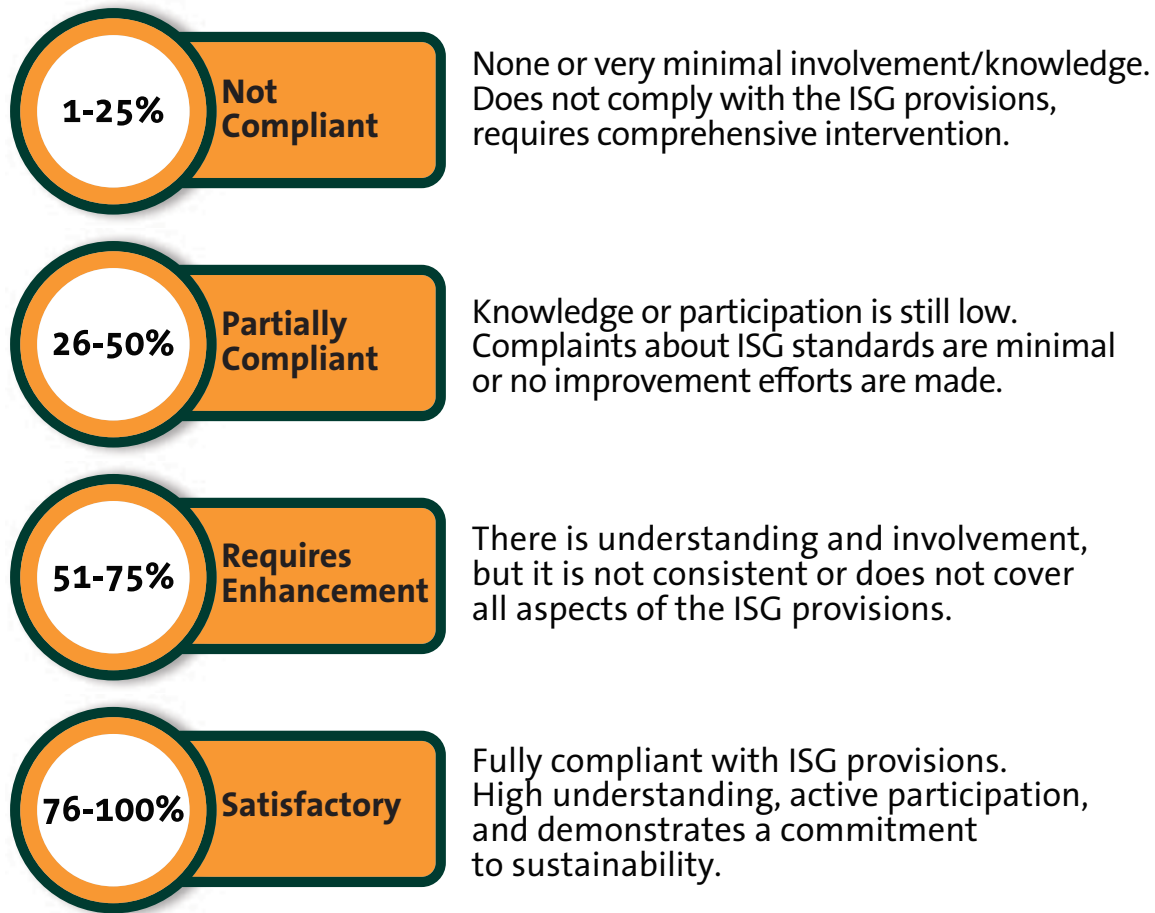
- Availability and suitability of products.
- Legal standards and licensing documents.
- Vendor financial stability.
- Experience and track record.
- Price suitability in relation to value and quality.
- Compliance with Intiland Sustainability Guidelines.

Table of vendor assessment aspects and indicators

General Aspects	Product Aspects / Service Quality	Social Aspects	Environmental Aspects
Legal Documentation	Consumer Safety	Local Community	Environmentally Friendly Materials
Availability and Compatibility of Productsv	Certification	Local Sub-vendors /Suppliers	Environmental Damage
Setting Standards		Child Labour	Zero Waste
Installation Requirements and Delivery Schedule		Forced Labour	Environmentally Friendly Production Processes
Financial Stability		Fair Wages	
Experience		Health and Safety	
Price vs Value vs Quality		Reasonable Working Hours	
Intiland Sustainability Guidelines		Discrimination	
Design or Technical Consultant		Gratification	
Construction Management			

Vendor Assessment by Project in 2024

No.	Project	Assessment Percentage
1.	Fifty Seven Promenade	60%
2.	Aeropolis	76%
3.	Intiland Tower Jakarta	56%
4.	South Quarter	80%
5.	Spazio Tower	91%
6.	Intiland Tower Surabaya	76%
7.	Praxis	78%
8.	Spazio	91%
9.	1Park Avenue	71%
10.	Graha Golf	70%
11.	Regatta	63%
12.	The Rosebay	60%
Average		<b>73%</b>



## Positive Impact

We note that the products and services produced through property projects and supporting services have made a positive contribution to the development of areas and the improvement of the community's quality of life. The assessment results of partners and suppliers in 2024 show that the majority have met quality standards, legal documentation completeness, product suitability, and business sustainability.

From the evaluation of 63 suppliers from 12 properties, an average vendor score of 73% was achieved, indicating that further improvements are necessary. This score reflects an adequate level of understanding and involvement in the sustainability principles outlined in the ISG. Vendors have demonstrated good intentions in applying practices that support social and environmental aspects, although the implementation is still inconsistent and has not yet reached all of the established indicators.

The findings indicate that aspects such as the availability of legal documentation and compliance with regulatory aspects are already well-managed. Environmentally friendly practices, such as the use of sustainable materials and waste management, have started to be implemented. However, there is still room for improvement, especially in strengthening inclusive work systems, commitment to labor rights, and contributions to local communities.



As a follow-up to the results of this evaluation, Intiland will take steps to enhance the capacity of its vendor partners through socialization activities, technical assistance, and continuous monitoring. The company will also encourage vendors to apply innovations and best practices to achieve a higher level of sustainability compliance. The company believes that strategic collaborations and long-term partnerships based on sustainability principles are key elements in creating long-term value, both for the company and for all stakeholders.

## Negative Impact and Mitigation

Although the overall performance shows positive results, the evaluation has also successfully identified several risks or negative impacts from certain supplier services, including:

No.	Risks / Negative Impacts	Description	Mitigation Actions
1.	Technical Non-Conformity in Design Consultation and Construction Management	Some vendors have not yet optimized their technical consulting and construction management services. This may disrupt project efficiency and lead to resource wastage.	<ul style="list-style-type: none"> <li>• Technical assistance</li> <li>• Stricter supervision through an integrated project management system.</li> </ul>
2.	Non-Compliance with Installation and Delivery Schedules	Delays in delivery or installation by vendors may potentially disrupt the project timeline.	<ul style="list-style-type: none"> <li>• Implementation of penalty mechanisms.</li> <li>• Regular evaluation of vendor performance against the SLA.</li> </ul>
3.	Compliance with Intiland Sustainability Guideline	Some vendors have not fully adopted ESG principles in accordance with Intiland Sustainability Guideline.	<ul style="list-style-type: none"> <li>• Collaborative approach.</li> <li>• Outreach and training related to ESG principles.</li> </ul>

The Company has undertaken several mitigation measures to address potential risks and negative impacts. These mitigation efforts include the following actions:

- Conducting regular evaluations of all vendors and the products/services used, based on social, environmental, and technical indicators.
- Providing improvement notes to vendors who have not yet met sustainability standards, including education and requests for process enhancements.
- Integrating sustainability requirements into cooperation contracts, including penalty clauses for non-compliance
- Encouraging vendors to obtain environmental certifications and implement quality and environmental management standards such as ISO 14001.

Intiland believes that strategic collaboration and long-term partnerships grounded in sustainability principles are key elements in creating long-term value for both the company and all stakeholders.

## Customer Satisfaction Survey on Sustainable Financial Products and/or Services

[POJK F.30] [GRI 3-3, 416-1, 416-2]

Intiland regularly conducts customer satisfaction surveys to assess service quality, maintain operational standards, and identify areas for improvement. The survey results serve as a foundation for strategic decision-making to enhance customer experience and build long-term, sustainable relationships.

Surveys are conducted by the Services Division and Building/Area Management teams at each project using a simple random sampling method and a quantitative Likert Scale approach (1–4). The survey trend shows an increase in customer satisfaction by 0.04 points in 2023 and 0.1 points in 2024. These improvements reflect ongoing service quality enhancements.

The evaluation includes key service aspects that contribute to customer comfort and safety, such as security, housekeeping, engineering, parking, and public facilities. In addition, safety and tenant relations are prioritized to ensure a secure environment that is responsive to customer needs.

Moving forward, Intiland is committed to continuously improving service quality through innovation and new initiatives to further enhance customer satisfaction.



The following table shows the customer satisfaction scores of 2024:

Project	Satisfaction Level		
	2024	2023	2022
1Park Avenue	3.30	3.31	3.27
Serenia Hills*	-	3.36	3.17
South Quarter	3.24	3.03	3.15
Aeropolis	3.00	3.06	2.83
Intiland Tower Jakarta	3.25	3.19	3.18
Talaga Bestari*	2.90	-	2.81
SQ Res**	3.30	-	-
Fifty Seven Promenade**	3.40	-	-
Average Satisfaction Level	3.20	3.19	3.07
Percentage	80.0%	79.8%	76.7%

\* In 2023, no surveys were conducted at Talaga Bestari and Serenia Hills.

\*\* Fifty Seven Promenade and SQ Res began operations in 2023.

Explanation of Likert Scale:

<b>1</b> Very Dissatisfied	<b>2</b> Dissatisfied	<b>3</b> Satisfied	<b>4</b> Very Satisfied
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Notes about respondents:

Project	Occupied Units	Total Respondent	Percentage
1Park Avenue	281	36	13%
South Quarter	106	84	79%
Aeropolis	2,660	84	3%
Intiland Tower Jakarta	68	68	100%
Talaga Bestari	139	29	21%
SQ Res	59	34	58%
Fifty Seven Promenade	160	33	21%

## Chapter 7 Appendix





## Written Verification from Independent Party [POJK G.1]

Until the publication of this report, the Company has not used independent assurance services to verify the 2024 Sustainability Report. However, the Company ensures that all information in this report has been prepared accurately, transparently, and in accordance with applicable reporting standards. Internal verification is rigorously conducted to ensure data reliability and compliance with sustainability principles. In the future, the Company will continue to evaluate the need to use independent assurance services to improve the credibility and quality of the Sustainability Report.

## Feedback Form [POJK G.2]

### PT Intiland Development Tbk 2024 Sustainability Report

We would like to express our appreciation for your time and attention in reading the 2024 Sustainability Report of PT Intiland Development Tbk. As an effort to improve the quality of reporting in the future, we are open to input, criticism, and suggestions from readers and users of this report. The Company is always committed to optimising sustainability performance and providing the best benefits for all stakeholders.

Please select one of the stakeholder categories that represents you:

- |                                    |  |
|------------------------------------|--|
| <input type="radio"/> Customers    | <input type="radio"/> Media                        |
| <input type="radio"/> Shareholders | <input type="radio"/> Working Partner              |
| <input type="radio"/> Employees    | <input type="radio"/> Society/Local Community      |
| <input type="radio"/> Regulator    | <input type="radio"/> Others. Please specify _____ |

This report contains useful information about Intiland's commitments and policies.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree

This report fulfils your information needs.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree

This report provides an overview of Intiland's performance in line with its efforts to achieve sustainable development.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree

This report presents information in a clear and understandable manner.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree

The information in this report is quite complete.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree

Ease of searching for specific information.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree

The Sustainability Report has been properly reported.

Strongly Disagree ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 Strongly Agree



Which aspects of the material or topics did you find most interesting and useful?

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Are there any particular topics that you would like us to elaborate more on in future reports? If so, in which sections?

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In your opinion, is the data presented in this report transparent, reliable and balanced?

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Please provide feedback on how we can improve the quality of future reports.

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We appreciate your feedback. Please send this feedback form to:

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[www.intiland.com](http://www.intiland.com)

Scan Link



Feedback Form

## Responses to Feedback on Previous Year's Sustainability Report [POJK G.3]

The Company did not receive any feedback from stakeholders following the publication of the 2023 Sustainability Report. Nevertheless, we continue to strive to improve the quality of reporting to be in line with the provisions of POJK No.51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021, as well as referring to the GRI Universal Standards 2021. We hope that this report can provide useful information for all stakeholders.

## Contents Index of POJK No.51/POJK.03/2017 - Attachment II [POJK G.4]

No.	Disclosure Title	Pages and Explanations (if any)
<b>A.</b>	<b>Sustainability Strategy</b>	
A.1.	Elaboration of the Company's Sustainability Strategy	4
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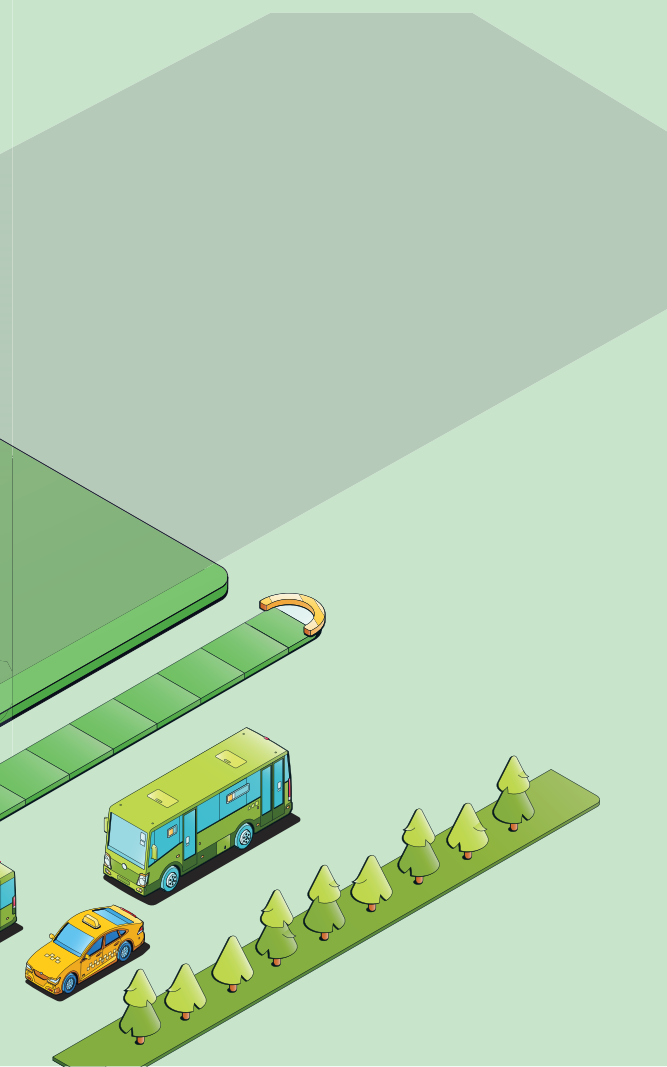
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