

2023 Sustainability Report
Laporan Keberlanjutan



**SUSTAINABLE
STRATEGY
TOWARDS OPTIMAL
PERFORMANCE**

**STRATEGI
BERKELANJUTAN
MENUJU KINERJA
OPTIMAL**



Strategi Keberlanjutan Menuju Kinerja Optimal

Sustainable Strategy Towards Optimal Performance

PT PP Properti Tbk. (Perusahaan) berkomitmen untuk senantiasa memberikan kinerja optimal dalam memenuhi kepentingan para *stakeholders*nya. Dalam menjalankan kegiatan usahanya, Perusahaan senantiasa berlandaskan pada prinsip keberlanjutan dengan memperhatikan aspek ekonomi, lingkungan dan sosial dalam setiap keputusan dan kegiatan usahanya. Perusahaan telah menetapkan strategi keberlanjutan dan menurunkan dalam target-target yang terukur sehingga dapat dievaluasi ketercapaiannya. Kepentingan berbagai *stakeholders* telah diakomodir melalui target-target kinerja yang diklasifikasikan ke dalam perspektif keuangan, perspektif pelanggan, perspektif proses bisnis internal, perspektif *learning and growth*. Pada tahun 2023, Perusahaan telah berhasil mencapai berbagai target yang telah ditetapkan.

PT PP Properti Tbk. (Company) is committed to always providing optimal performance in meeting the interests of its stakeholders. In carrying out its business activities, the Company is always based on the principles of sustainability by paying attention to economic, environmental and social aspects in every decision and business activity. The company has established a sustainability strategy and reduced measurable targets so that their achievement can be evaluated. The interests of various stakeholders have been accommodated through performance targets which are classified into financial perspective, customer perspective, internal business process perspective, learning and growth perspective. In 2023, the Company has succeeded in achieving various targets that have been set.



Daftar Isi

List of Contents

Strategi Keberlanjutan Menuju Kinerja Optimal Sustainable Strategy Towards Optimal Performance	2	Conflict of Interest [GRI 2-15]	58
Daftar Isi List of Contents	4	Conflict of Interest [GRI 2-15]	58
Tentang Laporan [GRI 2-2, 2-3, 2-4] About Report [GRI 2-2, 2-3, 2-4]	5	Nominasi dan Seleksi Dewan Komisaris dan Direksi [GRI 2-10] Nomination and Selection of The Board of Commissioners and Board of Directors [GRI 2-10]	59
Pengelolaan Topik Material [GRI 3-3] Occupational Health and Safety (OHS) [GRI 3-3]	10	Penilaian Kinerja Dewan Komisaris dan Direksi [GRI 2-10] Performance Assessment of The Board of Commissioners and Board of Directors [GRI 2-18]	59
Penjelasan Strategi Keberlanjutan [OJK A.1] Explanation of Sustainability Strategy [OJK A.1]	16	Kebijakan Remunerasi Dewan Komisaris dan Direksi [GRI 2-19, GRI 2-20, GRI 2-21] Policy on Board of Commissioners and Board of Directors Remuneration [GRI 2-19, GRI 2-20, GRI 2-21]	60
Policy Commitment [GRI 2-23, GRI 2-24] Policy Commitment [GRI 2-23, GRI 2-24]	17	Tata Kelola Keberlanjutan [OJK E] Sustainability Governance [OJK E]	62
Proses untuk Memulihkan Dampak Negatif [GRI 2-25] Process for Remediating Negative Impacts [GRI 2-25]	22	Kegiatan Membangun Budaya Keberlanjutan [OJK F.1] Activities to Build a Sustainable Culture [OJK F.1]	76
Kinerja Aspek Ekonomi [OJK B.1] Economic Aspect Performance [OJK B.1]	26	Kinerja Ekonomi Economic Performance	77
Kinerja Aspek Lingkungan Hidup [OJK B.2] Performance Of Environmental Aspects [OJK B.2]	26	Kinerja Lingkungan Hidup Environmental Performance	81
Kinerja Aspek Sosial [OJK B.3] Social Aspects Performance [OJK B.3]	27	Kinerja Sosial Social Performance	103
Visi, Misi, dan Nilai Keberlanjutan [OJK C.1] Vision, Mission and Sustainability Values [OJK C.1]	30	Tanggung Jawab Pengembangan Produk dan/atau Jasa Keberlanjutan Responsibilities for Sustainable Product and/or Service Development	140
Identitas Perusahaan [OJK C.2, GRI 2-1, GRI 2-6] Company Identity [OJK C.2, GRI 2-1, GRI 2-6]	32	Verifikasi Tertulis dari Pihak Independen [OJK G.1, GRI 2-5] Written Verification from Independent Parties [OJK G.1, GRI 2-5]	147
Skala Perusahaan [OJK C.3] Company Scale [OJK C.3]	34	Lembar Umpan Balik [OJK G.2 GRI 2-26] Feedback Sheet [OJK G.2 GRI 2-26]	148
Wilayah Operasional dan Pasar yang Dilayani [C.3, GRI 2-1] Operational Areas and Markets Served [C.3, GRI 2-1]	39	Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun 2022 [OJK G.3] Response to Feedback on The 2022 Sustainability Report [OJK G.3]	150
Produk, Jasa dan Kegiatan Usaha yang Dijalankan [OJK C.4, GRI 2-6] Products, Services and Business Activities [OJK C.4, GRI 2-6]	41	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 [OJK G.4] List of Disclosures According to Financial Services Authority Regulation Number 51/POJK.03/2017 [OJK G.4]	151
Rantai Pasok dan Relasi Bisnis Lainnya [GRI 2-6] Supply Chain and other Business Relationship [GRI 2-6]	42	Indeks Isi Consolidated GRI Standard 2021 [OJK G.4] Consolidated GRI Standard Content Index 2021 [OJK G.4]	154
Keanggotaan Asosiasi [OJK C.5, GRI 2-28] Association Membership [OJK C.5, GRI 2-28]	45	Tautan Standar GRI dengan TPB Links Between GRI Standards with SDGS	160
Perubahan Perusahaan yang Bersifat Signifikan pada Organisasi [OJK C.6, GRI 2-6] Company Changes that are Significant to the Organization [OJK C.6, GRI 2-6]	45		
Penjelasan Direksi [OJK D.1, GRI 2-22] Board Of Directors Explanation [OJK D.1, GRI 2-22]	48		
Tanggung Jawab Laporan Keberlanjutan [GRI 2-14] Responsibility for Sustainability Report [GRI 2-14]	53		
Struktur dan Komposisi <i>Governance</i> [GRI 2-9, GRI 2-11] Governance Structure and Composition [GRI 2-9, GRI 2-11]	56		



Tentang Laporan [GRI 2-2, 2-3, 2-4]

ABOUT REPORT [GRI 2-2, 2-3, 2-4]

Penyusunan Laporan Keberlanjutan PT PP Properti Tbk. tahun 2023 mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan Bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik, serta turunannya yaitu SEOJK No 16/POJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik. Selain peraturan, Laporan Keberlanjutan ini disusun dengan mengacu pada Consolidated GRI Standards 2021, serta GRI G4 Sector Disclosures Construction and Real Estate.

Laporan Keberlanjutan ini mencakup informasi kinerja ekonomi, lingkungan dan sosial, yang cakupannya meliputi Perusahaan tanpa melibatkan entitas anak. Oleh karena itu, entitas yang dilaporkan dalam Laporan Keberlanjutan ini tidak termasuk dengan entitas anak sebagaimana dilaporkan dalam Laporan Keuangan Konsolidasian.

Laporan Keberlanjutan ini diterbitkan 1 (satu) tahun sekali bersamaan dengan Laporan Tahunan Perusahaan. Periode pelaporan ini dari tanggal 1 Januari sampai dengan 31 Desember 2023 sesuai dengan periode pada Laporan Keuangan Konsolidasian Perusahaan. Laporan Keberlanjutan ini dipublikasikan pada 30 April 2024. Pada Laporan Keberlanjutan ini tidak terdapat informasi yang disajikan kembali.

Perusahaan menyediakan sarana bagi para pemangku kepentingan untuk memperoleh informasi lebih lanjut melalui:

Corporate Secretary

PT PP Properti Tbk
Plaza PP Lantai 7
Jl. Letjend. TB. Simatupang No. 57
Pasar Rebo, Jakarta Timur 13760
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Preparation of 2023 Sustainability Report of PT PP Properti Tbk refers to Financial Services Authority Regulation (POJK) Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies, as well as its derivative, namely SEOJK No. 16/POJK.04/2021 concerning Form and Content Issuer or Public Company Annual Report. Apart from regulations, this Sustainability Report was prepared with reference to the 2021 Consolidated GRI Standards, as well as the GRI G4 Sector Disclosures Construction and Real Estate.

This Sustainability Report includes information on economic, environmental and social performance, the scope of which covers the Company without involving subsidiaries. Therefore, the entities reported in this Sustainability Report are not included with subsidiaries as reported in the Consolidated Financial Statements.

This Sustainability Report is published once a year along with the Company's Annual Report. This reporting period is from January 1 to December 31, 2023 in accordance with the period in the Company's Consolidated Financial Statements. This Sustainability Report was published on April 30, 2024. In this Sustainability Report there is no information presented again.

The Company provides a means for stakeholders to obtain further information through:

Corporate Secretary
PT PP Properti Tbk
Plaza PP Lantai 7
Jl. Letjend. TB. Simatupang No. 57
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PROSES PENENTUAN TOPIK MATERIAL [GRI 3-1, 3-2]

DETERMINATION PROCESS OF MATERIAL TOPIC [GRI 3-1, 3-2]

Memahami Konteks Organisasi Understanding Organizational Context

Melakukan indentifikasi awal terkait aktivitas dan hubungan bisnis yang dikaitkan dengan konteks keberlanjutan. Perusahaan juga mempertimbangkan GRI Sector Standard dalam tahap penentuan konteks keberlanjutan. Tahap ini juga melakukan indentifikasi pemangku kepentingan.

Perusahaan melibatkan berbagai pihak internal meliputi Divisi Sales, Divisi Building Management & Service Apartment, Divisi Manajemen Risiko, Divisi Supply Chain Management, Divisi Legal, Divisi Corporate Secretary, Divisi OSCM (Operation and Supply Chain Management), Divisi QHSE (Quality, Health, Safety and Environment), Divisi Legal, Corporate Secretary, Divisi SPI, Divisi Business Development, Divisi HCM (Human Capital Management).

Carry out initial identification of activities and business relationships that are related to the sustainability context. The company also considers the GRI Sector Standard in the stage of determining the sustainability context. This stage also identifies stakeholders.

The company involves various internal parties including the Sales Division, Building Management & Apartment Service Division, Risk Management Division, Supply Chain Management Division, Legal Division, Corporate Secretary Division, OSCM (Operation and Supply Chain Management) Division, QHSE (Quality, Health, Safety) Division and Environment), Legal Division, Corporate Secretary, SPI Division, Business Development Division, HCM (Human Capital Management) Division.

Mengidentifikasi Dampak Aktual dan Potensial Identifying Actual and Potential Impacts

Berdasarkan tahap 1 (satu), Perusahaan melakukan indentifikasi dampak aktual dan potensial bersama para *stakeholders* internal maupun eksternal serta para ahli/*expert*.

Based on stage 1 (one), the Company identifies actual and potential impacts together with internal and external stakeholders as well as experts.

Asesmen Signifikansi Dampak Impact Significance Assessment

Pada tahap ini, Perusahaan melakukan asesmen signifikansi dampak dengan melibatkan *stakeholders* dan relasi bisnis, serta ahli/*expert* melalui penyebaran kuesioner.

At this stage, the Company carries out an impact significance assessment by involving stakeholders and business relations, as well as experts through distributing questionnaires.

Prioritasi Dampak yang Paling Signifikan untuk Pelaporan Prioritize the Most Significant Impacts for Reporting

Tahap selanjutnya adalah melakukan prioritasi berdasarkan hasil pada tahap sebelumnya. Selanjutnya, hasil prioritasi tersebut kemudian disampaikan kepada Direksi untuk mendapat persetujuan.

The next stage is prioritizing based on the results of the previous stage. Furthermore, the prioritization results are then submitted to the Board of Directors for approval.



Tabel Topik Material
Material Topic Table

1. Kinerja Ekonomi Economic Performance	2. Energi Energy	3. Kesehatan dan Keselamatan Kerja Occupational Health and Safety	4. Masyarakat Lokal Local Community
5. Keberadaan Pasar Market Existence	6. Air dan Efluen Water and Effluent	7. Pendidikan dan Pelatihan Education and Training	8. Kebijakan Publik Public Policy
9. Dampak Ekonomi Tidak Langsung Indirect Economic Impact	10. Keanekaragaman Hayati Biodiversity	11. Keberagaman dan Kesempatan Setara Diversity and Equal Opportunity	12. Kesehatan dan Keselamatan Pelanggan Customer Health and Safety
13. Anti Korupsi Anti-Corruption	14. Degradasi Lahan, Kontaminasi dan Remediasi Land Degradation, Contamination and Remediation	15. Non Diskriminasi Non-Discrimination	16. Pemasaran dan Pelabelan Marketing and Labeling
17. Perilaku Anti Persaingan Anti-Competitive Behavior	18. Emisi Emissions	19. Pekerja Anak Child Labor	
20. Material Materials	21. Limbah Waste	22. Kerja Paksa atau Wajib Kerja Forced or Compulsory Labor	
23. Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	24. Kepegawaian Employment	25. Penilaian Hak Asasi Manusia bagi Pemasok Human Rights Assessment for Suppliers	

Berdasarkan tahap prioritas yang dilakukan Perusahaan, maka terdapat 5 (lima) topik material yang dilaporkan pada Laporan Keberlanjutan ini, sebagai berikut:

1. Kesehatan dan Keselamatan Kerja (K3)
2. Emisi
3. Limbah
4. Pelatihan dan Pendidikan
5. Kesehatan dan Keselamatan Pelanggan

Pada topik material 2023, terdapat perbedaan dengan topik material tahun 2022. Namun, terdapat 2 (dua) dari 5 (lima) topik material yang masih relevan pada tahun ini, yaitu Kesehatan dan Keselamatan Kerja (K3), serta Emisi.

Based on the prioritization stage carried out by the Company, there are 5 (five) material topics reported in this Sustainability Report, as follows:

1. Occupational Health and Safety (OHS)
2. Emissions
3. Waste
4. Training and Education
5. Customer Health and Safety

In the 2023 material topics, there are differences with the 2022 material topics. However, there are 2 (two) of the 5 (five) material topics that are still relevant this year, namely Occupational Health and Safety (OHS), and Emissions.

Tabel Prioritasi Topik Material
Table of Material Topic Prioritization

Topik Material Material Topics	Pemangku Kepentingan yang Terdampak Affected Stakeholders	Alasan Bersifat Material Material Reasons	TPB SDG
Kesehatan dan Keselamatan Kerja (K3) Occupational Health and Safety (OHS)	<ul style="list-style-type: none"> • Karyawan • Mitra Kerja • Masyarakat • Pemerintah • Employee • Business partners • Public • Government 	<p>Sebagai perusahaan yang bergerak pada bidang jasa, pembangunan dan perdagangan, topik K3 harus senantiasa dikelola agar tidak menimbulkan kecelakaan kerja yang dampak negatif pada Perusahaan.</p> <p>As a company operating in the service, development and trade sectors, OHS topics must always be managed so as not to cause work accidents that have a negative impact on the Company.</p>	  
Pelatihan dan Pendidikan Training and Education	Karyawan Employee	<p>Pelatihan dan pendidikan harus dikelola dengan baik oleh Perusahaan guna meningkatkan kemampuan dan keterampilan karyawan. Dengan memberikan pelatihan dan pendidikan kepada seluruh karyawan Perusahaan, maka akan berdampak positif pada peningkatan produktivitas kinerja.</p> <p>Training and education must be managed well by the Company in order to improve employee abilities and skills. By providing training and education to all Company employees, it will have a positive impact on increasing performance productivity.</p>	   
Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	Pelanggan Customer	<p>Sebagai perusahaan yang bergerak pada bidang pembangunan, Perusahaan harus senantiasa memastikan bahwa seluruh properti yang dihasilkan telah memenuhi standar keselamatan, sehingga akan berdampak pada peningkatan kepuasan pelanggan.</p> <p>As a company operating in the development sector, the Company must always ensure that all properties produced meet safety standards, so that this will have an impact on increasing customer satisfaction.</p>	



Tabel Prioritasi Topik Material

Table of Material Topic Prioritization

Topik Material Material Topics	Pemangku Kepentingan yang Terdampak Affected Stakeholders	Alasan Bersifat Material Material Reasons	TPB SDG
Limbah Waste	<ul style="list-style-type: none"> • Karyawan • Pelanggan • Masyarakat • Pemerintah • Mitra kerja • Pemasok • Employee • Customer • Public • Government • Business partners • Suppliers 	<p>Limbah merupakan salah satu keluaran yang dihasilkan atas aktivitas operasional Perusahaan yang berdampak pada pencemaran lingkungan sekitar wilayah operasional apabila tidak dikelola dengan baik. Oleh karenanya, dalam meminimalkan dampak negatif yang dihasilkan atas limbah, Perusahaan harus senantiasa melakukan pengelolaan limbah dengan melakukan daur ulang atas limbah yang dihasilkan.</p> <p>Waste is one of the outputs produced by the Company's operational activities which has an impact on environmental pollution around the operational area if it is not managed properly. Therefore, in order to minimize the negative impacts resulting from waste, the Company must always carry out waste management by recycling the waste produced.</p>	     
Emisi Emission	<ul style="list-style-type: none"> • Karyawan • Pelanggan • Masyarakat • Pemerintah • Mitra kerja • Employee • Customer • Public • Government • Business partners 	<p>Atas penggunaan energi sebagai alat transportasi, serta penggunaan listrik dan bahan bakar sebagai penunjang aktivitas operasional akan berdampak pada pencemaran lingkungan atas emisi yang dihasilkan. Oleh karenanya, Perusahaan telah memiliki upaya reduksi emisi yang diharapkan dapat meminimalkan dampak atas emisi yang dihasilkan dari seluruh aktivitas bisnisnya.</p> <p>The use of energy as a means of transportation, as well as the use of electricity and fuel to support operational activities will have an impact on environmental pollution due to the emissions produced. Therefore, the Company has implemented emission reduction efforts which are expected to minimize the impact on emissions resulting from all its business activities.</p>	    

Pengelolaan Topik Material [GRI 3-3]

OCCUPATIONAL HEALTH AND SAFETY (OHS) [GRI 3-3]

KESEHATAN DAN KESELAMATAN KERJA (K3)

Kesehatan dan Keselamatan Kerja (K3) merupakan aspek penting yang perlu dikelola dengan baik oleh Perusahaan. Pengelolaan aspek K3 bertujuan untuk mencegah adanya dampak negatif berupa bahaya cedera, kerusakan properti atau dampak buruk terhadap lingkungan. Perusahaan telah memiliki berbagai prosedur K3 yang telah diimplementasikan pada kegiatan operasionalnya. Perusahaan juga memberikan wewenang kepada seluruh karyawan yang bekerja dan terlibat dalam area kerja konstruksi, non konstruksi, serta operasional rutin untuk melakukan intervensi "STOP WORK" apabila melihat aktivitas tidak aman (*unsafe acts*) dan kondisi tidak aman (*unsafe condition*). Pengelolaan K3 yang dilakukan akan meningkatkan produktivitas kinerja karyawan yang berdampak positif pada peningkatan pendapatan Perusahaan. Evaluasi efektivitas pengelolaan K3 terlihat dengan telah dimilikinya sertifikat ISO 45001:2018 tentang Sistem Manajemen Kesehatan dan Keselamatan Kerja serta Perusahaan juga telah melakukan audit Sistem Manajemen dan Side Inspection QHSE.

Komitmen Perusahaan dalam mencegah terjadinya kecelakaan kerja telah tertuang dalam Kebijakan Stop Work Authority (SWA). Sepanjang tahun 2023, tidak terjadi insiden kecelakaan (*zero fatality*) dan penyakit akibat kerja di lingkungan operasional Perusahaan. Pengelolaan K3 berada di bawah tanggung jawab Divisi QHSE.

PELATIHAN DAN PENDIDIKAN

Sumber daya manusia (SDM) merupakan aset penting bagi Perusahaan yang perlu dikelola dengan baik agar berdampak positif pada keunggulan kompetitif yang dimiliki Perusahaan. Di samping itu, pengelolaan SDM juga akan meningkatkan produktivitas kinerja, sehingga akan meningkatkan pendapatan Perusahaan. Komitmen Perusahaan dalam melakukan pengelolaan pelatihan dan pendidikan kepada karyawan telah tertuang dalam *Work Instruction* Pelaksanaan Pelatihan dan *Work Instruction* Evaluasi Pelaksanaan Pelatihan. Evaluasi efektivitas yang dilakukan Perusahaan dalam menyelenggarakan pelatihan dan pendidikan bagi karyawan yaitu melalui analisis kompetensi karyawan yang dilakukan secara berkala.

Perusahaan senantiasa memberikan kesempatan yang sama kepada seluruh karyawannya dalam hal mengikuti pelatihan dan pendidikan. Pengelolaan pelatihan dan pendidikan berada di bawah Divisi HCM (Human Capital Management). Sepanjang tahun 2023, Perusahaan telah menyelenggarakan pelatihan dan pendidikan bagi 1.642 orang karyawan.

OCCUPATIONAL HEALTH AND SAFETY (OHS)

Occupational Health and Safety (OHS) is an important aspect that needs to be managed well by the Company. Management of OHS aspects aims to prevent negative impacts in the form of the danger of injury, property damage or negative impacts on the environment. The company has various OHS procedures that have been implemented in its operational activities. The company also gives authority to all employees who work and are involved in construction, non-construction and routine operational work areas to carry out "STOP WORK" interventions if they see unsafe activities (*unsafe acts*) and unsafe conditions (*unsafe conditions*). OHS management carried out will increase employee performance productivity which will have a positive impact on increasing the Company's income. Evaluation of the effectiveness of K3 management can be seen from the possession of the ISO 45001:2018 certificate regarding Occupational Health and Safety Management Systems and the Company has also carried out QHSE Management System and Side Inspection audits.

The Company's commitment to preventing work accidents has been stated in the Stop Work Authority (SWA) Policy. Throughout 2023, there will be no accidents (*zero fatalities*) and work-related illnesses in the Company's operational environment. OHS management is under the responsibility of the QHSE Division.

TRAINING AND EDUCATION

Human resources (HR) are an important asset for the Company which need to be managed well in order to have a positive impact on the Company's competitive advantage. In addition, HR management will also increase performance productivity, thereby increasing the Company's income. The Company's commitment to managing training and education for employees has been stated in the Work Instructions for Implementing Training and Work Instructions for Evaluation of Training Implementation. Evaluation of the effectiveness of the Company in providing training and education for employees is through employee competency analysis which is carried out periodically.

The company always provides equal opportunities to all its employees in terms of training and education. Training and education management is under the HCM (Human Capital Management) Division. Throughout 2023, the Company has provided training and education for 1,642 employees.



KESEHATAN DAN KESELAMATAN PELANGGAN

Perusahaan senantiasa menjamin kesehatan dan keselamatan pelanggan atas produk yang dimilikinya. Kesehatan dan keselamatan pelanggan memiliki dampak positif berupa peningkatan kepercayaan pelanggan, serta rasa aman dan nyaman pelanggan dalam menempati hunian atau menggunakan produk yang dihasilkan Perusahaan. Kesehatan dan keselamatan pelanggan menjadi tanggung jawab dari Divisi QHSE. Komitmen Perusahaan dalam memberikan rasa aman dan nyaman kepada pelanggan tertuang dalam Sistem Manajemen Mutu Terpadu tentang pengendalian kualitas produk dan jasa yang dihasilkan.

Evaluasi efektivitas kesehatan dan keselamatan pelanggan dilakukan melalui survei kepuasan pelanggan yang berada di bawah tanggung jawab Departemen Corporate Marketing. Perusahaan juga melakukan evaluasi terhadap keamanan produk dan layanan melalui penerapan SOP (*Standard Operating Procedure*) dan SPM (Standar Pelayanan Minimal) meliputi Prosedur Pengelolaan Respon dan Penanganan Komplain Penghuni, *Work Instruction* Penerimaan Tamu Oleh Bagian Receptionist, *Work Instruction* Penerimaan Tamu Oleh Security Area Lobby, dan Prosedur Pelayanan Konsumen. Di samping itu, efektivitas pengelolaan kesehatan dan keselamatan pelanggan juga tercermin dari telah dimilikinya ISO 9001:2015 tentang Sistem Manajemen Mutu. Sepanjang tahun 2023, tidak terdapat insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa yang berasal dari aktivitas operasional Perusahaan.

EMISI

Emisi yang dihasilkan dari aktivitas konstruksi memiliki dampak negatif terhadap kualitas udara dan lingkungan yang berada di sekitar wilayah operasional Perusahaan. Perusahaan berkomitmen untuk meminimalisir dampak negatif yang terjadi dengan melakukan berbagai upaya pengurangan emisi yang dihasilkan. Komitmen Perusahaan tertuang dalam Kebijakan Perusahaan terkait QHSE. Pengelolaan emisi gas rumah kaca berada di bawah tanggung jawab Divisi QHSE.

Evaluasi efektivitas pengurangan emisi yang dihasilkan dilakukan dengan mengukur total emisi yang dihasilkan pada setiap tahunnya untuk melihat efektivitas penerapan upaya-upaya yang dilakukan. Perusahaan juga melakukan uji emisi pada genset yang digunakan di lokasi proyek. Sepanjang tahun 2023, Perusahaan berhasil menurunkan emisi cakupan 1 menjadi sebesar 176,03 Ton Co2eq, menurun dibandingkan tahun 2022 yang sebesar 363,58 Ton Co2eq.

CUSTOMER HEALTH AND SAFETY

The company always guarantees the health and safety of customers for the products it has. Customer health and safety has a positive impact in the form of increasing customer trust, as well as customers' sense of security and comfort in occupying their residence or using the products produced by the Company. Customer health and safety is the responsibility of the QHSE Division. The Company's commitment to providing a sense of security and comfort to customers is contained in the Integrated Quality Management System regarding quality control of the products and services produced.

Evaluation of the effectiveness of customer health and safety is carried out through customer satisfaction surveys which are under the responsibility of the Corporate Marketing Department. The company also evaluates the safety of products and services through the implementation of SOP (*Standard Operating Procedure*) and SPM (*Minimum Service Standards*) including Procedures for Managing Residents' Responses and Complaints, *Work Instructions* for Receiving Guests by the Receptionist Section, *Work Instructions* for Receiving Guests by the Lobby Security Area, and Consumer Service Procedures. In addition, the effectiveness of managing customer health and safety is also reflected in the existence of ISO 9001:2015 concerning Quality Management Systems. Throughout 2023, there were no incidents of non-compliance related to the health and safety impacts of products and services originating from the Company's operational activities.

EMISSION

Emissions resulting from construction activities have a negative impact on air quality and the environment around the Company's operational areas. The company is committed to minimizing the negative impacts that occur by carrying out various efforts to reduce the resulting emissions. The Company's commitment is contained in the Company Policy regarding QHSE. Management of greenhouse gas emissions is under the responsibility of the QHSE Division.

Evaluation of the effectiveness of the resulting emission reduction is carried out by measuring the total emissions produced each year to see the effectiveness of the implementation of the efforts made. The company also carries out emission tests on generators used at the project site. Throughout 2023, the Company succeeded in reducing scope 1 emissions to 176.03 tons of Co2eq, a decrease compared to 2022 which amounted to 363.58 tons of Co2eq.

LIMBAH

Pengelolaan limbah merupakan aspek penting yang harus dikelola oleh Perusahaan. Hal ini dikarenakan kegiatan konstruksi senantiasa menghasilkan limbah bangunan dan limbah bahaya lainnya. Limbah yang dihasilkan oleh Perusahaan memiliki dampak negatif berupa pencemaran lingkungan di sekitar lokasi konstruksi. Namun demikian, Perusahaan berkomitmen untuk menggunakan sumber daya yang efisien dalam setiap aktivitas demi menjaga lingkungan dan mencegah terjadinya kerusakan yang tertuang dalam Kebijakan Perusahaan terkait QHSE.

Evaluasi efektivitas pengelolaan limbah dapat dilihat melalui pemeriksaan berkala IPAL dan melakukan pengukuran kualitas air limbah secara berkala. Dari hasil pengukuran tersebut, sebagian besar kualitas air limbah tidak melebihi baku mutu yang ditentukan. Pengelolaan limbah berada di bawah tanggung jawab Divisi QHSE.

WASTE

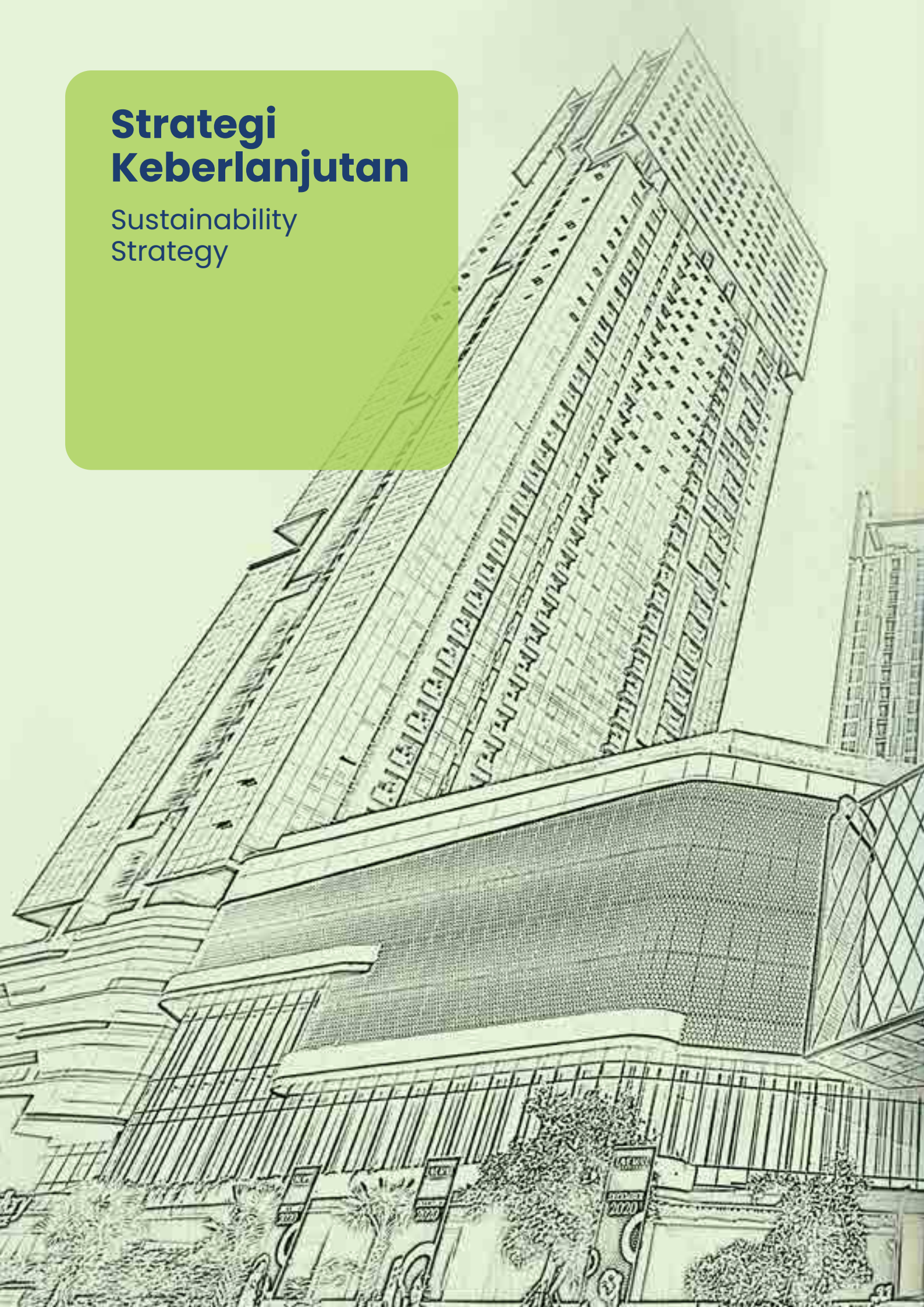
Waste management is an important aspect that must be managed by the Company. This is because construction activities always produce building waste and other hazardous waste. The waste produced by the Company has a negative impact in the form of environmental pollution around the construction site. However, the Company is committed to using resources efficiently in every activity to protect the environment and prevent damage as stated in the Company Policy regarding QHSE.

Evaluation of the effectiveness of waste management can be seen through regular inspections of the IPAL and regular measurements of waste water quality. From the results of these measurements, the majority of waste water quality does not exceed the specified quality standards. Waste management is under the responsibility of the QHSE Division.



Strategi Keberlanjutan

Sustainability Strategy





PROPERTI
Beyond Space



Lagoon Avenue Sungkono, Surabaya

Penjelasan Strategi Keberlanjutan [OJK A.1]

Explanation of Sustainability Strategy [OJK A.1]

Strategi keberlanjutan yang telah disusun oleh Perusahaan merupakan implementasi atas visi dan misi keberlanjutan Perusahaan. Strategi keberlanjutan Perusahaan yang mencakup target jangka pendek (1 tahun) dan jangka panjang 5 (lima tahun) dituangkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) yang merupakan bagian dari Rencana Jangka Panjang Perusahaan (RJPP). Target jangka pendek Perusahaan yang tertuang dalam RKAP tahun 2023, sebagai berikut:

The sustainability strategy that has been prepared by the Company is an implementation of the Company's sustainability vision and mission. The Company's sustainability strategy which includes short term (1 year) and long term 5 (five year) targets is outlined in the Company's Work Plan and Budget (RKAP) which is part of the Company's Long-Term Plan (RJPP). The Company's short-term targets stated in the 2023 RKAP are as follows:

No.	Sasaran Strategis Strategic Target	Target	Realisasi Realization	% Realisasi % Realization
1	Perspektif Keuangan Financial Perspective			
	Peningkatan Profitabilitas Increased Profitability	-6,95%	-10,76%	45,18%
	Penurunan Utang Debt Reduction	73,55%	69,51%	105,49%
	Peningkatan Pendapatan Increased Revenue	Rp186,24 miliar	Rp33,826 miliar	18,16%
2	Perspektif Pelanggan Customer Perspective			
	Indeks Kepuasan Pelanggan Customer Satisfaction Index	85%	92,24	108,52%
3	Perspektif Proses Bisnis Internal Internal Business Process Perspective			
	Penurunan Inventory Decrease in Inventory	657 unit	711 unit	108,22%
	Nilai Divestasi Saham dan Tanah Share and Land Divestment Value	Rp649,55 miliar	Rp11,3 miliar	1,74%
	Peningkatan Occupancy Rate Increased Occupancy Rate	65,28%	63,19%	96,80%
	Peningkatan Investment Operational Process Improvement of Investment Operational Process	8%	5,65%	71%
4	Perspektif Learning and Growth Learning and Growth Perspective			
	Peningkatan Skor Company Governance Increased Company Governance Score	93,21	93,94	100,78%
	Peningkatan Manajemen Teknologi Improved Technology Management	100%	100%	100%
	Peningkatan Talent Dan Manajemen Improved Talent and Management	75%	76,25%	101,67%

RKAP 2023 ini merupakan bagian dari RJPP 2020-2024.

The 2023 RKAP is part of the 2020-2024 RJPP.



Policy Commitment [GRI 2-23, GRI 2-24]

Policy Commitment [GRI 2-23, GRI 2-24]

Perusahaan berkomitmen untuk menjalankan bisnis secara bertanggungjawab. Perusahaan senantiasa mematuhi berbagai aturan, khususnya terkait ketenagakerjaan dengan mengacu pada aturan yang diterbitkan oleh *International Labor Organization* (ILO) yang telah diadopsi ke dalam undang-undang ketenagakerjaan sebagai berikut:

1. Undang-Undang Nomor 21 Tahun 1999 tentang Pengesahan ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation (Konvensi ILO Mengenai Diskriminasi dalam Pekerjaan dan Jabatan)
2. Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan
3. Undang-Undang Republik Indonesia Nomor 20 Tahun 1999 tentang Pengesahan ILO Convention No. 138 Concerning Minimum Age for Admission to Employment (Konvensi ILO Mengenai Usia Minimum Untuk Diperbolehkan Bekerja)
4. Undang-Undang Republik Indonesia Nomor 1 Tahun 2000 tentang Pengesahan ILO Convention No. 182 Concerning The Prohibition and Immediate Action for The Elimination of The Worst Forms of Child Labour (Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak)
5. Undang-Undang Republik Indonesia Nomor 19 Tahun 1999 Tentang Pengesahan ILO Convention No. 105 Concerning the Abolition of Forced Labour (Konvensi ILO Mengenai Penghapusan Kerja Paksa)
6. Undang-Undang Nomor 21 Tahun 1999 tentang Pengesahan ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation (Konvensi ILO Mengenai Diskriminasi dalam Pekerjaan dan Jabatan)

Dalam menjalankan aktivitas bisnisnya, Perusahaan mengacu pada standar internasional yang relevan, meliputi:

1. ISO 37001: 2016 tentang Sistem Manajemen Anti Penyuapan
2. ISO 31000:2018 tentang Manajemen Risiko
3. ISO 45001:2018 tentang Sistem Manajemen Kesehatan dan Keselamatan Kerja
4. ISO 9001:2015 tentang Sistem Manajemen Mutu
5. ISO 14001:2015 tentang Sistem Manajemen Lingkungan

Selain itu, Perusahaan juga mengacu pada aturan nasional meliputi:

1. Undang-Undang Nomor 11 Tahun 2020 tentang Cipta Kerja, beserta peraturan-peraturan turunannya
2. Undang-undang (UU) No. 35 Tahun 2014 tentang Perubahan atas Undang-Undang Nomor 23 Tahun 2002 tentang Perlindungan Anak
3. Undang-Undang No. 19 Tahun 2003 tentang Badan Usaha Milik Negara
4. Undang-undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja

The company is committed to running its business responsibly. The company always complies with various regulations, especially regarding employment by referring to the regulations issued by the International Labor Organization (ILO) which have been adopted into labor law as follows:

1. Law Number 21 of 1999 concerning Ratification of ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation (ILO Convention Concerning Discrimination in Employment and Occupation)
2. Law no. 13 of 2003 concerning Employment
3. Law of the Republic of Indonesia Number 20 of 1999 concerning Ratification of ILO Convention No. 138 Concerning Minimum Age for Admission to Employment (ILO Convention Concerning Minimum Age for Admission to Employment)
4. Law of the Republic of Indonesia Number 1 of 2000 concerning Ratification of ILO Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor (ILO Convention No. 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor)
5. Law of the Republic of Indonesia Number 19 of 1999 concerning Ratification of ILO Convention No. 105 Concerning the Abolition of Forced Labor (ILO Convention Concerning the Abolition of Forced Labor)
6. Law Number 21 of 1999 concerning Ratification of ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation (ILO Convention Concerning Discrimination in Employment and Occupation)

In carrying out its business activities, the Company refers to relevant international standards, including:

1. ISO 37001: 2016 concerning Anti-Bribery Management Systems
2. ISO 31000:2018 concerning Risk Management
3. ISO 45001:2018 concerning Occupational Health and Safety Management Systems
4. ISO 9001:2015 concerning Quality Management Systems
5. ISO 14001:2015 concerning Environmental Management Systems

Apart from that, the Company also refers to national regulations including:

1. Law Number 11 of 2020 concerning Job Creation, along with its derivative regulations
2. Law (UU) no. 35 of 2014 concerning Amendments to Law Number 23 of 2002 concerning Child Protection
3. Law no. 19 of 2003 concerning State-Owned Enterprises
4. Law Number 1 of 1970 concerning Work Safety

5. Undang-undang Nomor 23 tahun 1992 tentang Kesehatan
6. Undang-undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan
7. Undang-Undang Nomor 11 Tahun 2020 tentang Cipta Kerja
8. Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)
9. Keputusan Presiden Nomor 22 Tahun 1993 tentang Penyakit yang Timbul Akibat Hubungan Kerja
10. Peraturan Menteri Tenaga Kerja Nomor 4 Tahun 1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3)
11. Kesehatan Kerja (P2K3)
12. Peraturan Menteri Tenaga Kerja Nomor 5 tahun 1996 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)
13. Undang-undang No. 24 Tahun 2011 tentang Badan Penyelenggara Jaminan Sosial
14. Undang-Undang No. 8 Tahun 1999 tentang Perlindungan Konsumen, dan Peraturan Pemerintah Republik Indonesia No. 29 Tahun 2021 tentang Penyelenggaraan Bidang Perdagangan
15. Undang-Undang No. 40 tahun 2007 tentang Perseroan Terbatas
16. Peraturan OJK seperti Surat Edaran Otoritas Jasa Keuangan No. 32/SEOJK.04/2015 tentang Pedoman Tata Kelola Perusahaan Terbuka.
17. Peraturan Otoritas Jasa Keuangan No. 18/POJK.04/2014 tentang Tata Kelola Terintegrasi bagi Konglomerasi Keuangan
18. Peraturan Otoritas Jasa Keuangan No. 21/POJK.04/2015 tentang Penerapan Pedoman Tata Kelola Perusahaan Terbuka, Surat Keputusan Menteri Negara BUMN Republik Indonesia No. PER 01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang baik (Good Corporate Governance) pada Badan Usaha Milik Negara, Juncto No. PER 09/MBU/2012 tentang Perubahan Atas Peraturan Menteri Negara BUMN No. PER 01/MBU/2011
19. Undang-Undang Republik Indonesia Nomor 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup
20. Undang-Undang Nomor 32 Tahun 2009 tentang Perlindungan dan Pengelolaan Lingkungan Hidup beserta turunannya
21. Undang-Undang Republik Indonesia Nomor 30 Tahun 2007 tentang Energi
22. Peraturan Pemerintah No. 27 Tahun 2012 tentang Izin Lingkungan
23. Peraturan Pemerintah Republik Indonesia Nomor 101 Tahun 2014 tentang Pengelolaan Limbah Bahan Berbahaya dan Beracun
24. Peraturan Pemerintah Republik Indonesia Nomor 27 Tahun 2012 tentang Izin Lingkungan
5. Law Number 23 of 1992 concerning Health
6. Law Number 13 of 2003 concerning Employment
7. Law Number 11 of 2020 concerning Job Creation
8. Republic of Indonesia Government Regulation Number 50 of 2012 concerning Implementation of the Occupational Safety and Health Management System (SMK3)
9. Presidential Decree Number 22 of 1993 concerning Diseases Arising from Work Relations
10. Minister of Manpower Regulation Number 4 of 1987 concerning the Safety and Advisory Committee.
11. Occupational Health (P2K3)
12. Minister of Manpower Regulation Number 5 of 1996 concerning Occupational Safety and Health Management Systems (SMK3)
13. Law no. 24 of 2011 concerning Social Security Administering Bodies
14. Law no. 8 of 1999 concerning Consumer Protection, and Republic of Indonesia Government Regulation no. 29 of 2021 concerning the Implementation of the Trade Sector
15. Law no. 40 of 2007 concerning Limited Liability Companies
16. OJK regulations such as Financial Services Authority Circular No. 32/SEOJK.04/2015 concerning Public Company Governance Guidelines.
17. Financial Services Authority Regulation no. 18/POJK.04/2014 concerning Integrated Governance for Financial Conglomerates
18. Financial Services Authority Regulation no. 21/POJK.04/2015 concerning Implementation of Public Company Governance Guidelines, Decree of the Minister of State-Owned Enterprises of the Republic of Indonesia No. PER 01/MBU/2011 dated 1 August 2011 concerning the Implementation of Good Corporate Governance in State-Owned Enterprises, Juncto No. PER 09/MBU/2012 concerning Amendments to State Minister for State-Owned Enterprises Regulation No. PER 01/MBU/2011
19. Law of the Republic of Indonesia Number 32 of 2009 concerning Environmental Protection and Management
20. Law Number 32 of 2009 concerning Environmental Protection and Management and its derivatives
21. Law of the Republic of Indonesia Number 30 of 2007 concerning Energy
22. Government Regulation no. 27 of 2012 concerning Environmental Permits
23. Republic of Indonesia Government Regulation Number 101 of 2014 concerning Management of Hazardous and Toxic Waste
24. Republic of Indonesia Government Regulation Number 27 of 2012 concerning Environmental Permits



25. Peraturan Pemerintah No. 20 Tahun 1990 tentang Pengendalian Pencemaran Air
26. Peraturan Menteri Lingkungan Hidup dan Kehutanan Republik Indonesia Nomor P.92/MENLHK/SETJEN/KUM.1/8/2018 tentang Perubahan atas Peraturan Menteri Lingkungan Hidup dan Kehutanan Nomor P.20/MENLHK/SETJEN/KUM.1/6/2018 tentang Jenis Tumbuhan dan Satwa yang Dilindungi
27. Keputusan Menteri Negara Lingkungan Hidup Nomor 111 Tahun 2003 tentang Pedoman Mengenai Syarat Dan Tata Cara Perizinan Serta Pedoman Kajian Pembuangan Air Limbah Ke Air atau Sumber Air
28. Peraturan Menteri Negara Lingkungan Hidup Nomor 01 Tahun 2010 tentang Tata Laksana Pengendalian Pencemaran Air

25. Government Regulation no. 20 of 1990 concerning Water Pollution Control
26. Regulation of the Minister of Environment and Forestry of the Republic of Indonesia Number P.92/MENLHK/SETJEN/KUM.1/8/2018 concerning Amendments to Regulation of the Minister of Environment and Forestry Number P.20/MENLHK/SETJEN/KUM.1/6/ 2018 concerning Protected Types of Plants and Animals
27. Decree of the State Minister for the Environment Number 111 of 2003 concerning Guidelines Concerning Licensing Requirements and Procedures as well as Guidelines for the Study of Waste Water Discharge into Water or Water Sources
28. Regulation of the Minister of Environment Number 01 of 2010 concerning Procedures for Controlling Water Pollution

Berdasarkan pada aturan yang diacu oleh Perusahaan, maka Perusahaan mengadopsi aturan tersebut ke dalam berbagai kebijakan internal Perusahaan. Adapun kebijakan-kebijakan yang dimiliki yaitu:

Based on the rules referred to by the Company, the Company adopts these rules into various internal Company policies. The policies that are owned are:

1. Kebijakan Perusahaan
2. Kebijakan *Stop Work Authority* (SWA)
3. Pedoman Konflik Kepentingan
4. Pedoman Sistem Manajemen Anti Penyuapan (SMAP)
5. Pedoman Pelaksanaan *Good Corporate Governance*
6. Pedoman Etika dan Perilaku (*Code of Conduct*)
7. Pedoman Sistem Pengendalian Internal Perusahaan
8. Pedoman Tata Kelola Direksi dan Dewan Komisaris, Piagam Komite Audit, Pedoman Satuan
9. Pengawasan Internal
10. Pedoman Sistem Pelaporan Pelanggaran
11. Pedoman Pengendalian Gratifikasi
12. Kebijakan Manajemen Risiko
13. Pedoman Tata Kerja Direksi
14. Pedoman Tata Kerja Dewan Komisaris
15. Pedoman Laporan Tahunan
16. Kebijakan terhadap Kreditur dan Pengelolaan Pinjaman

1. Company Policy
2. Stop Work Authority (SWA) Policy
3. Conflict of Interest Guidelines
4. Anti-Bribery Management System (SMAP) Guidelines
5. Guidelines for Implementing Good Corporate Governance
6. Code of Ethics and Behavior (Code of Conduct)
7. Company Internal Control System Guidelines
8. Governance Guidelines for the Board of Directors and Board of Commissioners, Audit Committee Charter, Unit Guidelines
9. Internal Supervision
10. Violation Reporting System Guidelines
11. Gratification Control Guidelines
12. Risk Management Policy
13. Guidelines for Directors' Work Procedures
14. Guidelines for the Work Procedures of the Board of Commissioners
15. Annual Report Guidelines
16. Policies towards Creditors and Loan Management

Untuk memastikan berbagai aturan dan kebijakan dilaksanakan secara efektif, Perusahaan telah menerapkan uji tuntas (*due diligence*). Hal ini dilakukan sebagai upaya Perusahaan untuk memastikan setiap keputusan bisnis yang dilaksanakan tidak berdampak negatif pada aspek lingkungan dan sosial. Uji tuntas yang telah dilaksanakan oleh Perusahaan sebagai berikut.

To ensure that various rules and policies are implemented effectively, the Company has implemented due diligence. This is done as an effort by the Company to ensure that every business decision implemented does not have a negative impact on environmental and social aspects. The due diligence carried out by the Company is as follows.

Kebijakan Policy	Uji Tuntas Due Diligence	Penanggungjawab Person Responsible
Kebijakan Perusahaan Company Policy	Evaluasi efektivitas secara berkala Periodic evaluation of effectiveness	Divisi HCM HCM Division

Kebijakan Policy	Uji Tuntas Due Diligence	Penanggungjawab Person Responsible
Kebijakan Stop Work Authority (SWA) Stop Work Authority (SWA) Policy	ISO 45001:2018 tentang Sistem Manajemen Kesehatan dan Keselamatan Kerja ISO 45001:2018 on Occupational Health and Safety Management System	Divisi QHSE QHSE Division
Pedoman Konflik Kepentingan Conflict of Interest Guidelines	Evaluasi efektivitas secara berkala Periodic evaluation of effectiveness	Divisi HCM HCM Division
Pedoman Sistem Manajemen Anti Penyuapan (SMAP) Anti-Bribery Management System (ABMS) Guidelines	ISO 37001: 2016 tentang Sistem Manajemen Anti Penyuapan ISO 37001: 2016 on Anti-Bribery Management System	Fungsi Kepatuhan Anti Penyuapan (FKAP) Anti-Bribery Compliance Function (ABF)
Pedoman Pelaksanaan Good Corporate Governance Good Corporate Governance Implementation Guidelines	Penilaian penerapan Tata Kelola Perusahaan Assessment of the implementation of Corporate Governance	Unit Tata Kelola Perusahaan Unit Corporate Governance
Pedoman Etika dan Perilaku (Code of Conduct) Code of Conduct	Evaluasi penerapan etika dan perilaku karyawan Evaluation of the implementation of employee ethics and behavior	Divisi HCM HCM Division
Pedoman Sistem Pengendalian Internal Perusahaan Company Internal Control System Guidelines	ISO 31000:2018 tentang Manajemen Risiko ISO 31000:2018 on Risk Management	Divisi Manajemen Risiko Risk Management Division
Pedoman Sistem Pengendalian Internal Perusahaan Company Internal Control System Guidelines	ISO 31000:2018 tentang Manajemen Risiko ISO 31000:2018 on Risk Management	Divisi SPI SPI Division
Pedoman Sistem Pelaporan Pelanggaran Whistleblowing System Guidelines	ISO 37001: 2016 tentang Sistem Manajemen Anti Penyuapan ISO 37001: 2016 on Anti-Bribery Management System	Fungsi Kepatuhan Anti Penyuapan (FKAP) Anti-Bribery Compliance Function (ABF)
Pedoman Pengendalian Gratifikasi Gratification Control Guidelines	ISO 37001: 2016 tentang Sistem Manajemen Anti Penyuapan ISO 37001: 2016 on Anti-Bribery Management System	Fungsi Kepatuhan Anti Penyuapan (FKAP) Anti-Bribery Compliance Function (ABF)
Kebijakan Manajemen Risiko Risk Management Policy	ISO 31000:2018 tentang Manajemen Risiko ISO 31000:2018 on Risk Management	Divisi Manajemen Risiko Risk Management Division
Pedoman Tata Kerja Direksi Board of Directors Work Procedure Guidelines	Evaluasi efektivitas secara berkala Periodic evaluation of effectiveness	Unit Corporate Governance Corporate Governance Unit
Pedoman Tata Kerja Dewan Komisaris Board of Commissioners Work Procedure Guidelines	Evaluasi efektivitas secara berkala Periodic evaluation of effectiveness	Sekretaris Komisaris Board of Commissioners Secretary
Pedoman Laporan Tahunan Annual Report Guidelines	Evaluasi efektivitas secara berkala Periodic evaluation of effectiveness	Unit Corporate Relation Corporate Relation Unit

Untuk mencegah dampak negatif, Perusahaan telah memiliki Kebijakan *Stop Work Authority* (SWA) sebagai wujud penerapan prinsip kehati-hatian di Perusahaan. Di dalam kebijakan tersebut, seluruh karyawan dan personil memiliki hak dan kewajiban untuk menerapkan kebijakan “STOP WORK” apabila melihat suatu aktivitas dianggap tidak aman, bertanggungjawab atas pencegahan kecelakaan dan penurunan kualitas pelayanan/produk. “STOP WORK” diterapkan pada situasi yang timbul akibat kelalaian atau tidak nyaman terhadap peraturan dan prosedur QHSE yang berpotensi terjadinya insiden yang dapat menyebabkan cedera bahkan sampai

To prevent negative impacts, the Company has a *Stop Work Authority* (SWA) Policy as a form of implementation of the precautionary principle in the Company. In the policy, all employees and personnel have the right and obligation to apply the “STOP WORK” policy if they see an activity considered unsafe, responsible for preventing accidents and reducing the quality of services/products. “STOP WORK” is applied to situations arising from negligence or inconvenience to QHSE rules and procedures that have the potential for incidents that can cause injury or even fatality, damage to company assets, degradation of service/product quality, and environmental



fatality, kerusakan aset perusahaan, penurunan kualitas pelayanan/produk, serta pencemaran/kerusakan lingkungan. Pekerjaan yang telah diberhentikan karena perintah "STOP WORK" tidak akan dilanjutkan sampai dengan aspek QHSE dipenuhi sesuai dengan persyaratan yang sudah ditetapkan.

Khusus terkait penegakkan hak asasi manusia, Perusahaan telah memiliki Pedoman Etika dan Perilaku. Di dalam pedoman tersebut, telah diatur etika Perusahaan terhadap Karyawan, Pelanggan, Penyedia barang dan Jasa, Kompetitor, dan Komunitas. Pedoman tersebut menyatakan bahwa Perusahaan berkomitmen untuk memperlakukan seluruh karyawan dengan adil menurut hak dan kewajibannya sesuai ketentuan perundang-undangan yang berlaku; Perusahaan menempatkan pelanggan sebagai mitra bisnis yang harus diakui hak-haknya sesuai dengan kontrak atau kesepakatan yang ditandatangani bersama; Perusahaan bertindak adil dalam memberikan kesempatan yang sama kepada seluruh penyedia barang dan jasa yang memiliki kualifikasi yang sama tanpa adanya diskriminasi; Perusahaan mengikuti azas persaingan sehat; serta Peseroan menjamin bahwa setiap unit bisnis akan menjalin hubungan yang baik dengan komunitas sekitar.

Seluruh kebijakan yang dimiliki oleh Perusahaan telah ditandatangani oleh seluruh Dewan Komisaris dan Direksi, serta berlaku untuk seluruh level organisasi, mitra bisnis dan pihak lainnya. Perusahaan telah mensosialisasikan seluruh kebijakan kepada karyawan, mitra bisnis dan pihak lainnya melalui *website* resmi Perusahaan yaitu <https://pp-properti.com/gcg/pedoman-gcg>.

Berdasarkan kebijakan yang telah dimiliki, kemudian Perusahaan menurunkannya pada *Standard Operational Procedure (SOP)* yang menyatu dengan strategi Perusahaan. Berbagai kebijakan yang harus dipatuhi oleh mitra bisnis, diterapkan dengan melakukan perjanjian kerja sama antara Perusahaan dengan mitra bisnis. Untuk mengimplementasikan komitmen, telah dilakukan pelatihan-pelatihan kepada seluruh karyawan di antaranya pelatihan anti korupsi terkait Sistem Manajemen Anti Penyuapan dan pelatihan terkait Keselamatan dan Kesehatan Kerja (K3).

pollution/damage. Work that has been stopped due to a "STOP WORK" order will not be resumed until QHSE aspects are met in accordance with established requirements.

Specifically related to upholding human rights, the Company has a Code of Ethics and Conduct. The Code stipulates the Company's ethics towards employees, customers, suppliers of goods and services, competitors, and the community. The guidelines state that the Company is committed to treating all employees fairly according to their rights and obligations in accordance with applicable laws and regulations; the Company places customers as business partners who must be recognized for their rights in accordance with contracts or agreements signed together; the Company acts fairly in providing equal opportunities to all providers of goods and services who have the same qualifications without any discrimination; the Company follows the principles of fair competition; and the Company guarantees that each business unit will establish good relations with the surrounding community.

All policies owned by the Company have been signed by the entire Board of Commissioners and Directors, and apply to all levels of the organization, business partners and other parties. The Company has socialized all policies to employees, business partners and other parties through the Company's official website, <https://pp-properti.com/gcg/pedoman-gcg>.

Based on the policy that has been owned, the Company then reduces it to the Standard Operational Procedure (SOP) which is integrated with the Company's strategy. Various policies that must be complied with by business partners are implemented by conducting cooperation agreements between the Company and business partners. To implement the commitment, trainings have been conducted for all employees, including anti-corruption training related to the Anti-Bribery Management System and training related to Occupational Health and Safety (OHS).

Proses untuk Memulihkan Dampak Negatif [GRI 2-25]

Process for Remediating Negative Impacts [GRI 2-25]

Dalam menjalankan aktivitas operasionalnya, Perusahaan tidak dapat terhindar dari adanya dampak negatif yang dihasilkan. Dampak negatif yang dihasilkan dari wilayah proyek meliputi kebisingan dan debu. Upaya Perusahaan dalam mengatasi dampak tersebut yaitu dengan mengukur tingkat kebisingan sesuai dengan Peraturan Menteri Ketenagakerjaan Nomor 5 Tahun 2018 tentang Standar Nasional Keselamatan Kerja. Peraturan ini mengatur tentang batas maksimum paparan bahan kimia berbahaya, suhu, kelembaban, dan kebisingan di lingkungan kerja serta tindakan yang harus diambil untuk mencegah paparan yang berlebihan agar tidak melebihi baku tingkat kebisingan. Terkait dengan dampak negatif atas debu yang dihasilkan, Perusahaan telah mendirikan pagar pembatas, jaring pengaman, membersihkan dan mengumpulkan material sisa di seluruh lokasi pekerjaan. Selain itu, sebelum melakukan pembangunan proyek, Perusahaan juga melakukan perizinan kepada kelurahan, RT dan RW setempat yang bertujuan agar terhindar dari hal-hal yang tidak diinginkan.

Pengaduan atas kebisingan dan debu yang dihasilkan dapat langsung disampaikan pada proyek terkait. Pengaduan yang disampaikan secara langsung akan ditindaklanjuti oleh kontraktor pada proyek tersebut. Dalam meninjau, melaksanakan, dan meningkatkan kualitas mekanisme pengaduan, Perusahaan bekerjasama dengan kontraktor proyek.

Dampak negatif selanjutnya timbul dari akses jalan yang dibangun oleh Perusahaan. Akses jalan tersebut menghubungkan wilayah Pekayon dan Pulo Permata Sari (Galaksi) yang merupakan akses yang diperuntukkan bagi penghuni apartemen Grand Kamala Lagoon Bekasi. Namun demikian, akses tersebut disalahgunakan oleh pihak yang tidak bertanggungjawab.

Upaya remediasi yang dilakukan Perusahaan yaitu dengan bekerjasama dengan Dinas Perhubungan serta RT dan RW setempat untuk melakukan penutupan jalan tersebut pada pukul 23.00 sampai 05.00 WIB. Pada saat penutupan jalan tersebut, penghuni apartemen dialihkan untuk melewati jalur arah Kalimalang. Perusahaan dihimbau untuk membuka kembali akses tersebut oleh Dinas Perhubungan apabila telah menambahkan penerangan dan CCTV pada titik tertentu.

Atas dampak negatif yang terjadi, Perusahaan telah menyediakan saluran pengaduan yang dapat disampaikan melalui [website https://pp-properti.com/kontak](https://pp-properti.com/kontak) serta email pengaduan@pp-properti.com. Dalam meninjau, melaksanakan, dan meningkatkan kualitas mekanisme pengaduan, Perusahaan bekerjasama dengan Tim Sekretaris Perusahaan.

In carrying out its operational activities, the Company cannot avoid the negative impacts generated. Negative impacts generated from the project area include noise and dust. The Company's efforts to overcome these impacts are by measuring noise levels in accordance with the Minister of Manpower Regulation Number 5 of 2018 concerning National Occupational Safety Standards. This regulation stipulates the maximum limit of exposure to hazardous chemicals, temperature, humidity, and noise in the work environment as well as actions that must be taken to prevent excessive exposure from exceeding the noise level standard. Regarding the negative impact of dust generation, the Company has erected guardrails, safety nets, cleaned and collected waste materials at all work sites. In addition, before carrying out project construction, the Company also licenses the local village, RT and RW to avoid unwanted things.

Noise and dust complaints can be submitted directly to the project. Complaints submitted directly will be followed up by the contractor on the project. In reviewing, implementing, and improving the quality of the grievance mechanism, the Company cooperates with the project contractor.

Further negative impacts arise from the access road built by the Company. The access road connects the Pekayon and Pulo Permata Sari (Galaksi) areas, which is an access intended for residents of Grand Kamala Lagoon Bekasi apartments. However, the access was misused by irresponsible parties.

The remediation effort carried out by the Company is by cooperating with the Transportation Agency and the local RT and RW to close the road at 23.00 to 05.00 WIB. During the road closure, apartment residents were diverted to pass through the Kalimalang direction. The Company is encouraged to reopen the access by the Transportation Agency if it has added lighting and CCTV at certain points.

For the negative impacts that occur, the Company has provided a complaint channel that can be submitted through the website <https://pp-properti.com/kontak> and email pengaduan@pp-properti.com. In reviewing, implementing, and improving the quality of the grievance mechanism, the Company cooperates with the Corporate Secretary Team.



Dampak negatif lainnya yaitu terkait penurunan kualitas aset Perusahaan seperti kebocoran pada gedung. Upaya remediasi yang dilakukan oleh Perusahaan yaitu dengan melakukan perbaikan secara bertahap di titik yang memang dikeluhkan oleh pelanggan, *tenant* atau pengunjung yang hadir.

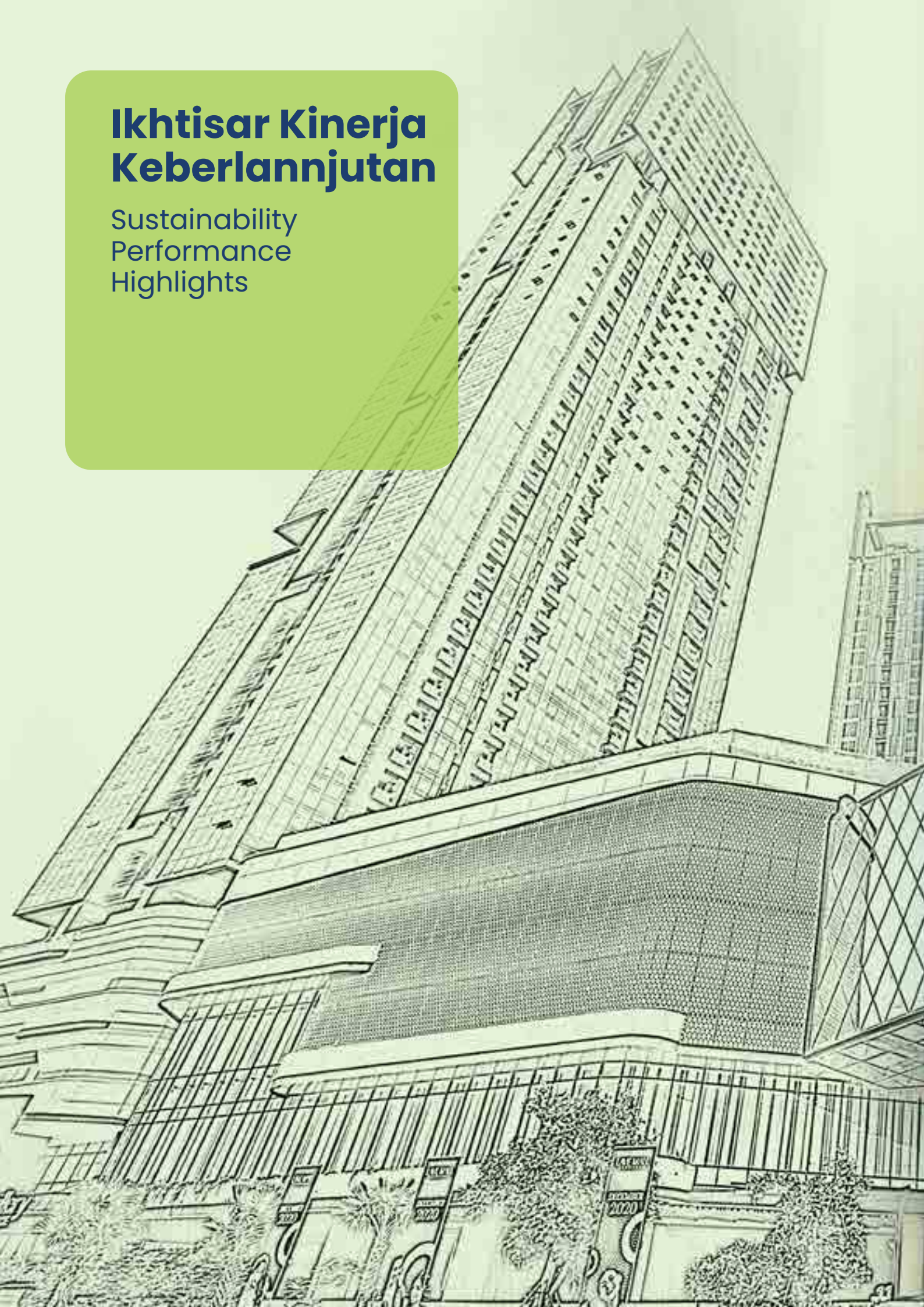
Perusahaan telah menyediakan sarana pengaduan yang dapat disampaikan kepada Branch Manager dan Tenant Relation yang kemudian akan direspon maksimal 1 x 24 jam. Dalam melaksanakan, dan meningkatkan kualitas mekanisme pengaduan, Perusahaan bekerjasama dengan BM Manager, Tenant Relation dan Divisi terkait atas pengaduan yang disampaikan. Perusahaan senantiasa memastikan bahwa seluruh pengaduan atas dampak negatif telah ditindaklanjuti dan dinyatakan selesai.

Another negative impact is related to the decline in the quality of the Company's assets such as leaks in the building. Remediation efforts undertaken by the Company are to make gradual repairs at the point that is complained about by customers, tenants or visitors who are present.

The Company has provided a means of complaints that can be submitted to the Branch Manager and Tenant Relations which will then be responded to a maximum of 1 x 24 hours. In implementing and improving the quality of the grievance mechanism, the Company cooperates with the BM Manager, Tenant Relations and the relevant Division for the complaints submitted. The Company always ensures that all complaints on negative impacts have been followed up and declared completed.

Ikhtisar Kinerja Keberlanjutan

Sustainability
Performance
Highlights





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Lagoon Avenue Sungkono, Surabaya

Kinerja Aspek Ekonomi [OJK B.1]

Economic Aspect Performance [OJK B.1]

Uraian Description	Satuan Unit	2023	2022	2021
Jumlah Produk yang Dihasilkan Number of Products Produced		<ul style="list-style-type: none"> 6 Hotel 11 Mall 35 Residensial 	<ul style="list-style-type: none"> 6 Hotel 11 Mall & Edutainment 34 Residensial 	<ul style="list-style-type: none"> 6 Hotel 11 Mall & Edutainment 36 Residensial
Kuantitas Produk Terjual Product Quantity Sold	Unit/Ruang/ Kamar Unit/Room/ Room	<ul style="list-style-type: none"> 196.635 Kamar Hotel 157 Tenant Mall 1.403 Apartemen dan Rumah (Residensial) 196,635 Hotel Rooms 157 Mall Tenants 1.403 Apartments and Houses (Residential) 	<ul style="list-style-type: none"> 173.221 Kamar Hotel 180 Tenant Mall 1.403 Unit Apartemen dan Rumah (Residensial) 173,221 Hotel Rooms 180 Mall Tenants 1.403 Apartment and House Units (Residential) 	<ul style="list-style-type: none"> 104.866 Kamar Hotel 104,866 Hotel Rooms
Pendapatan Revenue	Dalam Juta Rupiah In Million Rupiah	1.981.346	1.704.678	826.465
Laba/Rugi Bersih Net Profit/Loss	Dalam Juta Rupiah In Million Rupiah	(1.284.105)	24.274	21.019
Produk Ramah Lingkungan* Environmentally Friendly Products*	Produk Prouct	<ul style="list-style-type: none"> Grand Kamala Lagoon Bekasi Grand Sungkono Lagoon Surabaya 	<ul style="list-style-type: none"> Grand Kamala Lagoon Bekasi Grand Sungkono Lagoon Surabaya 	<ul style="list-style-type: none"> Grand Kamala Lagoon Bekasi Grand Sungkono Lagoon Surabaya
Jumlah Pemasok Lokal Number of Local Suppliers	Pemasok Supplier	234	280	290
Jumlah Dana TJSL Total CSR Funds	Dalam Rupiah Penuh In Full Rupiah	585.961.868	556.450.720	997.079.440

Keterangan:

*Produk ramah lingkungan yaitu produk yang memperoleh sertifikasi Greenship yang diberikan oleh Green Building Council Indonesia.

Information:

*Environmentally friendly products are products that have received Greenship certification given by the Green Building Council Indonesia.

Kinerja Aspek Lingkungan Hidup [OJK B.2]

Performance Of Environmental Aspects [OJK B.2]

Uraian Description	Satuan Unit	2023	2022	2021
Penggunaan BBM Fuel usage	Liter	77.004	158.982	147.528
	Gigajoule	2.633	5.437	5.045
Penggunaan Listrik Electricity Usage	kWh	44.064.047	37.330.793	28.355.436
	Gigajoule	158.674	134.391	102.080
Penggunaan Air Water usage	m3	1.581.429	4.978.294	298.754
Total Emisi Gas Rumah Kaca [cakupan 1 dan 2] Total Greenhouse Gas Emissions [scope 1 and 2]	KgCo2-eq	41.357.382	35.230.537	26.821.359
Pengurangan Emisi GRK Cakupan 1 Scope 1 GHG Emission Reduction	Ton CO2-eq	187,55	-	-
Pengurangan Limbah Waste Reduction	Ton	-	-	-
Pengurangan Efluen Effluent Reduction	Ton	-	-	-
Pelestarian Keaneekaragaman Hayati Biodiversity Conservation	Kegiatan	Penanaman pohon sebanyak 260 batang Planting 260 trees.	Penanaman pohon sebanyak 21.000 batang Planting 21,000 trees	



Kinerja Aspek Sosial [OJK B.3]

Social Aspects Performance [OJK B.3]

DAMPAK POSITIF

POSITIVE IMPACT

Uraian Description	Satuan Unit	2023	2022	2021
Tingkat Turnover Karyawan Employee Turnover Rate	%	1,60	1,84	3,76
Jumlah Peserta Pelatihan Number of Training Participants	Orang	1.642	2.972	1.862
Jumlah Man Hour Number of Man Hour	Jam/ Karyawan	0,18	0,23	0,37
Keterikatan Karyawan* Employee Engagement*		4.5 (Skala Likert)	87%	83%
Kepuasan Pelanggan Customer satisfaction	%	92,24%	89,2%	90,2%

Keterangan:

Survei keterikatan karyawan di tahun 2021 dan 2022 dilakukan oleh PT PP Properti Tbk secara terpisah dengan entitas induk dan termasuk ke dalam kriteria fully engaged. Sedangkan di tahun 2023, survei keterikatan karyawan dilakukan bersamaan dengan entitas induk dengan kriteria penilaian yang berbeda, dan hasil survei keterikatan karyawan PT PP Properti Tbk termasuk ke dalam kriteria partially engaged.

Information:

The employee engagement survey in 2021 and 2022 was conducted by PT PP Properti Tbk separately from the parent entity and is included in the fully engaged criteria. Meanwhile, in 2023, an employee engagement survey was conducted simultaneously with the parent entity with different assessment criteria, and the results of the PT PP Properti Tbk employee engagement survey are included in the partially engaged criteria.

DAMPAK NEGATIF

NEGATIVE IMPACT

Aktivitas operasional yang dijalankan oleh Perusahaan tentunya tidak terhindar dari timbulnya dampak negatif yang meliputi timbulnya kebisingan dan debu, penyalahgunaan akses jalan bagi penghuni oleh pihak yang tidak bertanggungjawab, serta timbulnya kebocoran pada gedung yang dimiliki oleh Perusahaan. Atas dampak negatif yang terjadi, Perusahaan telah menyediakan saluran pengaduan yang dapat disampaikan melalui *website* <https://pp-properti.com/kontak> serta email pengaduan@pp-properti.com.

The operational activities carried out by the Company are certainly not free from negative impacts which include the generation of noise and dust, misuse of road access for residents by irresponsible parties, as well as the emergence of leaks in buildings owned by the Company. Due to the negative impacts that occur, the Company has provided a complaint channel which can be submitted via the website <https://pp-properti.com/kontak> and email complaint@pp-properti.com.

Terkait kebisingan dan debu, Perusahaan melakukan upaya mitigasi dengan mengukur tingkat kebisingan dan mendirikan pagar pembatas, jaring pengaman, membersihkan dan mengumpulkan material sisa di seluruh lokasi pekerjaan. Dampak negatif terkait penyalahgunaan akses jalan bagi penghuni oleh pihak yang tidak bertanggungjawab dilakukan upaya mitigasi dengan penutupan jalan dan pengalihan arus lalu lintas ke jalur arah Kalimalang. Dampak negatif terkait kebocoran yang terjadi pada gedung, Perusahaan melakukan upaya mitigasi dengan melakukan perbaikan secara bertahap di titik tertentu. Pengaduan yang disampaikan oleh masyarakat atas dampak negatif yang dihasilkan, sebagai berikut.

Regarding noise and dust, the Company makes mitigation efforts by measuring noise levels and erecting guardrails, safety nets, cleaning and collecting waste materials at all work sites. Negative impacts related to misuse of road access for residents by irresponsible parties are mitigated by closing the road and diverting traffic flow to the Kalimalang route. For negative impacts related to leaks that occur in buildings, the Company makes mitigation efforts by carrying out repairs in stages at certain points. Complaints submitted by the public regarding the resulting negative impacts are as follows

Uraian Description	Satuan Unit	2023	2022	2021
Pengaduan <i>whistleblowing system</i> <i>Whistleblowing system complaints</i>	Pengaduan Complaints	Nihil None	Nihil None	Nihil None

Profil Perusahaan

Company
Profile





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Prime Park Hotel & Convention Lombok, NTB

Visi, Misi, dan Nilai Keberlanjutan [OJK C.1]

Vision, Mission and Sustainability Values [OJK C.1]

Visi dan misi Perseroan telah selaras dengan tujuan pembangunan berkelanjutan. Visi dan misi Perseroan disajikan sebagai berikut.

The Company’s vision and mission are in line with sustainable development goals. The Company’s vision and mission are presented as follows.



Visi VISION

Menjadi Perusahaan Pengembang Nasional yang Terkemuka dan Berkelanjutan serta Berdaya Saing Global”.

“To Become A Reputable and Sustainable National Developer Company with Global Competitive Advantages”.

PENJELASAN VISI

- Yang dimaksud Pengembang Nasional Terkemuka adalah:
- Memiliki pertumbuhan yang berkesinambungan (Sustainability Growth) di industrinya dan memberikan nilai investasi dalam jangka panjang (Long Term Investment Value).
 - Mempunyai manajemen yang berkualitas.
 - Selalu melakukan inovasi terhadap produk dan layanan yang berkelanjutan.
 - Memiliki tanggung jawab sosial kepada masyarakat dan lingkungan.
 - Memiliki pengelolaan sumber daya yang handal dan menjadi pilihan berkarir bagi orang-orang yang memiliki daya saing.

VISION EXPLANATION

- Reputable National Developer means:
- Having a Sustainable Growth in the Industry with Long-Term Investment Value.
 - Having high quality Management.
 - Continuous product and service innovation.
 - Social responsibility to the society and environment.
 - Reliable resource management and most preferred workplace for competitive people.



Misi MISSION

MISI

- Mengembangkan produk Real Estate dan Properti yang unggul serta Inovatif untuk memberikan kenyamanan bagi konsumen.
- Berkomitmen terhadap lingkungan yang sehat.
- Meningkatkan kontribusi kepada Perusahaan Induk dengan mengembangkan dan menyelaraskan strategi korporasi.
- Menjalin kemitraan strategis dengan mitra kerja.
- Mewujudkan Sumber Daya Manusia Unggul dengan memperhatikan peningkatan kesejahteraan karyawan.

MISSION

- To Develop an Excellent and Innovative Realty and Property Products in providing Amenities for Customers.
- Committed to a Healthy Environment.
- To increase the contribution to the Parent Company by developing and aligning the corporate strategy.
- To Develop strategic partnerships with business partners.
- To Create Excellent Human Resources with Attention to Improving the Welfare of Employees.













Nilai SUSTAINABILITY VALUE Keberlanjutan












Berdasarkan visi dan misi, Perusahaan senantiasa berkomitmen untuk memiliki pertumbuhan yang berkelanjutan (Sustainability Growth) dan melaksanakan tanggung jawab sosial kepada masyarakat dan lingkungan.

Identitas Perusahaan [OJK C.2, GRI 2-1, GRI 2-6]

Company Identity [OJK C.2, GRI 2-1, GRI 2-6]

	Nama Perusahaan [GRI 2-1] : Company Name [GRI 2-1] :	PT PP PROPERTI TBK			
	Tanggal Pendirian: Date of Establishment:		Modal Dasar: Authorized Capital:		Modal Ditempatkan: Issued Capital:
	12 Desember 2013 December 12, 2013		Rp3.652.824.000.000 IDR3,652,824,000,000		Rp1.541.891.797.075 IDR1,541,891,797,075
	Dasar Hukum Pendirian: Legal Basis of Incorporation:	<p>Akta Pendirian No. 18 tanggal 12 Desember 2013 dibuat dihadapan Ir. Nanette Cahyanie Handari Adi Warsito, S.H., yang telah mendapat pengesahan dari Menteri Hukum dan Hak Asasi Manusia No. AHU-04852.AH.01.01.Tahun 2014 tanggal 5 Februari 2014 ("PP Properti") yang merupakan pemisahan Divisi Properti dari PT PP (Persero) Tbk yang telah ada sejak tahun 1991.</p> <p>Establishment Deed Number 18 dated December 12, 2013 made before Ir. Nanette Cahyanie Handari Adi Warsito, S.H. with validation from Minister of Law and Human Rights Number AHU-04852.AH.01.01 of 2014 dated February 5, 2014 ("PP Properti") as spin-off of property division from PT PP (Persero) Tbk which has been operated since 1991.</p>			
	Status Perusahaan: Status of Legal Entity:	Perseroan Terbatas (PT)/Perusahaan Terbuka (Tbk)/Penanaman Modal Dalam Negeri. Limited Liability Company (PT)/Listed Company (Tbk)/Domestic Investment.			
	Bidang Usaha [GRI 2-6]: Purpose and Objective of Establishment [GRI 2-6]:	Jasa, Pembangunan dan Perdagangan Services, Development and Trade			
	Kode Saham: Stock Code:		Jaringan Usaha: Business Network:		Jumlah Karyawan: Number of Employee:
	PPRO		<ul style="list-style-type: none"> 4 Hotel Hotels 4 Mall & Edutainment 35 Residensial Residential 		529 orang 529 people
	Pencatatan Saham di Bursa Saham: Share Listing on the Stock Exchange:		Kepemilikan Saham: Share Ownership:	<ul style="list-style-type: none"> PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (d/h (Persero)) 7,88% PT Asabri (Persero) 5,33% Yayasan Kesejahteraan Karyawan Pembangunan Perumahan (YKKPP) 0,06% Publik 21,77% Public 21,77% 	
	Entitas Anak, Asosiasi, Penyertaan Saham dan Kerja Sama Operasi (KSO) Subsidiaries, Associations, Investments in Shares and Joint Operations (KSO)	<p>Entitas Anak: Subsidiaries:</p> <ul style="list-style-type: none"> PT Gitanusa Sarana Niaga PT Hasta Kreasimandiri PT Wisma Seratus Sejahtera PT PP Properti Jababeka Residence PT PPRO Sampurna Jaya PT PP Properti Suramadu PT PPRO BIJB Aerocity Development PT Limasland Realty Cilegon PT Grahaprima Realtindo PT Pekanbaru Permai Propertindo <p>Kerja Sama Operasi (KSO): Joint Operations:</p> <ul style="list-style-type: none"> KSO Perkasa Abadi KSO PP Grand Soho <p>Entitas Asosiasi: Associations:</p> <ul style="list-style-type: none"> PT Sentul PP Properti PT Jababeka PP Properti PT Aryan Pembangunan Perumahan Properti PT Hotel Karya Indonesia PT Perusahaan Resort Indonesia Amerika PT Mikroland Payon Amarthia <p>Penyertaan Saham: Investment in Shares:</p> <ul style="list-style-type: none"> PT Pancakarya Grahatama Indonesia PT Mitracipta Polasarana PT Sinergi Colomadu PT Jasamarga Restarea Batang PT Pembangunan Perumahan Sinergi Banjaratma 			



	<p>Media Sosial Social Media:</p> <p>  PT PP Properti Tbk  PT PP Properti Tbk  PT PP Properti Tbk  @ppproperti  PT PP Properti Tbk - Official </p>		
	<p>Kontak Perusahaan: Corporate Contact:</p> <p>Afrilia Pratiwi Corporate Secretary</p> <p>Telp/Phone: +62 21 8779 2734 Fax/Fac: +62 21 8779 2947 E-mail: investor.relations@pp-properti.com</p>		
	<p>Alamat: Address:</p> <p>Plaza PP Lantai 7, Jl. Letjend. TB. Simatupang No. 57 Pasar Rebo, Jakarta Timur 13760, DKI Jakarta, Indonesia Plaza PP, 7th floor, Jl. Letjend. TB. Simatupang Number 57 Pasar Rebo, East Jakarta 13760, DKI Jakarta, Indonesia</p>		
	<p>Telepon: Phone:</p> <p>+62 21 8779 2734</p>	 <p>Faksimili: Facsimile:</p> <p>+62 21 8779 2947</p>	 <p>Surel: E-mail:</p> <p>headoffice@pp-properti.com</p>

Skala Perusahaan [OJK C.3]

Company Scale [OJK C.3]

Rincian terkait skala perusahaan disajikan pada tabel di bawah ini:

Details related to company scale are presented in the table below:

Uraian Description	Satuan Unit	2023	2022	2021
Total Penjualan Total Sales	Dalam Jutaan Rupiah In Millions of Rupiah	983.511	1.704.678	862.465
Total Aset Total Assets [OJK C.3]	Dalam Jutaan Rupiah In Millions of Rupiah	19.693.388	21.812.999	21.086.427
Total Liabilitas Total Liabilities [OJK C.3]	Dalam Jutaan Rupiah In Millions of Rupiah	16.406.625	17.257.435	16.588.283
Total Ekuitas Total Equity [OJK C.3]	Dalam Jutaan Rupiah In Millions of Rupiah	3.286.764	4.555.564	4.498.144
Kuantitas Produk Terjual Product Quantity Sold	Unit	1.633	1.538	1.172
Total Pegawai Total Employees [OJK C.3, GRI 2-7]	Orang Employees	529	597	594
Nama Pemegang Saham dan Persentase Name of Shareholders and Percentage		<ul style="list-style-type: none"> PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (d/h PT Asuransi Jiwasraya (Persero)) 7,88% PT Asabri (Persero) 5,33% Yayasan Kesejahteraan Karyawan Pembangunan Perumahan (YKKPP) 0,06% Publik 21,77% PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (formerly PT Asuransi Jiwasraya (Persero)) 7,88% PT Asabri (Persero) 5,33% Housing Development Employee Welfare Foundation (YKKPP) 0,06% Public 21,77% 	<ul style="list-style-type: none"> PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (d/h PT Asuransi Jiwasraya (Persero)) 7,88% PT Asabri (Persero) 5,33% Publik 21,77% PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (formerly PT Asuransi Jiwasraya (Persero)) 7,88% PT Asabri (Persero) 5,33% Public 21,77% 	<ul style="list-style-type: none"> PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (d/h PT Asuransi Jiwasraya (Persero)) 8,51% PT Asabri (Persero) 5,33% Publik 21,2% PT PP (Persero) Tbk 64,96% PT Asuransi Jiwa IFG (formerly PT Asuransi Jiwasraya (Persero)) 8,51% PT Asabri (Persero) 5,33% Public 21,2%



INFORMASI MENGENAI KARYAWAN [OJK C.3, GRI 2-7, GRI 2-8]

Sampai dengan akhir periode pelaporan, jumlah karyawan Perseroan sebanyak 546 orang yang terdiri dari 372 orang karyawan tetap dan 157 orang karyawan tidak tetap. Jumlah karyawan mengalami penurunan 8,5% dibandingkan dengan tahun 2022. Perseroan tidak membagi karyawan berdasarkan waktu kerja yaitu penuh waktu dan paruh waktu serta tidak memiliki karyawan *non-guaranteed hours employees*. Pada tahun 2023, Perseroan tidak mempekerjakan pekerja yang bukan pekerja langsung, seperti pekerja alih daya dan magang. Tidak terdapat fluktuasi yang signifikan terkait jumlah karyawan selama periode pelaporan. Posisi jumlah karyawan per 31 Desember tahun 2021, 2022, dan 2023 beserta perinciannya disajikan sebagai berikut.

INFORMATION REGARDING EMPLOYEES [OJK C.3, GRI 2-7, GRI 2-8]

As of the end of the reporting period, the number of Company employees was 546 people, consisting of 372 permanent employees and 157 non-permanent employees. The number of employees has decreased by 8.5% compared to 2022. The Company does not divide employees based on working time, namely full time and part time and does not have non-guaranteed hours employees. In 2023, the Company will not employ workers who are not direct workers, such as outsourced workers and interns. There were no significant fluctuations regarding the number of employees during the reporting period. The position of the number of employees as of December 31, 2021, 2022 and 2023 and the details are presented as follows.

KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON GENDER

Tabel Komposisi Karyawan Berdasarkan Jenis Kelamin

Table of Employee Composition Based on Gender

(dalam satuan orang)
(in person units)

Jenis Kelamin Gender	2023			2022		2021	
	Pria Male	372			429		
Wanita Female	157			168			160
Jumlah Total	529			597			594

KOMPOSISI KARYAWAN BERDASARKAN LEVEL JABATAN DAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON POSITION LEVEL AND GENDER

Tabel Komposisi Karyawan Berdasarkan Level Jabatan dan Jenis Kelamin

Table of Employee Composition Based on Position Level and Gender

(dalam satuan orang)
(in person units)

Level Jabatan Position Level	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Manajer Manager	71	35	106	78	38	116	83	38	121
Staf Staff	238	119	357	271	130	401	247	122	369
Karya Laksana Work Executed	63	3	66	80	-	80	104	-	104
Jumlah Total	372	157	529	429	168	597	434	160	594

KOMPOSISI KARYAWAN BERDASARKAN USIA DAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON AGE AND GENDER

Tabel Komposisi Karyawan Berdasarkan Usia dan Jenis Kelamin

Table of Employee Composition Based on Age and Gender

(dalam satuan orang)
(in person units)

Usia Age	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
> 50 tahun/years old	39	3	42	39	6	45	58	5	63
40-49 tahun/years old	80	21	101	87	16	103	81	9	90
30-39 tahun/years old	194	87	281	212	81	293	191	74	265
20-29 tahun/years old	59	46	105	91	65	156	104	72	176
Jumlah Total	372	157	529	429	168	597	434	160	594

KOMPOSISI KARYAWAN BERDASARKAN TINGKAT PENDIDIKAN DAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON EDUCATIONAL LEVEL AND GENDER

Tabel Komposisi Karyawan Berdasarkan Tingkat Pendidikan dan Jenis Kelamin

Table of Employee Composition Based on Education Level and Gender

(dalam satuan orang)
(in person units)

Tingkat Pendidikan Educational Level	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Pasca Sarjana Postgraduate	13	16	29	13	19	32	11	18	30
Sarjana Bachelor	188	107	295	184	118	302	201	108	309
Diploma	31	11	42	40	9	49	22	9	31
SMA dan Sederajat High School and Equivalent	140	23	163	192	22	214	200	24	224
Jumlah Total	372	157	529	429	168	597	434	160	593



KOMPOSISI KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN DAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON EMPLOYMENT STATUS AND GENDER

Tabel Komposisi Karyawan Berdasarkan Status Kepegawaian dan Jenis Kelamin

Table of Employee Composition Based on Employment Status and Gender

(dalam satuan orang)
(in person units)

Status Kepegawaian Employment Status	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Tetap Permanent	108	49	157	122	56	178	133	58	191
Tidak Tetap Contract	264	108	372	307	112	419	301	102	403
Total	372	157	529	429	168	597	434	160	594

KOMPOSISI KARYAWAN BERDASARKAN STATUS KEPEGAWAIAN DAN WILAYAH KERJA

EMPLOYEE COMPOSITION BASED ON EMPLOYMENT STATUS AND WORK AREA

Tabel Komposisi Karyawan Berdasarkan Status Kepegawaian dan Wilayah Kerja

Table of Employee Composition Based on Employment Status and Work Area

(dalam satuan orang)
(in person units)

Status Kepegawaian Employment Status	2023			2022			2021		
	KP	P	Total	KP	P	Total	KP	P	Total
Tetap Permanent	60	97	157	57	121	178	62	129	191
Tidak Tetap Contract	26	346	372	24	395	419	15	388	403
Total	86	443	529	81	516	597	77	517	594

Keterangan | Notes:
KP = Kantor Pusat | Head Office
P = Proyek | Project

KOMPOSISI KARYAWAN BERDASARKAN WILAYAH KERJA DAN JENIS KELAMIN

EMPLOYEE COMPOSITION BASED ON WORK AREA AND GENDER

Tabel Komposisi Karyawan Berdasarkan Wilayah Kerja dan Jenis Kelamin

Table of Employee Composition Based on Work Area and Gender

(dalam satuan orang)
(in person units)

Wilayah Kerja Working Area	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Kantor Pusat Head Office	51	35	86	122	56	178	133	58	191

Tabel Komposisi Karyawan Berdasarkan Wilayah Kerja dan Jenis Kelamin

Table of Employee Composition Based on Work Area and Gender

(dalam satuan orang)
(in person units)

Wilayah Kerja Working Area	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Proyek Project	321	122	443	307	112	419	301	102	403
Total	372	157	529	429	168	597	434	160	594

KOMPOSISI KARYAWAN TETAP BERDASARKAN WILAYAH KERJA DAN JENIS KELAMIN

PERMANENT EMPLOYEE COMPOSITION BASED ON AREA OF WORK AND GENDER

Tabel Komposisi Karyawan Tetap Berdasarkan Wilayah Kerja dan Jenis Kelamin

Table of Permanent Employee Composition Based on Work Area and Gender

(dalam satuan orang)
(in person units)

Wilayah Kerja Working Area	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Kantor Pusat Head Office	38	22	60	38	19	57	42	20	62
Proyek Project	71	26	97	84	37	121	91	38	129
Total	109	48	157	122	56	178	133	58	191

KOMPOSISI KARYAWAN TIDAK TETAP BERDASARKAN WILAYAH KERJA DAN JENIS KELAMIN

COMPOSITION OF NON-PERMANENT EMPLOYEES BASED ON AREA OF WORK AND GENDER

Tabel Komposisi Karyawan Tidak Tetap Berdasarkan Wilayah Kerja dan Jenis Kelamin

Table of Composition of Non-Permanent Employees Based on Work Area and Gender

(dalam satuan orang)
(in person units)

Wilayah Kerja Working Area	2023			2022			2021		
	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total	Pria Male	Wanita Female	Total
Kantor Pusat Head Office	13	13	26	12	12	24	10	5	15
Proyek Project	250	96	346	295	100	395	210	64	274
Total	263	109	372	307	112	419	220	69	289



Wilayah Operasional dan Pasar yang Dilayani [C.3, GRI 2-1]

Operational Areas and Markets Served [C.3, GRI 2-1]

Per 31 Desember 2023, Perseroan memiliki 10 entitas anak, 6 entitas asosiasi, 5 penyertaan saham, serta 2 Kerja Sama Operasi (KSO), sebagai jaringan usaha Perseroan dengan sebaran pasar mencakup Jakarta dan Jawa Barat serta daerah di luar kedua area tersebut. Perseroan tidak memiliki jaringan usaha di luar wilayah Indonesia.

As of December 31, 2023, the Company has 10 subsidiaries, 6 associates, 5 share investments, and 2 Joint Operations (KSO), as the Company's business network with a market spread covering Jakarta and West Java as well as areas outside these two areas. The Company does not have a business network outside the territory of Indonesia.

Peta Wilayah Jaringan Usaha PP Properti

Business Network Area Map of PP Properti



Sebagai pengembang properti, Perseroan menghasilkan berbagai produk properti yang ditujukan kepada pasar dalam negeri (Indonesia) dan memiliki target konsumen bervariasi, mulai dari masyarakat berpenghasilan rendah hingga kelas atas, mulai dari masyarakat umum hingga korporat, yang disesuaikan dengan masing-masing produk properti yang dikembangkan. Pada tahun 2023, pangsa pasar Perusahaan adalah Jawa Barat 60,9%, Jawa Timur 23,4%, Jawa Tengah 15,7%, dan selebihnya tersebar Banten, Sumatra, Kalimantan, Bali, Papua dan lain-lain. Berikut tabel volume penjualan, penyewaan dan pasar yang dilayani:

As a property developer, the Company produces various property products aimed at the domestic market (Indonesia) and has various target consumers, from low-income people to the upper class, from the general public to corporates, which are tailored to each property product developed. . In 2023, the Company's market share will be West Java 60.9%, East Java 23.4%, Central Java 15.7%, and the remainder spread across Banten, Sumatra, Kalimantan, Bali, Papua and others. The following is a table of sales volume, rentals and markets served:

Tabel Volume Pemasaran Tahun 2021-2023

Marketing Volume Table for 2021-2023

Pemasaran Marketing	Volume Pemasaran (Unit) Marketing Volume (Units)		
	2023	2022	2021
Jawa Barat West Java	1.026	857	162
Jawa Timur East Java	394	333	570
Jawa Tengah Central Java	264	213	176
Jumlah Total	1.684	1.403	908

Sedangkan, produk properti dijalankan di berbagai wilayah di Indonesia melalui entitas anak. Hingga 31 Desember 2023, Perseroan tidak memiliki kantor cabang maupun kantor perwakilan. Informasi terkait alamat, nomor telepon, alamat surat elektronik (e-mail), dan situs web jaringan usaha Perseroan dapat dilihat pada bab Profil Perusahaan Laporan Tahunan 2023.

Until December 31, 2023, the Company does not have branch offices or representative offices. Information regarding the address, telephone number, electronic mail address (e-mail) and website of the Company's business network can be seen in the Company Profile chapter of the 2023 Annual Report.



Produk, Jasa dan Kegiatan Usaha yang Dijalankan [OJK C.4, GRI 2-6]

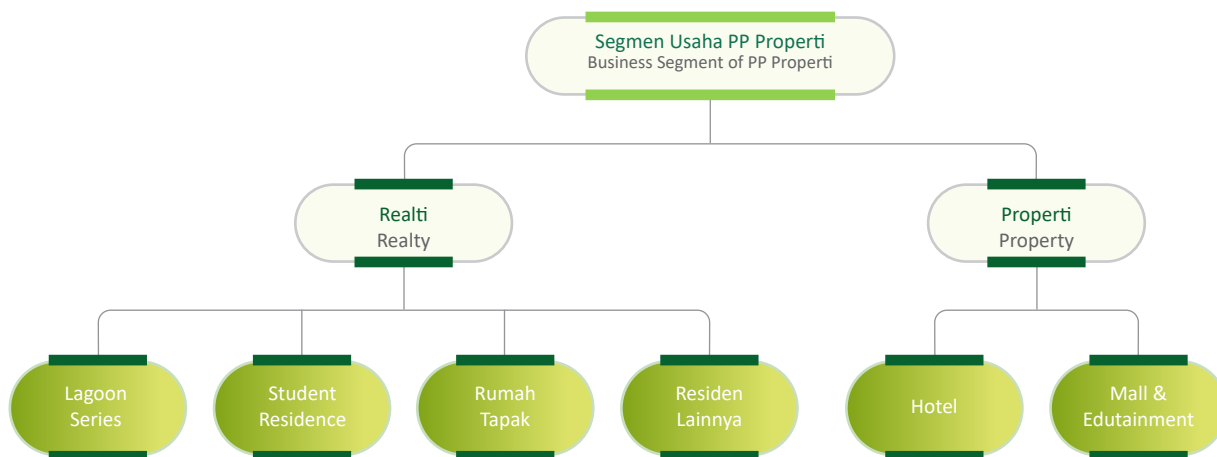
Products, Services and Business Activities [OJK C.4, GRI 2-6]

Perseroan melakukan usaha di bidang Jasa, Pembangunan dan Perdagangan sesuai dengan Pasal 3 Anggaran Dasar Perusahaan yang terakhir berdasarkan Akta Pernyataan Keputusan RUPS Tahunan No. 18 tanggal tanggal 6 Juni 2022 yang dibuat di hadapan Fathiah Helmi S.H., Notaris di Jakarta. Uraian selengkapnya tentang kegiatan usaha dalam Anggaran Dasar dan kegiatan usaha yang dijalankan dapat dilihat pada Profil Perusahaan Laporan Tahunan 2023.

The Company carries out business in the fields of Services, Development and Trade in accordance with Article 3 of the Company's latest Articles of Association based on the Deed of Annual GMS Decision Statement No. 18 dated June 6, 2022 made before Fathiah Helmi S.H., Notary in Jakarta. A complete description of the business activities in the Articles of Association and the business activities carried out can be seen in the 2023 Annual Report Company Profile.

Dalam menjalankan usahanya, Perusahaan mengelompokkan jenis usaha dan/atau produk yang dihasilkan ke dalam 2 (dua) segmen usaha, yaitu Realti dan Properti. Segmen Properti terbagi menjadi Hotel dan Mall & Edutainment.

In carrying out its business, the Company groups the types of business and/or products produced into 2 (two) business segments, namely Realty and Property. The Property segment is divided into Hotels and Malls & Edutainment.



Uraian mengenai produk dan jasa selengkapnya, termasuk proyek terbaru pada tahun 2023, disampaikan dalam Bab Profil Perusahaan Laporan Tahunan 2023.

A complete description of products and services, including the latest projects in 2023, is presented in the Company Profile Chapter of the 2023 Annual Report.

Rantai Pasok dan Relasi Bisnis Lainnya [GRI 2-6]

Supply Chain and other Business Relationship [GRI 2-6]

Perseroan menjalin kerja sama dengan berbagai pemasok barang dan jasa. Pemasok barang menyuplai berbagai kebutuhan antara lain yang berhubungan dengan pekerjaan struktur, arsitektur dan mekanikal elektrikal-*plumbing* (pemipaan). Sementara itu, pemasok jasa bekerja sama untuk memenuhi kebutuhan non-barang atau jasa antara lain yang berkaitan dengan jasa konsultasi perencanaan, pengawas/manajemen konstruksi, perijinan dan konsultasi di bidang Quantity Surveyor (QS). Perseroan telah memiliki kebijakan tentang pengadaan barang dan jasa yang mengacu pada *Work Instruction* (WI) Prosedur Pengadaan Jasa No. PPRO/015/P/006 Revisi Ke-5 Tanggal 1 Juli 2023 dan WI Prosedur Pengadaan Barang No. PPRO/015/P/005 Revisi Ke-5 Tanggal 1 Juli 2023.

Dalam rangka menjamin akuntabilitas dan transparansi, seluruh transaksi pengadaan barang/jasa di PP Properti, mulai dari tender hingga pelaksanaan pengadaan dilakukan tersistem melalui E-PROC. Sebab itu, Perseroan tidak bertanggung jawab atas transaksi pengadaan barang/jasa yang dilaksanakan tidak menggunakan sistem tersebut, dan oleh karenanya segala permasalahan hukum yang timbul bukan tanggung jawab Perusahaan, melainkan menjadi tanggung jawab pribadi pihak penandatanganan. Informasi lengkap tentang E-PROC bisa diakses di <https://epproc.pp-properti.com/login>.

Dalam proses pengadaan barang dan jasa, Perseroan telah menetapkan kriteria penilaian pemasok yang di antaranya telah dimilikinya dokumen Analisis Mengenai Dampak Lingkungan (AMDAL) dan penggunaan material ramah lingkungan.

Dalam menjalin kerja sama dengan pemasok, Perseroan berkomitmen untuk memberdayakan pemasok lokal, yaitu pemasok yang menjalankan usaha dan berdomisili di Indonesia, yang terdiri dari BUMN, swasta maupun Usaha Mikro Kecil dan Menengah (UMKM). Melalui pemberdayaan serupa itu, maka pemasok nasional akan semakin maju dan berkembang, yang pada gilirannya akan membuat perekonomian mereka semakin kuat. Selain pemasok nasional, Perusahaan juga membuka peluang untuk menjalin kerja sama dengan pemasok luar negeri/asing, yakni pemasok yang menjalankan usaha dan berdomisili di luar Indonesia. Kerja sama dengan pemasok luar negeri dilakukan apabila barang dan jasa yang diperlukan Perusahaan tidak dapat dipenuhi oleh pemasok nasional atau karena ada alasan/pertimbangan khusus. Dengan kriteria tersebut, data pemasok barang dan jasa dan nilai kontrak selengkapnya disampaikan dalam tabel berikut:

The Company collaborates with various suppliers of goods and services. Suppliers supply various needs, including those related to structural, architectural and mechanical electrical-plumbing (piping) work. Meanwhile, service suppliers work together to meet non-goods or service needs, including those related to planning consulting services, construction supervision/management, licensing and consulting in the Quantity Surveyor (QS) sector. The Company has a policy regarding the procurement of goods and services which refers to Work Instruction (WI) Service Procurement Procedure No. PPRO/015/P/006 5th Revision Dated 1 July 2023 and WI Goods Procurement Procedure No. PPRO/015/P/005 5th Revision July 1, 2023.

In order to ensure accountability and transparency, all goods/services procurement transactions at PP Properti, from tenders to procurement implementation, are carried out systemically through E-PROC. Therefore, the Company is not responsible for goods/services procurement transactions carried out without using this system, and therefore all legal issues that arise are not the responsibility of the Company, but are the personal responsibility of the signing party. Complete information about E-PROC can be accessed at <https://epproc.pp-properti.com/login>.

In the process of procuring goods and services, the Company has established supplier assessment criteria, including having an Environmental Impact Analysis (AMDAL) document and the use of environmentally friendly materials.

In collaborating with suppliers, the Company is committed to empowering local suppliers, namely suppliers who run businesses and are domiciled in Indonesia, consisting of SOE, private companies and Micro, Small and Medium Enterprises (MSMEs). Through such empowerment, national suppliers will progress and develop, which in turn will make their economy stronger. Apart from national suppliers, the Company also opens up opportunities to collaborate with overseas/foreign suppliers, namely suppliers who run businesses and are domiciled outside Indonesia. Collaboration with foreign suppliers is carried out if the goods and services required by the Company cannot be fulfilled by national suppliers or because there are special reasons/considerations. With these criteria, complete data on suppliers of goods and services and contract values are presented in the following table:



Pemasok Barang Tahun 2021-2023

Goods Suppliers 2021-2023

Keterangan Information	Jumlah Pemasok Number of Suppliers			Nilai Kontrak Pekerjaan (dalam Juta Rupiah) Work Contract Value (in Million Rupiah)		
	2023	2022	2021	2023	2022	2021
Pemasok Nasional National Supplier	110	150	157	248.870	1.395.812	2.002.505
Pemasok Luar Negeri Overseas Suppliers	-	-	-	-	-	-
Total	110	150	157	248.870	1.395.812	2.002.505

Pemasok Jasa Tahun 2021-2023

Service Suppliers 2021-2023

Keterangan Information	Jumlah Pemasok Number of Suppliers			Nilai Kontrak Pekerjaan (dalam Juta Rupiah) Work Contract Value (in Million Rupiah)		
	2023	2022	2021	2023	2022	2021
Pemasok Nasional National Suppliers	124	130	132	80.106	75.421	87.890
Pemasok Luar Negeri Overseas Suppliers	-	-	1	-	-	126
Total	124	130	133	80.106	75.421	88.016

Dalam menjalankan kegiatan operasionalnya, Perseroan melakukan sinergi dengan Entitas Anak yang diuraikan pada tabel berikut.

In carrying out its operational activities, the Company synergizes with Subsidiaries as described in the following table.

Entitas Anak Subsidiaries	Sinergi Synergy
PT Gitanusa Sarana Niaga	Perusahaan yang bergerak dalam bidang Properti dan Realiti. Perusahaan yang mengelola <i>Leasing Mall</i> dan <i>Trade Centre</i> di kawasan Kaza City, Surabaya Timur, yang merupakan salah satu wilayah padat penduduk di ibukota Jawa Timur. Companies operating in the Property and Realty sector. The company manages the Leasing Mall and Trade Center in the Kaza City area, East Surabaya, which is one of the densely populated areas in the capital of East Java.
PT Hasta Kreasimandiri	Perusahaan bergerak dalam bidang Properti. Perusahaan yang mengelola kawasan properti yang berada di pusat kota Balikpapan. The company operates in the property sector. A company that manages property areas in the center of Balikpapan city.
PT Wisma Seratus Sejahtera	Perusahaan yang bergerak dalam bidang Pembangunan, Perdagangan, dan Jasa. Perusahaan yang mengembangkan lahan untuk pembangunan apartemen Evencio di Jalan Margonda, Depok, Jawa Barat. Companies operating in the fields of Development, Trade and Services. The company developing land for the construction of Evencio apartments on Jalan Margonda, Depok, West Java.

Entitas Anak Subsidiaries	Sinergi Synergy
PT PP Properti Jababeka Residence	<p>Perusahaan yang bergerak dalam bidang Pembangunan, Perdagangan, dan Jasa. Perusahaan yang mengelola kawasan Little Tokyo di Cikarang, Jawa Barat.</p> <p>Companies operating in the fields of Development, Trade and Services. The company that manages the Little Tokyo area in Cikarang, West Java.</p>
PT PP Properti Sampurna Jaya	<p>Perusahaan yang bergerak dalam bidang Pembangunan, Perdagangan, dan Jasa. Perusahaan yang mengembangkan proyek Apartemen Westown View.</p> <p>Companies operating in the fields of Development, Trade and Services. The company developing the Westown View Apartment project.</p>
PT Limasland Realty Cilegon	<p>Perusahaan yang bergerak dalam bidang Pembangunan, Perdagangan, dan Jasa. Perusahaan yang mengembangkan apartemen dengan nama Green Park Terrace yang terletak di Kota Cilegon.</p> <p>Companies operating in the fields of Development, Trade and Services. The company that develops apartments with the name Green Park Terrace is located in Cilegon City.</p>
PT Grahaprima Realtindo	<p>Perusahaan yang sedang mengembangkan apartemen di wilayah Babarsari, Yogyakarta.</p> <p>A company that is developing apartments in the Babarsari area, Yogyakarta.</p>
PT Pekanbaru Permai Propertindo	<p>Perusahaan yang bergerak dalam bidang pembangunan, perdagangan dan jasa. Perusahaan yang mengembangkan konsep <i>mixed use development</i> yang terdiri dari <i>condotel, mall, shop house</i>, dan residential berupa rumah tapak dan memiliki kegiatan usaha di Pekanbaru, Riau.</p> <p>Companies engaged in development, trade and services. The company is developing a mixed-use development concept consisting of condotels, malls, shop houses and residential in the form of landed houses and has business activities in Pekanbaru, Riau.</p>
PT PP Properti Suramadu	<p>Perusahaan yang bergerak dalam bidang Perdagangan, Jasa, Pembangunan, <i>Realty, Building Management</i>. Perusahaan yang mengembangkan lahan yang terletak di Suramadu, Surabaya.</p> <p>Companies operating in the fields of Trade, Services, Development, Realty, Building Management. A company that develops land located in Suramadu, Surabaya.</p>
PT PPRO BIJB Aerocity Development	<p>Perusahaan yang bergerak dalam bidang Perdagangan, Jasa, Pembangunan, <i>Realty, Building Management</i>. Perusahaan yang mengembangkan Business Park I Aerocity Kertajati, Majalengka.</p> <p>Companies operating in the fields of Trade, Services, Development, Realty, Building Management. The company that developed Business Park I Aerocity Kertajati, Majalengka.</p>

Selain itu, Perseroan juga memiliki hubungan bisnis dalam bentuk Ventura Bersama/Kerja Sama Operasi (KSO) dengan KSO Perkasa Abadi dan KSI PP-Grand Soho.

Apart from that, the Company also has business relationships in the form of Joint Ventures/Joint Operations (KSO) with KSO Perkasa Abadi and KSI PP-Grand Soho.



Keanggotaan Asosiasi [OJK C.5, GRI 2-28]

Association Membership [OJK C.5, GRI 2-28]

Untuk memperkuat bisnis Perusahaan, PP Properti telah bergabung dalam keanggotaan asosiasi, diantaranya adalah:

To strengthen the Company's business, PP Properti has joined membership associations, including:

Nama Asosiasi Association Name	Lingkup Scope	Peran dan Kontribusi PP Properti Role and Contribution of PP Properti
<i>Real Estate Indonesia (REI)</i>	Nasional National	Anggota Member
Asosiasi Emiten Indonesia (AEI) Association of Indonesian Issuers (AEI)	Nasional National	Anggota Member
Asosiasi Pengelola Pusat Perbelanjaan Indonesia (APPBI) Indonesian Shopping Center Management Association (APPBI)	Nasional National	Anggota Member
Perhimpunan Hotel dan Restoran Indonesia (PHRI) Indonesian Hotel and Restaurant Association (PHRI)	Nasional National	Anggota Member
Indonesia Corporate Secretary Association (ICSA) Indonesian Corporate Secretaries Association (ICSA)	Nasional National	Anggota Member
Asosiasi Auditor Internal (AAI) Association of Internal Auditors (AAI)	Nasional National	Anggota Member

Perubahan Perusahaan yang Bersifat Signifikan pada Organisasi [OJK C.6, GRI 2-6]

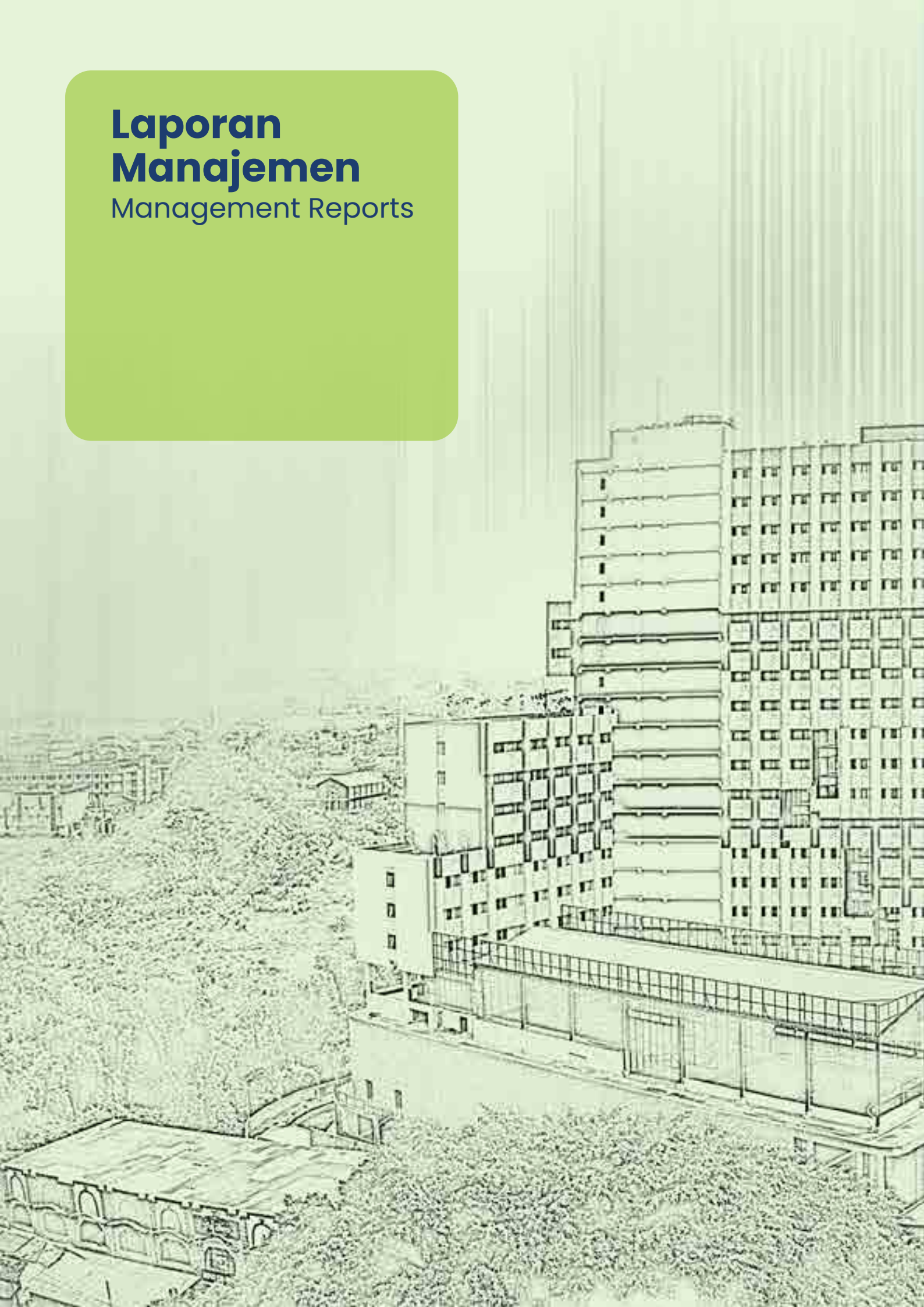
Company Changes that are Significant to the Organization [OJK C.6, GRI 2-6]

Selama periode pelaporan, tidak terdapat perubahan perusahaan yang bersifat signifikan.

During the reporting period, there were no significant company changes.

Laporan Manajemen

Management Reports





PROPERTI
Beyond Space



Begawan Apartment

Penjelasan Direksi [OJK D.1, GRI 2-22]

Board Of Directors Explanation i [OJK D.1, GRI 2-22]



Daniel Rinsani Pakpahan

Direktur Utama
President Director



Pemegang saham dan para pemangku kepentingan yang kami hormati,

Puji syukur tak lupa kami panjatkan atas kehadiran Tuhan Yang Maha Esa. Karena atas rahmat dan karunia-Nya, Perusahaan dapat melalui tahun 2023 yang penuh dengan tantangan. Berbagai tantangan yang berhasil dilewati oleh Perusahaan di tahun 2023 merupakan wujud dari optimisme Perusahaan akan bangkitnya sektor properti di Indonesia yang ditindaklanjuti dengan berbagai strategi korporasi yang ditetapkan Perusahaan.

Pada kesempatan ini, kami akan menyampaikan penjelasan Direksi yang berisi tentang berbagai pencapaian, isu yang dihadapi, serta pengelolaan dan upaya mitigasi yang dilakukan sepanjang tahun 2023. Penjelasan Direksi terdiri dari beberapa bagian meliputi kebijakan untuk merespon tantangan dalam pemenuhan strategi keberlanjutan, penerapan pembangunan berkelanjutan, dan strategi pencapaian target.

KEBIJAKAN UNTUK MERESPON TANTANGAN DALAM PEMENUHAN STRATEGI KEBERLANJUTAN

Nilai-nilai keberlanjutan merupakan pondasi dalam menjalankan kegiatan usaha berdasarkan prinsip-prinsip keberlanjutan. Perusahaan telah menetapkan nilai-nilai keberlanjutan yaitu Perusahaan senantiasa berkomitmen untuk memiliki pertumbuhan yang berkesinambungan (*Sustainability Growth*) dan melaksanakan tanggung jawab sosial kepada masyarakat dan lingkungan. Nilai-nilai keberlanjutan ini dikembangkan berdasarkan visi dan misi Perusahaan.

Perusahaan masih menghadapi berbagai isu keberlanjutan khususnya pada aspek ekonomi yang terlihat dari dibukukannya kerugian tahun 2023. Oleh karena itu, ke depannya Perusahaan akan berfokus kepada strategi korporasi, yaitu dengan melakukan optimalisasi *Stock Reduction* pada unit *ready stock*, optimalisasi dan peningkatan *Cash In* serta perkuatan Departemen *Account Receivable*, perkuatan Direktorat Pemasaran dan peningkatan kualitas pemasaran.

Perusahaan akan senantiasa berkomitmen dalam menerapkan pembangunan berkelanjutan. Komitmen tersebut diwujudkan dengan menjalankan kegiatan usaha yang selaras dengan *Sustainable Development Goals* (SDGs). Pada tahun 2023, Perusahaan menekankan pada pengelolaan Kesehatan dan Keselamatan Kerja (K3), Pelatihan dan Pendidikan, Kesehatan dan Keselamatan Pelanggan, Limbah serta Emisi. Hal tersebut sejalan dengan SDGs *good health and well-being, quality education, gender equality, clean water and sanitation,*

Dear shareholders and stakeholders

We do not forget to send gratitude for the presence of God Almighty. Because of His mercy and grace, the Company can go through 2023 which is full of challenges. The various challenges that the Company has successfully overcome in 2023 are a manifestation of the Company's optimism about the revival of the property sector in Indonesia which has been followed up with various corporate strategies determined by the Company.

On this occasion, we will present the Board of Directors' explanation containing various achievements, issues faced, as well as management and mitigation efforts carried out throughout 2023. The Board of Directors' explanation consists of several parts including policies to respond to challenges in fulfilling sustainability strategies, implementing sustainable development, and target achievement strategies.

POLICIES TO RESPOND TO CHALLENGES IN FULFILLING SUSTAINABILITY STRATEGIES

Sustainability values are the foundation for carrying out business activities based on sustainability principles. The Company has established sustainability values, namely that the Company is always committed to having sustainable growth (*Sustainability Growth*) and carrying out social responsibility to society and the environment. These sustainability values were developed based on the Company's vision and mission.

The Company is still facing various sustainability issues, especially in the economic aspect, which can be seen from recording losses in 2023. Therefore, in the future the Company will focus on corporate strategy, namely by optimizing *Stock Reduction* in ready stock units, optimizing and increasing *Cash In* and strengthening Departments. *Account Receivable*, strengthening the Marketing Directorate and improving marketing quality.

The company will always be committed to implementing sustainable development. This commitment is realized by carrying out business activities that are in line with the *Sustainable Development Goals* (SDGs). In 2023, the Company emphasizes the management of Occupational Health and Safety (OHS), Training and Education, Customer Health and Safety, Waste and Emissions. This is in line with the SDGs *good health and well-being, quality education, gender equality, clean water and sanitation, decent work and economic growth,*

decent work and economic growth, sustainable cities and communities, responsible consumption and production, climate action, life below water, life on land, serta peace, justice and strong institutions. Kontribusi Perusahaan pada SDGs yang lain juga senantiasa dikembangkan sejalan dengan kegiatan bisnis Perusahaan.

Sepanjang tahun 2023, Perusahaan berhasil mencapai kinerja keberlanjutan baik aspek ekonomi, lingkungan dan sosial. Dari aspek ekonomi, Perusahaan telah mampu meningkatkan kuantitas produk terjual menjadi sebesar 1.684 unit meningkat dibandingkan tahun 2022 sebesar 1.403 unit.

Pada aspek lingkungan, Perusahaan berhasil menurunkan penggunaan BBM menjadi sebesar 2.633 gigajoule menurun dibandingkan dengan tahun 2022 yaitu sebesar 5.437 gigajoule. Perusahaan juga berhasil menurunkan emisi GRK cakupan 1 di tahun 2023 sebesar 187,55 Ton CO₂-eq dibandingkan dengan tahun 2022. Sedangkan, pada aspek sosial, Perusahaan berhasil mengelola K3 yang tercermin dengan tidak ada kecelekaan kerja sepanjang tahun 2023. Di tahun 2023, terdapat penurunan tingkat turnover karyawan menjadi sebesar 1,6% menurun dibandingkan dengan tahun 1,84% yang menunjukkan bahwa Perusahaan telah berhasil mempertahankan tingkat loyalitas karyawan.

Namun demikian, Perusahaan masih menghadapi tantangan dalam menerapkan pembangunan berkelanjutan berupa penguasaan kompetensi pada bidang keberlanjutan. Oleh karenanya, Perusahaan telah melakukan berbagai pelatihan secara berkelanjutan baik di level Dewan Komisaris, Direksi, dan Pejabat di bawah Direksi.

PENERAPAN PEMBANGUNAN BERKELAJUTAN

Selama tahun 2023, Perusahaan telah mencapai berbagai target yang telah ditetapkan. Pada aspek ekonomi, Perusahaan berhasil mencapai target penurunan hutang sebesar 105,49%. Pada aspek sosial, Perusahaan berhasil mencapai indeks kepuasan pelanggan yaitu sebesar 92,24% melebihi dari yang ditargetkan yaitu sebesar 85%. Pada aspek lingkungan, Perusahaan berhasil mencapai target peningkatan pemanfaatan teknologi sebesar 100%. Sedangkan, pada aspek tata kelola, Perusahaan berhasil mencapai target peningkatan skor tata kelola dengan ketercapaian sebesar 100,78%. Perusahaan juga berhasil mencapai target peningkatan talent dan manajemen organisasi sebesar 101,67%.

sustainable cities and communities, responsible consumption and production, climate action, life below water, life on land, as well as peace, justice and strong institutions. The Company's contribution to other SDGs is also always developed in line with the Company's business activities.

Throughout 2023, the Company succeeded in achieving sustainable performance in both economic, environmental and social aspects. From an economic aspect, the Company has been able to increase the quantity of products sold to 1,633 units, an increase compared to 2022 of 1,538 units.

In terms of the environmental aspect, the Company succeeded in reducing fuel use to 2,633 gigajoules, a decrease compared to 2022, which was 5,437 gigajoules. The Company also succeeded in reducing scope 1 GHG emissions in 2023 by 187.55 Tons CO₂-eq compared to 2022. Meanwhile, in the social aspect, the Company succeeded in managing OHS which was reflected in the absence of work accidents throughout 2023. In 2023, there were the employee turnover rate decreased to 1.6% compared to 1.84% in the year, which shows that the Company has succeeded in maintaining the level of employee loyalty.

However, the Company still faces challenges in implementing sustainable development in the form of mastering competencies in the field of sustainability. Therefore, the Company has carried out various ongoing training at the level of the Board of Commissioners, Board of Directors and Officials under the Board of Directors.

IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT

During 2023, the Company has achieved various targets that have been set. In the economic aspect, the Company succeeded in achieving its debt reduction target of 105.49%. In the social aspect, the Company succeeded in achieving a customer satisfaction index of 92.24%, exceeding the target of 85%. In the environmental aspect, the Company succeeded in achieving the target of increasing technology utilization by 100%. Meanwhile, in the governance aspect, the Company succeeded in achieving the target of increasing its governance score with an achievement of 100.78%. The company also succeeded in achieving the target of increasing talent and organizational management by 101.67%.



Di samping itu, pada tahun 2023, Perusahaan telah mendapatkan berbagai prestasi dengan diperolehnya berbagai penghargaan terkait keberlanjutan. Perusahaan telah berhasil mendapatkan penghargaan Penganugerahan Transparansi Emisi Korporasi 2023 dengan kategori Gold yang diberikan oleh B Universe.

STRATEGI PENCAPAIAN TARGET

Dalam upaya Perusahaan untuk mencapai target keberlanjutannya, Perusahaan menyadari atas pentingnya pengelolaan risiko keberlanjutan. Perusahaan telah merapkan praktik Manajemen Risiko Korporasi yang difokuskan pada 3 (tiga) elemen utama, yaitu Tata Kelola Risiko, Infrastruktur Pengelolaan Risiko dan Proses Pengelolaan Risiko.

Perusahaan telah menetapkan 5 (lima) risiko utama dan pengelolannya. Terkait dengan risiko operasional proyek, Perusahaan telah memiliki upaya mitigasi dengan melakukan peningkatan kompetensi melalui *training* baik internal maupun eksternal dan penggunaan vendor yang berpengalaman di bidang tertentu, menjalankan strategi *partnership* dengan investor atau partner untuk pengembangan proyek, melakukan efisiensi biaya Perusahaan dan proyek.

Pada risiko keuangan, Perusahaan telah menetapkan upaya mitigasi dengan memberikan dukungan kepada PT PP (Persero) Tbk. selaku induk, meningkatkan *surplus cash flow* operasi melalui divestasi saham dan penjualan lahan, melakukan percepatan *cash in* dan sistem monitoring account receivable (AR), melakukan efisiensi biaya operasional Perusahaan dan proyek, dan menjaga utang berbunga pada tingkat yang optimum dan meningkatkan EBITDA Perusahaan. Pada risiko pemasaran, Perusahaan memiliki upaya mitigasi dengan melakukan *marketing development and market penetration* melalui strategi digital marketing, peningkatan kinerja *sales*, dan menjalankan strategi marketing B2B untuk peningkatan kinerja penjualan.

Pada risiko hukum, Perusahaan telah melakukan upaya mitigasi dengan memastikan kegiatan bisnis telah sesuai dengan peraturan perundang-undangan yang berlaku. Sedangkan pada risiko divestasi dan penjualan aset, Perusahaan melakukan upaya mitigasi dengan menjalankan strategi *partnership* dengan investor atau partner untuk pengembangan proyek, melakukan efisiensi biaya Perusahaan dan proyek, serta melakukan evaluasi dan *monitoring* kegiatan divestasi.

In addition, in 2023, the Company has achieved various achievements by obtaining various awards related to sustainability. The company has succeeded in receiving the 2023 Corporate Emission Transparency Award in the Gold category given by B Universe.

TARGET ACHIEVEMENT STRATEGY

In the Company's efforts to achieve its sustainability targets, the Company is aware of the importance of managing sustainability risks. The Company has implemented Corporate Risk Management practices which focus on 3 (three) main elements, namely Risk Governance, Risk Management Infrastructure and Risk Management Process.

The Company has determined 5 (five) main risks and their management. Regarding project operational risks, the Company has made mitigation efforts by increasing competency through both internal and external training and using vendors who are experienced in certain fields, implementing partnership strategies with investors or partners for project development, implementing company and project cost efficiency.

Regarding financial risks, the Company has established mitigation efforts by providing support to PT PP (Persero) Tbk. as parent Company, increasing operating cash flow surpluses through share divestment and land sales, accelerating cash in and account receivable (AR) monitoring systems, making operational cost efficiency for the Company and projects, and maintaining interest-bearing debt at an optimum level and increasing the Company's EBITDA. Regarding marketing risks, the Company has mitigation efforts by carrying out marketing development and market penetration through digital marketing strategies, increasing sales performance, and implementing B2B marketing strategies to increase sales performance.

Regarding legal risks, the Company has made mitigation efforts by ensuring business activities are in accordance with applicable laws and regulations. Meanwhile, regarding the risk of divestment and asset sales, the Company makes mitigation efforts by implementing a partnership strategy with investors or partners for project development, implementing company and project cost efficiency, as well as evaluating and monitoring divestment activities.

Selain pengelolaan risiko, Perusahaan juga senantiasa memanfaatkan peluang dan prospek usaha dalam rangka mencapai target yang telah ditetapkan oleh Perusahaan. Kondisi perekonomian global yang tidak menentu, inflasi yang mengalami kenaikan, serta menjelang tahun politik 2024 menciptakan ketidakpastian yang cukup besar bagi sektor properti. Hal ini dikarenakan sebagian orang mungkin menunda pembelian properti dan sebagiannya memanfaatkan kondisi tersebut untuk melakukan investasi.

Dalam mengatasi hal tersebut, Perusahaan telah mengambil sejumlah inisiatif strategis, baik dalam rangka menurunkan unit stok, memperkuat arus kas, hingga melakukan divestasi atas aset dan investasi yang kurang menguntungkan. Strategi optimalisasi aset dikembangkan melalui 2 (dua) hal, yaitu penjualan lahan serta divestasi. Strategi penurunan unit stok dilakukan Perusahaan terutama untuk menindaklanjuti unit stok apartemen yang masih dalam persediaan tinggi, serta adanya pembatalan pembelian unit apartemen. Strategi *Remodelling* menjadi salah satu upaya Perusahaan untuk memperkuat bisnisnya secara berkelanjutan.

Selain itu, Perusahaan juga melakukan pemanfaatan maksimal terhadap stimulus positif dari Pemerintah berupa Program Insentif Pajak Pertambahan Nilai (PPN) yakni PPN yang ditanggung Pemerintah untuk pembelian rumah atau properti dengan nilai kurang dari Rp2 miliar. Atas penentuan penetrasi pasar yang sesuai dan penetapan harga jual sesuai dengan pangsa pasar, Perusahaan optimis dapat meningkatkan kinerja di tahun 2024.

Seiring pulihnya perekonomian pasca pandemi dan didukung oleh mobilitas masyarakat yang sudah kembali normal, pertumbuhan ekonomi Indonesia diperkirakan akan meningkat menjadi 5,3% di tahun 2024 pembelian properti akan dilirik oleh para konsumen maupun investor. Namun di tahun 2024, kondisi perekonomian akan kembali menghadapi resesi, kenaikan suku bunga, serta kenaikan inflasi yang signifikan dimana akan menjadi tantangan bagi Perusahaan. Namun di sisi lain, Pemerintah telah program prioritas pembangunan nasional dalam agenda Rencana Kerja Pemerintah (RKP) Tahun 2024 antara lain pembangunan infrastruktur untuk memenuhi ketersediaan layanan dasar, peningkatan produktivitas dan mendukung penyelesaian Proyek Prioritas dan Strategis. Hal ini akan menjadi peluang bagi Perusahaan dan berdampak positif pada keberlanjutan usaha Perusahaan di masa yang akan datang.

Apart from risk management, the Company also always takes advantage of business opportunities and prospects in order to achieve the targets set by the Company. Uncertain global economic conditions, rising inflation, and the approach of the 2024 political year have created considerable uncertainty for the property sector. This is because some people may delay purchasing property and some may take advantage of this condition to make investments.

In overcoming this, the Company has taken a number of strategic initiatives, both in terms of reducing stock units, strengthening cash flow, and divesting less profitable assets and investments. The asset optimization strategy was developed through 2 (two) things, namely land sales and divestment. The Company's strategy to reduce stock units is mainly to follow up on apartment stock units that are still in high supply, as well as cancellations of apartment unit purchases. The Remodeling Strategy is one of the Company's efforts to strengthen its business in a sustainable manner.

Apart from that, the Company also makes maximum use of positive stimulus from the Government in the form of the Value Added Tax (VAT) Incentive Program, namely VAT borne by the Government for the purchase of a house or property with a value of less than IDR 2 billion. Based on determining appropriate market penetration and setting selling prices in accordance with market share, the Company is optimistic that it can improve performance in 2024.

As the economy recovers after the pandemic and is supported by people's mobility returning to normal, Indonesia's economic growth is expected to increase to 5.3% in 2024. Property purchases will be attracted by consumers and investors. However, in 2024, economic conditions will again face a recession, rising interest rates and a significant increase in inflation which will be a challenge for the Company. However, on the other hand, the Government has prioritized national development programs in the 2024 Government Work Plan (RKP) agenda, including infrastructure development to meet the availability of basic services, increase productivity and support the completion of Priority and Strategic Projects. This will be an opportunity for the Company and have a positive impact on the sustainability of the Company's business in the future.



APRESIASI

Berbagai pencapaian di tahun 2023, merupakan cerminan atas komitmen Perusahaan dan dukungan dari berbagai pihak, sehingga Perusahaan dapat menjalankan aktivitas bisnisnya secara berkelanjutan. Untuk itu, kami mengucapkan terima kasih pada seluruh pemangku kepentingan Perusahaan yang telah memberikan kepercayaan penuh, sehingga Perusahaan dapat melalui tahun 2023 dengan baik, serta mampu mencatatkan berbagai prestasi. Kami memberikan apresiasi sebesar-besarnya kepada seluruh pemangku kepentingan yang selalu memberikan dukungan, serta kepercayaan kepada Perusahaan. Kami berharap, dukungan dan kepercayaan para pemangku kepentingan dapat terus diberikan, agar kami bisa menjalankan bisnis ini secara berkelanjutan.

APPRECIATION

The various achievements in 2023 reflects the Company's commitment and support from various parties, so that the Company can carry out its business activities sustainably. For this reason, we would like to thank all the Company's stakeholders who have given their full trust, so that the Company can go through 2023 well, and be able to record various achievements. We give our deepest appreciation to all stakeholders who always provide support and trust in the Company. We hope that the support and trust of stakeholders can continue to be given, so that we can run this business sustainably.

Jakarta, 30 April 2024
Jakarta, April 30, 2024

Daniel Rinsani Pakpahan

Direktur Utama
President Director

Tanggung Jawab Laporan Keberlanjutan [GRI 2-14]

Responsibility for Sustainability Report [GRI 2-14]

Kami yang bertandatangan di bawah ini telah meninjau dan menyetujui atas semua informasi yang disampaikan dalam Laporan Keberlanjutan PT PP Properti Tbk Tahun 2023. Kami bertanggungjawab penuh atas kebenaran isi laporan telah sesuai dengan Peraturan OJK No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik.

We, the undersigned, have reviewed and approved all the information submitted in the 2023 PT PP Properti Tbk Sustainability Report. We are fully responsible for the correctness of the report's contents in accordance with OJK Regulation No. 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies.

Jakarta, 30 April 2024

Jakarta, April 30, 2024

Dewan Komisaris
Board of Commissioners



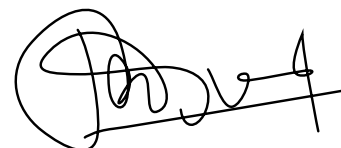
Tommy Wiranata Anwar

Komisaris Utam
President Commissioner



**Irjen Pol (Purn) Drs. Aryanto Sutadi,
M.Sc., M.Hum**

Komisaris Independen/Ketua Komite Audit
Independent Commissioner/ Chair of the
Audit Committee
Director of Finance



Budiyo

Komisaris Independen
Independent Commissioner



Tanggung Jawab Laporan Keberlanjutan [GRI 2-14]

Responsibility for Sustainability Report [GRI 2-14]

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Jakarta, 30 April 2024

Jakarta, April 30, 2024

Dewan Direksi
Board of Directors

Daniel Rinsani Pakpahan

Direktur Utama
President Director

Deni Budiman

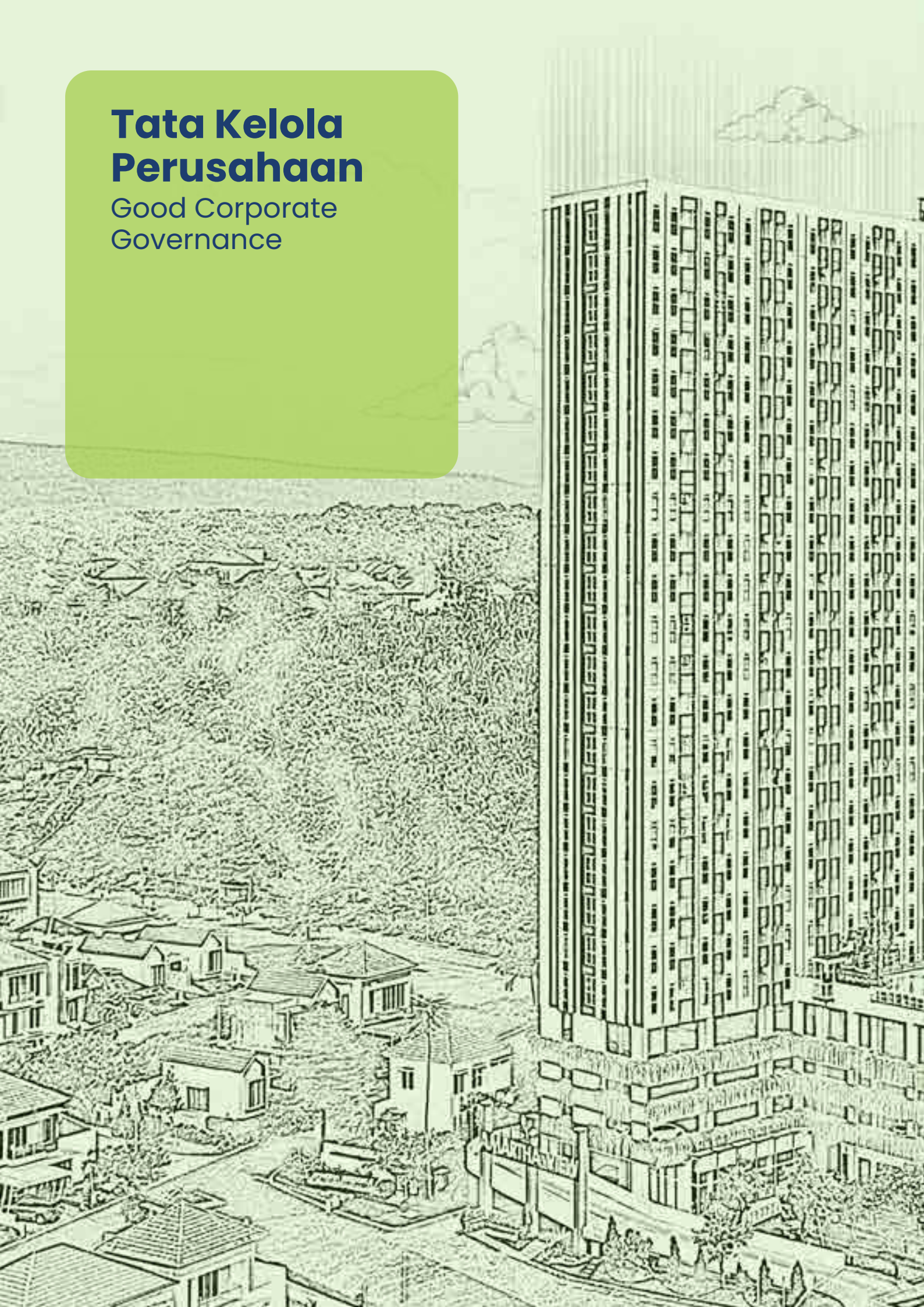
Direktur Keuangan
Director of Finance

Dyah Rahadyannie

Direktur Pengembangan Bisnis dan *Human Capital Management*
Director of Business Development and Human Capital Management

Tata Kelola Perusahaan

Good Corporate
Governance





PROPERTI
Beyond Space



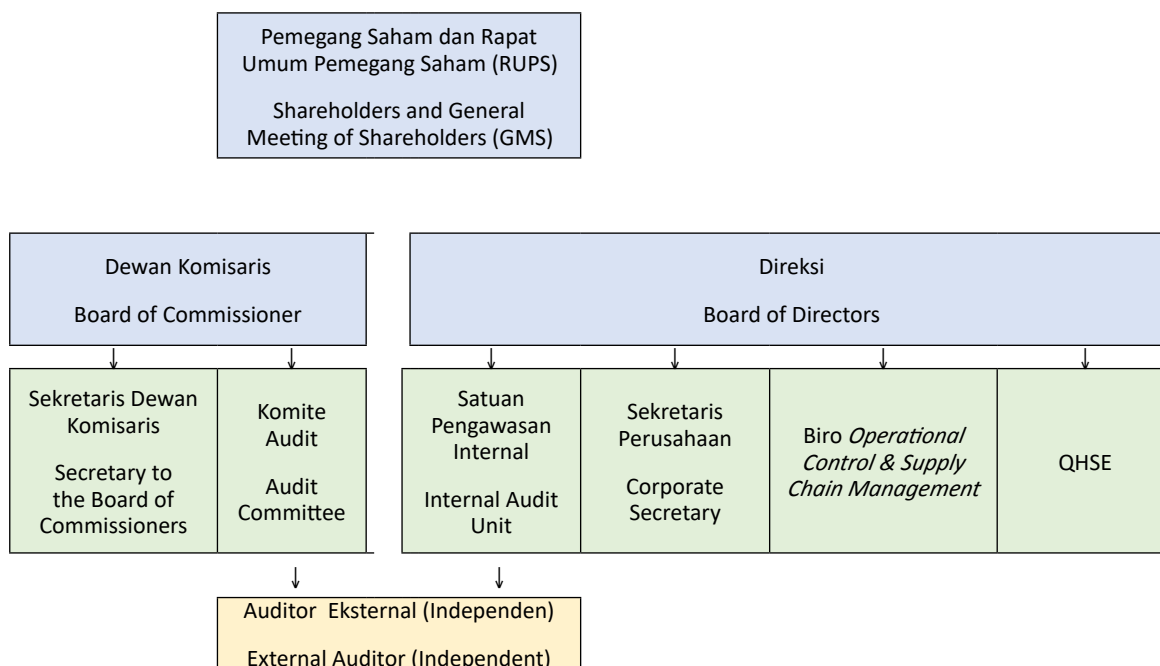
Amartha View Apartment

Struktur dan Komposisi Governance [GRI 2-9, GRI 2-11]

Governance Structure and Composition [GRI 2-9, GRI 2-11]

Sesuai dengan Undang-undang No. 40 Tahun 2007 tentang Perseroan Terbatas, serta Pedoman GCG PT PP Properti Tbk yang terbit pada 29 Juli 2021, struktur Tata Kelola PP Properti terdiri dari Rapat Umum Pemegang Saham (RUPS), Dewan Komisaris dan Direksi sebagai Organ Utama. Selain itu, untuk menunjang pelaksanaan tugas dan kewajibannya dengan baik, Dewan Komisaris dibantu Organ Pendukung berupa Sekretaris Komisaris dan Komite Audit, sedangkan Direksi dibantu oleh Biro Sekretaris Perusahaan, Biro Satuan Pengawas Internal, Biro Pengendalian Operasi & Supply Chain Management dan Biro QHSE. Komisaris Utama dan Direktur Utama merupakan ketua badan tata kelola tertinggi dan bukan merupakan pejabat eksekutif. Adapun struktur tata kelola tahun 2023 digambarkan dalam bagan berikut:

In accordance with Law no. 40 of 2007 concerning Limited Liability Companies, as well as the GCG Guidelines for PT PP Properti Tbk which were published on July 29, 2021, the Governance structure of PP Properti consists of the General Meeting of Shareholders (GMS), the Board of Commissioners and Directors as the Main Organs. In addition, to support the proper implementation of its duties and obligations, the Board of Commissioners is assisted by supporting organs in the form of the Commissioner’s Secretary and Audit Committee, while the Board of Directors is assisted by the Corporate Secretary and Audit Committee, while the Board of Directors is assisted by the Corporate Secretary Bureau, Internal Supervisory Unit Bureau, Operations Control & Supply Chain Management Bureau and QHSE Bureau. The President Commissioner and President Director are the heads of the highest governance body and are not executive officers. The governance structure for 2023 is depicted in the following chart:



Note: infografis

- : Organ Utama / Main Organs
- : Organ Pendukung Dewan Komisaris dan Direksi / Supporting Organs of the Board of Commissioners and Board of Directors
- : Organ Pendukung Eksternal / External Support Organs



Profil Dewan Komisaris dan Direksi termasuk Komisaris Independen telah disampaikan pada bagian Profil Perusahaan Laporan Tahunan PT PP Properti Tbk. tahun 2023. Sedangkan, profil komite dan organ pendukung Dewan Komisaris dan Direksi telah disampaikan pada bagian Tata Kelola Perusahaan Laporan Tahunan PT PP Properti Tbk. tahun 2023.

The profiles of the Board of Commissioners and Directors including Independent Commissioners have been presented in the Company Profile section of the Annual Report of PT PP Properti Tbk. in 2023. Meanwhile, the profile of the committees and supporting organs of the Board of Commissioners and Directors has been presented in the Corporate Governance section of the Annual Report of PT PP Properti Tbk. in 2023.

Conflict of Interest [GRI 2-15]

Conflict of Interest [GRI 2-15]

Perusahaan senantiasa menghindari adanya benturan kepentingan. Perusahaan telah memiliki Pedoman Konflik Kepentingan yang mengatur hal-hal yang terkait dengan etika dalam Konflik Kepentingan. Dalam pengelolaan benturan kepentingan Dewan Komisaris dan Direksi, Perusahaan telah memiliki Pedoman Tata Kerja Dewan Komisaris dan Pedoman Tata Kerja Direksi yang di dalamnya mencakup komitmen Dewan Komisaris dan Direksi untuk tidak memanfaatkan Perusahaan baik secara langsung maupun tidak langsung untuk kepentingan pribadi, keluarga maupun golongan tertentu.

Selama tahun 2023, anggota Dewan Komisaris dan Direksi tidak memiliki hubungan afiliasi (hubungan keluarga dan hubungan keuangan) dengan Dewan Komisaris dan Direksi lainnya serta pemegang saham utama/pengendali. Namun, terdapat hubungan afiliasi Dewan Komisaris dengan pemegang saham utama. Adanya hubungan afiliasi Dewan Komisaris baik dengan PT PP (Persero) Tbk selaku Pemegang Saham Utama/Pengendali Perusahaan tidak lepas dari representasi manajerial pemegang saham dalam Perusahaan yang terungkap dalam rangkap jabatan.

Informasi terkait hubungan afiliasi dan rangkap jabatan Dewan Komisaris dan Direksi telah disajikan dalam Bab Tata Kelola Perusahaan di Laporan Tahunan PT PP Properti Tbk. Tahun 2023.

The company always avoids conflicts of interest. The Company has a Conflict-of-Interest Guideline which regulates matters related to ethics in Conflict of Interest. In managing conflicts of interest for the Board of Commissioners and Directors, the Company has a Board of Commissioners Work Procedures Guide and a Board of Directors Work Procedures Guide which includes the commitment of the Board of Commissioners and Directors not to exploit the Company either directly or indirectly for personal, family or certain group interests.

During 2023, members of the Board of Commissioners and Directors have no affiliated relationships (family relationships and financial relationships) with other Board of Commissioners and Directors as well as major/controlling shareholders. However, there is an affiliate relationship between the Board of Commissioners and the main shareholders. The existence of an affiliated relationship between the Board of Commissioners and PT PP (Persero) Tbk as the Main Shareholder/Controller of the Company cannot be separated from the managerial representation of shareholders in the Company which is revealed in holding concurrent positions.

Information regarding affiliate relationships and concurrent positions of the Board of Commissioners and Directors has been presented in the Corporate Governance Chapter of the Annual Report of PT PP Properti Tbk. for 2023.



Nominasi dan Seleksi Dewan Komisaris dan Direksi [GRI 2-10]

Nomination and Selection of The Board of Commissioners and Board of Directors [GRI 2-10]

Pengelolaan nominasi Dewan Komisaris dan Direksi mengacu pada kebijakan entitas induk, PT PP (Persero) Tbk. Prosedur seleksi dan pengusulan Direksi Perusahaan mengacu kepada Peraturan Menteri BUMN No. PER-09/MBU/2012 tanggal 6 Juli 2012 tentang Perubahan atas Peraturan Menteri Negara BUMN No. PER-01/MBU/2011 tanggal 1 Agustus 2011 tentang Penerapan Tata Kelola Perusahaan yang Baik (*Good Corporate Governance*).

Proses pengangkatan seorang calon anggota Dewan Komisaris dan Direksi harus mengikuti proses Uji Kelayakan dan Kepatutan (UKK) yang dilakukan berdasarkan Peraturan Menteri BUMN No. PER-03/MBU/02/2012 tentang Pedoman Pengangkatan Anggota Direksi dan Anggota Dewan Komisaris Anak Perusahaan Badan Usaha Milik Negara. Informasi proses nominasi dan seleksi Dewan Komisaris dan Direksi secara lengkap telah disajikan pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan PT PP Properti Tbk. tahun 2023.

Management of nominations for the Board of Commissioners and Directors refers to the policies of the parent entity, PT PP (Persero) Tbk. The procedures for selecting and nominating Company Directors refer to the Minister of State-Owned Enterprises Regulation No. PER-09/MBU/2012 dated July 6, 2012 concerning Amendments to State Minister for State-Owned Enterprises Regulation No. PER-01/MBU/2011 dated August 1, 2011 concerning the Implementation of Good Corporate Governance.

The process of appointing a prospective member of the Board of Commissioners and Directors must follow the Fit and Proper Test (UKK) process which is carried out based on BUMN Ministerial Regulation No. PER-03/MBU/02/2012 concerning Guidelines for the Appointment of Members of the Board of Directors and Members of the Board of Commissioners of Subsidiaries of State-Owned Enterprises. Complete information on the nomination and selection process for the Board of Commissioners and Board of Directors has been presented in the Corporate Governance Chapter in the Annual Report of PT PP Properti Tbk. in 2023.

Penilaian Kinerja Dewan Komisaris dan Direksi [GRI 2-10]

Performance Assessment of The Board of Commissioners and Board of Directors [GRI 2-18]

Kriteria evaluasi kinerja Dewan Komisaris ditetapkan berdasarkan pada target kinerja dalam perjanjian penunjukan, baik sebagai anggota Dewan Komisaris maupun Direksi. Kinerja Dewan Komisaris dan Direksi dievaluasi setiap tahun oleh pemegang saham dalam RUPS berdasarkan kriteria evaluasi kinerja yang telah ditetapkan. Dalam penilaian kinerja terkait kinerja lingkungan dan sosial menggunakan *Key Performance Indicator* (KPI) divisi Sekretaris Perusahaan yang bertanggungjawab langsung kepada Direktur Utama.

The performance evaluation criteria for the Board of Commissioners are determined based on the performance targets in the appointment agreement, both as members of the Board of Commissioners and Directors. The performance of the Board of Commissioners and Directors is evaluated annually by shareholders at the GMS based on predetermined performance evaluation criteria. In assessing performance related to environmental and social performance, the Corporate Secretary division uses Key Performance Indicators (KPI), which is directly responsible to the President Director.

Hasil evaluasi kinerja masing-masing anggota Dewan Komisaris dan Direksi secara individual merupakan salah satu dasar pertimbangan bagi pemegang saham untuk melakukan penunjukan kembali. Hasil evaluasi terhadap kinerja Dewan Komisaris dan Direksi merupakan bagian yang tidak terpisahkan dalam skema remunerasi untuk Dewan Komisaris dan Direksi. Pembahasan terkait Penilaian Kinerja secara rinci telah disajikan pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan PT PP Properti Tbk. tahun 2023.

The results of the performance evaluation of each member of the Board of Commissioners and Directors individually are one of the basic considerations for shareholders to reappoint. The results of the evaluation of the performance of the Board of Commissioners and Directors are an inseparable part of the remuneration scheme for the Board of Commissioners and Directors. A detailed discussion regarding Performance Assessment has been presented in the Corporate Governance Chapter in the Annual Report of PT PP Properti Tbk. in 2023.

Kebijakan Remunerasi Dewan Komisaris dan Direksi [GRI 2-19, GRI 2-20, GRI 2-21]

Policy on Board of Commissioners and

Board of Directors Remuneration [GRI 2-19, GRI 2-20, GRI 2-21]

Remunerasi bagi anggota Dewan Komisaris dan Direksi dilakukan dengan basis formula yang ditetapkan oleh RUPS serta telah melalui kajian oleh Dewan Komisaris melalui pendalaman yang dilakukan oleh pemegang saham. Keputusan penetapan remunerasi Dewan Komisaris dan Direksi ditetapkan melalui RUPS Tahunan Perusahaan. Struktur remunerasi Dewan Komisaris dan Direksi mengacu pada Peraturan Menteri BUMN No. PER-12/MBU/11/2020 tanggal 22 Desember 2020 tentang Perubahan Kelima atas Peraturan Menteri BUMN No. PER-04/MBU/2014 tentang Pedoman Penetapan Penghasilan Direksi, Dewan Komisaris, dan Dewan Pengawas BUMN. Berdasarkan peraturan tersebut, komponen penghasilan Dewan Komisaris terdiri dari:

1. Remunerasi Dewan Komisaris
 - a. Honorarium.
 - b. Tunjangan.
 - c. Fasilitas.
 - d. Tantiem/Insentif Kinerja.
 - e. Pajak atas Honorarium, Tunjangan dan Fasilitas bagi Dewan Komisaris ditanggung dan menjadi beban Perusahaan. Sedangkan pajak atas Tantiem/Insentif Kinerja bagi Dewan Komisaris ditanggung dan menjadi beban masing-masing anggota Dewan Komisaris.
2. Remunerasi Direksi
 - a. Gaji.
 - b. Tunjangan.
 - c. Fasilitas.

Remuneration for members of the Board of Commissioners and Directors is carried out on the basis of a formula determined by the GMS and has been reviewed by the Board of Commissioners through in-depth research carried out by shareholders. The decision to determine the remuneration of the Board of Commissioners and Board of Directors is determined through the Company's Annual GMS. The remuneration structure for the Board of Commissioners and Directors refers to the Minister of State-Owned Enterprises Regulation No. PER-12/MBU/11/2020 dated December 22, 2020 concerning the Fifth Amendment to SOE Ministerial Regulation No. PER-04/MBU/2014 concerning Guidelines for Determining the Income of Directors, Board of Commissioners and Supervisory Boards of SOE. Based on these regulations, the income components of the Board of Commissioners consist of:

1. Remuneration of the Board of Commissioners
 - a. Honorarium.
 - b. Allowance.
 - c. Facility.
 - d. Tantiem/Performance Incentives.
 - e. Taxes on Honorarium, Allowances and Facilities for the Board of Commissioners are borne and borne by the Company. Meanwhile, taxes on bonuses/performance incentives for the Board of Commissioners are borne and borne by each member of the Board of Commissioners.
2. Remuneration of the Board of Directors
 - a. Wages.
 - b. Allowance.
 - c. Facility.



- d. Tantiem/Insentif Kinerja.
- e. Pajak atas Gaji, Tunjangan dan Fasilitas bagi Direksi ditanggung dan menjadi beban Perusahaan. Sedangkan pajak atas Tantiem/Insentif Kinerja bagi Direksi ditanggung dan menjadi beban masing-masing Direksi.

Penetapan remunerasi Dewan Komisaris dan Direksi berdasarkan pada pencapaian kinerja Perusahaan untuk tahun buku sebelumnya sebagaimana tertuang dalam Laporan Keuangan Audit, serta penilaian KPI tahun buku sebelumnya yang merupakan bahan pertimbangan dalam menetapkan tantiem tahun buku sebelumnya dan remunerasi untuk Direksi dan Dewan Komisaris.

Pengawasan proses penetapan remunerasi dilakukan langsung oleh Dewan Komisaris. Pelaksanaan fungsi Nominasi dan Remunerasi di lingkup PP Properti dilakukan oleh Dewan Komisaris dengan persetujuan pemegang saham melalui RUPS. Perusahaan memiliki prosedur bahwa struktur, kebijakan, dan besaran remunerasi harus dievaluasi oleh Dewan Komisaris paling kurang 1 (satu) kali dalam 1 (satu) tahun. Hasil pemungutan suara para pemangku kepentingan atas Persetujuan Tantiem, Gaji dan Honorarium berikut fasilitas serta tunjangan lainnya untuk anggota Direksi dan Dewan Komisaris Tahun 2023 telah disampaikan pada Bab Tata Kelola Perusahaan dalam Laporan Tahunan PT PP Properti tahun 2023.

Adapun rasio total kompensasi tertinggi terhadap total gaji tahunan rata-rata untuk semua karyawan, dan rasio persentase kenaikan total gaji tahunan untuk karyawan dengan level tertinggi terhadap rasio peningkatan persentase median total gaji untuk semua karyawan, sebagai berikut.

Keterangan Information	2023	2022	2021	Kenaikan (Penurunan) Increase (Decrease) 2023:2022
Total kompensasi tertinggi Total Highest compensation	31.189.400	33.663.890	33.574.315	(7,35%)
Total rata-rata kompensasi karyawan (selain kompensasi yang tertinggi) Total average employee compensation (other than the highest compensation)	6.142.741	5.886.149	7.290.855	4,36%
Rasio Total Kompensasi (A:B) Total Compensation Ratio (A:B)	5,08	5,72	4,60	

- d. Tantiem/Performance Incentives.
- e. Taxes on Salaries, Allowances and Facilities for Directors are borne and borne by the Company. Meanwhile, taxes on bonuses/performance incentives for directors are borne and borne by each director.

Determination of remuneration for the Board of Commissioners and Board of Directors is based on the Company's performance achievements for the previous financial year as stated in the Audited Financial Report, as well as the KPI assessment for the previous financial year which is taken into consideration in determining the tantiem for the previous financial year and remuneration for the Directors and Board of Commissioners.

Supervision of the remuneration determination process is carried out directly by the Board of Commissioners. The implementation of the Nomination and Remuneration functions within the scope of PP Properti is carried out by the Board of Commissioners with shareholder approval through the GMS. The company has a procedure that the structure, policies and amount of remuneration must be evaluated by the Board of Commissioners at least 1 (one) time in 1 (one) year. The results of the stakeholder voting on the Approval of Tantiem, Salary and Honorarium along with other facilities and allowances for members of the Board of Directors and Board of Commissioners in 2023 have been presented in the Corporate Governance Chapter in the 2023 Annual Report of PT PP Properti.

The ratio of the highest total compensation to the total average annual salary for all employees, and the ratio of the percentage increase in total annual salary for employees at the highest level to the ratio of the median percentage increase in total salary for all employees, is as follows.

Tata Kelola Keberlanjutan [OJK E]

Sustainability Governance [OJK E]

PENANGGUNG JAWAB PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.1, GRI 2-9, GRI 2-12, GRI 2-13]

Penerapan pembangunan berkelanjutan menjadi tanggung jawab Direksi. Direksi telah mendelegasikan penanggungjawab penerapan pembangunan berkelanjutan kepada Divisi Corporate Secretary. Dalam menjalankan tanggung jawabnya, Divisi Corporate Secretary dibantu oleh Divisi sebagai berikut.

Bagian Part	Tanggung Jawab Responsibility
<i>Business Development & Portofolio Management</i>	Pengembangan bisnis dan produk Business and product development
<i>Human Capital Management</i>	Ketenagakerjaan Employment
Teknologi Informasi Information Technology	Keamanan Siber Cyber Security
Akuntansi dan Keuangan Accounting and Finance	Kinerja ekonomi Economic performance
<i>Legal</i>	Kepatuhan Compliance
<i>Risk Management</i>	Manajemen risiko Risk Management
Internal Audit	Pengendalian internal Internal Control
<i>Operation control & SCM</i>	Operasional dan pengandaan Operations and multiplication
<i>Quality Health, Safety and Environment</i>	Kesehatan, keselamatan dan lingkungan Health, safety and environment

Seluruh pihak menjadi penanggungjawab atas pelaksanaan strategi dan program pembangunan berkelanjutan. Pengembangan tujuan, nilai, misi dan berbagai strategi serta kebijakan terkait pembangunan berkelanjutan dikoordinir oleh Direksi yang merupakan salah satu aspek yang mendapatkan pengawasan Dewan Komisaris. Efektivitas pelaksanaan pembangunan berkelanjutan dievaluasi secara berkala pada rapat pimpinan, khususnya dalam penyusunan RKAP yang dilakukan satu tahun sekali.

PENGEMBANGAN KOMPETENSI TERKAIT PEMBANGUNAN BERKELANJUTAN [OJK E.2, GRI 2-17]

Sepanjang tahun 2023, Perseroan telah melakukan pengembangan kompetensi bagi Dewan Komisaris terkait dengan pembangunan berkelanjutan. Adapun pelatihan/

RESPONSIBLE PERSON FOR IMPLEMENTING SUSTAINABLE DEVELOPMENT [OJK E.1, GRI 2-9, GRI 2-12, GRI 2-13]

Implementing sustainable development is the responsibility of the Board of Directors. The Board of Directors has delegated responsibility for implementing sustainable development to the Corporate Secretary Division. In carrying out its responsibilities, the Corporate Secretary Division is assisted by the following Divisions.

All parties are responsible for implementing sustainable development strategies and programs. The development of goals, values, missions and various strategies and policies related to sustainable development are coordinated by the Board of Directors, which is one aspect that is supervised by the Board of Commissioners. The effectiveness of the implementation of sustainable development is evaluated periodically at leadership meetings, especially in the preparation of the RKAP which is carried out once a year.

DEVELOPMENT OF COMPETENCIES RELATED TO SUSTAINABLE DEVELOPMENT [OJK E.2, GRI 2-17]

Throughout 2023, the Company has carried out competency development for the Board of Commissioners related to sustainable development. The training/competency



pengembangan kompetensi yang telah dilakukan adalah sebagai berikut.

development that has been carried out is as follows.

Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Dewan Komisaris

Table of Sustainable Development Competency Development for the Board of Commissioners

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Tommy Wiranata Anwar (Komisaris Utama) (President Commissioner)	<i>Executive Development Program</i>	GRC Master Class Program	Online, 27 Juni 2023 Online, June 27, 2023	Kementrian BUMN Ministry of State-Owned Enterprises
	<i>Executive Development Program</i>	GRC - ESG for Boards - Governance Of ESG	Online, 28 September 2023 Online, September 28, 2023	Kementrian BUMN Ministry of State-Owned Enterprises
	Motivasi Leadership Leadership Motivation	Sharing Session Legal Awareness	Auditorium Wisma Subiyanto Plaza PP, 29 September 2023 September 29, 2023	PT PP (Persero) Tbk
	<i>Executive Development Program</i>	GRC Integrated Information for Supervisory Board	Online, 05 Oktober 2023 Online, October 05, 2023	Kementrian BUMN Ministry of State-Owned Enterprises
	<i>Executive Development Program</i>	GRC - CG Methodology and Environmental and Social	Online, 25 Oktober 2023 Online, October 25, 2023	Kementrian BUMN Ministry of State-Owned Enterprises
	Motivasi Leadership Leadership Motivation	Sarasehan Direksi dan Komisaris Anak Perusahaan 2023 2023 Subsidiary Board of Directors and Commissioners Meeting	Auditorium Wisma Subiyanto Plaza PP, 08 November 2023 November 8, 2023	PT PP (Persero) Tbk
Aryanto Sutadi (Komisaris Independen) (Independent Commissioner)	Motivasi Leadership Leadership Motivation	Sarasehan Direksi dan Komisaris Anak Perusahaan 2023 2023 Subsidiary Board of Directors and Commissioners Meeting	Auditorium Wisma Subiyanto Plaza PP, 08 November 2023 November 8, 2023	PT PP (Persero) Tbk
Budiyono (Komisaris Independen) (Independent Commissioner)	Motivasi Leadership Leadership Motivation	Sarasehan Direksi dan Komisaris Anak Perusahaan 2023 2023 Subsidiary Board of Directors and Commissioners Meeting	Auditorium Wisma Subiyanto Plaza PP, 08 November 2023 November 8, 2023	PT PP (Persero) Tbk

Selain itu, Perseroan juga melaksanakan pengembangan kompetensi bagi Direksi dan unit di bawah Direksi terkait dengan pembangunan berkelanjutan. Adapun Jenis pelatihan, materi dan penyelenggara pelatihan yang dapat dilihat pada tabel di bawah ini.

Apart from that, the Company also carries out competency development for the Board of Directors and units under the Board of Directors related to sustainable development. The types of training, materials and training providers can be seen in the table below.

Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Direksi

Sustainable Development Competency Development Table for Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Daniel Rinsani P (Direktur Utama) (President Director)	Seminar	Sosialisasi LHKPN LHKPN socialization	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP - KPK
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
	Motivasi Leadership Motivation	Sarasehan Direksi dan Komisaris Anak Perusahaan 2023 2023 Subsidiary Board of Directors and Commissioners Meeting	Auditorium Wisma Subiyanto, 8 November 2023 November 8, 2023	PT PP (Persero) Tbk
Deni Budiman (Direktur Keuangan) (Director of Finance)	Seminar	Sosialisasi LHKPN LHKPN socialization	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP - KPK
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
	Seminar	Digital Talent Gathering	Auditorium Wisma Subiyanto, 24 Agustus 2023 Wisma Subiyanto Auditorium, August 24, 2023	PT PP (Persero) Tbk
	Motivasi Leadership Motivation	Sarasehan Direksi dan Komisaris Anak Perusahaan 2023 2023 Subsidiary Board of Directors and Commissioners Meeting	Auditorium Wisma Subiyanto, 08 November 2023 November 8, 2023	PT PP (Persero) Tbk
Dyah Rahadyannie (Direktur Pengembangan Bisnis & HCM) (Director of Business Development and HCM)	Pelatihan Training	Enterprise Risk Management	Jakarta, 28 Juli 2023 - 29 Juli 2023 Jakarta, 28 July 2023 - 29 July 2023	PPM Manajemen PPM Management
	Seminar	Digital Talent Gathering	Auditorium Wisma Subiyanto, 24 Agustus 2023 Wisma Subiyanto Auditorium, August 24, 2023	PT PP (Persero) Tbk
	Motivasi Leadership Motivation	Sarasehan Direksi dan Komisaris Anak Perusahaan 2023 2023 Subsidiary Board of Directors and Commissioners Meeting	Auditorium Wisma Subiyanto, 08 November 2023 November 8, 2023	PT PP (Persero) Tbk



Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit di bawah Direksi

Table of Sustainable Development Competency Development for Units under the Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Tedi Suryo Suseno VP OCSCM	Sharing Knowledge	Research and Data Analytics for Business	Jakarta, 6 Januari 2023 Jakarta, January 6, 2023	PT PP Properti Tbk
	Sharing Knowledge	Real Estate Construction Efficiency Strategy	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP Properti Tbk
	Seminar	Sarasehan Engineer	Ballroom Lagoon Avenue Bekasi, 27 Januari 2023 Ballroom Lagoon Avenue Bekasi, January 27, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Fundamentals in Property Business	Jakarta, 8 Februari 2023 Jakarta, February 8, 2023	PT PP Properti Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
	Seminar	Governance, Risk & Compliance	Jakarta, 16 Juni 2023 Jakarta, June 16, 2023	PT PP (Persero) Tbk
	Seminar	Anti Bribery System Management	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
Agus Suroso Head of OC	Sharing Knowledge	Marketing Fundamentals in Property Business	Jakarta, 8 Februari 2023 Jakarta, February 8, 2023	PT PP Properti Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
	Sharing Knowledge	Cost of Quality	Jakarta, 14 Juli 2023 Jakarta, July 14, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Strategy: Selling the Unsaleable	Jakarta, 7 September 2023	PT PP Properti Tbk

Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit di bawah Direksi

Table of Sustainable Development Competency Development for Units under the Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Lusianti Marisa Head of SCM	<i>Sharing Knowledge</i>	<i>Research and Data Analytics for Business</i>	Jakarta, 6 Januari 2023 Jakarta, January 6, 2023	PT PP Properti Tbk
	<i>Sharing Knowledge</i>	<i>Real Estate Construction Efficiency Strategy</i>	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP Properti Tbk
	Pelatihan Training	Sistem Evaluasi Kinerja QHSE QHSE Performance Evaluation System	Jakarta, 20 Januari 2023 Jakarta, January 20, 2023	PT PP Properti Tbk
	Seminar	Sarasehan Engineer	Ballroom Lagoon Avenue Bekasi, 27 Januari 2023 Ballroom Lagoon Avenue Bekasi, January 27, 2023	PT PP Properti Tbk
	Seminar	<i>Refreshment AKHLAK Culture</i>	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
	Seminar	<i>Governance, Risk & Compliance</i>	Jakarta, 16 Juni 2023 Jakarta, June 16, 2023	PT PP (Persero) Tbk
	Seminar	<i>Anti Bribery System Management</i>	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
Krisno Yanto Akba Head of ERP	Seminar	Sosialisasi SMAP & Pengadaan Barang dan Jasa Socialization of SMAP & Procurement of Goods and Services	Jakarta, 1 November 2023	PT PP Properti TBK
	Pelatihan Training	Sistem Evaluasi Kinerja QHSE QHSE Performance Evaluation System	Jakarta, 20 Januari 2023 Jakarta, January 20, 2023	PT PP Properti Tbk
	<i>Sharing Knowledge</i>	<i>Merger & Akuisisi dalam proses Bisnis</i> Mergers & Acquisitions in Business processes	Jakarta, 24 Februari 2024 Jakarta, February 24, 2023	PT PP Properti Tbk
	Seminar	<i>Refreshment AKHLAK Culture</i>	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24 2023	PT PP Properti Tbk - ACT Consulting



Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit di bawah Direksi

Table of Sustainable Development Competency Development for Units under the Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Q Hamdan Faris Head of OC	Sharing Knowledge	Research and Data Analytics for Business	Jakarta, 6 Januari 2023 Jakarta, January 6, 2023	PT PP Properti Tbk
	Sharing Knowledge	Real Estate Construction Efficiency Strategy	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP Properti Tbk
	Pelatihan Training	Sistem Evaluasi Kinerja QHSE QHSE Performance Evaluation System	Jakarta, 20 Januari 2023 Jakarta, January 20, 2023	PT PP Properti Tbk
	Seminar	Sarasehan Engineer	Ballroom Lagoon Avenue Bekasi, 27 Januari 2023 Ballroom Lagoon Avenue Bekasi, January 27, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Fundamentals in Property Business	Jakarta, 8 Februari 2023	PT PP Properti Tbk
	Sharing Knowledge	Merger & Akuisisi dalam proses Bisnis Mergers & Acquisitions in Business processes	Jakarta, 24 Februari 2024 Jakarta, February 24, 2023	PT PP Properti Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
	Sharing Knowledge	Cost of Quality	Jakarta, 14 Juli 2023 Jakarta, July 14, 2023	PT PP Properti Tbk
	Seminar	Anti Bribery System Management	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Strategy: Selling the Unsaleable	Jakarta, 7 September 2023 Jakarta, September 7, 2023	PT PP Properti Tbk
Ikhwan Putra P VP Corsec (Juni 2022-Agustus 2023) (June 2022-August 2023)	Sharing Knowledge	Merger & Akuisisi dalam proses Bisnis Mergers & Acquisitions in Business processes	Jakarta, 24 Februari 2024 Jakarta, February 24, 2023	PT PP Properti Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24, 2023	PT PP Properti Tbk - ACT Consulting
Afrilia Pratiwi (Agustus 2023 - Sekarang) (August 2023 - Present)	Pelatihan Training	Corporate Secretary for Subsidiary	Auditorium Wisma Subiyanto, 20 Juli 2023 Wisma Subiyanto Auditorium, July 20, 2023	PT PP (Persero) Tbk
	Seminar	Anti Bribery System Management	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
	Sharing Knowledge	PROSHARE - Lesson Learned PKPU Surya Mas	Jakarta, 10 Agustus 2023 Jakarta, August 10, 2023	PT PP (Persero) Tbk
	Sharing Knowledge	Project Management & PMP Certification	Jakarta, 2 Desember 2023 Jakarta, December 2, 2023	PT PP (Persero) Tbk

Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit di bawah Direksi

Table of Sustainable Development Competency Development for Units under the Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Devina Purwatinigtyas Head of CorGov	Sharing Knowledge	Research and Data Analytics for Business	Jakarta, 6 Januari 2023 Jakarta, January 6, 2023	PT PP Properti Tbk
	Sharing Knowledge	Real Estate Construction Efficiency Strategy	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP Properti Tbk
	Pelatihan Training	Sistem Evaluasi Kinerja QHSE QHSE Performance Evaluation System	Jakarta, 20 Januari 2023 Jakarta, January 20, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Fundamentals in Property Business	Jakarta, 8 Februari 2023 Jakarta, February 8, 2023	PT PP Properti Tbk
	Sharing Knowledge	Merger & Akuisisi dalam proses Bisnis Mergers & Acquisitions in Business processes	Jakarta, 24 Februari 2024 Jakarta, February 24, 2024	PT PP Properti Tbk
	Seminar	Finance & Investor Relations	Auditorium Wisma Subiyanto, 3 Maret 2023 Wisma Subiyanto Auditorium, March 3 2023	PT PP (Persero) Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24 2023	PT PP Properti Tbk - ACT Consulting
	Seminar	Anti Bribery System Management	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
Mulia Adi Kurniawan JrOff-Digicom	Sharing Knowledge	Marketing Strategy: Selling the Unsaleable	Jakarta, 7 September 2023	PT PP Properti Tbk
	Sharing Knowledge	Real Estate Construction Efficiency Strategy	Jakarta, 11 Januari 2023 Jakarta, January 11, 2023	PT PP Properti Tbk
	Workshop	Workshop Digital Marketing	Park Hotel Jakarta, 2 - 3 Maret 2024 Park Hotel Jakarta, 2 - 3 March 2024	Benson Digital Indonesia
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24 2023	PT PP Properti Tbk - ACT Consulting
	Pelatihan Training	Brand Activation	Jakarta, 25 Mei 2023 Jakarta, May 25, 2023	PPM Manajemen
	Sharing Knowledge	Cost of Quality	Jakarta, 14 Juli 2023 Jakarta, July 14, 2023	PT PP Properti Tbk
	Pelatihan Training	Corporate Secretary for Subsidiary	Auditorium Wisma Subiyanto, 20 Juli 2023 Wisma Subiyanto Auditorium, July 20, 2023	PT PP (Persero) Tbk
	Sharing Knowledge	Marketing Strategy: Selling the Unsaleable	Jakarta, 7 September 2023 September 7, 2023	PT PP Properti Tbk



Tabel Pengembangan Kompetensi Pembangunan Berkelanjutan bagi Unit di bawah Direksi

Table of Sustainable Development Competency Development for Units under the Board of Directors

Nama dan Jabatan Name and Position	Jenis Pendidikan dan Pelatihan Types of Education and Training	Materi Pendidikan dan Pelatihan Education and Training Materials	Tempat/Tanggal Venue/Date	Penyelenggara Organizer
Putri Wardah Irmalasari Secretary of Director	Sharing Knowledge	Research and Data Analytics for Business	Jakarta, 6 Januari 2023 Jakarta, January 6, 2023	PT PP Properti Tbk
	Sharing Knowledge	Merger & Akuisisi dalam proses Bisnis Mergers & Acquisitions in Business processes	Jakarta, 24 Februari 2024 Jakarta, February 24, 2024	PT PP Properti Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24 2023	PT PP Properti Tbk - ACT Consulting
	Sharing Knowledge	Cost of Quality	Jakarta, 14 Juli 2023 Jakarta, July 14, 2023	PT PP Properti Tbk
	Seminar	Anti Bribery System Management	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Strategy: Selling the Unsaleable	Jakarta, 7 September 2023 September 7, 2023	PT PP Properti Tbk
Pusfita Alisya Secretary of Director	Sharing Knowledge	Merger & Akuisisi dalam proses Bisnis Mergers & Acquisitions in Business processes	Jakarta, 24 Februari 2024 Jakarta, February 24, 2024	PT PP Properti Tbk
	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24 2023	PT PP Properti Tbk - ACT Consulting
	Sharing Knowledge	Cost of Quality	Jakarta, 14 Juli 2023 Jakarta, July 14, 2023	PT PP Properti Tbk
	Sharing Knowledge	Marketing Strategy: Selling the Unsaleable	Jakarta, 7 September 2023 September 7, 2023	PT PP Properti Tbk
Erwin Tri Susanto (Head of HC)	Seminar	Refreshment AKHLAK Culture	Ballroom Lagoon Avenue Mall Bekasi, 24 Maret 2023 Ballroom Lagoon Avenue Mall Bekasi, March 24 2023	PT PP Properti Tbk - ACT Consulting
	Sharing Knowledge	ExPPlore: Job Profile & Kamus Kompetensi ExPlore: Job Profile and Competency Dictionary	Jakarta, 12 Mei 2023 Jakarta, May 12, 2023	PT PP (Persero) Tbk
	Sharing Knowledge	Cost of Quality	Jakarta, 14 Juli 2023 Jakarta, July 14, 2023	PT PP Properti Tbk
	Seminar	Anti Bribery System Management	Jakarta, 31 Agustus 2023 Jakarta, August 31, 2023	PT PP Properti Tbk
	Conference	HR Technology & Solutions	The Hall Senayan City, 18 - 19 Oktober 2023 The Hall Senayan City, 18 - 19 October 2023	HR Tech Indonesia
Conference	HR Work & Tech Conference 2023	Jakarta, 21 - 22 November 2023	People Matters	

PENILAIAN RISIKO ATAS PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.3]

Perseroan menyadari bahwa keberhasilan pencapaian aktivitas perusahaan dipengaruhi oleh pengelolaan risiko yang baik. Manajemen menyadari pentingnya manajemen risiko untuk mencapai tujuan sesuai dengan harapan yang ingin dicapai. Perusahaan memiliki Pedoman Manajemen Risiko merupakan panduan bagi Perseroan dalam penerapan manajemen risiko. Penerapan Manajemen Risiko Perusahaan mengacu pada Peraturan Menteri BUMN No. PER-5/MBU/09/2022 tentang Penerapan Manajemen Risiko pada BUMN tanggal 1 September 2022; dan Keputusan Direksi PT PP (Persero) Tbk No. 56/SK/PP/DIR/2021 tanggal 31 Maret 2021 tentang Penetapan Sistem Parenting Manajemen Risiko antara PT PP (Persero) Tbk. dan Anak Perusahaan.

Proses pengelolaan risiko, meliputi identifikasi, rencana mitigasi risiko, pemantauan dan pelaporan, serta Informasi dan komunikasi. Proses identifikasi risiko dilakukan terhadap risiko yang ada dan dicatat ke dalam risk profile Perusahaan. Perusahaan kemudian menetapkan beberapa risiko utama yang menjadi perhatian khusus untuk kemudian dilakukan pencegahan dan pengendalian risiko. Adapun jenis-jenis risiko utama Perseroan yang telah diidentifikasi yaitu risiko operasional proyek, risiko keuangan, risiko pemasaran, risiko hukum serta risiko divestasi dan penjualan aset. Informasi terkait upaya mitigasi atas risiko tersebut telah disajikan secara lengkap pada bagian Tata Kelola Perusahaan Laporan Tahunan tahun 2023.

Perseroan secara komprehensif menerapkan manajemen risiko yang melibatkan peran aktif Dewan Komisaris dalam melakukan pengawasan, serta Direksi dalam mengkoordinasi dan bertanggungjawab dalam perencanaan, pengembangan, dan pengelolaan fungsi dan kegiatan manajemen risiko.

HUBUNGAN DENGAN PEMANGKU KEPENTINGAN [OJK E.4, GRI 2-29]

Perseroan telah mengidentifikasi pemangku kepentingan yang akan dilibatkan melalui pemetaan pemangku kepentingan berdasarkan keterikatan dan pengaruh terhadap upaya pencapaian strategi dan kebijakan Perseroan. Pelibatan pemangku kepentingan menjadi tugas dan tanggung jawab Departemen Corporate Relation. Hal ini tertuang pada Keputusan Direksi Nomor 16/SK/PPRO/DIR/2023. Pelibatan pemangku kepentingan dijabarkan pada tabel berikut

RISK ASSESSMENT OF THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT [OJK E.3]

The Company realizes that the success of achieving company activities is influenced by good risk management. Management realizes the importance of risk management to achieve goals in accordance with the expectations to be achieved. The Company has a Risk Management Guide which is a guide for the Company in implementing risk management. The implementation of Company Risk Management refers to the Minister of State-Owned Enterprises Regulation No. PER-5/MBU/09/2022 concerning the Implementation of Risk Management in BUMN dated September 1, 2022; and Decree of the Board of Directors of PT PP (Persero) Tbk No. 56/SK/PP/DIR/2021 dated 31 March 2021 concerning the Establishment of a Risk Management Parenting System between PT PP (Persero) Tbk. and Subsidiaries.

Risk management process, including identification, risk mitigation plans, monitoring and reporting, as well as information and communication. The risk identification process is carried out on existing risks and recorded in the Company's risk profile. The company then determines several main risks that are of particular concern for risk prevention and control. The Company's main types of risks that have been identified are project operational risks, financial risks, marketing risks, legal risks and divestment and asset sale risks. Information related to mitigation efforts for these risks has been presented in full in the Corporate Governance section of the 2023 Annual Report.

The Company comprehensively implements risk management which involves the active role of the Board of Commissioners in supervising, as well as the Board of Directors in coordinating and being responsible for planning, developing and managing risk management functions and activities.

RELATIONSHIP WITH STAKEHOLDERS [OJK E.4, GRI 2-29]

The Company has identified stakeholders who will be involved through stakeholder mapping based on their involvement and influence on efforts to achieve the Company's strategies and policies. Stakeholder involvement is the duty and responsibility of the Corporate Relations Department. This is stated in Directors' Decree Number 16/SK/PPRO/DIR/2023. Stakeholder involvement is described in the following table.



Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perseroan

Stakeholder Involvement, Main Topics, and Company Response

Pemangku Kepentingan Stakeholders	Basis Identifikasi Identification Base	Metode Pendekatan dan Frekuensi Approach Method and Frequency	Topik Utama Main Topics
Pemegang Saham Shareholders	<ul style="list-style-type: none"> Tanggung Jawab Pengaruh Ketergantungan Responsibility Influence Dependency 	<ul style="list-style-type: none"> RUPS (Sekali setahun) RUPSLB (Jika diperlukan) Paparan Publik (Sekali setahun) GMS (Once a year) EGMS (If necessary) Public Expose (Once a year) 	<ul style="list-style-type: none"> Keamanan dan tingkat pengembalian investasi Pembahasan isu-isu keberlanjutan Security and rate of return on investment Discussion of sustainability issues
Pelanggan Customer	<ul style="list-style-type: none"> Tanggung Jawab Pengaruh Kedekatan/perwakilan Responsibility Influence Proximity/representativeness 	<ul style="list-style-type: none"> Layanan Call Center dan Operasional (setiap hari) Informasi media (setiap saat) Gathering (Minimal dua kali setahun) Call Center and Operational Services (every day) Media information (at any time) Gathering (At least twice a year) 	<ul style="list-style-type: none"> Konsistensi kualitas produk Keamanan produk Pembahasan isu-isu keberlanjutan Consistency of product quality Product safety Discussion of sustainability issues
Pekerja Worker	<ul style="list-style-type: none"> Tanggung Jawab Pengaruh Kedekatan/perwakilan Responsibility Influence Proximity/representativeness 	<ul style="list-style-type: none"> Forum Komunikasi dengan Serikat Pekerja Penilaian Kinerja Gathering <p>Minimal setahun sekali</p> <ul style="list-style-type: none"> Communication Forum with Trade Unions Performance assessment Gatherings <p>At least once a year</p>	<ul style="list-style-type: none"> Perlakuan adil dan setara dalam perencanaan karir dan remunerasi Tempat kerja yang aman dan sehat Pembahasan isu-isu keberlanjutan Fair and equal treatment in career planning and remuneration Safe and healthy workplace Discussion of sustainability issues
Pemerintah Government	<ul style="list-style-type: none"> Tanggung Jawab Pengaruh Kedekatan/perwakilan Responsibility Influence Proximity/representativeness 	<ul style="list-style-type: none"> Laporan Tahunan (setahun sekali) Laporan Keberlanjutan (setahun sekali) Pelaporan ke Regulator (Berkala, sesuai Ketentuan) Annual Report (once a year) Sustainability Report (once a year) Reporting to Regulators (Periodic, according to provisions) 	<ul style="list-style-type: none"> Hubungan yang konstruktif dengan regulator Kepatuhan pada peraturan dan perundangan Pembahasan isu-isu keberlanjutan Constructive relationship with regulators Compliance with rules and regulations Discussion of sustainability issues

Pelibatan Pemangku Kepentingan, Topik Utama, dan Respon Perseroan

Stakeholder Involvement, Main Topics, and Company Response

Pemangku Kepentingan Stakeholders	Basis Identifikasi Identification Base	Metode Pendekatan dan Frekuensi Approach Method and Frequency	Topik Utama Main Topics
Pemasok Suppliers	<ul style="list-style-type: none"> Pengaruh Kedekatan/perwakilan Ketergantungan Influence Proximity/representativeness Dependency 	<p>Sosialisasi kebijakan minimal setahun Sekali</p> <p>Policy socialization at least once a year</p>	<ul style="list-style-type: none"> Proses pengadaan yang wajar dan transparan Pembayaran tepat waktu Pembahasan isu-isu keberlanjutan Fair and transparent procurement process Timely payment Discussion of sustainability issues
Masyarakat Public	<ul style="list-style-type: none"> Tanggung Jawab Pengaruh Kedekatan/perwakilan Responsibility Influence Proximity/representativeness 	<p>Kegiatan TJSL sesuai pelaksanaan TJSL Masterplan</p> <p>CSR activities are in accordance with the implementation of the CSR Masterplan</p>	<ul style="list-style-type: none"> Kontribusi pada aspek ekonomi, sosial, dan lingkungan untuk mempercepat kemandirian Tersedianya lapangan pekerjaan Pembahasan isu-isu keberlanjutan Contribution to economic, social and environmental aspects to accelerate independence Availability of employment opportunities Discussion of sustainability issues

PERMASALAHAN TERHADAP PENERAPAN PEMBANGUNAN BERKELANJUTAN [OJK E.5]

Dalam menjalankan aktivitas bisnisnya, Perseroan masih menghadapi tantangan internal dalam menerapkan pembangunan berkelanjutan. Tantangan internal yang dihadapi yaitu terkait dengan penguasaan kompetensi dalam bidang keberlanjutan. Oleh karenanya, Perusahaan melakukan berbagai program pengembangan kompetensi terkait keberlanjutan. Hal ini bertujuan untuk meningkatkan efektivitas penerapan pembangunan berkelanjutan di lingkungan internal Perseroan.

PROBLEMS WITH THE IMPLEMENTATION OF SUSTAINABLE DEVELOPMENT [OJK E.5]

In carrying out its business activities, the Company still faces internal challenges in implementing sustainable development. The internal challenges faced are related to mastering competencies in the field of sustainability. Therefore, the Company conducts various competency development programs related to sustainability. This aims to increase the effectiveness of implementing sustainable development in the Company's internal environment.



KINERJA KEBERLANJUTAN

Kinerja Keberlanjutan





PROPERTI
Beyond Space



Begawan Apartment

Kegiatan Membangun Budaya Keberlanjutan [OJK F.1]

Activities to Build a Sustainable Culture [OJK F.1]

Perseroan terus berupaya membangun budaya keberlanjutan dari setiap aktivitas bisnisnya. Hal ini diwujudkan dengan memastikan bahwa proyek yang dikerjakannya proper. Perseroan senantiasa memenuhi berbagai persyaratan dan perizinan sesuai kriteria yang disyaratkan di dalam dokumen analisa mengenai dampak lingkungan (AMDAL), UKL – UPL (Upaya Pengelolaan Lingkungan – Upaya Pemantauan Lingkungan), serta SPPL (Surat Pernyataan Pengelolaan Lingkungan). Perseroan juga menerapkan konsep konstruksi ramah lingkungan (*green construction*). Pada proyek yang sudah selesai, Perseroan berkomitmen untuk melakukan penghematan penggunaan sumber daya alam yang tidak terbarukan, seperti penggunaan energi listrik, air dan bahan bakar minyak, mengurangi emisi gas rumah kaca, mengelola efluen dan limbah, melakukan pemisahan limbah yang dapat dilakukan 3R (*reduce, reuse and recycle*), yang semuanya berujung pada kepatuhan terhadap berbagai ketentuan dan peraturan tentang lingkungan hidup.

Di sisi lain, baik di kantor pusat maupun seluruh wilayah proyek Perseroan telah memberikan himbauan melalui penempelan stiker pada fasilitas umum terkait penghematan air dan listrik. Perseroan juga memberikan himbauan pada seluruh karyawan untuk mengurangi sampah plastik pada aktivitas operasional serta pada rapat-rapat dengan menggunakan tumbler untuk alat minum.

Dalam membangun budaya keberlanjutan di lingkungan Mall, Perseroan senantiasa melakukan efisiensi energi dengan mematikan lift saat tidak digunakan, penurunan suhu AC pada *weekdays* ketika jumlah pengunjung 3.000-4.000 pengunjung per hari. Sedangkan di lingkungan Hotel, Perseroan telah memberikan himbauan kepada seluruh karyawan untuk mengurangi penggunaan lift dengan memanfaatkan penggunaan tangga, serta menjalankan 1 (satu) *guest lift*, serta menjual kamar pada 2 (dua) lantai saja apabila hotel tidak terlalu ramai (pengunjung di bawah 40%), pemberian himbauan melalui stiker penghematan air di seluruh toilet hotel, serta menggunakan sistem otomatis pada lampu dan air di setiap kamar hotel.

The Company continues to strive to build a sustainable culture in every business activity. This is realized by ensuring that the projects carried out are proper. The Company always fulfills various requirements and permits according to the criteria required in environmental impact analysis documents (AMDAL), UKL – UPL (Environmental Management Efforts – Environmental Monitoring Efforts), and SPPL (Environmental Management Statement Letter). The company also applies the concept of environmentally friendly construction (*green construction*). In completed projects, the Company is committed to reducing the use of non-renewable natural resources, such as the use of electrical energy, water and fuel oil, reducing greenhouse gas emissions, managing effluent and waste, separating waste which can be carried out in 3R (*reduce, reuse and recycle*), all of which lead to compliance with various environmental rules and regulations.

On the other hand, both at the head office and throughout the Company's project areas have provided appeals by placing stickers on public facilities regarding saving water and electricity. The company also gives an appeal to all employees to reduce plastic waste in operational activities and at meetings by using tumblers for drinking utensils.

In building a culture of sustainability in the Mall environment, the Company continues to implement energy efficiency by turning off the lifts when they are not in use, reducing the AC temperature on *weekdays* when the number of visitors is 3,000-4,000 visitors per day. Meanwhile, in the hotel environment, the Company has given an appeal to all employees to reduce the use of lifts by using stairs, as well as running 1 (one) guest lift, as well as selling rooms on 2 (two) floors only if the hotel is not too busy (visitors under 40 %), giving advice through water saving stickers in all hotel toilets, as well as using an automatic system for lights and water in every hotel room.



Kinerja Ekonomi

Economic Performance

PERBANDINGAN TARGET DAN KINERJA PORTOFOLIO, TARGET PEMBIAYAAN, ATAU INVESTASI PADA INSTRUMEN KEUANGAN ATAU PROYEK YANG SEJALAN DENGAN PEMBANGUNAN BERKELANJUTAN [OJK F.3]

Perusahaan telah menetapkan target yang hendak dicapai yang dituangkan dalam Rencana Kerja dan Anggaran Perusahaan Tahun Buku 2023. Target dan realisasi pemasaran dan penjualan disajikan pada tabel berikut.

COMPARISON OF PRODUCTION TARGET AND PERFORMANCE, PORTFOLIO, FINANCING TARGET, OR INVESTMENT, REVENUE AND PROFIT AND LOSS [OJK F.2]

The company has set targets to be achieved which are outlined in the Company's Work Plan and Budget for the 2023 Financial Year. Marketing and sales targets and realization are presented in the following table.

Uraian Description	2023			2022			2021		
	Target (dalam jutaan rupiah) Target (in millions of rupiah)	Realisasi (dalam jutaan rupiah) Realization (in million rupiah)	Pencapaian Realisasi Terhadap Target (%) Achievement of Target Realization (%)	Target (dalam jutaan rupiah) Target (in millions of rupiah)	Realisasi (dalam jutaan rupiah) Realization (in million rupiah)	Pencapaian Realisasi Terhadap Target (%) Achievement of Target Realization (%)	Target (dalam jutaan rupiah) Target (in millions of rupiah)	Realisasi (dalam jutaan rupiah) Realization (in million rupiah)	Pencapaian Realisasi Terhadap Target (%) Achievement of Target Realization (%)
Operasi dan Pemasaran Operations and Marketing									
Pemasaran Marketing	1.401.558	477.120	34,04	1.288.852	1.158.406	89,9	1.380.070	838.000	60,72
Penjualan Sale	1.666.349	983.511	59,02	1.644.754	1.704.678	103,6	1.741.634	862.465	49,52
Laba Bersih Tahun Berjalan Net Profit for the Year	7.653	(1.284.104)	(16.779,09)	22.170	22.348	109,5	111.070	21.020	18,92

NILAI EKONOMI LANGSUNG YANG DIHASILKAN DAN DIDISTRIBUSIKAN [GRI 201-1]

DIRECT ECONOMIC VALUE WHICH ARE GENERATED AND DISTRIBUTED [GRI 201-1]

Tabel Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan

Table of Direct Economic Value which are Generated and Distributed

(Dalam Jutaan Rupiah
In Millions)

Uraian Description	2023	2022	2021
Nilai Ekonomi yang Dihasilkan Generated Economic Value			
Total Penjualan Reali Total Realty Sales	1.780.608	1.510.498	756.293
Total Pendapatan Properti Total Property Revenue	200.738	194.179	106.173

Tabel Nilai Ekonomi Langsung yang Dihasilkan dan Didistribusikan

Table of Direct Economic Value which are Generated and Distributed

(Dalam Jutaan Rupiah
In Millions)

Uraian Description	2023	2022	2021
Bagian Laba Ventura Bersama dan Asosiasi Share of Joint Venture and Association Profits	4.048	384	(681)
Keuntungan pembelian diskon Benefits of discount purchases	-	-	51.793
Penghasilan (Beban) Lain-Lain Other Income (Expenses).	97.594	12.256	45.321
Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Generated Economic Value	2.082.988	1.717.318	958.899
Nilai Ekonomi yang Didistribusikan Distributed Economic Value			
Beban Pokok Penjualan Cost of goods sold	930.420	1.460.964	766.020
Beban Usaha (Beban Pegawai, Beban Umum dan Administrasi, Beban Pemasaran dan Beban Pemeliharaan) Operating Expenses (Employee Expenses, General and Administrative Expenses, Marketing Expenses and Maintenance Expenses)	56.193	54.507	56.418
Beban cadangan kerugian penurunan nilai Allowance for impairment losses	3.444	20.002	1.116
Beban Pajak Penghasilan Final Final Income Tax Expense	48.205	41.321	22.022
Beban Pajak Penghasilan Income Tax Expense	4.445	1.036	1.706
Pembayaran Dividen Dividend Payments	0	0	0
Penyaluran Dana TJSL Distribution of CSR Funds	586	556	997
Jumlah Nilai Ekonomi Langsung yang Didistribusikan Total Distributed Economic Value	2.041.127	1.538.388	848.279
Nilai Ekonomi yang Disimpan Economic Value Retained	41.861	78.930	110.620

IMPLIKASI FINANSIAL SERTA RISIKO DAN PELUANG LAIN AKIBAT DARI PERUBAHAN IKLIM [GRI 201-2]

Perubahan iklim telah memberikan dampak terhadap berbagai aspek kehidupan, seperti peningkatan suhu, pasang surut air laut, bencana banjir, penurunan kualitas aset dan lainnya. Namun demikian, perubahan iklim belum membawa dampak yang signifikan pada aktivitas operasional Perseroan. Maka dari itu, sampai dengan akhir tahun 2023 perubahan iklim belum menyebabkan adanya implikasi keuangan terhadap Perseroan.

FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES RESULTING FROM CLIMATE CHANGE [GRI 201-2]

Climate change has had an impact on various aspects of life, such as increasing temperatures, tides, floods, decreasing asset quality and others. However, climate change has not had a significant impact on the Company's operational activities. Therefore, until the end of 2023 climate change has not caused any financial implications for the Company.



KEWAJIBAN PROGRAM PENSIUN MANFAAT PASTI DAN PROGRAM PENSIUN LAINNYA [GRI 201-3]

Perseroan telah menerapkan usia pensiun karyawan adalah 55 tahun. Namun demikian, Perseroan memiliki kebijakan tentang Opsi Perpanjangan Usia Pensiun Karyawan, sebagaimana diatur dalam Keputusan Direksi PT PP Properti Tbk No. 015/SK/PP-PROP/DIR/2018. Karyawan dapat melakukan perpanjangan batas usia pensiun karyawan dari semula usia pensiun normal 55 tahun menjadi maksimal 58 tahun, atau maksimal perpanjangan tiga tahun dengan tahapan bersifat tahunan berdasarkan kesepakatan atau persetujuan dengan karyawan yang bersangkutan. Hal ini dapat dilakukan dengan ketentuan bahwa Perseroan masih memerlukan tenaga karyawan tertentu.

Perseroan telah mengikutsertakan seluruh karyawan tetap Perseroan pada program pensiun manfaat melalui Pengelolaan Program Pensiun untuk Kompensasi Pesangon yang diselenggarakan oleh PT Asuransi Jiwasraya (Persero). Program ini telah diluncurkan sejak 1 November 2016. Karyawan berhak atas manfaat pensiun dari dana pensiun yang meliputi dana pensiun dan akumulasi bunganya, apabila karyawan tersebut pensiun, cacat, atau meninggal.

Selain dana pensiun, Perusahaan juga mendaftarkan seluruh pegawainya dalam program Jaminan Pensiun BPJS Ketenagakerjaan, program tersebut adalah program pemerintah yang berguna untuk menyiapkan kebutuhan pensiun sejak dini. Besarnya iuran program Jaminan Pensiun (JP) dihitung sebesar 3% yang terdiri dari 2% beban perusahaan dan 1% beban pegawai dari Gaji Pokok/Personal Grade.

Perhitungan imbalan pasca kerja Perusahaan dihitung oleh Aktuaris Independen PT Bertama Aktuaria. Adapun jumlah karyawan yang berhak memperoleh manfaat tersebut sampai dengan 31 Desember 2023 adalah 113 orang dengan jumlah liabilitas bersih yang timbul dari kewajiban imbalan pasti sebesar Rp3.194 juta. Jumlah liabilitas bersih naik dibanding tahun 2022, yang mencapai Rp1.731 juta dengan jumlah karyawan yang berhak memperoleh manfaat sebanyak 145 orang.

OBLIGATIONS OF DEFINED BENEFIT RETIREMENT PROGRAMS AND OTHER RETIREMENT PROGRAMS [GRI 201-3]

The Company has implemented an employee retirement age of 55 years. However, the Company has a policy regarding the Option for Extending Employee Retirement Age, as regulated in the Decree of the Directors of PT PP Properti Tbk No. 015/SK/PP-PROP/DIR/2018. Employees can extend the employee retirement age limit from the normal retirement age of 55 years to a maximum of 58 years, or a maximum extension of three years with annual stages based on an agreement or approval with the employee concerned. This can be done provided that the Company still requires certain employees.

The Company has included all of the Company's permanent employees in the pension benefit program through the Pension Program Management for Severance Compensation organized by PT Asuransi Jiwasraya (Persero). This program has been in place since November 1 2016. Employees are entitled to pension benefits from pension funds which include pension funds and accumulated interest, if the employee retires, becomes disabled or dies.

Apart from pension funds, the Company also registers all its employees in the BPJS Employment Pension Guarantee program, this program is a government program that is useful for preparing for retirement needs early on. The amount of the Pension Guarantee (JP) program contribution is calculated at 3%, consisting of 2% of the company's burden and 1% of the employee's burden from the Basic Salary/Personal Grade.

The Company's post-employment benefits are calculated by the Independent Actuary of PT Bertama Aktuaria. The number of employees who are entitled to receive these benefits until December 31, 2023 is 113 people with total net liabilities arising from defined benefit obligations of Rp3,194 million. Total net liabilities increased compared to 2022, which reached Rp1,731 million with a total of 145 employees entitled to benefits.

BANTUAN FINANSIAL DARI PEMERINTAH [GRI 201-4]

Sepanjang tahun 2023, Perseroan tidak menerima bantuan keuangan dari Pemerintah, baik dalam bentuk keringanan pajak dan kredit pajak, subsidi, hibah investasi, penghargaan, dan lainnya.

FINANCIAL ASSISTANCE FROM THE GOVERNMENT [GRI 201-4]

Throughout 2023, the Company did not receive financial assistance from the Government, either in the form of tax relief and tax credits, subsidies, investment grants, awards, and others.



Kinerja Lingkungan Hidup

Environmental Performance

ASPEK UMUM

BIAYA LINGKUNGAN HIDUP [OJK F.4]

Pada tahun 2023, Perseroan telah mengalokasikan biaya sebesar Rp2.037.916.000 yang bertujuan untuk memitigasi dampak lingkungan akibat operasi Perseroan. Hal ini dikarenakan Perseroan menyadari bahwa aktivitas operasionalnya, khususnya di wilayah proyek memiliki dampak langsung terhadap lingkungan hidup sekitar. Adapun rincian biaya lingkungan hidup sebagai berikut.

GENERAL ASPECTS

ENVIRONMENTAL COSTS [OJK F.4]

In 2023, the Company has allocated costs of IDR 2,037,916,000 which aim to mitigate environmental impacts due to the Company's operations. This is because the Company realizes that its operational activities, especially in the project area, have a direct impact on the surrounding environment. The details of environmental costs are as follows.

Tabel Rincian Biaya Lingkungan

Table of Details of Environmental Costs(In Full Rupiah)

(Dalam Jutaan Rupiah
In Millions)

Keterangan Information	Biaya Cost
Grand Kamala Lagoon Emerald Barclay	
Retribusi sampah, Rintek B3, Uji Limbah STP Waste levy, B3 Rintek, STP Waste Testing	49.250.000
Penanaman 50 bibit pohon di Kawasan Grand Kamala Lagoon Planting 50 tree seedlings in the Grand Kamala Lagoon Area	750.000
GPS Ruko Shophouse GPS	
Uji Air Hygiene Sanitasi Water Hygiene Sanitation Test	2.500.000,00
Uji URK (Udara Ruang Kerja) URK Test (Working Space Air)	850.000,00
Uji Emisi Genset Generator Emission Test	950.000,00
Uji Air Limbah STP dalam 1 tahun STP Wastewater Test in 1 year	1.600.000,00
Uji Kebisingan Lingkungan Environmental Noise Tes	800.000,00
Uji Pencahayaan Test Lighting	400.000,00
Jasa Angkut Limbah B3 B3 Waste Transport Services	250.000,00
Jasa Angkut Sampah Domestik per Bulan Domestic Waste Transport Services per Month	3.500.000,00
Rekom Uji Riiksa (Tangki timbun, Instalasi Listrik) Test Recommendations (Storage Tanks, Electrical Installations)	3.000.000,00
EVENCIO	
Pelaporan Analisis Mengenai Dampak Lingkungan GSL GSL Environmental Impact Analysis Reporting	90.000.000

Tabel Rincian Biaya Lingkungan
Table of Details of Environmental Costs(In Full Rupiah)

(Dalam Jutaan Rupiah)
(In Millions)

Keterangan Information	Biaya Cost
AYOMA	
Pengurusan RKL-RPL 2, Persetujuan pertek air limbah, SLO Pengelolaan air limbah, standar penyimpanan limbah B3 Management of RKL-RPL 2, Approval of waste water equipment, SLO for waste water management, B3 waste storage standards	211.000.000
Pengurusan Penerbitan & Perpanjangan SK Rekomendasi K3 (Tangki timbun, penangkal petir, gondola, inst. Listrik, Instalasi. Hydrant, inst. Fire alarm) Management of Issuance & Extension of K3 Recommendation Decrees (Storage tanks, lightning rods, gondolas, Electrical installations, Hydrant installations, Fire alarm installations)	11.766.000
ALTON	
Biaya pengurusan UKL UPL UKL UPL processing fees	29.400.000
Biaya Sertifikat Laik Fungsi Functional Eligibility Certificate Fee	827.500.000
Grand Sungkono Lagoon	
Pelaporan Amdal GSL GSL Amdal Reporting	15.540.000
MOU Pengolahan Limbah B3 GSL GSL B3 Waste Processing MOU	2.500.000
Pelatihan Pengolahan Air Limbah Wastewater Treatment Training	9.000.000
Pengurusan SLF SLF Management	369.900.000
Apartemen Pavilion Permata (APP)	
Pelaporan Amdal APP 1 APP Amdal Reporting 1	15.540.000
Uji Kualitas Air Bersih Clean Water Quality Test	750.000
MOU Pengolahan Limbah B3 APP1 MOU for B3 Waste Processing APP1	2.500.000
Pelaporan Amdal APP APP Amdal Reporting	15.540.000
Uji Kualitas Air Bersih Clean Water Quality Test	750.000
MOU Pengolahan Limbah B3 APP2 MOU for B3 Waste Processing APP2	2.500.000
Pengurusan SLF SLF Management	140.000.000
Grand Dharmahusada Lagoon	
Uji udara ambien Ambient air test	900.000



Tabel Rincian Biaya Lingkungan

Table of Details of Environmental Costs(In Full Rupiah)

(Dalam Jutaan Rupiah
(In Millions)

Keterangan Information	Biaya Cost
Uji Kebisingan Lingkungan Environmental Noise Test	400.000
Uji Emisi Genset Generator Emission Test	3.700.000
Uji Air Hygiene Sanitasi Water Hygiene Sanitation Test	1.500.000
Uji Air Kolam Renang (E. Coli, Legionella spp.) Swimming Pool Water Test (E. Coli, Legionella spp.)	1.150.000
Jasa konsultan pelaporan RKL-RPL semester 1 2023 RKL-RPL reporting consultant services semester 1 2023	16.000.000
Jasa konsultan pelaporan RKL-RPL semester 2 2023 RKL-RPL reporting consultant services semester 2 2023	16.000.000
Jasa konsultan pengurusan SLO IPAL IPAL SLO management consultant services	40.515.000
Jasa Konsultan pengurusan izin penyimpanan limbah B3 Consultant Services for processing B3 waste storage permits	49.950.000
MOU pengangkut limbah B3 (1 kali angkut dalam tahun 2023) MOU for transporting B3 waste (1 transport in 2023)	2.500.000
Uji Air Limbah STP dalam 1 tahun STP Wastewater Test in 1 year	31.200.000
Jasa Angkut Sampah Domestik dalam 1 tahun Domestic Waste Transport Services within 1 year	24.000.000
Penanaman 5 bibit pohon di kawasan Proyek Grand Dharmahusada Lagoon Planting 5 tree seedlings in the Grand Dharmahusada Lagoon Project area	500.000
Begawan	
Biaya Pengurusan UKL UPL Semester 1 Tahun 2023 UKL UPL Processing Fees Semester 1 2023	13.000.000
Biaya Pengurusan UKL UPL Semester 2 Tahun 2023 UKL UPL Processing Fees Semester 2 2023	16.550.000
Uji Berkala SLO K3 (2 Penangkal Petir, 3 Gondola, 2 Genset, 1 Fire Hydrant, 1 Fire Alarm, 1 Sprinkle, 1 Tangki Timbun) SLO K3 Periodic Test (2 Lightning Rods, 3 Gondolas, 2 Generators, 1 Fire Hydrant, 1 Fire Alarm, 1 Sprinkle, 1 Storage Tank)	9.900.000
Penanaman Bibit Pohon di Kawasan Lahan Belakang Apartment Planting Tree Seedlings in the Land Behind the Apartment	750.000
Gunung Putri Apartemen Gunung Putri Apartment	
Penanaman 50 bibit pohon di Kawasan lahan Gunung Putri Apartment Planting 50 tree seedlings in the Gunung Putri Apartment land area	1.365.000
TOTAL	2.037.916.000

ASPEK MATERIAL

PENGUNAAN MATERIAL YANG RAMAH LINGKUNGAN [OJK F.5]

Falam menjalankan kegiatan operasionalnya, Perseroan memastikan bahwa semua bahan material diambil dan diperoleh dari sumber-sumber legal dan berizin serta mengoptimalkan penggunaannya. Aktivitas operasional yang dijalankan oleh Perseroan menggunakan bahan terbarukan meliputi kayu, bambu, air dan bata merah. Di samping itu, Perseroan juga telah menggunakan freon ramah lingkungan untuk air conditioner (AC) dan penggunaan tumbler untuk minum sebagai upaya pengurangan sampah plastik.

Dalam rangka mengusung *green construction*, Perseroan telah berupaya untuk menggunakan beberapa bahan baku yang ramah lingkungan dalam setiap operasionalnya, seperti:

1. Memaksimalkan penggunaan material lokal bekas bangunan lama dan atau tempat lain untuk mengurangi pemakaian material baru, dengan penggunaan *Temporary Facility (Long Life Cycle)*, dan memanfaatkan material bekas bongkaran bangunan lama.
2. Melaksanakan proses konstruksi yang ramah lingkungan dengan melakukan pekerjaan melalui Pre-fabrikasi, menggunakan material daur ulang, menggunakan material kayu yang bersertifikat legal, menggunakan sistem bekisting menggunakan bahan aluminium dan menggunakan material lokal (jarak tidak lebih dari +/-800 Km).
3. Mengurangi polusi zat kimia berbahaya bagi Kesehatan dengan tidak menggunakan material asbes dan lampu mercury, serta tidak menggunakan styrofoam untuk insulasi panas.
4. Penggunaan pengatur waktu (*timer*) dan solar panel untuk beberapa lampu penerangan yang digunakan di area kantor dan jalan.

ASPEK ENERGI

JUMLAH DAN INTENSITAS ENERGI YANG DIGUNAKAN [OJK F.6, 302-1, 302-2, 302-3, GRI 302-4, GRI 302-5, CRE1]

Dalam menjalankan aktivitas operasionalnya, Perseroan menggunakan 2 (dua) sumber energi utama yaitu listrik sebagai penunjang aktivitas perkantoran dan lokasi proyek. Selanjutnya, Perseroan menggunakan BBM sebagai penunjang kendaraan operasional. Aktivitas operasional Perseroan tidak menggunakan dan menjual energi pemanas, pendingin, dan uap. Sampai dengan tahun 2023, Perseroan juga belum mengukur penggunaan energi di luar organisasi. Penggunaan energi di seluruh unit bisnis Perseroan dirinci sebagai berikut.

MATERIAL ASPECTS

USE OF ENVIRONMENTALLY FRIENDLY MATERIALS [OJK F.5]

In carrying out its operational activities, the Company ensures that all materials are taken and obtained from legal and licensed sources and optimizes their use. Operational activities carried out by the Company use renewable materials including wood, bamboo, water and red brick. Apart from that, the Company has also used environmentally friendly freon for air conditioners (AC) and uses tumblers for drinking as an effort to reduce plastic waste.

In order to promote green construction, the Company has attempted to use several environmentally friendly raw materials in each of its operations, such as:

1. Maximize the use of local materials used from old buildings and/or other places to reduce the use of new materials, by using a Temporary Facility (Long Life Cycle), and utilizing materials used from dismantling old buildings.
2. Carry out an environmentally friendly construction process by carrying out work through pre-fabrication, using recycled materials, using legally certified wood materials, using a formwork system using aluminum and using local materials (distance not more than +/- 800 Km).
3. Reduce chemical pollution that is harmful to health by not using asbestos materials and mercury lamps, and not using styrofoam for heat insulation.
4. Use of timers and solar panels for several lighting lamps used in office and street areas.

ENERGY ASPECTS

AMOUNT AND INTENSITY OF ENERGY USED [OJK F.6, 302-1, 302-2, 302-3, GRI 302-4, GRI 302-5, CRE1]

Carrying out its operational activities, the Company uses 2 (two) main energy sources, namely electricity to support office activities and project locations. Furthermore, the Company uses fuel to support operational vehicles. The Company's operational activities do not use and sell heating, cooling and steam energy. Until 2023, the Company has not yet measured energy use outside the organization. Energy use across all of the Company's business units is detailed as follows.

**Tabel Pemakaian Energi**

Table of Energy Usage

Energi Energy	Satuan Unit	2023	2022	2021
Listrik Electricity	kWh	44.064.047	37.330.793	28.355.436
	Gigajoules	158.675	134.391	102.079
BBM	Liter	77.004	158.982	147.528
	Gigajoules	2.633	5.246	5.045
Total	Gigajoules	161.308	139.637	107.124
Jumlah Area Number of Areas	M2	882.445	882.445	882.445
Pendapatan Revenue	Juta Rupiah Million Rupiah	1.981.346	1.704.678	826.465
Intensitas Pemakaian Energi Listrik Intensity of Electrical Energy Use	kWh/M2	49,93	42,30	32,13
Intensitas Pemakaian Energi/ Pendapatan Energy Use Intensity/Income	Gigajoules/ Juta rupiah / Million Rupiah	0,081	0,082	0,130

Keterangan:

1. Konversi Solar ke Gigajoule: <https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule>
2. Konversi kWh ke Gigajoule: <https://convertlive.com/id/u/mengkonversi/kilowatt-jam/ke/gigajoules>

Information:

1. Convert Diesel to Gigajoule: <https://hextobinary.com/unit/energy/from/gasoline/to/gigajoule>
2. Convert kWh to Gigajoules: <https://convertlive.com/id/u/mengkonversi/kilowatt-hour/ke/gigajoules>

UPAYA DAN PENCAPAIAN EFISIENSI ENERGI DAN PENGGUNAAN ENERGI TERBARUKAN [OJK F.7, GRI 302-4, 302-5]

Perusahaan menyadari bahwa penggunaan energi listrik dan BBM termasuk sumber energi tak terbarukan berbasis fosil yang ketersediannya terbatas. Untuk itu, Perseroan berkomitmen untuk melakukan efisiensi dengan:

1. Mengatur suhu ruangan
2. Mengatur kerja pompa besar
3. Menggunakan timer untuk lampu facade
4. Naik 1 (satu) lantai cukup menggunakan tangga
5. Melakukan control area
6. Melakukan zoning AC
7. Memperbanyak penggunaan lampu LED, memperbanyak panel kaca sehingga bisa memanfaatkan sinar matahari sebagai sumber cahaya saat siang hari
8. Menyalakan dan mematikan guest lift sesuai kebutuhan
9. Mengoptimalkan jam kerja pada pukul 08.00-17.00 WIB untuk mengurangi pemakaian listrik kantor pada malam

EFFORTS AND ACHIEVEMENTS OF ENERGY EFFICIENCY AND USE OF RENEWABLE ENERGY [OJK F.7, GRI 302-4, 302-5]

The company realizes that the use of electricity and fuel is a non-renewable fossil-based energy source whose availability is limited. For this reason, the Company is committed to carrying out efficiency by:

1. Set the room temperature
2. Regulate the work of the large pump
3. Using a timer for facade lights
4. Go up 1 (one) floor simply using the stairs
5. Carry out area control
6. Do AC zoning
7. Increase the use of LED lights, increase the number of glass panels so that sunlight can be used as a light source during the day
8. Turn the guest lift on and off as needed
9. Optimize working hours from 08.00-17.00 WIB to reduce office electricity usage at night

- hari
10. Mengurangi jumlah kendaraan operasional
 11. Menggunakan kendaraan dengan tujuan paralel
 12. Melakukan servis kendaraan secara rutin
 13. Berkendara dengan mode ECO drive
 14. Berkendara menggunakan sepeda (kendaraan ramah lingkungan)
 15. Berkendara menggunakan transportasi umum

Upaya pengurangan penggunaan energi merupakan dukungan nyata Perseroan terhadap Peraturan Pemerintah No. 70 tahun 2009 tentang Konservasi Energi. Di samping itu, upaya ini juga merupakan komitmen Perseroan dalam mengurangi tingkat emisi yang dihasilkan.

Sepanjang tahun 2023, Perseroan berhasil menurunkan penggunaan BBM menjadi sebesar 2.633 gigajoule menurun dibandingkan dengan tahun 2022 yang sebesar 5.246 gigajoule. Di samping itu, Perseroan juga berhasil menurunkan intensitas penggunaan energi menjadi sebesar 0,081 gigajoule/juta rupiah, menurun dibandingkan dengan tahun 2022 yang sebesar 0,082 gigajoule/juta rupiah.

ASPEK AIR

PENGUNAAN AIR [OJK F.8, GRI 303-3, GRI 303-4, GRI 303-5, CRE2]

Perseroan menyadari bahwa ketersediaan air bersih merupakan salah satu Tujuan Pembangunan Berkelanjutan (TPB). Oleh karenanya, Perseroan berupaya untuk mengelola penggunaan air seoptimal mungkin agar tidak berdampak negatif terhadap lingkungan dan masyarakat di sekitar perusahaan beroperasi.

Air yang digunakan oleh Perseroan dalam menunjang aktivitas operasional proyek sss kantor pusat yaitu air yang berasal dari air permukaan dan air dari pihak ketiga (PDAM). Namun demikian, Perusahaan belum mengukur penggunaan air tanah yang digunakan dalam aktivitas operasionalnya. Sampai dengan tahun 2023, Perseroan tidak menggunakan air laut, air terproduksi, serta tidak menggunakan air di wilayah *water stress*.

Air yang diambil oleh Perseroan kemudian digunakan untuk kebutuhan toilet, penyiram tanaman, dan penunjang aktivitas operasional lainnya di lokasi proyek. Perseroan memahami bahwa penggunaan air harus dikelola dengan bijak untuk menghindari kelangkaan air bersih. Oleh karena itu, Perseroan

10. Reduce the number of operational vehicles
11. Using vehicles with parallel destinations
12. Carry out vehicle servicing regularly
13. Drive in ECO drive mode
14. Ride a bicycle (environmentally friendly vehicle)
15. Drive using public transportation

Efforts to reduce energy use are the Company's real support for Government Regulation no. 70 of 2009 concerning Energy Conservation. In addition, this effort is also the Company's commitment to reducing the level of emissions produced.

Throughout 2023, the Company succeeded in reducing fuel use to 2,633 gigajoules, a decrease compared to 2022 which was 5,246 gigajoules. In addition, the Company also succeeded in reducing the intensity of energy use to 0.081 gigajoule/million rupiah, a decrease compared to 2022 which was 0.082 gigajoule/million rupiah.

WATER ASPECTS

WATER USAGE [OJK F.8, GRI 303-3, GRI 303-4, GRI 303-5, CRE2]

The Company realizes that the availability of clean water is one of the Sustainable Development Goals (SDG). Therefore, the Company strives to manage water use as optimally as possible so as not to have a negative impact on the environment and communities around which the company operates.

The water used by the Company to support project and head office operational activities is water that comes from surface water and water from third parties (PDAM). However, the Company has not measured the use of groundwater used in its operational activities. Until 2023, the Company will not use sea water, produced water, and will not use water in water stress areas.

The water taken by the Company is then used for toilet needs, watering plants and supporting other operational activities at the project site. The Company understands that water use must be managed wisely to avoid scarcity of clean water. Therefore, the Company makes various efforts to save water, such as



melakukan berbagai upaya untuk penghematan air, seperti:

1. Melakukan pemantauan dan pencatatan pemakaian air dengan memasang meteran air dan pemantauan pemakaian air setiap bulannya.
2. Memaksimalkan penghematan konsumsi air dengan penggunaan kran otomatis (water saving device), memasang sticker "Gunakan Air Secukupnya", dan menggunakan shower untuk tempat mandi pekerja.
3. Mendaur ulang pemakaian air (jika ada pekerjaan dewatering) dengan membuah denah pekerjaan dewatering, menerapkan sistem recharge well, mengoptimalkan penggunaan alat ukur muka air tanah (piezo meter), dan memaksimalkan pemanfaatan air dewatering untuk kegiatan lapangan.

Atas upaya pengelolaan air yang dilakukan, maka sepanjang tahun 2023 Perseroan tidak menghasilkan dampak negatif terkait air bagi wilayah sekitar lingkungan operasional Perseroan. Namun demikian, Perseroan belum menetapkan target terkait penggunaan air. Metode yang digunakan dalam melakukan pengukuran konsumsi air yaitu dengan menggunakan meteran untuk air PDAM dan air tanah. Konsumsi air berasal dari seluruh unit bisnis Perseroan. Namun demikian, Perseroan belum dapat mengukur jumlah konsumsi air yang berasal dari Kantor Pusat dikarenakan biaya pembayaran air telah menjadi suatu kesatuan dengan biaya penyewaan gedung. Konsumsi air selama 3 (tiga) tahun dirinci sebagai berikut

1. Monitor and record water usage by installing water meters and monitoring water usage every month.
2. Maximize water consumption savings by using automatic faucets (water saving devices), installing "Use Enough Water" stickers, and using showers for workers to bathe in.
3. Recycle water use (if there is dewatering work) by creating a dewatering work plan, implementing a recharge well system, optimizing the use of ground water level measuring equipment (piezo meters), and maximizing the use of dewatering water for field activities.

Due to the water management efforts carried out, throughout 2023 the Company will not have any negative impacts related to water in the areas surrounding the Company's operational environment. However, the Company has not set targets regarding water use. The method used to measure water consumption is by using meters for PDAM water and ground water. Water consumption comes from all of the Company's business units. However, the Company has not been able to measure the amount of water consumption originating from the Head Office because the cost of paying for water has become an integral part of the building rental costs. Water consumption for 3 (three) years is detailed as follows.

Tabel Konsumsi Air [GRI 303-3]
Table of Water Consumption [GRI 303-3]

Tabel Konsumsi Air Berdasarkan Wilayah Kerja [GRI 303-5]
Table of Water Consumption Based on Working Area [GRI 303-5]

Sumber Source	Pemakaian Air (m3) Water Usage (m3)		
	2023	2022	2021
Air PDAM PDAM water	1.581.429	4.978.294	298.754

Tabel Konsumsi Air Berdasarkan Wilayah Kerja [GRI 303-5]
Table of Water Consumption Based on Working Area [GRI 303-5]

Wilayah Kerja Working Area	2023	2022	2021
Lokasi proyek Project location	1.581.429	4.978.294	298.754
Kantor Pusat Head Office	-	-	-
Jumlah Konsumsi Air Total Water Consumption	1.581.429	4.978.294	298.754



PEMBUANGAN AIR [GRI 303-1, GRI 303-2]

Terkait dengan limbah cair yang dihasilkan, Perseroan telah memiliki Sawage Treatment Plan (STP) atau IPAL (Instalasi Pengolahan Air Limbah) yang digunakan untuk mengelola limbah cair sebelum dibuang ke badan air. Penggunaan STP dan IPAL bertujuan agar limbah air yang dibuang memenuhi standar baku mutu yang diizinkan. Hal ini mengacu pada Peraturan Pemerintah RI No. 22 Tahun 2021 dan Peraturan Menteri Lingkungan Hidup No 5 Tahun 2014. Di samping itu, Perseroan juga harus mentaati peraturan perundang – undangan dan standar pengelolaan lingkungan sebagaimana telah diatur di dalam Pedoman GCG PT PP Properti Tbk.

Kualitas air limbah yang dihasilkan dan dibuang ke badan air senantiasa dipantau secara berkala, baik oleh pihak internal Perseroan maupun pihak eksternal yaitu pengelola laboratorium terakreditasi. Hal ini senantiasa dilakukan oleh Perseroan, agar setiap limbah yang dihasilkan dan dibuang oleh Perseroan tidak berdampak negatif terhadap lingkungan sekitar wilayah operasional Perseroan. Perseroan melakukan pembuangan sebanyak 80% air yang telah digunakan pada aktivitas operasionalnya, sedangkan 20% air yang telah digunakan untuk menyiram tanaman. Pembuangan air yang digunakan dari aktivitas operasional Perseroan diuraikan sebagai berikut.

WATER DISPOSAL [GRI 303-1, GRI 303-2]

Regarding the liquid waste produced, the Company has a Sawage Treatment Plan (STP) or IPAL (Waste Water Treatment Installation) which is used to manage liquid waste before it is discharged into water bodies. The use of STP and IPAL aims to ensure that the waste water disposed of meets permitted quality standards. This refers to Indonesian Government Regulation no. 22 of 2021 and Minister of Environment Regulation No. 5 of 2014. In addition, the Company must also comply with statutory regulations and environmental management standards as regulated in the PT PP Properti Tbk GCG Guidelines.

The quality of waste water produced and discharged into water bodies is always monitored regularly, both by internal parties of the Company and external parties, namely accredited laboratory managers. This is always done by the Company, so that any waste produced and disposed of by the Company does not have a negative impact on the environment around the Company's operational areas. The Company disposes of 80% of the water that has been used in its operational activities, while 20% of the water has been used for watering plants. Disposal of water used from the Company's operational activities is described as follows.

Tabel Pembuangan Air [GRI 303-4]

Water Disposal Table [GRI 303-4]

(Dalam m3)

Jenis Air Water Type	2023	2022	2021
Air PDAM PDAM water	1.265.143,2	3.982.635,2	239.003,2

Tabel Penggunaan Kembali Air untuk Menyiram Tanaman

Water Disposal Table

(Dalam m3)

Jenis Air Water Type	2023	2022	2021
Air PDAM PDAM water	316.286	995.659	59.751

ASPEK KEANEKARAGAMAN HAYATI

DAMPAK DARI WILAYAH OPERASIONAL YANG DEKAT ATAU BERADA DI DAERAH KONSERVASI ATAU MEMILIKI KEANEKARAGAMAN HAYATI DAN USAHA KONSERVASI KEANEKARAGAMAN HAYATI [OJK F.9, OJK F.10, CRE5]

Perseroan memastikan bahwa seluruh wilayah operasi atau proyek yang dikerjakan tidak berada di dalam atau berdekatan dengan kawasan lindung, atau kawasan dengan keanekaragaman hayati tinggi di luar kawasan hutan lindung. Dengan demikian, tidak terdapat dampak signifikan dari operasional maupun proyek yang dikerjakan Perseroan terhadap keanekaragaman hayati, serta tidak terdapat lahan yang terkontaminasi dan dilakukan remediasi sebagai akibat dari kegiatan operasional Perseroan.

Namun, Perseroan berkomitmen untuk tetap memberikan dampak positif melalui penanaman 50 bibit pohon di kawasan Grand Kamala Lagoon, penanaman 5 bibit pohon di kawasan Proyek Grand Dharmahusada Lagoon, penanaman bibit pohon di kawasan lahan belakang apartment, penanaman, dan 50 bibit pohon di kawasan lahan Gunung Putri Apartment.

ASPEK EMISI

JUMLAH DAN INTENSITAS EMISI YANG DIHASILKAN BERDASARKAN JENISNYA [OJK F.11, GRI 305-1, GRI 305-3, CRE3, CRE4]

Aktivitas bisnis yang dijalankan Perseroan tentunya mengandalkan sumber energi listrik dan BBM yang digunakan untuk menunjang seluruh kegiatan operasional. Penggunaan energi listrik dan BBM merupakan faktor yang akan berdampak pada pemanasan global melalui emisi yang dihasilkan. Oleh karenanya, Perseroan berkomitmen untuk berkontribusi dalam penanganan perubahan iklim dan pemanasan global.

Perseroan turut memperhitungkan emisi yang dihasilkan dari penggunaan listrik, BBM dan perjalanan dinas yang dilakukan oleh karyawan Perseroan. Namun demikian, sampai dengan tahun 2023 Perseroan belum menetapkan baseline dalam mengukur peningkatan dan penurunan emisi yang dihasilkan. Oleh karenanya, peningkatan dan penurunan emisi yang dihasilkan diukur dengan membandingkan dengan tahun sebelumnya.

Untuk menghitung emisi GRK (cakupan 1) langsung yang berasal dari penggunaan BBM, metode yang dipakai di Indonesia dan negara-negara non-Annex 1 (negara berkembang) adalah Tier-1, yaitu berdasarkan data konsumsi energi dikalikan faktor

ASPECTS OF BIODIVERSITY

IMPACT OF OPERATIONAL AREAS THAT ARE NEAR OR LOCATED IN CONSERVATION AREAS OR HAVE BIODIVERSITY AND BIODIVERSITY CONSERVATION EFFORTS [OJK F.9, OJK F.10, CRE5]

The Company ensures that all operational areas or projects carried out are not in or close to protected areas, or areas with high biodiversity outside protected forest areas. Thus, there is no significant impact from the operations or projects carried out by the Company on biodiversity, and there is no land that has been contaminated and remediated as a result of the Company's operational activities.

However, the Company is committed to continuing to provide a positive impact by planting 50 tree seedlings in the Grand Kamala Lagoon area, planting 5 tree seedlings in the Grand Dharmahusada Lagoon Project area, planting tree seedlings in the area behind the apartment, planting, and planting 50 tree seedlings in the Mount area. Princess Apartment.

EMISSION ASPECTS

NUMBER AND INTENSITY OF EMISSIONS GENERATED BASED ON TYPE [OJK F.11, GRI 305-1, GRI 305-3, CRE3, CRE4]

The business activities carried out by the Company of course rely on electrical energy and fuel sources which are used to support all operational activities. The use of electrical energy and fuel is a factor that will have an impact on global warming through the emissions produced. Therefore, the Company is committed to contributing to handling climate change and global warming.

The Company also considers emissions resulting from the use of electricity, fuel and business trips carried out by Company employees. However, until 2023 the Company has not yet established a baseline for measuring the increase and decrease in emissions produced. Therefore, the resulting increase and decrease in emissions are measured by comparing with the previous year.

To calculate direct GHG (scope 1) emissions originating from fuel use, the method used in Indonesia and non-Annex 1 countries (developing countries) is Tier-1, which is based on



emisi default IPCC 2019 (Intergovernmental Panel on Climate Change/Panel Antar pemerintah tentang Perubahan Iklim) dengan rumus sebagai berikut:

energy consumption data multiplied by the 2019 IPCC default emission factor (Intergovernmental Panel on Climate Change/ Intergovernmental Panel on Climate Change) with the following formula:

Emisi Hasil Pembakaran Bahan Bakar
Emissions from Fuel Combustion

$$\text{Emisi GRK} \left(\frac{\text{kg}}{\text{tahun/year}} \right) = \text{Konsumsi Energi} \left(\frac{\text{TJ}}{\text{tahun/year}} \right) \times \text{Faktor Emisi} \left(\frac{\text{kg}}{\text{TJ}} \right)$$

Tabel Emisi GRK Cakupan 1 (BBM) yang digunakan [GRI 305-1, GRI 305-2, GRI 305-3]

Table of Scope 1 (BBM) GHG emissions used [GRI 305-1, GRI 305-2, GRI 305-3]

Sumber Emisi GRK Sources of GHG Emissions	Satuan Unit	2023	2022	2021
BBM	Liter	77.004	158.982	147.528
	Kg Co ₂ eq	176.031	363.576	337.282
	Ton Co ₂ eq	176,03	363,58	337,28

Pengukuran emisi GRK cakupan 2 dilakukan dengan mengalikan antara konsumsi listrik (dalam kWh per tahun) dengan average grid emission factor yang dikeluarkan Kementerian ESDM merujuk pada RUPT L PLN 2015-2024 yaitu sebesar 0,93 kgCO₂/kWh (2017).

Measurement of scope 2 GHG emissions is carried out by multiplying electricity consumption (in kWh per year) by the average grid emission factor issued by the Ministry of Energy and Mineral Resources referring to the 2015-2024 PLN RUPTL, namely 0.93 kgCO₂/kWh (2017).

Tabel Emisi GRK Cakupan 2 (Listrik) yang dihasilkan berdasarkan Wilayah Kerja [GRI 305-2, GRI 305-3]

Table of Scope 2 (Electricity) GHG Emissions generated by Work Area [GRI 305-2, GRI 305-3]

Sumber Emisi GRK Sources of GHG Emissions	Satuan Unit	2023	2022	2021
Listrik Electricity	kWh	44.064.047	37.330.793	28.355.436
	Kg Co ₂ eq	41.181.352	34.866.961	26.483.977
	Ton Co ₂ eq	41.181,352	34.886,96	26.483,98

Tabel Intensitas Emisi GRK Cakupan 1 dan Cakupan 2 [GRI 305-4]

Table of Scope 1 and Scope 2 GHG Emission Intensity [GRI 305-4]

Keterangan Information	Satuan Unit	2023	2022	2021
Emisi GRK Cakupan 1 Scope 1 GHG emissions	Ton CO ₂ -eq	176,03	363,58	337,28
Emisi GRK Cakupan 2 Scope 2 GHG emissions	Ton CO ₂ -eq	41.181,352	34.886,96	26.483,98

Tabel Intensitas Emisi GRK Cakupan 1 dan Cakupan 2 [GRI 305-4]

Table of Scope 1 and Scope 2 GHG Emission Intensity [GRI 305-4]

Keterangan Information	Satuan Unit	2023	2022	2021
Total Emisi GRK Total GHG Emissions	Ton CO ₂ -eq	41.357,382	35.250,54	26.821,26
Jumlah Area Number of Areas	M ₂	882.445	882.445	882.445
Pendapatan Income	Juta Rupiah Million Rupiah	1.981.346	1.704.678	826.465
Intensitas Emisi GRK Cakupan 2/Area Scope 2/Area GHG	Ton CO ₂ -eq/M ²	0,05	0,04	0,03
Intensitas Emisi GRK Cakupan 2/ Pendapatan Emission Intensity Scope 2 GHG Emission Intensity/ Revenue	Ton CO ₂ -eq/Juta rupiah/ Million Rupiah	0,021	0,021	0,032

Sedangkan, perhitungan Emisi GRK dari perjalanan dinas dihitung sesuai dengan standar ICAO (International Civil Aviation Organization) berdasarkan perjalanan dinas yang dilakukan oleh seluruh karyawan di tahun 2023. Sedangkan untuk perjalanan dinas di tahun 2022 merupakan perjalanan dinas yang dilakukan oleh Dewan Komisaris dan Direksi. Besarnya emisi yang dihasilkan sebagai berikut.

Meanwhile, the calculation of GHG emissions from official travel is calculated in accordance with ICAO (International Civil Aviation Organization) standards based on official travel undertaken by all employees in 2023. Meanwhile, official travel in 2022 is official travel undertaken by the Board of Commissioners and Directors. The amount of emissions produced is as follows.

Tabel Intensitas Emisi GRK dan Cakupan 3 [GRI 305-3, 305-4]

Table of GHG Emission Intensity and Coverage 3 [GRI 305-3, 305-4]

Keterangan Information	Satuan Unit	2023	2022	2021
Emisi GRK Cakupan 3 Scope 3 GHG emissions	Kg CO ₂ -eq	22.023	9.847	-
	Ton CO ₂ -eq	22,02	9,85	-
Jumlah Karyawan Number of employees	Orang People	529	6	-
Intensitas Emisi GRK/ton GHG Emission Intensity/ton	Ton CO ₂ -eq/Orang Ton CO ₂ -eq/Person	0,04	1,64	-



UPAYA DAN PENCAPAIAN PENGURANGAN EMISI YANG DILAKUKAN [OJK F.12, GRI 305-5]

Perseroan menyadari bahwa aktivitas operasionalnya turut berkontribusi terhadap emisi gas rumah kaca. Oleh karenanya, Perseroan senantiasa melakukan upaya dalam menurunkan emisi yang dihasilkan. Hal ini dilakukan Perseroan dengan tujuan untuk turut serta dalam menjaga kelestarian lingkungan sebagaimana telah diatur dalam Kebijakan Perusahaan dan Pedoman Tata Kelola Perusahaan.

Upaya pengurangan emisi gas rumah kaca sejalan dengan upaya efisiensi penggunaan energi yang telah disampaikan pada Aspek Energi di Laporan Keberlanjutan ini. Atas upaya dan komitmen yang dimiliki, sepanjang tahun 2023, Perseroan berhasil menurunkan emisi GRK Cakupan 1 sebesar 187,55 Ton CO₂-eq.

PENGENDALIAN EMISI PENIPIS LAPISAN OZON [GRI 305-6]

Perseroan juga berkomitmen melakukan pengendalian emisi Bahan Perusak Ozon (BPO) yang berasal dari penggunaan CC-14, CH-3, CC-13, CH3BR, CFC-11, CFC-12, CFC-113, CFC-114, CFC-115, CFC-13, CFC-111, CFC-217, CFC-216, CFC-215, CFC-214, CFC-213, CFC-212, CFC-211, Halon-1211, Halon-1301, Halon-2402, R-500, R-502. Upaya yang dilakukan oleh Perseroan yaitu dengan menggunakan refrigeran ramah lingkungan untuk mesin pendingin udara dan kulkas, serta menggunakan APAR dengan bahan antiapi bukan Halon. Untuk refrigeran, Perseroan telah melakukan penggantian terhadap mesin pengatur suhu ruangan (AC) dan kulkas yang masih menggunakan freon/R-22/CFC yang tidak ramah lingkungan dengan refrigeran yang ramah lingkungan, seperti R404 atau R134A. Sementara itu, APAR yang dipakai Perseroan, zat pemadam apinya juga dipilih yang ramah lingkungan, seperti multi-purpose chemical powder, dry powder foam, dry chemical powder, atau ABC powder.

Hal ini merupakan dukungan Perseroan terhadap Peraturan Menteri Perindustrian (MENPERIN) No.33/M/IND/PER/4/2007 tentang larangan memproduksi bahan perusak lapisan ozon serta memproduksi barang yang mempergunakan bahan perusak lapisan ozon.

BEBAN EMISI NON GRK [GRI 305-7]

Perseroan senantiasa melakukan upaya dalam meminimalisir emisi udara yang dihasilkan dari lokasi proyek yang dijalankan maupun yang sudah dioperasikan berada dalam kondisi baik sehingga aman bagi kesehatan.

EMISSION REDUCTION EFFORTS AND ACHIEVEMENTS MADE [OJK F.12, GRI 305-5]

The Company is aware that its operational activities contribute to greenhouse gas emissions. Therefore, the Company always makes efforts to reduce the emissions produced. This is done by the Company with the aim of participating in preserving the environment as regulated in the Company Policy and Corporate Governance Guidelines.

Efforts to reduce greenhouse gas emissions are in line with efforts to efficiently use energy which have been presented in the Energy Aspect in this Sustainability Report. Due to its efforts and commitment, throughout 2023, the Company succeeded in reducing Scope 1 GHG emissions by 187.55 tons of CO₂-eq.

CONTROL OF OZONE LAYER DEPLETION EMISSIONS [GRI 305-6]

The Company is also committed to controlling emissions of Ozone Depleting Substances (BPO) originating from the use of CC-14, CH-3, CC-13, CH3BR, CFC-11, CFC-12, CFC-113, CFC-114, CFC-115, CFC-13, CFC-111, CFC-217, CFC-216, CFC-215, CFC-214, CFC-213, CFC-212, CFC-211, Halon-1211, Halon-1301, Halon-2402, R-500, R-502. Efforts made by the Company are by using environmentally friendly refrigerants for air conditioning machines and refrigerators, as well as using APARs with anti-flame materials instead of Halon. For refrigerants, the Company has replaced room temperature control (AC) machines and refrigerators that still use freon/R-22/CFC which are not environmentally friendly with environmentally friendly refrigerants, such as R404 or R134A. Meanwhile, the fire extinguishing agent used by the Company is also environmentally friendly, such as multi-purpose chemical powder, dry powder foam, dry chemical powder, or ABC powder.

This is the Company's support for the Minister of Industry Regulation (MENPERIN) No.33/M/IND/PER/4/2007 concerning the prohibition on producing substances that destroy the ozone layer and producing goods that use substances that destroy the ozone layer.

NON GHG EMISSION LOADS [GRI 305-7]

The Company always makes efforts to minimize air emissions resulting from project locations that are being implemented and those that have been operated are in good condition so that they are safe for health.

Perseroan melakukan pemantauan lingkungan di berbagai area proyek dengan memastikan bahwa kualitas udara yang dihasilkan oleh aktivitas operasionalnya telah sesuai dengan AMDAL dan peraturan setempat. Di samping itu, Perseroan juga senantiasa melakukan penanaman pohon yang bermanfaat karena menyerap karbondioksida, karbon monoksida dan meningkatkan produksi oksigen.

Dalam mendukung pengendalian kualitas udara, Perseroan mendirikan pagar pembatas di sekeliling proyek, jaring pengaman (safety net) dipasang untuk mengurangi dampak pencemaran debu keluar lokasi proyek. Selain itu, kegiatan membersihkan lokasi kerja dan pengumpulan material sisa atau sampah di lokasi pekerjaan dilakukan terjadwal dan teratur.

Perseroan berkomitmen untuk melakukan penanganan debu yang diakibatkan oleh aktivitas pembangunan apartemen atau mall. Hal ini bertujuan agar tidak mengganggu dan mencemari udara di lingkungan warga sekitar. Untuk meminimalkan pencemaran udara karena debu, maka penanganan debu masuk dalam sistem manajemen Kesehatan, Keselamatan Kerja dan Lingkungan (K3L), yang merupakan suatu rangkaian Proses kegiatan K3L dan memiliki siklus kegiatan mulai dari Perencanaan, Implementasi, Pemantauan, dan Peninjauan Kembali. Untuk meminimalisir debu akibat pembangunan proyek apartemen maka kontraktor harus menyiapkan:

1. Carwash/tempat pencucian roda mobil dan truk yang akan keluar menuju jalan warga
2. Jadwal penyiraman jalan secara rutin dan berkala
3. Menyediakan tim kebersihan untuk meminimalisir keluhan dan komplain warga akibat debu yang ditimbulkan dari aktivitas mobilisasi dan demobilisasi proyek

Emisi non GRK yang dihasilkan dari aktivitas operasional Perseroan, sebagai berikut.

The Company carries out environmental monitoring in various project areas by ensuring that the air quality produced by its operational activities is in accordance with the AMDAL and local regulations. In addition, the Company also continues to plant trees which are beneficial because they absorb carbon dioxide, carbon monoxide and increase oxygen production.

To support air quality control, the Company erected a perimeter fence around the project, a safety net was installed to reduce the impact of dust pollution leaving the project site. Apart from that, cleaning activities at work sites and collecting leftover materials or rubbish at work sites are carried out on a scheduled and regular basis.

The Company is committed to handling dust caused by apartment or mall construction activities. This aims to not disturb and pollute the air in the surrounding area. To minimize air pollution due to dust, dust handling is included in the Health, Safety and Environment (K3L) management system, which is a series of K3L activity processes and has a cycle of activities starting from Planning, Implementation, Monitoring and Review. To minimize dust resulting from the construction of an apartment project, the contractor must prepare:

1. Carwash/place to wash the wheels of cars and trucks that will come out onto residents' roads:
2. Regular and periodic road watering schedule
3. Providing a cleaning team to minimize complaints and complaints from residents due to dust generated from project mobilization and demobilization activities

Non-GHG emissions resulting from the Company's operational activities are as follows.

Tabel Emisi Non GRK di Lokasi Proyek
Table of Non-GHG Emissions at the Project Location

Parameter	Satuan Unit	2023	2022	2021
Sulfur Dioksida (SO₂) Sulfur Dioxide (SO ₂)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	<42,0	<42,0	-
Evencio Apartment Evencio Apartment	µg/m ³	17,8	-	-
Grand Sungkono Lagoon Grand Sungkono Lagoon	µg/m ³	19	-	-



Tabel Emisi Non GRK di Lokasi Proyek

Table of Non-GHG Emissions at the Project Location

Parameter	Satuan Unit	2023	2022	2021
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	29	-	-
Grand Kamala Lagoon	µg/m ³	37	-	-
Grand Dharmahusada Lagoon	µg/m ³	<42,0	-	-
PARK HOTEL Cawang – Jakarta	µg/m ³	-	-	0,25
PRIME PARK Hotel Bandung	µg/m ³	-	-	0,0450
Nitrogen Dioksida (No2) Nitrogen Dioxide (No2)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	15	<11,0	-
Evencio Apartment	µg/m ³	51,1	-	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	26	-	-
Grand Sungkono Lagoon	µg/m ³	21	-	-
Grand Kamala Lagoon	µg/m ³	28	-	-
Grand Dharmahusada Lagoon	µg/m ³	14	-	-
Ayoma	µg/m ³	348	-	-
PRIME PARK Hotel & Convention Lombok	µg/m ³	-	1,216	-
PARK HOTEL Cawang - Jakarta	µg/m ³	-	-	0,05
PRIME PARK Hotel Bandung	µg/m ³	-	-	0,0194
Karbon Monoksida (CO2) Carbon Monoxide (CO2)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	2,961	2.501	-
Evencio Apartment	µg/m ³	39,9	-	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	821	-	-
Grand Sungkono Lagoon	µg/m ³	595	-	-
Grand Kamala Lagoon	µg/m ³	2,823	-	-
Grand Dharmahusada Lagoon	µg/m ³	2,711	-	-
Ayoma	µg/m ³	39	-	-
PRIME PARK Hotel & Convention Lombok	µg/m ³	-	20,613	-
PARK HOTEL Cawang - Jakarta	µg/m ³	-	-	3,84
PRIME PARK Hotel Bandung	µg/m ³	-	-	<1,14

Tabel Emisi Non GRK di Lokasi Proyek
Table of Non-GHG Emissions at the Project Location

Parameter/w	Satuan Unit	2023	2022	2021
Oxidant (O3) Oxidants (O3)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m3	<27,8	<27,8	
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m3	27	-	-
Grand Sungkono Lagoon	µg/m3	11	-	-
Grand Kamala Lagoon	µg/m3	43	-	-
Grand Dharmahasada Lagoon	µg/m3	27,9	-	-
Non-Methane Hydro Carbon (NMHC)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m3	26	33,0	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m3	<6,23	-	-
Grand Sungkono Lagoon	µg/m3	<6,51	-	-
Grand Dharmahasada Lagoon	µg/m3	<25,5	-	-
Debu/Total Suspended Particulate (TSP) Dust/Total Suspended Particulate (TSP)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m3	94	36,4	-
PRIME PARK Hotel Bandung	µg/m3	-	-	0,136
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m3	34	-	-
Grand Sungkono Lagoon	µg/m3	32	-	-
Grand Kamala Lagoon	µg/m ³	100	-	-
Grand Dharmahasada Lagoon	µg/m ³	58	-	-
Particulate Matter (PM10)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	24	38,0	-
Evencio Apartment	µg/m ³	10,2	-	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	19	-	-
Grand Sungkono Lagoon	µg/m ³	19	-	-
Grand Kamala Lagoon	µg/m ³	42	-	-
Grand Dharmahasada Lagoon	µg/m ³	28	-	-
Particulate Matter (PM2,5)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	20	32,0	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	11	-	-



Tabel Emisi Non GRK di Lokasi Proyek

Table of Non-GHG Emissions at the Project Location

Parameter	Satuan Unit	2023	2022	2021
Grand Sungkono Lagoon	µg/m ³	7	-	-
Grand Kamala Lagoon	µg/m ³	22	-	-
Grand Dharmahasada Lagoon	µg/m ³	24	-	-
Timbal/Lead (Pb)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	<0,0015	<0,0015	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	0,013	-	-
Grand Sungkono Lagoon	µg/m ³	0,06	-	-
Grand Kamala Lagoon	µg/m ³	<0,02	-	-
Grand Dharmahasada Lagoon	µg/m ³	<0,0015	-	-
PRIME PARK Hotel Bandung	µg/m ³	-	-	0,03
Hidrogen Sulfida (H2S) Hydrogen Sulfide (H2S)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	5	9,26	-
PRIME PARK Hotel Bandung	µg/m ³	-	-	0,0043
Amonia (NH3) Ammonia (NH3)				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	<39,8	<39,8	-
PRIME PARK Hotel Bandung	µg/m ³	-	-	0,0514
Kebisingan Noise				
Apartemen Begawan Malang Begawan Malang Apartment	µg/m ³	63,1	74,5	-
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	µg/m ³	68,3	-	-
Grand Sungkono Lagoon	µg/m ³	6,72	-	-
PRIME PARK Hotel Bandung	µg/m ³	-	-	51,63
Particulate				
PARK HOTEL Cawang - Jakarta	µg/m ³	-	-	0,057
Hidrokarbon (HC) Hydrocarbons (HC)				
Grand Kamala Lagoon	µg/m ³	51	-	-

ASPEK LIMBAH

JUMLAH LIMBAH DAN EFLUEN YANG DIHASILKAN BERDASARKAN JENIS [OJK F.13, GRI 306-3]

Atas aktivitas yang dijalankan oleh Perseroan tentunya tidak terhindar dari adanya limbah yang dihasilkan. Perseroan telah mengklasifikasikan limbah tersebut ke dalam limbah domestik, cair dan limbah Bahan Berbahaya dan (B3). Limbah domestik merupakan limbah padat dari aktivitas rumah tangga yang berasal dari dalam hunian, perkantoran dan pasar yang di antaranya meliputi sisa makanan, kertas, plastic dan lainnya. Terkait dengan limbah cair merupakan limbah yang berasal dari aktivitas rumah tangga atau industri dalam bentuk cairan yang meliputi air kotor dan air bekas pakai. Sedangkan limbah B3 merupakan limbah yang di antaranya berasal dari bekas cairan laboratorium, bekas lampu, bekas baterai, bekas cairan kimia, dan pembersih lantai.

Metode pengumpulan dan monitoring data terkait limbah yaitu dengan menjumlahkan seluruh limbah yang dihasilkan pada seluruh unit bisnis Perseroan melalui Surat Jalan Ritase saat dilakukan pengangkutan oleh pihak ketiga. Di tahun 2023, Perseroan baru melakukan pengukuran atas limbah yang dihasilkan pada setiap unit bisnisnya, sehingga belum terdapat informasi mengenai limbah yang dihasilkan pada tahun 2022. Adapun jumlah limbah yang dihasilkan berdasarkan wilayah kerja yaitu sebagai berikut.

Wilayah Kerja Working Area	Jumlah Limbah tahun 2023 Total Waste in 2023		
	Limbah Domestik Domestic Waste	Limbah Cair Liquid Waste	Limbah B3 Hazardous Waste
	(kilogram)	(Liter)	(kilogram)
Wilayah Jawa Barat West Java region	1.657.601	123.328.442	476
Wilayah Jawa Tengah Central Java region	61.283	554.390	60
Wilayah Jawa Timur East Java region	1.018.241	94.393.751	196
Total	2.737.125	218.276.563	731

MEKANISME PENGELOLAAN LIMBAH DAN EFLUEN [OJK F.14, GRI 306-1, 306-2, 306-4, 306-5]

Perseroan berupaya untuk melakukan pengelolaan limbah yaitu dengan melakukan pemisahan limbah yang dihasilkan oleh aktivitas operasionalnya meliputi limbah organik, anorganik

WASTE ASPECTS

AMOUNT OF WASTE AND EFFLUENT GENERATED BY TYPE [OJK F.13, GRI 306-3]

Of course, the activities carried out by the Company cannot be avoided by the waste produced. The Company has classified this waste into domestic waste, liquid waste and Hazardous Materials and (B3) waste. Domestic waste is solid waste from household activities originating from residences, offices and markets, which includes food waste, paper, plastic and others. Related to liquid waste is waste originating from household or industrial activities in liquid form which includes dirty water and used water. Meanwhile, B3 waste is waste that comes from used laboratory fluids, used lamps, used batteries, used chemical liquids and floor cleaners.

The method for collecting and monitoring data related to waste is by adding up all the waste produced in all of the Company's business units via the Ritase Road Document when transported by a third party. In 2023, the Company will only measure the waste produced in each business unit, so there is no information regarding the waste produced in 2022. The amount of waste produced based on work area is as follows.

WASTE AND EFFLUENT MANAGEMENT MECHANISMS [OJK F.14, GRI 306-1, 306-2, 306-4, 306-5]

The Company strives to manage waste, namely by separating waste produced by its operational activities, including organic, inorganic and B3 waste. This separation aims to sort waste that



dan limbah B3. Pemisahan tersebut bertujuan untuk memilah sampah yang masih bisa dilakukan *Reduce, Reuse, dan Recycle* (3R) oleh pihak ketiga sebelum diserahkan kepada pihak ketiga. Upaya Perseroan dalam mengelola limbah yang dihasilkan bertujuan agar setiap limbah yang dihasilkan tidak berdampak negatif terhadap lingkungan sekitar wilayah operasional Perseroan.

Untuk limbah padat B3 dikumpulkan secara berkala dan sesuai Standar Operasional Prosedur Pengelolaan Limbah Bahan Berbahaya dan Beracun dengan Nomor QM/PPRO-GSL/SOP/013 tahun 2020 dan SOP-HK/25 tahun 2022. Di dalam SOP tersebut, Perseroan telah mengatur tentang pengelolaan sampah dilakukan untuk mengatasi sampah dengan baik sehingga lingkungan gedung tetap bersih dan higienis baik untuk sampah basah maupun sampah kering. Di samping itu, Perseroan juga telah mengatur tata cara pengemasan yang ditimbang sebelum dimasukkan ke dalam wadah dan diberi simbol sesuai karakteristik yang ditentukan dalam Peraturan Menteri Lingkungan Hidup No. 14 tahun 2013, perpindahan limbah/*handling* ke tempat penyimpanan limbah B3, penempatan dalam tempat penyimpanan limbah B3, sampai dengan pengangkutan limbah oleh Pihak ketiga yang berizin yaitu PT Bumi Sinarmas. Untuk limbah cair yang dihasilkan dan digunakan kembali, telah disampaikan pada Aspek Air di Laporan Keberlanjutan ini.

Sepanjang tahun 2023, tidak terdapat limbah yang dipersiapkan untuk dilakukan pembakaran dengan dan tanpa pemulihan energi, serta penghimpunan. Atas komitmen Perseroan dalam mengelola limbah yang dihasilkan, sepanjang tahun 2023 tidak terjadi insiden terkait limbah yang terjadi di seluruh wilayah operasional Perseroan. Perseroan telah mengukur kualitas

can still be reduced, reused and recycled (3R) by a third party before being handed over to a third party. The Company's efforts in managing the waste produced are aimed at ensuring that any waste produced does not have a negative impact on the environment around the Company's operational areas.

B3 solid waste is collected periodically and in accordance with Standard Operational Procedures for Management of Hazardous and Toxic Waste with Number QM/PPRO-GSL/SOP/013 of 2020 and SOP-HK/25 of 2022. In this SOP, the Company has regulated management. waste is carried out to handle waste properly so that the building environment remains clean and hygienic for both wet and dry waste. In addition, the Company has also regulated packaging procedures which are weighed before being put into containers and given symbols according to the characteristics specified in Minister of the Environment Regulation No. 14 of 2013, waste transfer/handling to B3 waste storage areas, placement in B3 waste storage areas, up to waste transportation by a licensed third party, namely PT Bumi Sinarmas. For liquid waste that is generated and reused, it has been presented in the Water Aspect in this Sustainability Report.

Throughout 2023, there were no waste prepared for incineration with and without energy recovery and collection. Due to the Company's commitment to managing the waste produced, throughout 2023 there were no waste-related incidents occurring in all of the Company's operational areas. The Company has measured the quality of waste water discharged as follows.

Tabel Pengukuran Air Limbah [GRI 303-4, GRI 306-4, 306-5]

Table of Waste Water Measurement [GRI 303-4, GRI 306-4, 306-5]

Parameter	Metode yang dipakai Method used	Satuan Unit	Baku Mutu Quality Standards	Hasil Uji Test Results
Amonia (NH3)				
Ammonia (NH3)				
Apartemen Begawan Malang Begawan Malang Apartment	SNI 06-6989. 30-2005	mg/L	10	3,810
Evencio Apartment	SNI 06-6989.30-2005	mg/L	10	<0,0038
Grand Dharmahusada Lagoon	SNI 06-6989. 30-2005	mg/L	10	2,20
Grand Kamala Lagoon	SNI 06-6989.30:2005	mg/L	10	<0,095
Grand Sungkono Lagoon	SNI 06-6989.30:2005	mg/L	10	0,037
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	SNI 06-6989.30:2005	mg/L	10	0,083
Ayoma	SNI 06-6989.30:2005	mg/L	10	0,004
Total Coliform				
Apartemen Begawan Malang Begawan Malang Apartment	SM APHA 23rd Edition, 9221 B, C. 2017	MPN/100MI	3.000	2.810
Evencio Apartment	SM APHA 23rd Edition, 9221 B, C. 2017	MPN/100MI	3.000	840
Grand Dharmahusada Lagoon	IKM AXO-45	Jumlah/100 ML	3.000	87
Grand Kamala Lagoon	APHA 9221 B-2017	Jumlah/100 ML	3.000	36.540
Grand Sungkono Lagoon	SM APHA 23rd Edition, 9221 B, C. 2017	CPO/100MI	3.000	907
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	SM APHA 23rd Edition, 9221 B, C. 2017	MPN/100	3.000	901
Ayoma	SM APHA 23rd Edition, 9221 B, C. 2017	MPN/100MI	3.000	1.046,2
pH				
Apartemen Begawan Malang Begawan Malang Apartment	SNI 6989.11:2019	-	6-9	7,3
Evencio Apartment	APHA 23rd Edition, 4.500- H*B.2017	-	6-9	7,05
Grand Dharmahusada Lagoon	SNI 6989.11:2019	-	6-9	7,58
Grand Kamala Lagoon	SNI 6989.11:2019	-	6-9	7,06
Grand Sungkono Lagoon	SNI 6989.11:2019	pH Unit	6-9	7,12
Apartemen Pavilion Permata (APP) Permata Pavilion Apartment (APP)	SNI 6989.11:2019	pH Unit	6-9	7,29
Ayoma	APHA 23rd Edition, 4.500- H*B.2017	mg/L	6-9	8,6
Minyak Lemak				
Fat Oil				
Apartemen Begawan Malang Begawan Malang Apartment	SNI 06-6989.10:2011	mg/L	5	1,5
Evencio Apartment	SNI 6989-10-2011	mg/L	5	<0,86
Grand Dharmahusada Lagoon	IKM AXO-43 (Gravimetri) (Gravimetry)	mg/L	5	1,27
Grand Kamala Lagoon	SNI 06-6989.10:2011	mg/L	5	1,80



Tabel Pengukuran Air Limbah [GRI 303-4, GRI 306-4, 306-5]

Table of Waste Water Measurement [GRI 303-4, GRI 306-4, 306-5]

Parameter	Metode yang dipakai Method used	Satuan Unit	Baku Mutu Quality Standards	Hasil Uji Test Results
Grand Sungkono Lagoon	SNI 06-6989.10:2011	mg/L	5	<1,4
Apartemen Paviliun Permata (APP) Permata Pavilion Apartment (APP)	SNI 06-6989.10:2011	mg/L	5	<1,4
Ayoma	SNI 06-6989.10:2011	mg/L	5	<0,86
Kebutuhan Oksigen Kimia (COD) Chemical Oxygen Requirement (COD)				
Apartemen Begawan Malang Begawan Malang Apartment	SNI 06-6989.10:2011	mg/L	100	76,61
Evencio Apartment	APHA 23rd edition, 5720-COD D.2017	mg/L	100	13,9
Grand Dharmahusada Lagoon	SNI 6989.2:2019	mg/L	100	<3,05
Grand Kamala Lagoon	SNI 6989.73:2009	mg/L	100	68,8
Grand Sungkono Lagoon	SNI 06-6989.10:2011	mg/L	100	22,3
Apartemen Paviliun Permata (APP) Permata Pavilion Apartment (APP)	SNI 06-6989.10:2011	mg/L	100	57,2
Ayoma	APHA 23rd edition, 5720-COD D.2017	mg/L	100	18,3
Kebutuhan Oksigen Biologi (BOD) Biological Oxygen Requirement (BOD)				
Apartemen Begawan Malang Begawan Malang Apartment	SNI 6989.72:2019	mg/L	30	24,37
Evencio Apartment	IKM/7.2.86/ISL (Titrimetri) (Titrimetry)	mg/L	30	2,66
Grand Dharmahusada Lagoon	SNI 6989.72:2019	mg/L	30	<1,00
Grand Kamala Lagoon	SNI 6989.72:2009	mg/L	30	6,30
Grand Sungkono Lagoon	SNI 6989.72:2019	mg/L	30	19
Apartemen Paviliun Permata (APP) Permata Pavilion Apartment (APP)	SNI 6989.72:2019	mg/L	30	26
Ayoma	IKM/7.2.86/ISL (Titrimetri) (Titrimetry)	mg/L	30	4
Zat Padat Tersuspensi Suspended Solids				
Apartemen Begawan Malang Begawan Malang Apartment		mg/L	30	15,5
Suhu/Temperatur Temperature/Temperature				
Evencio Apartment	SNI 06-6989-2005	OC	-	29,2
Grand Kamala Lagoon	SNI 06-6989.23:2005	OC	-	30
Ayoma	SNI 06-6989.23:2005	OC	-	27,1
Total Residu Tersuspensi (TSS) Total Suspended Residue (TSS)				
Evencio Apartment	IKM/7.2.10/ISL (Spektrofotometri) (Spectrophotometry)	mg/L	30	<1
Grand Dharmahusada Lagoon	SNI 6989.72:2019	mg/L	30	<2,50

Tabel Pengukuran Air Limbah [GRI 303-4, GRI 306-4, 306-5]

Table of Waste Water Measurement [GRI 303-4, GRI 306-4, 306-5]

Parameter	Metode yang dipakai Method used	Satuan Unit	Baku Mutu Quality Standards	Hasil Uji Test Results
Grand Kamala Lagoon	SNI 6989.3:2019	mg/L	30	123
Grand Sungkono Lagoon	SNI 6989.3:2019	mg/L	30	17
Apartemen Paviliun Permata (APP) Permata Paviliun Apartment (APP)	SNI 6989.3:2019	mg/L	30	24
Ayoma	IKM/7.2.10/ISL	mg/L	30	<1
Oksigen Terlarut (DO) Dissolved Oxygen (DO)				
Grand Sungkono Lagoon		mg/L	-	6,3
Apartemen Paviliun Permata (APP) Permata Paviliun Apartment (APP)		mg/L	-	6,7

TUMPAHAN YANG TERJADI [OJK F.15]

Dalam menjalankan kegiatan bisnisnya, Perseroan berupaya semaksimal mungkin untuk mengelola limbah cair, bahan bakar minyak, maupun bahan atau zat-zat kimia yang lain dengan baik. Upaya tersebut dilakukan dengan tujuan untuk menghindari terjadinya tumpahan yang berpotensi memengaruhi kualitas tanah, air, udara, keanekaragaman hayati, maupun berpengaruh terhadap kesehatan karyawan yang bekerja dengan menggunakan bahan-bahan tersebut. Atas komitmen dan pengelolaan yang baik, sepanjang tahun 2023 tidak ada kejadian tumpahan limbah cair, bahan bakar minyak, maupun bahan atau zat-zat kimia lainnya.

ASPEK PENGADUAN TERKAIT LINGKUNGAN HIDUP

JUMLAH DAN MATERI PENGADUAN LINGKUNGAN HIDUP YANG DITERIMA DAN DISELESAIKAN [OJK F.16]

Atas komitmen Perseroan pada pengelolaan lingkungan hidup, maka selama tahun 2023 Perseroan tidak menerima pengaduan terkait lingkungan hidup.

SPILL THAT OCCURRED [OJK F.15]

In carrying out its business activities, the Company makes every effort to manage liquid waste, fuel oil and other chemical materials or substances well. This effort is carried out with the aim of avoiding spills that have the potential to affect the quality of soil, water, air, biodiversity, or affect the health of employees who work using these materials. Due to commitment and good management, throughout 2023 there were no incidents of spills of liquid waste, fuel oil or other chemical materials or substances.

ASPECTS OF COMPLAINTS RELATED TO THE ENVIRONMENT

NUMBER AND MATERIAL OF ENVIRONMENTAL COMPLAINTS RECEIVED AND RESOLVED [OJK F.16]

Due to the Company's commitment to environmental management, during 2023 the Company will not receive complaints related to the environment.



Kinerja Sosial

Social Performance

KOMITMEN UNTUK MEMBERIKAN LAYANAN ATAS PRODUK DAN/ATAU JASA YANG SETARA KEPADA KONSUMEN [OJK F.17]

Perseroan selalu berkomitmen untuk mematuhi Undang-Undang Perlindungan Konsumen pasal 7, huruf c, yang mewajibkan pelaku usaha memperlakukan atau melayani konsumen secara benar dan jujur serta tidak diskriminatif. Perseroan telah menerapkan prinsip kesetaraan dalam memberikan pelayanan kepada konsumen dengan tidak membedakan suku, agama, ras, warna kulit, pandangan politik dan sebagainya. Perseroan menjunjung tinggi hak-hak konsumen. Hal ini telah tertuang pada Pedoman Etika dan Perilaku (*Code of Conduct*). Perseroan juga senantiasa memperhatikan kebutuhan pelanggan dengan tetap selalu melakukan *monitoring*, meningkatkan kualitas produk dengan tetap sejalan dengan perkembangan teknologi.

ASPEK KETENAGAKERJAAN

KESETARAAN KESEMPATAN BEKERJA [OJK F.18, GRI 405-1, 406-1]

Perseroan senantiasa menerapkan prinsip kesetaraan atau non diskriminasi tanpa membedakan suku, agama, ras, warna kulit, jenis kelamin, agama, pendapat politik, keturunan dan asal-usul sosial dalam pengelolaan sumber daya manusia. Perseroan menjamin kesetaraan baik dalam proses rekrutmen, pengembangan kompetensi, pengembangan karir, evaluasi kerja, maupun pemberian remunerasi. Perseroan berkomitmen untuk memberikan kesempatan yang sama kepada karyawan dalam bekerja dan mengisi posisi atau jabatan sesuai dengan kapasitas dan kompetensi karyawan. Prinsip kesetaraan kesempatan dalam bekerja yang telah diterapkan oleh Perseroan telah selaras dengan selaras dengan Undang-Undang No. 21 Tahun 1999 tentang Pengesahan ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation (Konvensi ILO Mengenai Diskriminasi dalam Pekerjaan dan Jabatan), serta Panduan Kesetaraan dan Non Diskriminasi di Tempat Kerja di Indonesia (Kementerian Tenaga Kerja dan Transmigrasi RI).

Atas penerapan prinsip kesetaraan, selama tahun 2023, tidak atau terdapat insiden diskriminasi yang terjadi di lingkungan Perusahaan. Oleh karena tidak terdapat insiden diskriminasi, maka tidak terdapat remediasi yang sedang maupun telah diterapkan selama tahun 2023. Penerapan prinsip kesetaraan juga tercermin pada keberagaman manajemen dan karyawan pada level-level jabatan yang telah disajikan pada tabel berikut.

COMMITMENT TO PROVIDE EQUIVALENT PRODUCTS AND/OR SERVICES TO CONSUMERS [OJK F.17]

The Company is always committed to complying with the Consumer Protection Law article 7, letter c, which requires business actors to treat or serve consumers correctly and honestly and not to be discriminatory. The Company has implemented the principle of equality in providing services to consumers without discriminating against ethnicity, religion, race, warrants, political views and so on. The Company upholds consumer rights. This has been stated in the Code of Ethics and Conduct. The Company also always pays attention to customer needs by always monitoring, improving product quality while remaining in line with technological developments.

EMPLOYMENT ASPECTS

EQUALITY OF EMPLOYMENT OPPORTUNITIES [OJK F.18, GRI 405-1, 406-1]

The Company always applies the principle of equality or non-discrimination without distinction of ethnicity, religion, race, skin color, gender, religion, political opinion, descent and social origin in managing human resources. The Company guarantees equality in the recruitment process, competency development, career development, job evaluation and remuneration. The Company is committed to providing equal opportunities to employees in working and filling positions or positions in accordance with the employee's capacity and competency. The principle of equal opportunity in work that has been implemented by the Company is in line with Law no. 21 of 1999 concerning Ratification of ILO Convention No. 111 Concerning Discrimination in Respect of Employment and Occupation (ILO Convention Concerning Discrimination in Employment and Occupation), as well as Guidelines for Equality and Non-Discrimination in the Workplace in Indonesia (Ministry of Manpower and Transmigration of the Republic of Indonesia).

Due to the implementation of the principle of equality, during 2023, there were no incidents of discrimination occurred within the Company. Because there were no incidents of discrimination, there were no remediation is being or has been implemented during 2023. The application of the principle of equality is also reflected in the diversity of management and employees at position levels which is presented in the following table.

Tabel Keberagaman Manajemen dan Karyawan 2023 [GRI 405-1]

Table of Management and Employee Diversity 2023 [GRI 405-1]

(Dalam Orang)
(In Person)

Level Jabatan Position Level	Jenis Kelamin Gender				Kelompok Usia Age Group					
	Pria Male		Wanita Female		<30	%	30-50	%	>51	%
		%		%						
Manajemen										
Dewan Komisaris Board of Commissioners	3	50.00%	0	0.00%	0	0.00%	2	40.00%	1	50.00%
Direksi Board of Directors	2	25.00%	1	100.00%	0	0.00%	2	40.00%	1	50.00%
Pejabat Eksekutif	1	25.00%	0	0.00%	0	0.00%	1	20.00%	0	0.00%
Jumlah Total	6	100.00%	1	100.00%	0	0.00%	5	100.00%	2	100.00%
Karyawan										
Managerial	71	19.09%	35	22.29%	9	8.57%	88	23.04%	9	21.43%
Staf	301	80.91%	122	77.71%	96	91.43%	294	76.96%	33	78.57%
Jumlah Total	372	100.00%	157	100.00%	105	100.00%	382	100.00%	42	100.00%

REKRUTMEN DAN PERPUTARAN KARYAWAN [GRI 401-1]

Perseroan memberikan kesempatan yang sama untuk semua warga negara Indonesia bergabung dan bekerja di Perusahaan melalui jalur rekrutmen tanpa membedakan suku, ras, golongan, agama dan jenis kelamin. Proses rekrutmen dilakukan secara terbuka sesuai dengan kebutuhan dan kualifikasi yang diperlukan. Perseroan telah memiliki kebijakan rekrutmen diatur dalam *Work Instruction (WI) Nomor PPRO/035/W/001*. Untuk jenis pekerjaan tertentu, Perseroan memiliki kebijakan untuk menerima tenaga kerja lokal dengan kualifikasi dan kompetensi yang setara.

Komposisi karyawan baru dan karyawan yang berhenti bekerja atau meninggalkan Perseroan berdasarkan kelompok usia, jenis kelamin dan wilayah kerja disajikan dalam tabel berikut.

EMPLOYEES RECRUITMENT AND TURNOVER [GRI 401-1]

The Company provides equal opportunities for all Indonesian citizens to join and work at the Company through recruitment channels without distinguishing between ethnicity, race, class, religion and gender. The recruitment process is carried out openly according to the needs and qualifications required. The Company has a recruitment policy regulated in *Work Instruction (WI) Number PPRO/035/W/001*. For certain types of work, the Company has a policy of accepting local workers with equivalent qualifications and competencies.

The composition of new employees and employees who have stopped working or left the Company based on Age Range, gender and work area is presented in the following table.



Rekrutmen Karyawan Baru Berdasarkan Kelompok Usia

New Employee Recruitment Based on Age Range

(Dalam Orang)
(In Person)

Kelompok Usia Age Group	2023	2022	2021
20-29 Tahun/Years old	6	10	7
30-39 Tahun/ Years old	3	7	5
30-49 Tahun/ Years old	1	-	1
> 50 Tahun/ Years old	-	-	-
Total	10	17	13

Komposisi Karyawan Baru Berdasarkan Jenis Kelamin

Composition of New Employees Based on Gender

(Dalam Orang)
(In Person)

Uraian Description	2023	2022	2021
Pria Male	7	8	7
Wanita Female	3	9	6
Total	10	17	13

Rekrutmen Karyawan Baru Berdasarkan Wilayah Kerja

Recruitment of New Employees Based on Work Area

(Dalam Orang)
(In Person)

Wilayah Area	2023	2022	2021
Kantor Pusat Head Office	5	13	9
Proyek Project	5	4	4
Total	10	17	13

Komposisi Karyawan Berhenti Bekerja Berdasarkan Jenis Kelamin

Composition of Employees Leaving Work Based on Gender

Uraian Description	2023	2022	2021
Pria Male	9	9	-
Wanita Female	4	8	-
Total	13	17	-

Komposisi Karyawan Berhenti Bekerja Berdasarkan Kelompok Usia

Composition of Employees Leaving Work Based on Age Range

Kelompok Usia Age Group	2023	2022	2021
20-29 Tahun/ Years old	3	8	-
30-39 Tahun/ Years old	6	7	-
30-49 Tahun/ Years old	3	2	-
> 50 Tahun/ Years old	1	-	-
Total	13	17	-

Komposisi Karyawan Berhenti Bekerja Berdasarkan Wilayah Kerja

Composition of Employees Leaving Work Based on Work Area

Wilayah Area	2023	2022	2021
Kantor Pusat Head Office	8	13	-
Proyek Project	5	4	-
Total	13	17	-

Berdasarkan data karyawan yang meninggalkan Perseroan di atas, maka tingkat *turnover* pada tahun pelaporan tercatat sebesar 1,6%, turun dibandingkan tahun 2022 yang mencapai 1,84%. Hal itu dipengaruhi oleh terbukanya kesempatan bagi karyawan untuk memperoleh pendidikan dan pelatihan, dan *cross career*.

Based on the above data on employees who left the Company, the turnover rate in the reporting year was recorded at 1.6%, down compared to 2022 which reached 1.84%. This is influenced by the opening of opportunities for employees to obtain education and training, and cross careers.

Keterangan Information	2023	2022	2021
Turnover Karyawan Employee Turnover	1,6%	1,84%	4,6%

Tabel Turnover Karyawan Berdasarkan Usia

Keterangan	2023	2022	2021
20-29 Tahun	0,57%	1,34%	0,00%
30-39 Tahun	1,13%	1,17%	0,00%
30-49 Tahun	0,57%	0,34%	0,00%
> 50 Tahun	0,19%	0,00%	0,00%



Tabel Turnover Karyawan Berdasarkan Jenis Kelamin

Keterangan	2023	2022	2021
Pria	1,70%	1,51%	0,00%
Wanita	0,76%	1,34%	0,00%

Tabel Turnover Karyawan Berdasarkan Wilayah

Keterangan	2023	2022	2021
Kantor Pusat	1,51%	2,18%	0,00%
Proyek	0,95%	0,67%	0,00%

PELATIHAN DAN PENGEMBANGAN KOMPETENSI [OJK F.22, GRI 404-1, GRI 404-2, 404-3]

Pencapaian Perseroan selama tahun pelaporan tak lepas dari keberadaan karyawan unggul dan mumpuni di bidangnya. Karyawan dengan kualifikasi tersebut merupakan cerminan atas pengembangan kompetensi yang dilakukan selama tahun 2023, baik yang diselenggarakan secara internal maupun eksternal. Sesuai prinsip kesetaraan, Perseroan memberikan kesempatan yang sama kepada seluruh karyawan mengikuti program pendidikan dan pelatihan untuk mengembangkan kompetensinya. Sepanjang tahun 2023, Perseroan telah memberikan pelatihan *soft skill* kepada 177 orang karyawan dan *hard skill*/teknis kepada 1.465 orang karyawan.

TRAINING AND COMPETENCY DEVELOPMENT [OJK F.22, GRI 404-1, GRI 404-2, 404-3]

The Company's achievements during the reporting year cannot be separated from the presence of excellent and capable employees in their fields. Employees with these qualifications reflect the competency development carried out during 2023, both internally and externally. In accordance with the principle of equality, the Company provides equal opportunities to all employees to take part in education and training programs to develop their competencies. Throughout 2023, the Company has provided soft skills training to 177 employees and hard skills/technical training to 1,465 employees.

Tabel Pelatihan dan Pendidikan

Training and Education Table

Jenis Pelatihan dan Pendidikan Types of Training and Education	Jumlah Karyawan Number of Employees	Jumlah Jam Pelatihan dan Pendidikan Karyawan Number of Employees Training and Education Hours
<i>Soft Skill</i>	177	15
Teknis/Hard Skill Technical/Hard Skills	1.465	281

Rekapitulasi pengembangan kompetensi selengkapnya disampaikan dalam tabel berikut:

Tabel Rata-Rata Jam Pelatihan Pekerja Tahun 2023 [OJK F.22, GRI 404-1]

Table of Average Training Hours for Workers in 2023 [OJK F.22, GRI 404-1]

Uraian Description	Jumlah Pekerja yang Memperoleh Pelatihan Number of Workers Who Received Training			Jam Pelatihan Training Hours			Rata-rata Jam Pelatihan Setiap Pekerja Average Training Hours Per Worker		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
Keseluruhan Overall	1.642	2.972	1.862	296	713	698	0,18	0,23	0,37
Berdasarkan Jenis Kelamin Based on Gender									
Pria Male	916	1.846	1.015	160	366	370	0,17	0,38	0,36
Wanita Female	726	1.126	847	136	347	328	0,18	0,63	0,38
Berdasarkan Kategori Jabatan yang Mengikuti Pelatihan Based on Position Categories Participating in Training									
Dewan Komisaris Board of Commissioners	3	3	1	6	5	8	2	1,6	8
Direksi Board of Directors	4	5	5	15	58	28	3,75	11,6	5,6
General Manager	25	26	18	35	86	90	1,4	3,3	5
Kepala Divisi Head of Division	4	4	3	8	29	15	2	9,6	5
Kepala Departemen Head of department	20	15	9	40	54	78	2	3,6	8,6
Supervisor	12	19	10	24	90	120	2	4,7	12
Staf Staff	1.574	2.900	1.813	168	391	352	0,10	0,13	0,19
Tenaga Pelaksana Implementing Staff	0	0	3	0	0	6	0	0	2



Perseroan telah memberikan karyawan pelatihan-pelatihan terkait dengan pembangunan berkelanjutan yang bertujuan untuk meningkatkan pemahaman karyawan terkait keberlanjutan. Pelatihan-pelatihan terkait pembangunan berkelanjutan telah disampaikan pada bagian Tata Kelola Keberlanjutan pada Laporan Keberlanjutan ini. Selain itu, untuk menunjang peningkatan karir karyawan, Perseroan telah melakukan pelatihan-pelatihan sebagai berikut.

The Company has provided employees with training related to sustainable development which aims to increase employee understanding regarding sustainability. Training related to sustainable development has been presented in the Sustainability Governance section of this Sustainability Report. In addition, to support employee career advancement, the Company has conducted the following training.

Pelatihan Program Bantuan Peralihan Tahun 2023

Transition Assistance Program Training in 2023

Materi Pelatihan Training Materials	Tujuan Objectives	Waktu dan Tempat Time and Venue	Jumlah Peserta Number of Participants
<i>Middle Management Development Program - Engineer</i>	Mempersiapkan <i>talent pool</i> para suksesor untuk jabatan Managerial di bidang Teknik Preparing the talent pool of successors for Managerial positions in the engineering field	Jakarta, 8 - 10 Februari 2023 Jakarta, February 8 – 10, 2023	29
<i>Middle Management Development Program - Finance</i>	Mempersiapkan <i>talent pool</i> para suksesor untuk jabatan Managerial di bidang keuangan Preparing the talent pool of successors for Managerial positions in the financial sector	Jakarta, 8 - 10 Maret 2023 Jakarta, March 8 – 10, 2023	15

Perseroan juga memberikan perhatian khusus kepada karyawan yang hendak pensiun. Dalam hal ini, Perusahaan memiliki program pelatihan bagi karyawan yang akan menjalani pensiun. Pelatihan diberikan, antara lain, bertujuan agar setelah pensiun, karyawan yang sudah purnatugas bisa menyiapkan diri secara fisik dan psikis, serta memiliki kegiatan yang produktif. Mereka yang berhak untuk mengikuti pelatihan ini adalah karyawan yang akan pensiun dalam waktu 3 (tiga) tahun sebelum usia pensiun tiba, yakni memasuki usia 55 tahun. Pada tahun 2023, PP Properti telah menyelenggarakan pelatihan *Retirement Readliness* yang bertujuan untuk mempersiapkan pegawai untuk memasuki masa pensiun pada tanggal 4 Agustus 2023 di Jakarta.

Atas pelaksanaan pengembangan kompetensi yang telah dilaksanakan, Perseroan melakukan *review* kepada seluruh karyawan tanpa membedakan jenis kelamin. Dengan *review* secara adil, Perusahaan optimistis akan membuat para karyawan bisa menerima hasilnya, yang pada gilirannya akan menciptakan kepuasan dalam bekerja dan berkorelasi positif terhadap meningkatnya kinerja perusahaan. *Review* secara adil juga sangat membantu Perseroan dalam menentukan jenjang karier karyawan, meliputi promosi, mutasi atau rotasi, dan demosi. Pada tahun 2023, Perseroan telah melakukan penilaian kinerja kepada seluruh karyawan atau 546 orang yang terdiri atas 372 karyawan pria dan 157 karyawan wanita.

The company also pays special attention to employees who are about to retire. In this case, the Company has a training program for employees who will retire. The training provided, among other things, aims to ensure that after retirement, retired employees can prepare themselves physically and psychologically, and have productive activities. Those who are entitled to take part in this training are employees who will retire within 3 (three) years before retirement age arrives, namely entering the age of 55 years. In 2023, PP Properti has held Retirement Readliness training which aims to prepare employees to enter retirement on August 4, 2023 in Jakarta.

Based on the implementation of competency development that has been carried out, the Company conducted a review of all employees without distinguishing between gender. By reviewing fairly, the Company is optimistic that employees will be able to accept the results, which in turn will create satisfaction at work and have a positive correlation with increasing company performance. Fair reviews are also very helpful for the Company in determining employee career paths, including promotions, transfers or rotations, and demotions. In 2023, the Company has carried out performance assessments on all employees or 546 people consisting of 372 male employees and 157 female employees.

Tabel Tinjauan Rutin Karyawan dan Jenjang Karir [GRI 404-3]

Employee Routine Review Table and Career Path [GRI 404-3]

Tahun Year	Jumlah Karyawan yang Mendapatkan Peninjauan Number of Employees Who Received a Review	Hasil Penilaian dan Relevansi Pengembangan Karier Assessment Results and Relevance of Career Development		
		Promosi Promotion	Mutasi/Rotasi Mutation/Rotation	Demosi Demotion
2023	546 (100% dari total karyawan) (100% of total employees)	33	70	-
2022	597 (100% dari total karyawan) (100% of total employees)	49	53	1
2021	594 (100% dari total karyawan) (100% of total employees)	52	61	-

KEBEBASAN BERSERIKAT [GRI 2-30]

Sampai dengan akhir tahun 2023, Perseroan belum memiliki Serikat Pekerja. Namun demikian, Perseroan senantiasa berupaya untuk membangun hubungan industrial yang baik yang berlandaskan pada peraturan-peraturan ketenagakerjaan yang berlaku. Perseroan berkomitmen untuk memenuhi hak dan kewajiban pegawai dan manajemen sesuai dengan Peraturan Perusahaan. Para karyawan dapat menyampaikan

FREEDOM OF ASSOCIATION [GRI 2-30]

Until the end of 2023, the Company does not yet have a Workers Union. However, the Company always strives to build good industrial relations that are based on applicable labor regulations. The Company is committed to fulfilling the rights and obligations of employees and management in accordance with Company Regulations. Employees can submit their complaints to the Human Capital Management



keluhannya kepada Departemen Human Capital Management (HCM). Atas keluhan karyawan yang telah diterima, Perseroan senantiasa berupaya untuk menyelesaikan keluhan tersebut dengan cara musyawarah mufakat.

TENAGA KERJA ANAK DAN TENAGA KERJA PAKSA [OJK F.19]

Perseroan berkomitmen untuk mendukung penghapusan tenaga kerja anak dan kerja paksa. Oleh karena itu, Perseroan telah menetapkan usia minimal dan jam kerja karyawan secara jelas. Usia minimal karyawan adalah 18 tahun sesuai dengan Undang-undang (UU) No. 35 Tahun 2014. Perubahan atas Undang-Undang Nomor 23 Tahun 2002 tentang Perlindungan Anak. Sedangkan, jam kerja yang ditetapkan telah sesuai dengan pasal 77 Undang-Undang No. 13 tahun 2003 tentang Ketenagakerjaan yaitu 8 (delapan) jam 1 (satu) hari dan 40 (empat puluh) jam 1 (satu) minggu untuk 5 (lima) hari kerja dalam 1 (satu) minggu, Senin sampai Jumat.

Selain itu, pada unit kerja dan level karyawan tertentu, Perseroan melaksanakan sistem kerja giliran (*shift work*) yang pengaturannya telah disesuaikan dengan kondisi lapangan pekerjaan. Dengan pengaturan tersebut, apabila terdapat kelebihan waktu kerja akan diperhitungkan sebagai kerja lembur yang besaran kompensasinya sudah ditetapkan dan tidak merugikan karyawan. Perusahaan juga memberikan kesempatan untuk beristirahat pada jam-jam tertentu.

Kebijakan Perseroan terkait usia minimal karyawan telah selaras dengan Undang-Undang Republik Indonesia Nomor 20 Tahun 1999 tentang Pengesahan ILO Convention No. 138 Concerning Minimum Age for Admission to Employment (Konvensi ILO Mengenai Usia Minimum Untuk Diperbolehkan Bekerja), dan Undang-Undang Republik Indonesia Nomor 1 Tahun 2000 tentang Pengesahan ILO Convention No. 182 Concerning The Prohibition And Immediate Action for The Elimination of The Worst Forms of Child Labour (Konvensi ILO No. 182 Mengenai Pelarangan dan Tindakan Segera Penghapusan Bentuk-Bentuk Pekerjaan Terburuk untuk Anak). Sementara itu, pemberlakuan jam kerja dengan batasan waktu yang jelas sehingga tidak terjadi kerja paksa sejalan dengan Undang-Undang Republik Indonesia Nomor 19 Tahun 1999 Tentang Pengesahan ILO Convention No. 105 Concerning The Abolition of Forced Labour (Konvensi ILO Mengenai Penghapusan Kerja Paksa).

CUTI MELAHIRKAN [GRI 401-3]

Perseroan senantiasa berkomitmen untuk memenuhi hak-hak normatif karyawan yang di antaranya yaitu memberikan cuti melahirkan bagi karyawan wanita dan cuti bagi karyawan pria yang istrinya melahirkan (*paternity leave*). Karyawan wanita yang mengambil cuti melahirkan, nantinya dapat kembali ke perusahaan dan menduduki posisi sebelumnya.

(HCM) Department. Regarding employee complaints that have been received, the Company always strives to resolve these complaints by means of deliberation and consensus.

CHILD LABOR AND FORCED LABOR [OJK F.19]

The Company is committed to supporting the elimination of child labor and forced labor. Therefore, the Company has clearly determined the minimum age and working hours of employees. The minimum age for employees is 18 years in accordance with Law (UU) no. 35 of 2014. Amendments to Law Number 23 of 2002 concerning Child Protection. Meanwhile, the working hours determined are in accordance with article 77 of Law no. 13 of 2003 concerning Employment, namely 8 (eight) hours 1 (one) day and 40 (forty) hours 1 (one) week for 5 (five) working days in 1 (one) week, Monday to Friday.

In addition, in certain work units and employee levels, the Company implements a shift work system whose arrangements have been adjusted to work conditions. With this arrangement, if there is excess working time, it will be counted as overtime work, the amount of compensation for which has been determined and will not be detrimental to the employee. The company also provides the opportunity to rest at certain hours.

The Company's policy regarding the minimum age of employees is in line with the Law of the Republic of Indonesia Number 20 of 1999 concerning Ratification of ILO Convention No. 138 Concerning Minimum Age for Admission to Employment (ILO Convention Concerning Minimum Age for Admission to Employment), and Law of the Republic of Indonesia Number 1 of 2000 concerning Ratification of ILO Convention No. 182 Concerning The Prohibition And Immediate Action for The Elimination of The Worst Forms of Child Labor (ILO Convention No. 182 Concerning Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor). Meanwhile, the implementation of working hours with clear time limits so that forced labor does not occur is in line with Law of the Republic of Indonesia Number 19 of 1999 concerning Ratification of ILO Convention No. 105 Concerning the Abolition of Forced Labor (ILO Convention Concerning the Abolition of Forced Labor).

MATERNITY LEAVE [GRI 401-3]

The Company is always committed to fulfilling employee normative rights, including providing maternity leave for female employees and leave for male employees whose wives give birth (*paternity leave*). Female employees who take maternity leave can later return to the company and occupy their previous positions. By providing this leave right, the Company provides

Dengan memberikan hak cuti tersebut, Perseroan memberikan kesempatan kepada pekerja tersebut agar bisa menyiapkan kelahiran anaknya dengan baik.

Pemberian hak cuti melahirkan bagi karyawan telah diatur dalam Peraturan Perusahaan dengan ketentuan sebagai berikut:

1. Pelaksanaan istirahat melahirkan ditentukan 1 ½ (satu setengah) bulan sebelum dan 1 ½ (satu setengah) bulan sesudah melahirkan/gugur kandungan; atau ditentukan oleh dokter ahli kandungan.
2. Pekerja perempuan yang mengalami keguguran kandungan berhak memperoleh istirahat 1 ½ (satu setengah) bulan atau sesuai dengan surat keterangan dokter/bidan.
3. Pekerja pria yang istrinya melahirkan mendapatkan hak cuti selama 2 (dua) hari.

Selama tahun 2023, karyawan perempuan yang memiliki hak cuti melahirkan dan mengambil hak cuti sebanyak 3 orang. Setelah waktu cutinya habis, sebanyak 3 orang atau 100% telah kembali bekerja. Sementara itu, dari data tahun 2022, dari 4 karyawan wanita yang mengambil cuti melahirkan, kembali bekerja, dan tetap bekerja hingga 12 bulan berikutnya adalah 4 orang atau 100%. Sementara itu, karyawan pria yang memiliki hak mengambil cuti karena istrinya melahirkan pada tahun 2023 tercatat sebanyak 12 orang, dan sebanyak 12 orang atau 100% mengambil hak tersebut. Adapun jumlah karyawan pria yang kembali bekerja setelah hak cuti mendampingi istri berakhir pada tahun pelaporan adalah 12 orang atau 100%. Selanjutnya, dari data tahun 2022, dari 11 karyawan pria yang mengambil cuti melahirkan, tercatat sebanyak 11 orang telah kembali bekerja, dan tetap bekerja hingga 12 bulan berikutnya adalah 11 orang atau 100%

the opportunity for workers to be able to prepare well for the birth of their child.

The granting of maternity leave rights to employees is regulated in Company Regulations with the following provisions:

1. Implementation of childbirth rest is determined 1 ½ (one and a half) months before and 1 ½ (one and a half) months after giving birth/abortion; or determined by a gynecologist.
2. Female workers who experience a miscarriage are entitled to rest for 1 ½ (one and a half) months or in accordance with a doctor's/midwife's certificate.
3. Male workers whose wives give birth are entitled to 2 (two) days of leave.

During 2023, 3 female employees have maternity leave rights and take leave rights. After their leave time was over, 3 people or 100% had returned to work. Meanwhile, from 2022 data, 4 of the 4 female employees who took maternity leave, returned to work, and continued to work for the next 12 months or 100%. Meanwhile, there are 12 male employees who have the right to take leave because their wives give birth in 2023, and 12 people or 100% take this right. The number of male employees who returned to work after their right to leave to accompany their wives ended in the reporting year was 12 people or 100%. Furthermore, from 2022 data, of the 11 male employees who took maternity leave, it was recorded that 11 people had returned to work, and 11 people continued working for the next 12 months or 100%

Tabel Cuti Melahirkan dan Paternity Leave

Table of Maternity Leave and Paternity Leave

Uraian Description	2023		2022		2021	
	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male
Jumlah karyawan yang berhak cuti Number of employees entitled to leave	3	12	4	11	6	7
Jumlah karyawan yang mengambil hak cuti Number of employees taking leave	3	12	4	11	6	7
Jumlah karyawan yang kembali setelah cuti Number of employees returning after leave	3	12	4	11	6	7
Jumlah karyawan yang tetap bekerja hingga 12 bulan setelah mengambil cuti Number of employees who continue to work up to 12 months after taking leave	3	12	4	11	6	7
<i>Return to work rate</i>	100%	100%	100%	100%	100%	100%

**Tabel Cuti Melahirkan dan Paternity Leave**

Table of Maternity Leave and Paternity Leave

Uraian Description	2023		2022		2021	
	Wanita Female	Pria Male	Wanita Female	Pria Male	Wanita Female	Pria Male
Retention rate	100%	100%	100%	100%	100%	100%

UPAH MINIMUM REGIONAL [OJK F.20, GRI 401-2, GRI 405-2]

Seluruh karyawan Perseroan memiliki hak untuk mendapatkan remunerasi atas kinerjanya. Dalam memberikan remunerasi kepada karyawan, Perseroan senantiasa menerapkan prinsip non-diskriminasi dengan tidak membedakan rasio gaji pokok dan remunerasi perempuan dibandingkan laki-laki. Jika terdapat perbedaan nominal yang diperoleh, maka perbedaan nominal tersebut terjadi karena perbedaan kompetensi antar-karyawan.

Perusahaan telah menjamin seluruh karyawannya mendapatkan imbalan atas jasa pegawai sesuai dengan ketentuan Upah Minimum Regional (UMR) provinsi. Dalam memberikan upah minimum, Perseroan senantiasa tunduk pada peraturan yang berlaku. Penetapan upah minimum untuk tahun 2023 berpedoman pada Peraturan Menteri Ketenagakerjaan (Permenaker) Nomor 18 Tahun 2022 tentang Penetapan Upah Minimum Tahun 2023. Selama tahun 2023, Perseroan telah memberikan imbal jasa kepada karyawan tingkat terendah di atas upah minimum yang berlaku, yang dapat dilihat pada tabel berikut.

REGIONAL MINIMUM WAGE [OJK F.20, GRI 401-2, GRI 405-2]

All Company employees have the right to receive remuneration for their performance. In providing remuneration to employees, the Company always applies the principle of non-discrimination by not differentiating the ratio of basic salary and remuneration for women compared to men. If there is a nominal difference obtained, then the nominal difference occurs due to differences in competence between employees.

The company has guaranteed that all its employees receive compensation for employee services in accordance with the provisions of the provincial Regional Minimum Wage (UMR). In providing minimum wages, the Company always complies with applicable regulations. Determination of the minimum wage for 2023 is guided by Minister of Manpower Regulation (Permenaker) Number 18 of 2022 concerning Determination of Minimum Wages for 2023. During 2023, the Company has provided benefits to the lowest level employees above the applicable minimum wage, which can be seen in the table following.

Tabel Upah Karyawan Tetap Level Terendah Dibanding Upah Minimum Provinsi Tahun 2023

Table of Lowest Level Permanent Employee Wages Compared to Provincial Minimum Wages in 2023

Area Profesional Professional Area	Provinsi/ Daerah Province/Region	Upah Minimum Provinsi (Rp) Provincial Minimum Wage	Imbal Jasa Karyawan Tetap Tingkat Terendah (Rp) Employee Benefits Fixed at Lowest Level	Persentase Percentage(%)
Unit Kantor Pusat Head Office Unit	DKI Jakarta	4.901.798		
Proyek Project	DKI Jakarta	4.901.798		
Proyek Project	Jawa Barat West Java	1.986.670		
Proyek Project	Jawa Tengah Central Java	1.958.169		
Proyek Project	Jawa Timur East Java	2.040.244		

Tabel Upah Karyawan Tetap Level Terendah Diberikan Apart from providing a basic salary, the Company also provides allowances to all employees. Benefits that are given to all permanent employees and that are not given to contract employees are life insurance, retirement preparation, and share ownership. The benefits that employees receive based on their status are as follows:

Area Profesional Professional Area	Provinsi/ Daerah Province/Region	Upah Minimum Provinsi (Rp) Provincial Minimum Wage	Imbal Jasa Karyawan Tetap-Tingkat Terendah (Rp) Employee Benefits Fixed at Lowest Level	Persentase Percentage (%)
Proyek Project	Nusa Tenggara Barat West Nusa Tenggara		2.371.401	

Selain memberikan gaji pokok, Perseroan juga memberikan tunjangan kepada seluruh karyawan. Tunjangan yang diberikan kepada seluruh karyawan tetap dan yang tidak diberikan kepada karyawan kontrak adalah asuransi jiwa, persiapan masa pensiun, dan kepemilikan saham. Tunjangan yang diterima karyawan berdasarkan statusnya adalah sebagai berikut.

Bentuk Manfaat Form of Benefits	Karyawan Tetap Permanent Employees	Karyawan Tidak Tetap Contract Employees
Asuransi jiwa Life insurance	√	-
Perawatan Kesehatan Health care	√	√
Tanggungan kecacatan Disability dependents	-	-
Cuti melahirkan Maternity leave	√	√
Persiapan masa pensiun Preparation for retirement	√	-
Kepemilikan saham Shareholding	√	-



LINGKUNGAN BEKERJA YANG LAYAK DAN AMAN [OJK F.21, CRE6]

Lingkungan kerja yang layak dan aman sesuai dengan kaidah Kesehatan dan Keselamatan Kerja (K3) merupakan faktor penting dalam operasional bisnis Perseroan. Terciptanya lingkungan bekerja yang layak dan aman akan memberikan kenyamanan bekerja bagi karyawan. Perseroan meyakini, perpaduan antara kondisi lingkungan kerja yang aman dengan suasana kerja yang menyenangkan akan berdampak positif pada produktivitas karyawan dalam bekerja, sehingga mampu mencapai target-target yang telah ditetapkan dalam Rencana Kerja dan Anggaran Perusahaan (RKAP) Tahun 2023.

KESELAMATAN KERJA

KEBIJAKAN DAN IMPLEMENTASI [GRI 403-1, 403-2, 403-7, 403-8]

Sistem manajemen K3 diimplementasikan Perseroan dengan mengacu dan berpedoman pada sejumlah peraturan dan perundang-undangan yang mengatur tentang K3 beserta turunannya antara lain:

1. Undang-undang Nomor 1 Tahun 1970 tentang Keselamatan Kerja
2. Undang-undang Nomor 23 tahun 1992 tentang Kesehatan
3. Undang-undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan
4. Undang-Undang Nomor 11 Tahun 2020 tentang Cipta Kerja
5. Peraturan Pemerintah Republik Indonesia Nomor 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)
6. Keputusan Presiden Nomor 22 Tahun 1993 tentang Penyakit yang Timbul Akibat Hubungan Kerja
7. Peraturan Menteri Tenaga Kerja Nomor 4 Tahun 1987 tentang Panitia Pembina Keselamatan dan Kesehatan Kerja (P2K3)
8. Peraturan Menteri Tenaga Kerja Nomor 5 tahun 1996 tentang Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3)

Pelaksanaan sistem K3 merupakan pengelolaan Perseroan terhadap Quality, Health, Safety and Environment (QHSE) kegiatan operasional Perseroan. Dalam pelaksanaan sistem manajemen K3, Perseroan juga mengacu pada ISO 9001:2015 *Quality Management Systems*, ISO 45001:2018 *Occupational Health and Safety Management System*, dan ISO 14001:2015 *Environmental Management*. Sistem manajemen K3 wajib dipatuhi oleh seluruh (100%) karyawan Perseroan dan mitra kerja yang berada di kantor pusat maupun di lokasi proyek.

DECENT AND SAFE WORKING ENVIRONMENT [OJK F.21, CRE6]

A decent and safe work environment in accordance with Occupational Health and Safety (K3) principles is an important factor in the Company's business operations. Creating a decent and safe working environment will provide work comfort for employees. The Company believes that the combination of a safe working environment and a pleasant working atmosphere will have a positive impact on employee productivity at work, so that they are able to achieve the targets set in the 2023 Company Work Plan and Budget (RKAP).

WORK SAFETY

POLICY AND IMPLEMENTATION [GRI 403-1, 403-2, 403-7, 403-8]

The Company implements the K3 management system by referring to and being guided by a number of regulations and legislation that regulate K3 and its derivatives, including:

1. Law Number 1 of 1970 concerning Work Safety
2. Law Number 23 of 1992 concerning Health
3. Law Number 13 of 2003 concerning Employment
4. Law Number 11 of 2020 concerning Job Creation
5. Republic of Indonesia Government Regulation Number 50 of 2012 concerning Implementation of the Occupational Safety and Health Management System (SMK3)
6. Presidential Decree Number 22 of 1993 concerning Diseases Arising from Work Relations
7. Minister of Manpower Regulation Number 4 of 1987 concerning the Occupational Safety and Health Advisory Committee (P2K3)
8. Minister of Manpower Regulation Number 5 of 1996 concerning Occupational Safety and Health Management Systems (SMK3)

Implementation of the OHS system is the Company's management of Quality, Health, Safety and Environment (QHSE) of the Company's operational activities. In implementing the K3 management system, the Company also refers to ISO 9001:2015 Quality Management Systems, ISO 45001:2018 Occupational Health and Safety Management System, and ISO 14001:2015 Environmental Management. The K3 management system must be adhered to by all (100%) of the Company's employees and work partners at the head office and at the project location.

Perseroan telah memiliki berbagai prosedur K3 dalam yang telah diimplementasikan pada kegiatan operasionalnya, antara lain.

1. PPRO090P002: Prosedur *Control of Non-Conformance* (NC)
2. PPRO090P004: Prosedur IBPR IADL
3. PPRO090P005: Prosedur Internal Audit QHSE
4. PPRO090P006: Prosedur Identifikasi dan Evaluasi Peraturan Perundangan
5. PPRO090P007: Prosedur Kesiapsiagaan Tanggap Darurat
6. PPRO090P008: Prosedur Pelaporan dan Penyelidikan Kecelakaan dan Penyakit Akibat Kerja
7. PPRO090P009: Prosedur Pemantauan Pengukuran Kinerja QHSE
8. PPRO090P0010: Prosedur Komunikasi Partisipasi Konsultasi QHSE
9. PPRO090P0011: Prosedur Bahan Kimia Berbahaya (BKB)
10. PPRO090P0012: Prosedur Pekerjaan Kelistrikan
11. PPRO090P0013: Prosedur Izin Kerja
12. PPRO090P0014: Prosedur Lock Out Tag Out Try Out (LOTOTO)
13. PPRO090P0015: Prosedur Management Review QHSE
14. PPRO090P0016: Prosedur Pengendalian Pihak Ketiga
15. PPRO090P0017: Prosedur Inspeksi QHSE Management

Perseroan telah melakukan pemetaan atas risiko kerja yang mungkin terjadi. Setiap risiko yang terjadi, Perseroan senantiasa berupaya untuk melakukan mitigasi atas risiko tersebut. Selain menimbulkan kerugian secara langsung bagi korban, kecelakaan kerja juga berpotensi menimbulkan dampak yang jauh lebih besar, seperti menurunnya reputasi perusahaan, hilangnya jam dan hari kerja, menimbulkan tuntutan hukum dan sebagainya. Pemetaan risiko kerja selengkapnya disampaikan dalam tabel berikut:

The Company has various OHS procedures that have been implemented in its operational activities, among others.

1. PPRO090P002: Control of Non-Conformance (NC) Procedure
2. PPRO090P004: IBPR IADL Procedure
3. PPRO090P005: QHSE Internal Audit Procedures
4. PPRO090P006: Procedure for Identification and Evaluation of Legislative Regulations
5. PPRO090P007: Emergency Response Preparedness Procedures
6. PPRO090P008: Procedures for Reporting and Investigating Occupational Accidents and Illnesses
7. PPRO090P009: QHSE Performance Measurement Monitoring Procedures
8. PPRO090P0010: QHSE Consultation Participation Communication Procedures
9. PPRO090P0011: Hazardous Chemical Procedures (BKB)
10. PPRO090P0012: Electrical Work Procedures
11. PPRO090P0013: Work Permit Procedure
12. PPRO090P0014: Lock Out Tag Out Try Out (LOTOTO) Procedure
13. PPRO090P0015: QHSE Management Review Procedure
14. PPRO090P0016: Third Party Control Procedures
15. PPRO090P0017: QHSE Management Inspection Procedure

The Company has carried out an assessment of work risks that may occur. Every risk that occurs, the Company always strives to mitigate the risk. Apart from causing direct losses for victims, work accidents also have the potential to have much greater impacts, such as reducing the company's reputation, losing working hours and days, giving rise to lawsuits and so on. The complete work risk mapping is presented in the following table:

Tabel Top 5 Identifikasi Bahaya & Pengendalian Risiko (IBPR)

Table of Top 5 Hazard Identification & Risk Control (IBPR)

No	Aktivitas Activity	Hazard	Dampak Impact	Mitigasi Mitigation
1	Pekerjaan kontrol, pembersihan, area Kawasan Control work, cleaning, area areas	Tertabrak, terjatuh, tertimpa, terpeleset Hit, fall, hit, slip	FAT, LTI	Menerapkan SOP aktivitas pembersihan, pengecekan kesehatan pekerja sebelum beraktivitas, pemakaian standar APD, penerapan <i>signange</i> /rambu Implementing SOPs for cleaning activities, checking workers' health before activities, using standard PPE, applying signage/signs
2	Pekerjaan ketinggian Height work	Terjatuh dari ketinggian Falling from a height	FAT, LTI	Menerapkan SOP aktivitas bekerja di ketinggian, penerapan surat izin bekerja & JSA, pengecekan kesehatan pekerja & alat sebelum beraktivitas, pemakaian standar APD dan <i>full body harness</i> , penerapan <i>signange</i> /rambu Implementing SOPs for work at height activities, implementing work permits & JSA, checking workers' health & equipment before activities, using standard PPE and full body harness, implementing signage/signs



Tabel Top 5 Identifikasi Bahaya & Pengendalian Risiko (IBPR)

Table of Top 5 Hazard Identification & Risk Control (IBPR)

No	Aktivitas Activity	Hazard	Dampak Impact	Mitigasi Mitigation
3	Pekerjaan ketinggian Height work	Tersetrum, Kebakaran electrocuted, fire	FAT, LTI, EVD	Menerapkan SOP aktivitas bekerja kelistrikan, penerapan surat izin bekerja & JSA, pengecekan kesehatan pekerja & alat sebelum beraktivitas, pemakaian standar APD, penerapan signange/ rambu Lock Out Tag Out Try Out (LOTOTO) Implementing SOPs for electrical work activities, implementing work permits & JSA, checking the health of workers & equipment before carrying out activities, using standard PPE, implementing Lock Out Tag Out Try Out (LOTOTO) signs.
4	Pekerjaan di ruang terbatas (confined space) Work in confined spaces	Keracunan, Ergonomic Poisoning, ergonomics	FAT, LTI, MTC	Menerapkan SOP aktivitas bekerja di ruang terbatas, penerapan surat izin bekerja & JSA, pengecekan kesehatan pekerja & alat sebelum beraktivitas, pemakaian standar APD & alat bantu oksigen, penerapan signange/rambu Implementing SOPs for work activities in confined spaces, implementing work permits & JSA, checking workers' health & equipment before activities, using standard PPE & oxygen aids, implementing signage/signs
5	Penggunaan Peralatan tangan, mekanik, pengelasan, dsb Use of hand tools, mechanics, welding, etc	Terpotong, Terjepit cut, pinched	LTI, FAC, MTC	Menerapkan SOP aktivitas bekerja mekanik, penerapan surat izin bekerja & JSA, pengecekan kesehatan pekerja & alat sebelum beraktivitas, pemakaian standar APD, penerapan signange/ rambu Implementing SOPs for mechanical work activities, implementing work permits & JSA, checking workers' health & equipment before activities, using standard PPE, implementing signage/signs

Keterangan:
FAT : Fatality
LTI : Loss Time Injury
EVD : Environmental Damaged
FAC : First Aid Case
MTC: Medical Treatment Case

Information:
FAT: Fatality
LTI: Loss Time Injury
EVD : Environmental Damaged
FAC : First Aid Case
MTC: Medical Treatment Case

Berdasarkan hasil pemetaan risiko tersebut, Perseroan telah melakukan berbagai upaya untuk memitigasi risiko-risiko tersebut yang bertujuan untuk meminimalkan/menghindari terjadinya kecelakaan kerja. Upaya yang dilakukan oleh Perseroan antara lain sebagai berikut:

1. Program pelatihan awareness & pelatihan sertifikasi terkait aspek QHSE
2. Inspeksi & audit QHSE secara periodik
3. Program Parenting Dept. QHSE PPRO dengan Biro SM & QHSE PT PP
4. Program pembentukan Dewan P2K3
5. Program kewajiban drill emergency di setiap level bisnis unit
6. Pembentukan KPI QHSE Korporat
7. Penerapan evaluasi aspek kinerja K3L bagi calon vendor & vendor existing

Perseroan juga telah memiliki kebijakan Stop Work Authority (SWA) untuk mencegah terjadinya kecelakaan kerja bagi karyawan dan mitra kerja. Kebijakan SWA dilakukan ketika ada situasi yang muncul karena perilaku yang tidak aman atau kelalaian terhadap peraturan dan prosedur QHSE Perseroan

Based on the results of the risk mapping, the Company has made various efforts to mitigate these risks with the aim of minimizing/avoiding work accidents. Efforts made by the Company include the following:

1. Awareness training program & certification training related to QHSE aspects
2. Periodic QHSE inspection & audit
3. Dept. Parenting Program QHSE PPRO with SM & QHSE Bureau PT PP
4. P2K3 Council formation program
5. Emergency drill obligation program at every business unit level
6. Establishment of Corporate QHSE KPI
7. Implementation of evaluation of K3L performance aspects for prospective vendors & existing vendors

The Company also has a Stop Work Authority (SWA) policy to prevent work accidents for employees and work partners. The SWA policy is implemented when a situation arises due to unsafe behavior or negligence towards the Company's QHSE regulations and procedures which has the potential

yang berpotensi terjadinya insiden yang menyebabkan cedera sampai dengan fatality (meninggal), kerusakan asset perusahaan, penurunan kualitas pelayanan/produk, serta pencemaran/kerusakan lingkungan. Seluruh karyawan wajib menerapkan kebijakan tersebut apabila melihat aktivitas tersebut dan dianggap tidak aman (*unsafe acts*) atau kondisi yang tidak aman (*unsafe conditions*) dan melaporkan aktivitas atau kejadian tersebut kepada pimpinan. Perseroan memberikan perlindungan kepada karyawan yang melaporkan kejadian tersebut.

Selain itu, Perseroan memiliki 10 *Golden Rules* untuk mencegah terjadinya kecelakaan kerja, sakit akibat kerja, pencemaran lingkungan dan kegagalan konstruksi di seluruh area kerja Perseroan. 10 *Golden Rules* adalah sebagai berikut:

1. Ijin kerja dan Identifikasi resiko, setiap pekerjaan harus dilengkapi ijin kerja yang aman dan identifikasi resiko yang masih berlaku.
2. Pekerjaan pengangkatan, harus ada SILO (Sirat Ijin Laik Operasi) alat yang masih berlaku dan SIO (Surat Ijin Operasional) untuk operator alat.
3. Pekerjaan di ketinggian, pekerja wajib mengikuti pelatihan dan menggunakan Alat Pelindung Diri (APD).
4. Pekerjaan perancah dan *formwork*, perancah tidak boleh menggunakan *frame* dan pemasangan wajib dikerjakan oleh pekerja yang bersertifikat.
5. Pekerjaan di ruang terbatas, pekerja wajib memiliki kompetensi dan melakukan pelatihan keselamatan di ruang terbatas.
6. Pekerjaan alat berat, wajib memiliki SILO (Surat Ijin Laik Operasi) dan SIO (Surat Ijin Operasional).
7. Pekerjaan di dekat, di atas dan di dalam air, pekerja wajib mengikuti pelatihan dan memiliki sertifikat kompetensi yang masih berlaku.
8. Pekerjaan Listrik, pekerja wajib memiliki sertifikat kompetensi.
9. Pekerjaan penggalian, pekerja wajib memiliki sertifikat kompetensi.
10. Pekerjaan panas dan potensi kebakaran, wajib tersedia APAR di sekitar lokasi kerja dan wajib menggunakan APD khusus untuk pekerjaan panas.

Perseroan juga memiliki 10 *Golden Step* untuk memastikan kualitas pekerjaan sesuai dengan target, yang terdiri dari:

1. Spesifikasi teknis dan ITP, spesifikasi, pengujian dan pengujian harus di jalankan sesuai prosedur.
2. Identifikasi Potensi Kegagalan Mutu (IPKM), melakukan identifikasi resiko mulai dari fase tender sampai dengan konstruksi termasuk pada saat operasional gedung.
3. WMS & *Shop Drawing*, membuat dokumen metode pelaksanaan dan gambar kerja.

for an incident causing injury up to fatality (death), damage to company assets, decreased service/product quality, and environmental pollution/damage. All employees are required to implement this policy if they see the activity and are deemed unsafe (*unsafe acts*) or unsafe conditions (*unsafe conditions*) and report the activity or incident to the leadership. The company provides protection to employees who report these incidents.

In addition, the Company has 10 Golden Rules to prevent work accidents, work-related illnesses, environmental pollution and construction failures in all of the Company's work areas. The 10 Golden Rules are as follows:

1. Work permit and risk identification, every job must be equipped with a safe work permit and valid risk identification.
2. For lifting work, there must be a valid SILO (Operational License) for the equipment and a SIO (Operational License) for the equipment operator.
3. Working at heights, workers are required to undergo training and use Personal Protective Equipment (PPE).
4. Scaffolding and formwork work, scaffolding may not use frames and installation must be carried out by certified workers.
5. Working in confined spaces, workers must have competency and carry out safety training in confined spaces.
6. Heavy equipment work must have a SILO (Operation Eligibility Permit) and SIO (Operational Permit).
7. For work near, on and in water, workers are required to undergo training and have a valid competency certificate.
8. Electrical work, workers must have a competency certificate.
9. For excavation work, workers must have a competency certificate.
10. Hot work and the potential for fire, APAR must be available around the work site and special PPE must be used for hot work.

The Company also has 10 Golden Steps to ensure the quality of work meets targets, which consists of:

1. Technical specifications and ITP, specifications, testing and testing must be carried out according to procedures.
2. Identification of Potential Quality Failures (IPKM), identifying risks from the tender phase to construction, including during building operations.
3. WMS & *Shop Drawing*, create implementation method documents and work drawings.



4. Inovasi dan *Improvement*, mengembangkan inovasi untuk meningkatkan produktifitas dan efisiensi pelaksanaan.
5. Kompetensi dan pelatihan, melakukan *training*/pelatihan ke pekerja di lapangan untuk menghasilkan kualitas sesuai target.
6. *Cost of Quality*, menyusun biaya untuk menghasilkan kualitas sesuai target.
7. Approval material dan *mock up*, untuk menghasilkan kualitas sesuai target.
8. Inspeksi QA-QC, melakukan inspeksi untuk menghasilkan kualitas sesuai target.
9. Evaluasi, penanganan NC (*Non-Conformance*), CSS (*Customer Survey Satisfaction*).
10. *Lesson Learn*, melakukan pembelajaran dari pekerjaan yang sudah pernah di laksanakan untuk mendapatkan kualitas sesuai target.

Penerapan sistem manajemen K3 juga berpengaruh pada mitra kerja. Perseroan senantiasa memastikan bahwa mitra kerja telah menerapkan K3 dengan baik dan melakukan evaluasi K3 secara rutin. Dengan demikian, Perseroan dapat mencegah dan memitigasi dampak K3 yang ditimbulkan oleh mitra kerja.

PELATIHAN K3

Komitmen Perseroan terhadap pentingnya penciptaan lingkungan kerja yang aman dan nyaman sesuai prinsip K3 juga diwujudkan melalui penyelenggaraan pelatihan K3. Selain mendapatkan pengetahuan terbaru terkait K3, keikutsertaan dalam pelatihan juga akan mengasah ketrampilan dan kesiapsiagaan apabila terjadi kedaruratan terkait K3. Setiap unit bisnis telah melakukan ERP (*Emergency Respon Plan*) baik secara internal/eksternal dengan pihak ketiga yang dilaksanakan setiap bulan. ERP dilakukan dengan beberapa kegiatan, di antaranya *training* penggunaan APAR (Alat Pemadam Api Ringan), pelatihan evakuasi gempa, pelatihan evakuasi konsumen yang terjebak dalam lift yang macet, dan lainnya. Dalam mencegah terjadinya kecelakaan kerja dan penyakit akibat kerja, Perseroan juga telah melakukan berbagai kegiatan sebagai berikut:

1. Program pelatihan *awareness* dan pelatihan sertifikasi
2. Sosialisasi QHSE
3. Inspeksi & audit QHSE

Pelatihan K3 yang telah dilaksanakan selama tahun 2023 adalah Audit Sistem Manajemen Terintegrasi (IMS) yang diselenggarakan pada tanggal 23 sampai dengan 24 November 2023 di Plaza PP. Pelatihan tersebut diselenggarakan oleh Unit HCM PT PP (Persero) Tbk.

4. Innovation and Improvement, developing innovation to increase productivity and efficiency of implementation.
5. Competence and training, conducting training for workers in the field to produce quality according to targets.
6. Cost of Quality, arranging costs to produce quality according to target.
7. Approval of materials and mock ups, to produce quality according to target.
8. QA-QC inspection, carrying out inspections to produce quality according to target.
9. Evaluation, handling NC (Non-Conformance), CSS (Customer Survey Satisfaction).
10. Lesson Learn, learning from work that has been carried out to obtain quality according to target.

The implementation of the K3 management system also has an impact on work partners. The Company always ensures that its work partners have implemented K3 well and carry out regular K3 evaluations. In this way, the Company can prevent and mitigate K3 impacts caused by work partners.

OHS TRAINING

The Company's commitment to the importance of creating a safe and comfortable work environment in accordance with OHS principles is also realized through the implementation of OHS training. Apart from gaining the latest knowledge regarding OHS, participation in training will also hone skills and preparedness in the event of an emergency related to OHS. Each business unit has carried out an ERP (Emergency Response Plan) both internally/externally with third parties which is implemented every month. ERP is carried out with several activities, including training on the use of APAR (Light Fire Extinguisher), earthquake evacuation training, training on evacuating consumers trapped in stuck elevators, and others. In preventing work accidents and occupational diseases, the Company has also carried out various activities as follows:

1. Awareness training program and certification training
2. QHSE socialization
3. QHSE inspection & audit

The OHS training that has been implemented during 2023 is the Integrated Management System (IMS) Audit which was held from 23 to 24 November 2023 at Plaza PP. The training was organized by the HCM Unit of PT PP (Persero) Tbk.

KESEHATAN

KEBIJAKAN DAN IMPLEMENTASI [GRI 403-3, 403-6]

Perseroan menerapkan berbagai program dan kebijakan terkait K3 sebagaimana diatur dalam Undang-undang No. 13 Tahun 2003 tentang Ketenagakerjaan, dan Undang-undang No. 24 Tahun 2011 tentang Badan Penyelenggara Jaminan Sosial. Kebijakan tersebut di antaranya mengikutkan karyawan Program Jaminan Kecelakaan Kerja, Program Jaminan Hari Tua, Program Jaminan Kematian, Program Jaminan Pemeliharaan Kesehatan, dan Program Jaminan Pensiun. Perseroan telah mengikutsertakan seluruh karyawan dalam program BPJS Ketenagakerjaan dan BPJS Kesehatan. Secara spesifik, apabila terjadi kecelakaan kerja terhadap karyawan yang jumlah biaya pengobatan dan perawatan melebihi batasan maksimum Jaminan Kecelakaan Kerja, maka kelebihan biaya tersebut menjadi tanggungan Perusahaan. Beberapa kebijakan program perlindungan kesehatan bagi karyawan Perusahaan adalah sebagai berikut:

1. Perusahaan memberikan tambahan biaya perawatan/pengobatan bagi karyawan dan keluarganya.
2. Seluruh karyawan dipertanggungjawabkan dalam program asuransi ditanggung oleh Perusahaan.

Selain itu, Perseroan telah menyediakan fasilitas layanan kesehatan berupa klinik kesehatan yang berada di kantor pusat yang dapat diakses oleh karyawan. Untuk memantau dan meningkatkan kesehatan karyawan, Perseroan menyelenggarakan berbagai upaya sebagai berikut:

1. Melakukan Medical Check-Up (MCU) kepada seluruh karyawan setiap tahun.
2. Melakukan aktivitas olahraga sebelum memulai aktivitas kantor.

PELIBATAN KARYAWAN DAN PROTOKOL KOMUNIKASI K3

Dalam rangka meningkatkan kinerja K3, Perseroan senantiasa melibatkan karyawan dalam pengembangan, pengimplementasian dan evaluasi atas sistem manajemen K3. Para karyawan dapat memberikan masukan dan saran atas sistem K3 yang telah diterapkan kepada Divisi QHSE. Komunikasi terkait K3 di unit bisnis dilakukan harian dalam agenda TBM (Tool Box Meeting) dengan semua pekerja di lapangan dan melalui rapat mingguan oleh team operasional. Pembahasan kinerja hasil evaluasi K3 di lapangan disampaikan dalam agenda Management Review bulanan.

HEALTH

POLICY AND IMPLEMENTATION [GRI 403-3, 403-6]

The Company implements various programs and policies related to OHS as regulated in Law no. 13 of 2003 concerning Employment, and Law no. 24 of 2011 concerning Social Security Administering Bodies. These policies include employees in the Work Accident Insurance Program, Old Age Security Program, Death Insurance Program, Health Care Guarantee Program and Pension Security Program. The Company has included all employees in the BPJS Employment and BPJS Health programs. Specifically, if a work accident occurs to an employee whose medical and treatment costs exceed the maximum limit of Work Accident Insurance, then the excess costs are borne by the Company. Several health protection program policies for Company employees are as follows:

1. The company provides additional care/treatment costs for employees and their families.
2. All employees are insured under the insurance program covered by the Company.

In addition, the Company has provided health service facilities in the form of a health clinic located at the head office which can be accessed by employees. To monitor and improve employee health, the Company carries out various efforts as follows:

1. Conduct Medical Check-Up (MCU) for all employees every year.
2. Do sports activities before starting office activities.

EMPLOYEE INVOLVEMENT AND OHS COMMUNICATION PROTOCOL

In order to improve OHS performance, the Company always involves employees in developing, implementing and evaluating the OHS management system. Employees can provide input and suggestions regarding the OHS system that has been implemented to the QHSE Division. Communication related to K3 in business units is carried out daily in the TBM (Tool Box Meeting) agenda with all workers in the field and through weekly meetings by the operational team. Discussion of the performance of OHS evaluation results in the field is presented in the monthly Management Review agenda.



KINERJA K3 [GRI 403-9, 403-10]

Atas berbagai upaya yang telah dilakukan oleh Perseroan untuk mewujudkan lingkungan bekerja yang layak dan aman, selama tahun 2023, tidak terdapat insiden K3 (*zero accident* dan *zero fatality*) yang terjadi pada karyawan dan bukan karyawan (kontraktor, subkontraktor dan mitra kerja). Pada tahun 2023, tidak terdapat penyakit akibat kerja yang dilaporkan kepada Perseroan dan tidak terdapat kasus kematian akibat kerja, baik pada karyawan, kontraktor, subkontraktor, dan mitra kerja.

OHS PERFORMANCE [GRI 403-9, 403-10]

Due to the various efforts that have been made by the Company to create a decent and safe working environment, during 2023, there were no K3 incidents (*zero accident* and *zero fatality*) that occurred to employees and non-employees (contractors, subcontractors and work partners). In 2023, there will be no work-related illnesses reported to the Company and there will be no cases of work-related deaths, whether for employees, contractors, subcontractors and work partners.

Statistik Kecelakaan Kerja
Work Accident Statistics

Kategori Category	2023	2022	2021
Lost Time Injured (LTI)	0	0	0
First Aid Case (FAC)	0	0,02	0
Medical Treatment Case (MTC)	0	0	1
Meninggal (FAT) Passed Away (FAT)	0	0	0
Jam Kerja Selamat Safe Working Hours	8.285.393	5.415.882	4.603.500

ASPEK MASYARAKAT

DAMPAK OPERASI TERHADAP MASYARAKAT SEKITAR [OJK F.23]

Masyarakat merupakan salah satu pemangku kepentingan utama Perseroan. Dukungan dan penerimaan masyarakat terhadap keberadaan Perseroan, baik dalam mengelola usaha yang sudah berjalan maupun proyek yang sedang dikerjakan, sangat menentukan keberlanjutan usaha Perseroan di masa depan. Untuk mendapatkan dukungan masyarakat, langkah nyata yang diambil Perseroan adalah mengoptimalkan dampak positif dari kehadiran Perseroan. Dampak positif yang diberikan berupa penyediaan lapangan kerja bagi masyarakat lokal atau putra daerah, yaitu calon pekerja yang berdomisili dan memiliki Kartu Tanda Penduduk dalam satu provinsi dengan lokasi proyek atau operasional perusahaan. Dampak positif yang lain adalah membuka peluang kerja sama kepada pemasok lokal untuk memasok barang dan jasa yang dibutuhkan Perseroan. Dalam laporan ini, pemasok lokal adalah pemasok yang berdomisili dan menjalankan usaha dengan alamat berada dalam satu provinsi dengan lokasi proyek atau operasional Perseroan.

Kebijakan lain untuk memperbesar manfaat atas keberadaan Perseroan adalah menerapkan kepatuhan terhadap Undang No. 40 Tahun 2007 tentang Perseroan Terbatas, yang di dalamnya mengatur tentang Tanggung Jawab Sosial dan Lingkungan (TJSL). TJSL adalah komitmen Perseroan untuk berperan serta dalam pembangunan ekonomi berkelanjutan guna meningkatkan kualitas kehidupan dan lingkungan yang bermanfaat, baik bagi Perseroan sendiri, komunitas setempat, maupun masyarakat pada umumnya. Perseroan telah melaksanakan kegiatan TJSL pada setiap unit bisnis.

Namun demikian, masih terdapat dampak negatif yang dirasakan oleh masyarakat yaitu adanya kebisingan dan debu serta akses jalan yang disediakan oleh Perseroan yang menghubungkan wilayah Pekayon dan Pulo Permata Sari (Galaksi) disalahgunakan oleh pihak yang tidak bertanggungjawab. Perseroan telah melakukan upaya mitigasi atas dampak negatif atas kebisingan dan debu dengan mendirikan pagar pembatas, jaring pengaman, membersihkan dan mengumpulkan material sisa di seluruh lokasi pekerjaan. Perseroan juga telah melakukan penutupan jalan sementara pada pukul 23.00 sampai 05.00 WIB.

Sepanjang tahun 2023, tidak terdapat aktivitas operasional Perseroan yang menyebabkan masyarakat terkena pengusuran akibat adanya proyek yang dikerjakan. Selain itu, juga tidak terdapat masyarakat yang dimukimkan kembali yang ditimbulkan dari kegiatan operasional Perseroan.

COMMUNITY ASPECTS

IMPACT OF OPERATIONS ON SURROUNDING COMMUNITIES [OJK F.23]

The community is one of the Company's main stakeholders. Community support and acceptance of the Company's existence, both in managing existing businesses and projects currently being worked on, will greatly determine the sustainability of the Company's business in the future. To gain community support, the concrete steps taken by the Company are to optimize the positive impact of the Company's presence. The positive impact provided is in the form of providing employment opportunities for local communities or local people, namely prospective workers who are domiciled and have a Resident Identity Card in the same province as the project location or company operations. Another positive impact is opening up opportunities for collaboration with local suppliers to supply the goods and services needed by the Company. In this report, local suppliers are suppliers who are domiciled and running a business with an address in the same province as the Company's project or operational location.

Another policy to increase the benefits of the Company's existence is to implement compliance with Law no. 40 of 2007 concerning Limited Liability Companies, which regulates Social and Environmental Responsibility (CSR). CSR is the Company's commitment to participate in sustainable economic development in order to improve the quality of life and a beneficial environment, both for the Company itself, the local community and society in general. The Company has implemented CSR activities in each business unit.

However, there are still negative impacts felt by the community, namely the presence of noise and dust and the road access provided by the Company which connects the Pekayon and Pulo Permata Sari (Galaksi) areas being misused by irresponsible parties. The Company has made efforts to mitigate the negative impacts of noise and dust by erecting guardrails, safety nets, cleaning and collecting waste materials at all work sites. The company has also implemented temporary road closures from 23.00 to 05.00 WIB.

Throughout 2023, there were no operational activities of the Company that cause people to be eviction due to projects being carried out. Apart from that, there were no people resettled resulting from the Company's operational activities.



KEGIATAN TANGGUNG JAWAB SOSIAL LINGKUNGAN (TJSL) [OJK F.25]

Perseroan telah melaksanakan Tanggung Jawab Sosial Lingkungan (TJSL) melalui program Tanggung Jawab Sosial Perusahaan (*Corporate Social Responsibility/CSR*). Penerapan TJSL merujuk pada Undang-Undang Perseroan Terbatas. Pelaksanaan TJSL merupakan pemenuhan kewajiban Undang-Undang No. 25 Tahun 2007 tentang Penanaman Modal, Pasal 15 huruf b, bahwa setiap penanam modal berkewajiban melaksanakan tanggung jawab sosial perusahaan (CSR) sesuai dengan POJK Keuangan.

Perseroan telah menyelenggarakan berbagai program TJSL serta menautkannya dengan Tujuan Pembangunan Berkelanjutan (TPB). Perseroan senantiasa mendukung terwujudnya Tujuan Pembangunan Berkelanjutan (TPB). Pada tahun 2023, program TJSL Perseroan difokuskan pada bantuan masyarakat, peningkatan sarana & prasarana umum, pendidikan, pelestarian alam, dan kesehatan masyarakat/karyawan. Total dana yang telah direalisasikan untuk kegiatan TJSL adalah sebesar Rp585.961.868.

SOCIAL ENVIRONMENTAL RESPONSIBILITY ACTIVITIES (TJSL) [OJK F.25]

The Company has implemented Environmental Social Responsibility (CSR) through the Corporate Social Responsibility (CSR) program. The implementation of CSR refers to the Limited Liability Company Law. The implementation of CSR is a fulfillment of the obligations of Law no. 25 of 2007 concerning Capital Investment, Article 15 letter b, that every investor is obliged to carry out corporate social responsibility (CSR) in accordance with the Financial POJK.

The Company has organized various TJSL programs and linked them to the Sustainable Development Goals (SDG). The Company always supports the realization of the Sustainable Development Goals (SDG). In 2023, the Company's CSR program will focus on Community Donation, improving public facilities & infrastructure, education, nature conservation, and public/employee health. The total funds that have been realized for CSR activities are Rp585,961,868.

Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
KANTOR PUSAT HEAD OFFICE				
Sumbangan Hewan Kurban dalam rangka Idul Adha 2023 Donation of sacrificial animals for Eid al-Adha 2023	Masjid Al Hijrah Plaza PP Al Hijrah Plaza PP Mosque	Bantuan Kemasyarakatan Community Donation	65.000.000	
Pemberian beasiswa untuk Putra/i Karyawan Karyalaksana Providing scholarships for sons/i of Karyalaksana employees	Grand Kamala Lagoon, Bekasi	Pendidikan Education	16.500.000	
Santunan anak yatim dalam rangka HUT PPRO Ke 10 Compensation for orphans in the context of the 10th PPRO Anniversary	Grand Kamala Lagoon, Bekasi	Bantuan Kemasyarakatan Community Donation	12.666.590	 
Pembagian Paket Sembako ke Karyawan Karyalaksana Distribution of basic food packages to Karyalaksana employees	Grand Kamala Lagoon, Bekasi	Bantuan Kemasyarakatan Community Donation	2.982.590	
GRAND KAMALA LAGOON				
Sumbangan Hewan Kurban dalam rangka Idul Adha 2023 Donation of sacrificial animals for Eid al-Adha 2023	Polsek Bekasi Selatan & Lingkungan GKL South Bekasi Police & GKL Environment	Bantuan Kemasyarakatan Community Donation	21.000.000	
Pemberian 3 Unit Komputer dalam rangka Peningkatan Layanan Pertanahan Kantor Pertanahan Kota Bekasi Provision of 3 Computer Units in the context of Improving Land Services at the Bekasi City Land Office	BPN Kota Bekasi Bekasi City BPN	Peningkatan Sarana & Prasarana Umum Improvement of Public Facilities & Infrastructure	23.800.000	
Sumbangan Penyelenggaraan HUT RI Ke 78 Tahun dan Pelantikan RW 03 Pekayon Jaya Contributions for Organizing the 78th Anniversary of the Republic of Indonesia and the Inauguration of RW 03 Pekayon Jaya	RW 03 Pekayon Jaya	Bantuan Kemasyarakatan Community Donation	1.500.000	
Penanaman 50 bibit pohon Planting 50 tree seedlings	Kawasan Grand Kamala Lagoon Grand Kamala Lagoon area	Pelestarian Alam Nature Conservation	750.000	












Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
GRAND SINGKONO LAGOON				
<i>Spirit of Giving 2023, Buka bersama & Santunan Anak Yatim (Ramadhan 1445H)</i> Spirit of Giving 2023, Iftar together & Compensation for Orphans (Ramadan 1445H)	LAVES MALL	Bantuan Kemasyarakatan Community Donation	4.500.000	
<i>Building Brighter Future Santunan Anak Yatim</i> HUT PPRO ke 10 Building Brighter Future Compensation for Orphans PPRO 10th Anniversary	Rumah Kumbang, Grand Dharma Husada Lagoon Kumbang House, Grand Dharma Husada Lagoon	Bantuan Kemasyarakatan Community Donation	4.100.000	
GRAND DHARMAHUSADA LAGOON				
Penyerahan Sembako & Bingkisan kepada petugas lapangan & cleaning GDL Handing over basic necessities & parcels to GDL field & cleaning officers	Lobby Proyek GDL	Bantuan Kemasyarakatan Community Donation	5.000.000	
Sumbangan Hewan Kurban dalam rangka Idul Adha 2023 Donation of sacrificial animals for Eid al-Adha 2023	Polsek & Koramil Mulyorejo Mulyorejo Police and Koramil	Bantuan Kemasyarakatan Community Donation	8.000.000	
Pemberian Santunan & Doa Bersama Anak Yatim Providing Compensation & Prayer with Orphans	O2 Park	Bantuan Kemasyarakatan Community Donation	5.000.000	
Santunan Anak Yatim dalam rangka HUT PP Compensation for Orphans in the context of PP's anniversary	Ruang Serbaguna & Sensory Park Proyek GDL Multipurpose Room & Sensory Park GDL Project	Bantuan Kemasyarakatan Community Donation	5.605.800	

Tabel Kegiatan TJSI Tahun 2023













Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Penanaman 5 bibit pohon di kawasan proyek GDL Planting 5 tree seedlings in the GDL project area	Proyek Grand Dharmahusada Lagoon Grand Dharmahusada Lagoon Project	Pelestarian Alam Nature Conservation	500.000	
BEGAWAN				
Peresmian Revitalisasi Punden Bawono Inauguration of the Revitalization of Punden Bawono	Lobby Drop Off Begawan	Bantuan Kemasyarakatan Community Donation	500.000	
Donor Darah & Khitan Bersama RSUMM Blood Donation & Circumcision with RSUMM	Tenant GF.08, Plaza Begawan	Kesehatan Masyarakat/Karyawan Public/Employee Health	2.500.000	
Sumbangan Hewan Qurban Donation of Sacrificial Animals	Masjid Nurul Jawahir Nurul Jawahir Mosque	Bantuan Kemasyarakatan Community Donation	5.000.000	
Bakti Sosial Sumbangan Sembako & Uang Tunai Social Service Donations of Basic Food & Cash	Yayasan Al Kaaf, Jabung, Kab. Malang Al Kaaf Foundation, Jabung, Kab. Malang	Bantuan Kemasyarakatan Community Donation	3.500.000	 
Penanaman Bibit Pohon Planting Tree Seeds	Kawasan Lahan Belakang Apartment Apartment Back Land Area	Pelestarian Alam Nature Conservation	750.000	
AYOMA				
Qurban idul adha	Mesjid Jami Istiqomah Ciater	Bantuan Kemasyarakatan Community Donation	4.719.000	
GUNUNG PUTRI SQUARE				
Sumbangan Hewan Kurban dalam rangka Idul Adha 2023 Donation of sacrificial animals for Eid al-Adha 2023	Proyek Gunung Putri Apartemen Gunung Putri Apartment Project	Bantuan Kemasyarakatan Community Donation	6.600.000	














Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Santunan anak yatim Rumah Harapan Compensation for orphans at Rumah Harapan	Panti Asuhan Rumah Harapan Rumah Harapan Orphanage	Bantuan Kemasyarakatan Community Donation	1.500.000	 
Santunan anak yatim Nurul Ikhlas Nurul's donation to orphans is sincere	Panti Asuhan Nurul Ikhlas Nurul Ikhlas Orphanage	Bantuan Kemasyarakatan Community Donation	1.000.000	 
Penanaman 50 bibit pohon Planting 50 tree seedlings	Kawasan lahan Gunung Putri Apartment Gunung Putri Apartment land area	Pelestarian Alam Nature Conservation	1.365.000	
LOUVIN				
Buka puasa bersama anak yatim piatu dan warga Breaking the fast with orphans and residents	Marketing Gallery Louvin	Bantuan Kemasyarakatan Community Donation	10.000.000	 
Santunan anak yatim Donations for orphans	Marketing Gallery Louvin	Bantuan Kemasyarakatan Community Donation	5.000.000	 
Donor Darah Blood donors	Proyek Louvin Apartment Louvin Apartment Project	Kesehatan Masyarakat/Karyawan Public/Employee Health	1.000.000	
Pemotongan hewan qurban Slaughter of sacrificial animals	Proyek Louvin Apartment Louvin Apartment Project	Bantuan Kemasyarakatan Community Donation	6.100.000	
Memperingati HUT RI Commemorating the Republic of Indonesia's Independence Day	Dusun Caringin Caringin Hamlet	Bantuan Kemasyarakatan Community Donation	500.000	

Tabel Kegiatan TJSL Tahun 2023












Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
ALTON				
Sumbangan Merti Desa & Pagelaran Wayang Kulit Village Merti Contribution & Shadow Puppet Performance	Kec. Banyumanik Semarang	Bantuan Kemasyarakatan Community Donation	3.500.000	
Sumbangan HUT RI ke 78 & Sembako Donations for the 78th Independence Day of the Republic of Indonesia & basic necessities	Kel. Pedalangan Kec. Banyumanik Semarang	Bantuan Kemasyarakatan Community Donation	3.501.800	  
Bl. Sumbangan dan Santunan Anak Yatim Bl. Donations and Compensation for Orphans	Panti Asuhan Darussalam & Musytamirul Furqon-Semarang Darussalam & Musytamirul Furqon Orphanage-Semarang	Bantuan Kemasyarakatan Community Donation	4.000.000	 
Sumbangan dan Santunan Panti Asuhan Orphanage Donations and Compensation	Panti Asuhan Nurul Istiqomah – Semarang Nurul Istiqomah Orphanage - Semarang	Bantuan Kemasyarakatan Community Donation	3.027.500	 
AMARTHA VIEW				
CSR Bersama Karyawan Panti Asuhan Sapuan Yaminah CSR with Sapuan Yaminah Orphanage Employees	Jl. Jludang, RT.3/RW.2, Gondoriyo	Bantuan Kemasyarakatan Community Donation	6.000.000	 
CSR Qurban Bersama Karyawan CSR Qurban with Employees	Jl. Bukit Barisan 57	Bantuan Kemasyarakatan Community Donation	7.000.000	













Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
CSR Panti Asuhan Manarul Mabrul CSR of Manarul Mabrul Orphanage	Jl. Sirotol Mustaqim, Puduk Payung	Bantuan Kemasyarakatan Community Donation	1.000.000	 
CSR HUT PPRO Bersama Karyawan Panti Asuhan Iskandariah PPRO Anniversary CSR with Iskandariah Orphanage Employees	Wates, RT 03 RW 03, Ngaliyan	Bantuan Kemasyarakatan Community Donation	5.074.000	 
GRAND SHAMAYA				
Building Brighter Future Santunan Anak Yatim HUT PPRO ke 10 Kumbang House, Grand Dharma Husada Lagoon	Rumah Kumbang, Grand Dharma Husada Lagoon Kumbang House, Grand Dharma Husada Lagoon	Bantuan Kemasyarakatan Community Donation	3.600.000	 
PERMATA PURI CIBUBUR				
Santunan anak yatim piatu dan Ustad Ramin Compensation for orphans and Ustad Ramin	Jalan Jambore, Harjamukti PPC Jamboree Road, Harjamukti PPC	Bantuan Kemasyarakatan Community Donation	2.607.700	 
Sumbangan CSR lingkungan Keamanan Environmental CSR Contribution Security	Jalan Jambore, Harjamukti PPC Jamboree Road, Harjamukti PPC	Bantuan Kemasyarakatan Community Donation	2.250.000	
CSR Qurban Bersama untuk warga Depok Shared Qurban CSR for Depok residents	Jalan Jambore, Harjamukti PPC Jamboree Road, Harjamukti PPC	Bantuan Kemasyarakatan Community Donation	6.500.000	
PT WISMA SERATUS SEJAHTERA				
Qur'ban Hari Raya Idul Adha Qur'ban for Eid al-Adha	Warga Sekitar Local people	Bantuan Kemasyarakatan Community Donation	30.400.000	

Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Jum'at Berkah (Total 8x Santunan) Blessing Friday (Total 8x Compensation)	Yatim Piatu & Dhu'afa Orphans & Dhu'afa	Bantuan Kemasyarakatan Community Donation	4.643.290	 
Santunan Yatim & Dhu'afa HUT PPRO ke-10 Compensation for Orphans & Dhu'afa 10th Anniversary of PPRO	Yayasan Yatim Cimanggis Depok Cimanggis Orphan Foundation, Depok	Bantuan Kemasyarakatan Community Donation	500.000	 
PT GITANUSA SARANA NIAGA				
General Cleaning Masjid Nurul Huda General Cleaning of the Nurul Huda Mosque	Masjid Nurul Huda Nurul Huda Mosque	Bantuan Kemasyarakatan Community Donation	150.000	
Santunan Anak Yatim Event Blessing of Ramadan by All Unit PT GSN Compensation for Orphans Blessing of Ramadan Event by All Units of PT GSN	KAZA Mall Surabaya	Bantuan Kemasyarakatan Community Donation	13.818.400	 
Berbagi Nasi Bungkus Sharing Packaged Rice	PALM PARK Hotel & Convention Surabaya	Bantuan Kemasyarakatan Community Donation	400.000	
Donor Darah dEvent Festival WR. Supratman 2023 Blood Donation at WR Festival Event. Supratman 2023	KAZA Mall Surabaya	Kesehatan Masyarakat/Karyawan Public/Employee Health	777.000	
Berbagi Nasi Kotak Sharing Boxed Rice	PALM PARK Hotel & Convention Surabaya	Bantuan Kemasyarakatan Community Donation	300.000	







Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
PPRO's 10th Anniversary CSR by PALM PARK Hotel & Convention Surabaya	Panti Asuhan Karya Kasih Mother Theresa Mother Theresa's Karya Kasih Orphanage	Bantuan Kemasyarakatan Community Donation	5.000.000	
Santunan Anak Yatim PPRO's 10th Anniversary Compensation for PPRO's 10th Anniversary Orphans	KAZA Mall Surabaya	Bantuan Kemasyarakatan Community Donation	4.812.500	
PT HASTA KREASI MANDIRI				
Donor Darah Blood donors	Swiss-Belhotel	Kesehatan Masyarakat/Karyawan Public/Employee Health	3.000.000	
Pemberian Sembako ke Panti Jompo Balikpapan Providing basic necessities to the Balikpapan Nursing Home	Panti Jompo Nursing home	Kesehatan Masyarakat/Karyawan Public/Employee Health	3.000.000	
Buka Puasa Bersama Anak Panti Asuhan Breaking the Fast with Orphanage Children	Swiss-Belhotel	Bantuan Kemasyarakatan Community Donation	5.000.000	
Pemberian Sembako ke Panti Asuhan Abdiel Providing basic necessities to the Abdiel Orphanage	Panti Asuhan Abdiel Abdiel Orphanage	Bantuan Kemasyarakatan Community Donation	4.000.000	

Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Perayaan Natal Bersama Panti Asuhan Christmas Celebration with Orphanage	Swiss-Belhotel	Bantuan Kemasyarakatan Community Donation	7.000.000	
Santunan Anak Yatim & Dhuafa Compensation for Orphans & Dhuafa	Panti Asuhan Sahabat Yatim Orphanage Friends of Orphans	Bantuan Kemasyarakatan Community Donation	7.500.000	
PT GRAHAPRIMA REALTINDO				
Perbaikan atap rumah warga Repairing roofs of residents' houses	RT 19 Caturtunggal Depok Sleman RT 19 Caturtunggal Depok Sleman	Bantuan Kemasyarakatan Community Donation	5.000.000	
Penebangan Pohon Ambruk Collapsed Tree Cutting	Jalan RT 19 Caturtunggal Depok Sleman Jalan RT 19 Caturtunggal Depok Sleman	Bantuan Kemasyarakatan Community Donation	1.500.000	
Donor Darah Blood donors	Bumi Perkemahan Pramuka Yogyakarta Yogyakarta Scout Camping Ground	Kesehatan Masyarakat/Karyawan Public/Employee Health	1.000.000	
PT PPRO SAMPURNA JAYA				
Bantuan Pembelian Hewan Qurban Idul Adha Juni 2023 Assistance for purchasing sacrificial animals for Eid al-Adha June 2023	Marketing Gallery Westown View	Bantuan Kemasyarakatan Community Donation	3.500.000	
Bantuan Sosial Pemberian 200 pcs Susu dan Keju Bantuan Pengentasan Stunting Balita Kecamatan Wiyung Social Assistance Providing 200 pcs of Milk and Cheese Assistance in Alleviating Stunting for Toddlers in Wiyung District	Marketing Gallery Westown View	Bantuan Kemasyarakatan Community Donation	5.025.600	















Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
<p>Bantuan Pembelian Perlengkapan Sekolah, Seragam Sekolah, Mukena, dan Peralatan Dapur untuk Garage Sale HUT Surabaya Ke 730</p> <p>Assistance in Purchasing School Supplies, School Uniforms, Mukena, and Kitchen Equipment for the 730th Surabaya Anniversary Garage Sale</p>	Marketing Gallery Westown View	Bantuan Kemasyarakatan Community Donation	6.048.748	
<p>Bantuan Jumat Berkah Pemberian Sembako (Beras dan Minyak) Untuk Masyarakat Sekitar Setiap Bulan Minggu Keempat Hari Jumat</p> <p>Blessing Friday Assistance Providing basic necessities (rice and oil) to local communities every month. Fourth Sunday is Friday</p>	Marketing Gallery Westown View	Bantuan Kemasyarakatan Community Donation	9.000.000	
<p>Bantuan Santunan Anak Yatim Event HUT PPRO</p> <p>Compensation Assistance for Orphans for PPRO Anniversary Event</p>	Ruang Serbaguna Proyek GDL GDL Project Function Room	Bantuan Kemasyarakatan Community Donation	5.100.000	
<p>Bantuan CSR Event Sedekah Bumi dan HUT RI Agustusan 2023 RW 3 Graha Sampurna Indah</p> <p>CSR Assistance for Earth Alms Event and Republic of Indonesia Anniversary August 2023 RW 3 Graha Sampurna Indah</p>	Marketing Gallery Westown View	Bantuan Kemasyarakatan Community Donation	5.000.000	
PRIME PARK HOTEL BANDUNG				
Bantuan Buka Bersama Joint Opening Assistance	Masjid Nurul Hidayah Nurul Hidayah Mosque	Bantuan Kemasyarakatan Community Donation	3.000.000	
CSR Ramadhan & Buka Puasa Bersama Ramadhan CSR & Breaking the Fast Together	PRIME PARK Hotel Bandung	Bantuan Kemasyarakatan Community Donation	62.950.000	

Tabel Kegiatan TJSL Tahun 2023












Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Penyerahan Hewan Qurban Idul Adha 1444 H Handover of Sacrificial Animals for Eid al-Adha 1444 H	PRIME PARK Hotel Bandung	Bantuan Kemasyarakatan Community Donation	22.000.000	
Donor Darah Blood donors	PRIME PARK Hotel Bandung	Kesehatan Masyarakat/Karyawan Public/Employee Health	2.000.000	
CSR Anniversary PPHB	PSTW Budi Pertiwi Bandung	Bantuan Kemasyarakatan Community Donation	7.850.000	 
Donor Darah Blood donors	PRIME PARK Hotel Bandung	Kesehatan Masyarakat/Karyawan Public/Employee Health	2.000.000	
PRIME PARK HOTEL & CONVENTION LOMBOK				
Donor Darah Blood donors	Prime Park Hotel & Convention Lombok	Kesehatan Masyarakat/Karyawan Public/Employee Health	500.000	
Buka Bersama Anak Yatim, Karyawan & Pejabat Lingkungan Iftar with Orphans, Employees & Environmental Officials	Prime Park Hotel & Convention Lombok	Bantuan Kemasyarakatan Community Donation	5.000.000	 
Bagi Takjil on the Road For Takjil on the Road	Jalan Pejangik Pejangik Street	Bantuan Kemasyarakatan Community Donation	500.000	 
Bagi Parcel untuk Kelurahan Monjok Barat (7 Lingkungan) For Parcels for West Monjok Village (7 Neighborhoods)	7 Kelurahan Monjok Barat 7 West Monjok Subdistrict	Bantuan Kemasyarakatan Community Donation	1.750.000	 













Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Bagi Sembako untuk 50 Warga di Lingkungan Monjok Barat Distribute basic necessities to 50 residents in the West Monjok neighborhood	Prime Park Hotel & Convention Lombok	Bantuan Kemasyarakatan Community Donation	4.350.000	 
Support 100 Box Nasi Kotak & 25 Box Takjil di Masjid Islamic Center Support 100 Boxes of Rice & 25 Boxes of Takjil at the Islamic Center Mosque	Masjid Islamic Center Islamic Center Mosque	Bantuan Kemasyarakatan Community Donation	2.250.000	 
Donor Darah Blood donors	Prime Park Hotel & Convention Lombok	Kesehatan Masyarakat/Karyawan Public/Employee Health	500.000	
Snack Box Dispar dlm rangka penyambutan Riders MXGP Dispar Snack Box to welcome MXGP Riders	Dinas Pariwisata Government tourism office	Bantuan Kemasyarakatan Community Donation	1.500.000	 
Pemberian Kambing Qurban Dalam Rangka Hari Raya Idul Adha (Walikota, Polda dan Lingkungan Monjok Barat) Giving Sacrificial Goats in the Commemoration of Eid al-Adha (Mayor, Regional Police and West Monjok Environment)	Kantor Walikota, Polda Mataram dan Lingkungan Monjok Barat Mayor's Office, Mataram Regional Police and West Monjok Environment	Bantuan Kemasyarakatan Community Donation	9.100.000	
Hari 10 Muharom Day 10 of Muharom	Panti Asuhan Muslim " Asal Adam Mule Jati ", Panti Asuhan Hindu " Dharma Laksana ", Panti Asuhan Kristen " PATMOS " Muslim Orphanage "Asal Adam Mule Jati", Hindu Orphanage "Dharma Laksana", Christian Orphanage "PATMOS"	Bantuan Kemasyarakatan Community Donation	5.001.000	 
Donor Darah Road to 2Anniversary PPHCL	Prime Park Hotel & Convention Lombok	Kesehatan Masyarakat/Karyawan Public/Employee Health	500.000	

Tabel Kegiatan TJSL Tahun 2023







Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Road to 2Anniversary PPHCL	(Panti Asuhan Muslim "Hidayatullah Babakan", Panti Asuhan Kristen "Shekinah Gloria", Panti Asuhan Hindu "Dharma Laksana") (Muslim Orphanage "Hidayatullah Babakan", Christian Orphanage "Shekinah Gloria", Hindu Orphanage "Dharma Laksana")	Bantuan Kemasyarakatan Community Donation	5.785.350	 
Anniversary PPRO	(Panti Asuhan Muslim "Hidayatullah Babakan", Panti Asuhan Kristen "Shekinah Gloria", Panti Asuhan Hindu "Dharma Laksana") (Muslim Orphanage "Hidayatullah Babakan", Christian Orphanage "Shekinah Gloria", Hindu Orphanage "Dharma Laksana")	Bantuan Kemasyarakatan Community Donation	6.000.000	 
Donor Darah Blood donors	Prime Park Hotel & Convention Lombok	Kesehatan Masyarakat/Karyawan Public/Employee Health	500.000	
PRIME PARK HOTEL & CONVENTION PEKANBARU				
CSR Ramadhan	Panti Asuhan Al -ilham pekanbaru Al-Ilham Pekanbaru Orphanage	Bantuan Kemasyarakatan Community Donation	8.750.000	 
Bagi Parcel untuk Kelurahan Simpang Tiga For parcels for Simpang Tiga Village	Kelurahan Simpang Tiga Pekanbaru Simpang Tiga Pekanbaru Village	Bantuan Kemasyarakatan Community Donation	600.000	 
Bersih-Bersih Masjid lingkungan Al-Fayyadh Cleaning the Mosque in the Al-Fayyadh neighborhood	Mesjid Al Fayyadh Pekanbaru Al Fayyadh Mosque Pekanbaru	Bantuan Kemasyarakatan Community Donation	600.000	



Tabel Kegiatan TJSL Tahun 2023

Table of CSR Activities for 2023

Nama Kegiatan Activity Name	Lokasi Kegiatan Activity Location	Bidang CSR CSR Field	Realisasi Dana Fund Realization	Tujuan Pembangunan Berkelanjutan Sustainable Development Goals
Penyerahan Hewan Qurban Idul Adha 1444 H Handover of Sacrificial Animals for Eid al-Adha 1444 H	Mesjid Al fayyadh & Mesjid Al ikhlas Pekanbaru Al Fayyadh Mosque & Al Ikhlas Mosque Pekanbaru	Bantuan Kemasyarakatan Community Donation	8.000.000	
Anniversary PPRO	Panti Asuhan Bayi Fajar Harapan Fajar Harapan Baby Orphanage	Bantuan Kemasyarakatan Community Donation	8.000.000	 
CSR Natal tahun 2023 Christmas CSR 2023	Panti Asuhan Cristian Anugrah Bersinar Cristian Anugrah Shine Orphanage	Bantuan Kemasyarakatan Community Donation	9.500.000	 
Bantuan Operasional penjagaan lalin tahun baru 2024 Operational assistance for traffic control for the new year 2024	Polsek Bukit Raya Pekanbaru Bukit Raya Pekanbaru Police	Bantuan Kemasyarakatan Community Donation	1.000.000	
TOTAL			585.961.868	

KEPATUHAN TERHADAP HUKUM DAN PERATURAN [GRI 2-27]

Perseroan senantiasa berpedoman pada hukum dan peraturan yang berlaku dalam menjalankan kegiatan operasionalnya. Sampai dengan akhir periode pelaporan, tidak terdapat kasus ketidakpatuhan terhadap undang-undang dan peraturan. Sehingga tidak terdapat informasi denda yang dikeluarkan dan sanksi non-moneter yang dikenakan.

PENGADUAN MASYARAKAT [OJK F.24, GRI 2-16]

Perseroan telah menyediakan saluran pengaduan whistleblowing system yang dapat diakses oleh seluruh pemangku kepentingan. Masyarakat dan para pemangku kepentingan lainnya dapat melaporkan pengaduan atas kerugian yang ditimbulkan atas keberadaan dan operasional Perseroan. Masyarakat dapat melaporkan pengaduannya secara tertulis melalui website <https://pp-properti.com/kontak> serta melalui email pengaduan@pp-properti.com. Semua surat pengaduan akan ditindaklanjuti oleh Tim Sekretaris Perusahaan dengan melakukan verifikasi atas keluhan yang diterima. Selama tahun 2023, tidak terdapat pengaduan dari masyarakat yang masuk ke saluran pengaduan whistleblowing system, sehingga tidak terdapat informasi tindak lanjut atas pengaduan yang diterima.

Selain itu, Perseroan juga menyediakan saluran pengaduan melalui form complain, aplikasi, *hotline*, WhatsApp, maupun melalui resepsionis. Selama tahun 2023, Perseroan menerima pengaduan dari masyarakat dan pelanggan sebanyak 133 pengaduan. Seluruh pengaduan telah ditindaklanjuti dan dinyatakan selesai.

COMPLIANCE WITH LAWS AND REGULATIONS [GRI 2-27]

The Company always adheres to applicable laws and regulations in carrying out its operational activities. Until the end of the reporting period, there were no cases of non-compliance with laws and regulations. So, there is no information on fines issued and non-monetary sanctions imposed.

PUBLIC COMPLAINTS [OJK F.24, GRI 2-16]

The Company has provided a whistleblowing system complaint channel that can be accessed by all stakeholders. The public and other stakeholders can report complaints regarding losses caused to the Company's existence and operations. The public can report their complaints in writing via the website <https://pp-properti.com/kontak> and via email complaint@pp-properti.com. All complaint letters will be followed up by the Corporate Secretary Team by verifying the complaints received. During 2023, there will be no complaints from the public entered into the whistleblowing system complaint channel, so there is no follow-up information on complaints received.

Apart from that, the Company also provides complaint channels through complaint forms, applications, hotlines, WhatsApp, or through the receptionist. During 2023, the Company received 133 complaints from the public and customers. All complaints have been followed up and declared resolved.

Tabel Pengaduan Masyarakat dan Pelanggan Tahun 2023

Table of Public and Customer Complaints in 2023

Unit Bisnis Business unit	Jumlah Keluhan yang Diterima Number of Complaints Received	Status
Grand Kamala Lagoon	6	100% Selesai 100% Complete
Grand Sungkono Lagoon	5	100% Selesai 100% Complete
Grand Dharmahasada Lagoon	7	100% Selesai 100% Complete
Begawan	4	100% Selesai 100% Complete
Ayoma	5	100% Selesai 100% Complete



Tabel Pengaduan Masyarakat dan Pelanggan Tahun 2023

Table of Public and Customer Complaints in 2023

Unit Bisnis Business unit	Jumlah Keluhan yang Diterima Number of Complaints Received	Status
Gunung Putri Square	3	100% Selesai 100% Complete
Alton	5	100% Selesai 100% Complete
Amartha View	5	100% Selesai 100% Complete
Permata Puri Cibubur	3	100% Selesai 100% Complete
Prime Park Hotel Bandung	28	100% Selesai 100% Complete
Prime Park Hotel & Convention Lombok	30	100% Selesai 100% Complete
PT Wisma Seratus Sejahtera	5	100% Selesai 100% Complete
PT Gitanusa Sarana Niaga	16	100% Selesai 100% Complete
PT Hasta Kreasi Mandiri	6	100% Selesai 100% Complete
PT Grahaprima Realtindo	1	100% Selesai 100% Complete
PT PPRO Sampurna Jaya	4	100% Selesai 100% Complete
Total	133	100% Selesai 100% Complete

Tanggung Jawab Pengembangan Produk dan/atau Jasa Keberlanjutan

Responsibilities for Sustainable Product and/or Service Development

INOVASI DAN PENGEMBANGAN PRODUK/JASA PEMBANGUNAN BERKELANJUTAN [OJK F.26]

Perseroan menyadari bahwa harapan konsumen terus berkembang sesuai dengan tuntutan zaman, misalnya terkait bentuk dan desain rumah/apartemen, model dan desain hotel lengkap dengan layanannya, maupun model dan layanan untuk mall, gedung perkantoran dan sebagainya. Untuk menjawab harapan konsumen tersebut, Perseroan secara konsisten menghadirkan berbagai inovasi dan pengembangan produk dan layanan di semua segmen usaha. Inovasi dan pengembangan yang dilakukan Perseroan tidak hanya terkait produk dan layanan, tetapi juga dilakukan dalam bidang pemasaran, distribusi, dan lain-lain. Inovasi dan pengembangan produk dan layanan yang dilakukan PP Properti selama tahun 2023 adalah sebagai berikut:

1. Kantor Pusat
 - a. Mengimplementasikan Aplikasi MARKET PRO untuk *me-monitoring* aktifitas pemasaran secara *real time*.
 - b. Mengimplementasikan Aplikasi PRO PAY untuk kemudahan transaksi pembayaran konsumen dan efisiensi pengolahan data tim penagihan kantor pusat.
2. Segmen Realti
 - a. Grand Kamala Lagoon
 - Aplikasi Manajemen Apartemen (Moaja)
 - Peningkatan *Access Card Tower Barclay* menjadi *Unduplicable Radio-frequency identification* (RFID)
 - b. Grand Sungkono Lagoon
 - Pengadaan unit furnish dengan melakukan kerjasama B2B, Grand Sungkono Lagoon (GSL) dan iDekore.
 - Penyediaan station air minum (*Water Purifying*) dengan Coway Indonesia
 - Pembukaan V- Mart di Venetian
 - c. Grand Dharmahusada Lagoon
 - Aplikasi Manajemen Apartemen (Gravel & Moaja)
 - *One-stop living* (Mini-market, Canteen, & Café)
 - *Integrated Education Center* (Wonderhand School & Sensory Park)
 - *Active Sport Communities* (Koncoyoga & Pound Fit Community)
 - *Costumer Journey Map - After Sales Activity* - Rekomendasi Vendor Rekanan untuk Furniture dan Interior
 - Tik Tok *Affiliate Program* - Pemasaran sosial media dengan komisi BGB berdasarkan *succes rate*

INNOVATION AND DEVELOPMENT OF SUSTAINABLE DEVELOPMENT PRODUCTS/SERVICES [OJK F.26]

The Company realizes that consumer expectations continue to develop according to the demands of the times, for example regarding the shape and design of houses/apartments, hotel models and designs complete with services, as well as models and services for malls, office buildings and so on. To answer consumer expectations, the Company consistently presents various innovations and product and service developments in all business segments. The innovation and development carried out by the Company is not only related to products and services, but is also carried out in the fields of marketing, distribution, and others. The innovations and product and service developments carried out by PP Properti during 2023 are as follows:

1. Head Office
 - a. Implementing the MARKET PRO Application to monitor marketing activities in real time.
 - b. Implementing the PRO PAY Application for ease of consumer payment transactions and efficient data processing for the head office billing team.
2. Realty Segment
 - a. Grand Kamala Lagoon
 - Apartment Management Application (Moaja)
 - Upgrading the Barclay Tower Access Card to Unduplicable Radio-frequency identification (RFID)
 - b. Grand Sungkono Lagoon
 - Procurement of furnished units by collaborating with B2B, Grand Sungkono Lagoon (GSL) and iDekore.
 - Providing drinking water stations (*Water Purifying*) with Coway Indonesia
 - Opening of V- Mart at the Venetian
 - c. Grand Dharmahusada Lagoon
 - Apartment Management Application (Gravel & Moaja)
 - One-stop living (Mini-market, Canteen, & Café)
 - Integrated Education Center (Wonderhand School & Sensory Park)
 - Active Sport Communities (Koncoyoga & Pound Fit Community)
 - Customer Journey Map - After Sales Activity - Recommendations for Partner Vendors for Furniture and Interior
 - Tik Tok *Affiliate Program* - Social media marketing with BGB commission based on success rate



- d. Begawan
 - Optimasi Services Pengelolaan Sewa Unit dengan kerjasama dengan Djuragan Kamar
 - Pengadaan *Foldable Bench* di common area Plaza Begawan
 - Pengadaan *Stage and Backdrop Portable* di area Plaza Begawan
- e. Ayoma
 - Optimasi digital marketing ads terpusat dan Customer relationship management (CRM), fungsi monitoring leads secara realtime
 - Mengembangkan konsep full furnished tinggal bawa koper
 - Rental guarantee 100% by agent
- f. Gunung Putri Square
 - Pembukaan tenant Indomaret untuk memenuhi fasilitas penghuni
 - Kerjasama dengan UMKM
- g. Louvin
 - Penggunaan Buggy car untuk program serah terima dan pemasaran
 - Aplikasi Propertek untuk penghuni
 - Kolaborasi dengan Vivere terkait paket full furnish untuk konsumen
- h. Alton
 - *Daily need activity/one stop living* (Indomart-cafe-Salon-kedai saji)
 - Kerjasama dengan BEM Undip
 - *Sport activity* (poundfit & Yoga)
 - Aplikasi *Be Management* untuk penghuni
- i. Amartha View
 - Kerjasama dengan Travelio
 - *Sport activity* (Muathai, Boxing, Yoga)
 - *Debt to Asset Swap*-Pembayaran vendor dibayarkan dengan unit Apartemen Amartha View
- j. Permata Puri Cibubur
 - kolaborasi dengan Vivere terkait paket *full furnish* untuk konsumen

3. Segmen Properti

- a. Prime Park Hotel Bandung
 - Memberikan *promo room rate* yang lebih murah untuk *direct booking* melalui *WhatsApp & Website*)
 - Membuat promo dan *upselling food and beverage* bulanan serta MICE
 - Mengaktifkan kembali *google business* Kunyit Resto, untuk meningkatkan customer
- b. Prime Park Hotel & Convention Lombok
 - Memberikan *promo room rate* yang lebih murah untuk *direct booking* melalui *WhatsApp & Website*
 - Membuat promo dan *upselling food and beverage* bulanan serta MICE

- d. Begawan
 - Optimization of Unit Rental Management Services in collaboration with Djuragan Kamar
 - Provision of Foldable Benches in the Begawan Plaza common area
 - Provision of a Portable Stage and Backdrop in the Begawan Plaza area
- e. Ayoma
 - Centralized digital marketing ads optimization and Customer relationship management (CRM), real-time leads monitoring function
 - Developing the concept of being fully furnished, just bringing a suitcase
 - 100% rental guarantee by agent
- f. Gunung Putri Square
 - Opening of Indomaret tenants to provide resident facilities
 - Collaboration with MSMEs
- g. Louvin
 - Use of Buggy cars for handover and marketing programs
 - Property Application for residents
 - Collaboration with Vivere regarding full furnish packages for consumers
- h. Alton
 - Daily need activity/one stop living (Indomart-cafe-Salon-food stall)
 - Collaboration with BEM Undip
 - Sport activity (poundfit & Yoga)
 - Be Management application for residents
- i. Amartha View
 - Collaboration with Travelio
 - Sport activity (Muathai, Boxing, Yoga)
 - Debt to Asset Swap-Vendor payments are paid with the Amartha View Apartment unit
- j. Gem Puri Cibubur
 - collaboration with Vivere regarding full furnish packages for consumers

3. Property Segment

- a. Prime Park Hotel Bandung
 - Providing cheaper room rate promos for direct bookings via WhatsApp & Website)
 - Create monthly food and beverage and MICE promotions and upselling
 - Reactivate the Kunyit Resto Google business, to increase customers
- b. Prime Park Hotel & Convention Lombok
 - Providing cheaper room rate promos for direct bookings via WhatsApp & Website
 - Create monthly food and beverage and MICE promotions and upselling

- Program penghargaan dan potongan diskon berbasis pengalaman melalui media sosial
- Pemasaran konten dan iklan berbasis lokasi
- Kemitraan dengan Influencer Lokal

4. Anak Perusahaan

- PT Wisma Seratus Sejahtera
 - Penambahan Fasilitas Pekerjaan Epoxy Lantai Parkir untuk meningkatkan kebersihan pada area Basement
 - Perencanaan *Design Multifunction* (Balai Warga) guna meningkatkan fasilitas untuk pemilik/penyewa, serta upaya untuk memperoleh pendapatan lain lain dari hasil sewa Ruang *Multifuction*
 - Penambahan Fasilitas Pengadaan *Welcome Drink* di Lobby Apartemen
 - Program Kerjasama sewa Base Transceiver Station (BTS) untuk Tower Radio
- PT Gitanusa Sarana Niaga
 - *Fitness Center* masuk ke dalam Kaza Mall
 - Modernisasi *Booth Open Counter* di Food Court Lantai 3
 - Modernisasi *Booth Open Counter Fashion* di Lantai UG bekerja sama dengan EO WRS dari Jakarta
 - Memberikan *promo room rate* yang lebih murah untuk *direct booking* melalui *WhatsApp & Website*
 - Membuat promo dan *upselling food and beverage* bulanan serta MICE
 - Mengikuti program ADP dari Traveloka
 - Mengikuti program Soft Block dari Tiket.com
- PT Hasta Kreasi Mandiri
 - Penambahan timer otomatisasi penerangan di pasar dan kawasan Hasta Kreasi Mandiri (HKM)
- PT PPRO Sampurna Jaya
 - Pembelian unit BULK yang dikerjasamakan dengan Ascott Capital Land Singapore untuk Service Residential Long Stay.
 - Kerjasama *commercial area* dengan International Cambridge School untuk meningkatkan *value added* kawasan
 - Pengundian *Grand Prize* khusus customer pada 21 Desember 2023 sebagai upaya percepatan transfer unit dari T2 ke T1 dan peningkatan pemasaran baru.

- Experience-based rewards and discount programs via social media
- Content marketing and location-based advertising
- Partnerships with Local Influencers

4. Subsidiaries

- PT Wisma Hundred Sejahtera
 - Addition of parking floor epoxy work facilities to improve cleanliness in the basement area
 - Multifunctional Design Planning (Resident Hall) to improve facilities for owners/tenants, as well as efforts to obtain other income from the rental of Multifunctional Spaces
 - Addition of Welcome Drink Providing Facilities in the Apartment Lobby
 - Collaboration Program for Base Transceiver Station (BTS) rental for Radio Tower
- PT Gitanusa Sarana Niaga
 - Fitness Center is included in Kaza Mall
 - Modernization of the Open Counter Booth at the 3rd Floor Food Court
 - Modernization of the Open Counter Fashion Booth on the UG Floor in collaboration with EO WRS from Jakarta
 - Providing cheaper room rate promos for direct bookings via WhatsApp & Website
 - Create monthly food and beverage and MICE promotions and upselling
 - Participate in the ADP program from Traveloka
 - Participate in the Soft Block program from Tiket.com
- PT Hasta Kreasi Mandiri
 - Addition of lighting automation timers in Hasta Kreasi Mandiri (HKM) markets and areas
- PT PPRO Sampurna Jaya
 - Purchase of BULK units in collaboration with Ascott Capital Land Singapore for Long Stay Residential Services.
 - Commercial area collaboration with International Cambridge School to increase value added to the area
 - Grand Prize draw specifically for customers on December 21 2023 as an effort to accelerate the transfer of units from T2 to T1 and increase new marketing.



PRODUK/JASA YANG SUDAH DIEVALUASI KEAMANANNYA BAGI PELANGGAN [OJK F.27, 416-1, GRI 417-1, 417-2, 417-3, CRE8]

Keamanan pelanggan/konsumen atas produk dan layanan yang ditawarkan Perseroan merupakan salah satu prioritas bagi Perseroan. Selain menjadi bagian penting dalam kontrak atau kesepakatan yang ditandatangani bersama dengan pelanggan, jaminan keamanan juga termasuk dalam upaya Perseroan memberikan *standards service* yang profesional guna mewujudkan kepuasan pelanggan. Perseroan telah memiliki Pedoman Etika & Perilaku PT PP Properti Tbk (Code of Conduct) yang di dalamnya telah mengatur Etika Perusahaan terhadap Pelanggan. Perseroan senantiasa memperhatikan kebutuhan pelanggan, termasuk rasa aman, dengan tetap selalu melakukan *monitoring*, meningkatkan kualitas produk dengan tetap sejalan dengan perkembangan teknologi.

Perseroan telah menerapkan sistem manajemen mutu terpadu tentang pengendalian kualitas produk dan jasa yang dihasilkan. Jaminan kualitas produk dan jasa merupakan hasil dari serangkaian kegiatan proses produksi yang sesuai dengan standar internasional yang dilakukan pada setiap kegiatan produksi maupun distribusi. Penerapan sistem manajemen mutu dilakukan, antara lain, secara berkala melakukan pengecekan fungsi-fungsi sarana dan prasarana gedung, perkantoran, apartemen, mall, hotel. Selain itu, Perseroan juga menyediakan berbagai fasilitas untuk menghadapi situasi darurat seperti kebakaran, bencana dan lain-lain. Fasilitas yang disediakan antara lain jalur evakuasi, piranti pemadam kebakaran, *hydrant*, dan lain-lain.

Perseroan telah menjamin bahwa seluruh produk dan layanan yang ditawarkan telah dievaluasi keamanannya. Perseroan senantiasa melakukan evaluasi terhadap keamanan produk dan layanan melalui penerapan beberapa SOP (*Standars Operating Procedure*) dan SPM (Standar Pelayanan Minimal). SOP dan SPM yang diterapkan Perseroan pada tahun 2023 adalah sebagai berikut:

Nama SOP/SPM Name SOP/SPM	Nomor Prosedur Procedure Number
Prosedur Pengelolaan Respon dan Penanganan Komplain Penghuni Procedures for Managing Residents' Responses and Complaints	PPRO/060/P/006
<i>Work Instruction</i> Penerimaan Tamu Oleh Bagian Receptionist Work Instruction for Receiving Guests by the Receptionist Department	PPRO/060/P/003
<i>Work Instruction</i> Penerimaan Tamu Oleh Security Area Lobby Work Instruction for Receiving Guests by Security Area Lobby	PPRO/060/P/002

PRODUCTS/ SERVICES WHICH HAVE BEEN EVALUATED FOR SAFETY FOR CUSTOMERS [OJK F.27, 416-1, GRI 417-1, 417-2, 417-3, CRE8]

Customer/consumer security regarding the products and services offered by the Company is one of the priorities for the Company. Apart from being an important part of contracts or agreements signed with customers, security guarantees are also included in the Company's efforts to provide professional service standards to achieve customer satisfaction. The Company has a PT PP Properti Tbk Code of Ethics & Behavior (Code of Conduct) which regulates Company Ethics towards Customers. The Company always pays attention to customer needs, including security, while always monitoring and improving product quality while remaining in line with technological developments.

The Company has implemented an integrated quality management system regarding controlling the quality of the products and services produced. Product and service quality assurance is the result of a series of production process activities that comply with international standards carried out in every production and distribution activity. The implementation of a quality management system is carried out, among other things, by periodically checking the functions of facilities and infrastructure in buildings, offices, apartments, malls and hotels. Apart from that, the Company also provides various facilities to deal with emergency situations such as fire, disaster and others. The facilities provided include evacuation routes, fire extinguishers, hydrants, and others.

The Company has guaranteed that all products and services offered have been evaluated for safety. The Company always evaluates the safety of products and services through the implementation of several SOPs (Standard Operating Procedures) and SPMs (Minimum Service Standards). The SOP and SPM implemented by the Company in 2023 are as follows:

Nama SOP/SPM Name SOP/SPM	Nomor Prosedur Procedure Number
Prosedur Pelayanan Konsumen Consumer Service Procedures	PPRO/045/P/003
Prosedur Kepuasan Pelanggan Customer Satisfaction Procedures	PPRO/045/P/001

Selama tahun 2023, tidak terdapat insiden ketidakpatuhan terhadap regulasi yang terkait dengan dampak kesehatan dan keselamatan produk dan layanan yang diberikan Perseroan. Sehingga dalam laporan ini tidak terdapat informasi denda atau hukuman dan peringatan.

During 2023, there were no incidents of non-compliance with regulations related to the health and safety impacts of the products and services provided by the Company. So in this report there is no information on fines or penalties and warnings.

PELABELAN DAN INFORMASI PRODUK/JASA [GRI 417-1, 417-2, 417-3]

Perseroan memiliki 2 (dua) segmen usaha yaitu Realti dan Properti (Mall & Edutainment). Perseroan terus berkembang dan membangun proyek baru di berbagai wilayah di Indonesia. Setiap proyek yang dibangun memiliki target dan sasaran yang berbeda. Perseroan senantiasa memberikan informasi yang benar kepada konsumen dengan memberikan "label" untuk semua produk yang berkaitan dengan spesifikasi bangunan, bahan yang dipakai, harga, luas bangunan, fasilitas dan sebagainya. Dengan demikian, konsumen dapat menentukan pilihan sesuai dengan selera dan keinginannya. Di sisi lain, pelabelan atau pemberian informasi yang jelas juga disematkan pada semua produk realti dan properti yang dikelola Perseroan. Informasi yang jelas tentang produk dan layanan juga bermanfaat besar bagi tumbuhnya kepercayaan konsumen kepada PP Properti.

Selain mencantumkan "label" dan informasi produk, Perseroan senantiasa mengikuti kaidah-kaidah komunikasi pemasaran yang baik dalam memasarkan proyek dan produk yang dikelolanya. Sesuai dengan prinsip pemasaran yang adil dan bertanggung jawab, Perseroan menghindari segala klaim yang menipu dan tidak jujur. Sebagai korporasi yang bertanggung jawab, Perusahaan berupaya untuk melaksanakan kebijakan tentang pelabelan produk dengan baik.

Atas komitmen Perseroan dalam menerapkan kebijakan pelabelan produk dan pemasaran yang baik, selama tahun 2023, tidak terdapat insiden ketidakpatuhan terhadap regulasi dan peraturan terkait pelabelan dan informasi produk serta tidak terdapat insiden ketidakpatuhan terhadap regulasi dan peraturan terkait komunikasi pemasaran, termasuk periklanan, promosi, dan pensponsoran.

LABELING AND INFORMATION OF PRODUCT/SERVICE [GRI 417-1, 417-2, 417-3]

The Company has 2 (two) business segments, namely Realty and Property (Mall & Edutainment). The company continues to develop and build new projects in various regions in Indonesia. Every project built has different targets and objectives. The Company always provides correct information to consumers by providing "labels" for all products relating to building specifications, materials used, price, building area, facilities and so on. Thus, consumers can make choices according to their tastes and desires. On the other hand, labeling or providing clear information is also embedded in all realty and property products managed by the Company. Clear information about products and services is also of great benefit to growing consumer confidence in PP Properti.

Apart from including "labels" and product information, the Company always follows good marketing communication principles in marketing the projects and products it manages. In accordance with the principles of fair and responsible marketing, the Company avoids all fraudulent and dishonest claims. As a responsible corporation, the Company strives to implement policies regarding product labeling well.

Due to the Company's commitment to implementing good product labeling and marketing policies, during 2023, there were no incidents of non-compliance with regulations and regulations related to product labeling and information and there were no incidents of non-compliance with regulations and regulations related to marketing communications, including advertising, promotions and sponsorships.



DAMPAK PRODUK/JASA [OJK F.28]

Perumahan/apartemen, perkantoran, mall dan hotel merupakan salah satu kebutuhan masyarakat. Untuk memenuhi kebutuhan tersebut, Perseroan hadir melalui dua segmen yaitu Realiti dan Properti. Secara spesifik, terkait pembangunan dan penyediaan perumahan/apartemen, Perseroan turut berkontribusi mengurangi angka *backlog* perumahan yang masih tinggi di Indonesia. Adapun kehadiran mall merupakan sarana bagi masyarakat untuk berbelanja, sekaligus menjadi tempat hiburan. Sedangkan keberadaan hotel diharapkan dapat menjadi sarana staycation yang menyenangkan, selain memungkinkan juga sebagai tempat berbagai pertemuan dan event yang lain.

Perseroan senantiasa berkomitmen untuk menghadirkan produk dan layanan terbaik sehingga keberadaan Perseroan dapat memberikan dampak positif. Dampak positif yang dirasakan masyarakat meliputi terpenuhinya harapan untuk memiliki rumah/apartemen/kantor, tersedianya alternatif untuk berbelanja dan tempat hiburan, serta terbantu dengan adanya berbagai fasilitas hotel, termasuk ruang pertemuan dan sebagainya.

Namun demikian, keberadaan Perseroan tidak lepas dari dampak negatif yang ditimbulkan meliputi timbulnya kebisingan dan debu dan adanya kebocoran pada gedung yang dimiliki oleh Perseroan. Perseroan telah melakukan upaya mitigasi atas dampak negatif terkait kebisingan dan debu yaitu dengan mengukur tingkat kebisingan dan mendirikan pagar pembatas, jaring pengaman, membersihkan dan mengumpulkan material sisa di seluruh lokasi pekerjaan. Dampak negatif terkait kebocoran yang terjadi pada gedung, Perseroan melakukan upaya mitigasi dengan melakukan perbaikan secara bertahap di titik tertentu.

Untuk meningkatkan kualitas produk dan layanan, Perseroan telah menyediakan saluran pengaduan melalui *call centre*, *website* maupun *email* resmi Perseroan. Perseroan senantiasa berupaya untuk memberikan tanggapan dan mencari solusi terbaik sesuai standar operasi yang berlaku atas pengaduan yang diterima.

IMPACT OF PRODUCTS/ SERVICES [OJK F.28]

Housing/apartments, offices, malls and hotels are one of the community's needs. To meet these needs, the Company exists through two segments, namely Realty and Property. Specifically, regarding the development and provision of housing/apartments, the Company has contributed to reducing the housing backlog figure which is still high in Indonesia. The presence of malls is a means for people to shop, as well as being a place of entertainment. Meanwhile, the hotel is expected to be a pleasant staycation facility, as well as being a place for various meetings and other events.

The Company is always committed to providing the best products and services so that the Company's existence can have a positive impact. The positive impacts felt by the community include the fulfillment of their hopes of owning a house/apartment/office, the availability of alternatives for shopping and entertainment venues, as well as being helped by the existence of various hotel facilities, including meeting rooms and so on.

However, the existence of the Company cannot be separated from the negative impacts that arise, including the generation of noise and dust and leaks in buildings owned by the Company. The Company has made efforts to mitigate negative impacts related to noise and dust, namely by measuring noise levels and erecting guardrails, safety nets, cleaning and collecting waste materials at all work sites. The Company makes mitigation efforts related to negative impacts related to leaks in buildings by carrying out repairs in stages at certain points.

To improve the quality of products and services, the Company has provided a complaint channel through the company's call center, website and official email. The Company always strives to provide responses and find the best solutions in accordance with applicable operational standards for complaints received.

JUMLAH PRODUK YANG DITARIK KEMBALI [OJK F.29]

Selama tahun 2023, tidak atau terdapat produk dan layanan yang ditarik kembali/ditutup/dibatalkan dengan alasan apapun, baik karena pengaduan dari konsumen maupun regulator.

SURVEI KEPUASAN PELANGGAN TERHADAP PRODUK DAN/ATAU JASA [OJK F.30]

Untuk mengetahui tingkat kepuasan konsumen/pelanggan terhadap produk dan layanan yang diberikan, Perseroan secara rutin melakukan survei kepuasan pelanggan. Hasil survei kepuasan pelanggan akan menjadi bahan evaluasi untuk meningkatkan kualitas produk dan layanan agar sesuai dengan harapan konsumen. Hasil survei kepuasan pelanggan pada tahun 2023 adalah sebesar 92,24% meningkat dibandingkan dengan tahun 2022 yang mencapai 89,2%.

NUMBER OF PRODUCTS RECALLED [OJK F.29]

During 2023, there were no products and services recalled/closed/cancelled for any reason, whether due to complaints from consumers or regulators.

CUSTOMER SATISFACTION SURVEY WITH PRODUCTS AND/OR SERVICES [OJK F.30]

To determine the level of consumer/customer satisfaction with the products and services provided, the Company regularly conducts customer satisfaction surveys. The results of the customer satisfaction survey will be used as evaluation material to improve the quality of products and services so that they meet consumer expectations. The results of the customer satisfaction survey in 2023 were 92.24%, an increase compared to 2022 which reached 89.2%.

Tabel Survei Kepuasan Pelanggan

Table of Customer Satisfaction Survey

Keterangan Information	Kepuasan Pelanggan Customer Satisfaction		
	2023	2022	2021
Indeks Kepuasan Pelanggan Customer Satisfaction Index	92,24%	89,2%	90,2%



Verifikasi Tertulis dari Pihak Independen [OJK G.1, GRI 2-5]

Written Verification from Independent Parties [OJK G.1, GRI 2-5]

Laporan Keberlanjutan PT PP Properti (Persero) Tbk Tahun 2023 ini belum diverifikasi oleh pihak independen atau penyedia jasa Assurance (*Assurance Services Provider*). Namun demikian, Laporan Keberlanjutan ini telah disusun berdasarkan POJK No. 51/POJK.03/2017 yang diturunkan ke dalam Surat Edaran Otoritas Jasa Keuangan Nomor 16/SEOJK.04/2021 Tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, serta Consolidated GRI Standards 2021 dan GRI G4 Sector Disclosures Construction and Real Estate. Perseroan juga menjamin seluruh informasi yang diungkapkan dalam laporan ini adalah benar, akurat dan faktual.

This 2023 PT PP Properti (Persero) Tbk Sustainability Report has not been verified by an independent party or Assurance Service Provider. However, this Sustainability Report has been prepared based on POJK No. 51/POJK.03/2017 which was included in the Financial Services Authority Circular Letter Number 16/SEOJK.04/2021 concerning the Form and Content of Annual Reports of Issuers or Public Companies, as well as Consolidated GRI Standards 2021 and GRI G4 Sector Disclosures Construction and Real Estate. The Company also guarantees that all information disclosed in this report is true, accurate and factual.

Lembar Umpan Balik [OJK G.2 GRI 2-26]

Feedback Sheet [OJK G.2 GRI 2-26]

Setelah membaca Laporan Keberlanjutan PT PP Properti Tbk Tahun 2023, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan melalui email atau media lain yang tersedia.

After reading the 2023 PT PP Properti Tbk Sustainability Report, we ask stakeholders to provide feedback via email or other available media.

Mohon beri tanda ceklis (v) pada kolom setuju atau tidak setuju

Please put a tick (v) in the agree or disagree column

Pertanyaan Question	Setuju Agree	Tidak Setuju Disagree
Laporan ini telah memberikan informasi yang bermanfaat mengenai kinerja ekonomi, sosial, dan lingkungan Perusahaan. This report has provided useful information regarding the Company's economic, social and environmental performance.		
Data dan informasi yang diungkapkan mudah dipahami, lengkap, transparan, dan berimbang. The data and information disclosed is easy to understand, complete, transparent and balanced.		
Data dan informasi yang disajikan berguna dalam pengambilan keputusan. The data and information presented is useful in decision making.		
Laporan ini menarik dan mudah dibaca. This report is interesting and easy to read.		

Mohon berikan nilai mengenai topik material yang terdapat dalam laporan Keberlanjutan ini (nilai 1 = paling penting, 2 = penting, 3 = tidak penting, 4 = sangat tidak penting).

Please rate the aspects of this report (1 = most important, 2 = important, 3 = less important, 4 = very unimportant).

(.....)	Kesehatan dan Keselamatan Kerja	Occupational Health and Safety
(.....)	Pelatihan dan Pendidikan	Training and Education
(.....)	Kesehatan dan Keselamatan Pelanggan	Customer Health and Safety
(.....)	Limbah	Waste
(.....)	Emisi	Emissions

Mohon berikan komentar/saran/usulan bagi laporan ini.

Please provide comments/input/suggestions for this report.

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Identitas Pemangku Kepentingan

Nama : _____
 Name : _____
 Pekerjaan : _____
 Job : _____
 Institusi/Perusahaan : _____
 Institution/Company : _____
 Kontak (telepon, email) : _____
 Contact (phone, e-mail) : _____

Stakeholder Identity

Kategori Pemangku Kepentingan

- Pemegang Saham
Shareholder
- Pelanggan
Customer
- Pekerja
Employee
- Investor
- Regulator, Legislatif, dan Lembaga Pengawas
Regulator, Legislature, and Supervisory Institution

Stakeholder Categories

- Masyarakat di Sekitar Wilayah Usaha Perusahaan
Community Around the Company's Business Area
- Kontraktor
Contractor
- Lembaga Swadaya Masyarakat (LSM)
Non-Governmental Organization (NGO)
- Lembaga Penelitian dan Perguruan Tinggi
Research Institute and University

Saran dan tanggapan yang Anda berikan atas informasi yang disajikan dalam laporan ini mohon dikirimkan kepada:

Please send your suggestions and responses to the information presented in this report to:

Corporate Secretary

PT PP Properti Tbk
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 Fax/Fac : +62 21 8779 2947
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Corporate Secretary

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Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun 2022 [OJK G.3]

Response to Feedback on The 2022 Sustainability Report [OJK G.3]

Selama tahun 2023, PT PP Properti Tbk tidak menerima tanggapan atas Laporan Keberlanjutan Tahun 2022 dari para pemangku kepentingan, sehingga tidak terdapat informasi terkait tindak lanjut yang dilakukan. Meskipun demikian, Perseroan telah melakukan upaya penyempurnaan isi laporan sesuai dengan panduan POJK No. 51/OJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten dan Perusahaan Publik, serta SEOJK No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik, serta Consolidated Set of GRI Standard 2021.

During 2023, PT PP Properti Tbk did not receive responses to the 2022 Sustainability Report from stakeholders, so there is no information regarding the follow-up actions taken. However, the Company has made efforts to improve the contents of the report in accordance with POJK guidelines No. 51/OJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies, as well as SEOJK No. 16/SEOJK.04/2021 concerning the Form and Content of Issuer or Public Company Annual Reports, as well as the 2021 Consolidated Set of GRI Standards.



Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 [OJK G.4]

List of Disclosures According to Financial Services Authority
Regulation Number 51/POJK.03/2017 [OJK G.4]

No Indeks No. Index	Nama Indeks Index Name	Halaman Page
A	STRATEGI KEBERLANJUTAN SUSTAINABILITY STRATEGY	
A.1	Penjelasan Strategi Keberlanjutan Explanation of Sustainability Strategy	
B	IKHTISAR KINERJA ASPEK KEBERLANJUTAN SUSTAINABLE PERFORMANCE ASPECTS HIGHLIGHTS	
B.1	Aspek Ekonomi Economic Aspects	
B.2	Aspek Lingkungan Hidup Environmental Aspects	
B.3	Aspek Sosial Social Aspects	
C	PROFIL PERUSAHAAN COMPANY PROFILE	
C.1	Visi, Misi, dan Nilai Keberlanjutan Vision, Mission and Sustainability Values	
C.2	Alamat Perusahaan Company's address	
C.3	Skala Usaha Business Scale	
C.4	Produk, Layanan dan Kegiatan Usaha yang Dijalankan Products, Services and Business Activities	
C.5	Keanggotaan Asosiasi Association Membership	
C.6	Perubahan Emiten dan Perusahaan Publik yang Bersifat Signifikan Significant Changes in Issuers and Public Companies	
D	PENJELASAN DIREKSI EXPLANATION OF THE BOARD OF DIRECTORS	
D.1	Penjelasan Direksi Board of Directors' Explanation	
E	TATA KELOLA KEBERLANJUTAN SUSTAINABILITY GOVERNANCE	
E.1	Penanggung Jawab Penerapan Keuangan Berkelanjutan Responsible for Implementing Sustainable Finance	
E.2	Pengembangan Kompetensi terkait Keuangan Berkelanjutan Competency Development related to Sustainable Finance	
E.3	Penilaian Risiko atas Penerapan Keuangan Berkelanjutan Risk Assessment of the Implementation of Sustainable Finance	
E.4	Hubungan dengan Pemangku Kepentingan Relationships with Stakeholders	
E.5	Permasalahan terhadap Penerapan Keuangan Berkelanjutan Problems with the Implementation of Sustainable Finance	
F	KINERJA KEBERLANJUTAN SUSTAINABLE PERFORMANCE	
F.1	Kegiatan Membangun Budaya Keberlanjutan Activities to Build a Culture of Sustainability	
	KINERJA EKONOMI ECONOMIC PERFORMANCE	

No Indeks No. Index	Nama Indeks Index Name	Halaman Page
F.2	Perbandingan Target dan Kinerja Produksi, Portofolio, Target Pembiayaan, atau Investasi, Pendapatan dan Laba Rugi Comparison of Production Targets and Performance, Portfolio, Financing Targets, or Investment, Income and Profit and Loss	
F.3	Perbandingan Target dan Kinerja Portofolio, Target Pembiayaan, atau Investasi pada Instrumen Keuangan atau Proyek yang Sejalan dengan Keuangan Berkelanjutan Comparison of Portfolio Targets and Performance, Financing Targets, or Investments in Financial Instruments or Projects that are in Line with Sustainable Finance	
KINERJA LINGKUNGAN HIDUP ENVIRONMENTAL PERFORMANCE		
Aspek Umum General Aspects		
F.4	Biaya Lingkungan Hidup Environmental Costs	
Aspek Material Material Aspect		
F.5	Penggunaan Material yang Ramah Lingkungan Use of Environmentally Friendly Materials	
Aspek Energi Energy Aspect		
F.6	Jumlah dan Intensitas Energi yang Digunakan Amount and Intensity of Energy Used	
F.7	Upaya dan Pencapaian Efisiensi Energi dan Penggunaan Energi Terbarukan Efforts and Achievements of Energy Efficiency and Use of Renewable Energy	
Aspek Air Water Aspect		
F.8	Penggunaan Air Water Usage	
Aspek Keanekaragaman Hayati Biodiversity Aspects		
F.9	Dampak dari Wilayah Operasional yang Dekat atau Berada di Daerah Konservasi atau Memiliki Keanekaragaman Hayati Impact of Operational Areas that are Near or Located in Conservation Areas or Have Biodiversity	
F.10	Usaha Konservasi Keanekaragaman Hayati Biodiversity Conservation Efforts	
Aspek Emisi Emission Aspect		
F.11	Jumlah dan Intensitas Emisi yang Dihasilkan Berdasarkan Jenisnya Number and Intensity of Emissions Produced Based on Type	
F.12	Upaya dan Pencapaian Pengurangan Emisi yang Dilakukan Emission Reduction Efforts and Achievements Made	
Aspek Limbah dan Efluen Waste and Effluent Aspects		
F.13	Jumlah Limbah dan Efluen yang Dihasilkan Berdasarkan Jenis Amount of Waste and Effluent Generated by Type	
F.14	Mekanisme Pengelolaan Limbah dan Efluen Waste and Effluent Management Mechanism	
F.15	Tumpahan yang Terjadi (jika ada) Occurring Spills (if any)	
Aspek Pengaduan Terkait Lingkungan Hidup Aspects of Complaints Related to the Environment		



No Indeks No. Index	Nama Indeks Index Name	Halaman Page
F.16	Jumlah dan Materi Pengaduan Lingkungan Hidup yang Diterima dan Diselesaikan Number and Material of Environmental Complaints Received and Resolved	
	KINERJA SOSIAL SOCIAL PERFORMANCE	
F.17	Komitmen untuk Memberikan Layanan atas Produk dan/atau Jasa yang Setara kepada Konsumen Commitment to Providing Equivalent Products and/or Services to Consumers	
	Aspek Ketenagakerjaan Employment Aspects	
F.18	Kesetaraan Kesempatan Bekerja Equal Employment Opportunities	
F.19	Tenaga Kerja Anak dan Tenaga Kerja Paksa Child Labor and Forced Labor	
F.20	Upah Minimum Regional Regional minimum wage	
F.21	Lingkungan Bekerja yang Layak dan Aman Decent and Safe Working Environment	
F.22	Pelatihan dan Pengembangan Kemampuan Pegawai Employee Capacity Training and Development	
	Aspek Masyarakat Community Aspects	
F.23	Dampak Operasi Terhadap Masyarakat Sekitar Impact of Operations on Surrounding Communities	
F.24	Pengaduan Masyarakat Public Complaints	
F.25	Kegiatan Tanggung Jawab Sosial Lingkungan (TJSL) Environmental Social Responsibility Activities (CSR)	
	TANGGUNG JAWAB PENGEMBANGAN PRODUK/JASA BERKELANJUTAN RESPONSIBILITY FOR SUSTAINABLE PRODUCT/SERVICE DEVELOPMENT	
F.26	Inovasi dan Pengembangan Produk/Jasa Keuangan Berkelanjutan Innovation and Development of Sustainable Financial Products/Services	
F.27	Produk/Jasa yang Sudah Dievaluasi Keamanannya bagi Pelanggan Products/Services that have been evaluated for safety for customers	
F.28	Dampak Produk/Jasa Product/Service Impact	
F.29	Jumlah Produk yang Ditarik Kembali Number of Products Recalled	
F.30	Survei Kepuasan Pelanggan Terhadap Produk dan/atau Jasa Keuangan Berkelanjutan Customer Satisfaction Survey with Sustainable Financial Products and/or Services	
G	LAIN-LAIN: OTHERS:	
G.1	Verifikasi Tertulis dari Pihak Independen (jika ada) Written Verification from an Independent Party (if any)	
G.2	Lembar Umpan Balik Feedback Sheet	
G.3	Tanggapan Terhadap Umpan Balik Laporan Keberlanjutan Tahun Sebelumnya Response to Feedback on Previous Year's Sustainability Report	
G.4	Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan Nomor 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. List of Disclosures in accordance with Financial Services Authority Regulation Number 51/POJK.03/2017 concerning the Implementation of Sustainable Finance for Financial Services Institutions, Issuers and Public Companies.	

Indeks Isi Consolidated GRI Standard 2021 [OJK G.4]

Consolidated GRI Standard Content Index 2021 [OJK G.4]

INDEKS ISI STANDAR GRI GRI STANDARDS CONTENT INDEX	PENGUNGKAPAN	DISCLOSURE	HAL PAGE
Pernyataan Penggunaan	PT PP Properti Tbk telah melaporkan informasi yang dikutip dalam indeks konten GRI untuk periode 1 Januari 2023 hingga 31 Desember 2023 dengan mengacu (“with reference”) pada Consolidated GRI Standard 2021.		
GRI 1: LANDASAN 2021 GRI 1: FOUNDATION 2021			
GRI 2: PENGUNGKAPAN UMUM 2021 GRI 2: GENERAL DISCLOSURES 2021	Organisasi dan Praktik Pelaporan Organization and Reporting Practice		
	GRI 2-1	Detail organisasi	Organization details
	GRI 2-2	Entitas yang termasuk dalam pelaporan keberlanjutan	Entities included in sustainability reporting
	GRI 2-3	Periode pelaporan, frekuensi dan titik kontak	Reporting period, frequency and contact
	GRI 2-4	Informasi tentang penyajian kembali	Information about restatements
	GRI 2-5	Jaminan Eksternal	External Assurance
	Aktivitas dan Pekerja Activities and Workers		
	GRI 2-6	Aktivitas, rantai pasok, dan relasi bisnis lainnya	Activities, supply chain and other business relationships
	GRI 2-7	Karyawan	Employee
	GRI 2-8	Pekerja yang bukan karyawan	Workers who are not employees
	Tata Kelola Governance		
	GRI 2-9	Struktur dan komposisi tata kelola	Governance structure and composition
	GRI 2-10	Nominasi dan pemilihan badan tata kelola tertinggi	Nomination and election of the highest governance body
	GRI 2-11	Ketua badan tata kelola tertinggi	Chair of the highest governance body
	GRI 2-12	Peran badan tata kelola tertinggi dalam mengawasi pengelolaan dampak	Role of the highest governance body in overseeing impact management
	GRI 2-13	Pendelegasian tanggung jawab untuk mengelola dampak	Delegation of responsibility for managing impacts
	GRI 2-14	Peran badan tata kelola tertinggi dalam pelaporan keberlanjutan	Role of the highest governance body in sustainability reporting
	GRI 2-15	Benturan kepentingan	Conflict of interest
	GRI 2-16	Komunikasi hal-hal penting	Communicating important matters
	GRI 2-17	Pengetahuan kolektif dari badan tata kelola tertinggi	Collective knowledge of the highest governance body
	GRI 2-18	Evaluasi kinerja badan tata kelola tertinggi	Performance evaluation of the highest governance body
GRI 2-19	Kebijakan remunerasi	Remuneration policy	
GRI 2-20	Proses untuk menentukan remunerasi	Process for determining remuneration	
GRI 2-21	Rasio kompensasi total tahunan	Annual total compensation ratio	
Strategi, Kebijakan dan Praktik Strategy, Policy and Practice			



INDEKS ISI STANDAR GRI GRI STANDARDS CONTENT INDEX	PENGUNGKAPAN	DISCLOSURE	HAL PAGE
GRI 2-22	Pernyataan tentang strategi pembangunan berkelanjutan	Statement on sustainable development strategy	
GRI 2-23	Komitmen kebijakan	Policy commitment	
GRI 2-24	Menanamkan komitmen kebijakan	Instill policy commitment	
GRI 2-25	Proses untuk memulihkan dampak negatif	Process for recovering negative impacts	
GRI 2-26	Mekanisme pemberian umpan balik/saran dan menyampaikan kekhawatiran	Mechanism for providing feedback/suggestions and raising concerns	
GRI 2-27	Kepatuhan terhadap hukum dan peraturan	Compliance with laws and regulations	
GRI 2-28	Keanggotaan asosiasi	Association membership	
Keterlibatan Pemangku Kepentingan Stakeholder Engagement			
GRI 2-29	Pendekatan keterlibatan pemangku kepentingan	Stakeholder engagement approach	
GRI 2-30	Perjanjian kerja bersama	Collective labor agreement	
GRI 3: TOPIK MATERIAL 2021 GRI 3: MATERIAL TOPICS 2021	GRI 3-1	Proses menentukan topik material	Process of determining material topics
	GRI 3-2	Daftar topik material	List of material topics
	GRI 3-3	Manajemen topik material	Material topic management
TOPIK EKONOMI ECONOMY TOPIC			
KINERJA EKONOMI ECONOMIC PERFORMANCE			
GRI 201: Kinerja Ekonomi 2016 GRI 201: 2016 Economic Performance	GRI 201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan	Direct economic value generated and distributed
	GRI 201-2	Implikasi finansial serta risiko dan peluang lain akibat perubahan iklim	Financial implications and other risks and opportunities from climate change
	GRI 201-3	Kewajiban program pensiun manfaat pasti dan program pensiun lainnya	Obligations of defined benefit pension plans and other pension plans
	GRI 201-4	Bantuan finansial yang diberikan dari pemerintah	Financial assistance provided by the government
DAMPAK EKONOMI TIDAK LANGSUNG INDIRECT ECONOMIC IMPACTS			
GRI 203: Dampak Ekonomi Tidak Langsung 2016	GRI 203-1	Insiden korupsi yang terbukti dan tindakan yang diambil	Proven incidents of corruption and actions taken
GRI 203: Indirect Economic Impacts 2016	GRI 203-2	Dampak ekonomi tidak langsung yang signifikan	Significant indirect economic impact
PRAKTIK PENGADAAN PROCUREMENT PRACTICES			

INDEKS ISI STANDAR GRI GRI STANDARDS CONTENT INDEX		PENGUNGKAPAN	DISCLOSURE	HAL PAGE
GRI 204: Praktik Pengadaan 2016 GRI 201: Procurement Practices 2016	GRI 204-1	Proporsi pengeluaran untuk pemasok lokal	Proportion of spending on local suppliers	
ANTI KORUPSI ANTI CORRUPTION				
GRI 205: Anti Korupsi 2016 GRI 205: Anti-Corruption 2016	GRI 205-1	Operasi-operasi yang dinilai memiliki risiko terkait korupsi	Operations assessed as having risks related to corruption	
	GRI 205-2	Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi	Communication and training on anti-corruption policies and procedures	
	GRI 205-3	Insiden korupsi yang terbukti dan tindakan yang diambil	Proven incidents of corruption and actions taken	
TOPIK LINGKUNGAN ENVIRONMENT TOPIC				
ENERGI ENERGY				
	GRI 302-1	Konsumsi energi di dalam organisasi	Energy consumption within the organization	
	GRI 302-2	Konsumsi energi di luar organisasi	Energy consumption outside the organization	
GRI 302: Energi 2016 GRI 302: Energy 2016	GRI 302-3	Intensitas energi	Energy intensity	
	GRI 302-4	Reduksi konsumsi energi	Reduction of energy consumption	
	GRI 302-5	Pengurangan kebutuhan energi dari produk dan jasa	Reduction of energy requirements from products and services	
AIR DAN EFLUEN WATER AND EFFLUENT				



INDEKS ISI STANDAR GRI GRI STANDARDS CONTENT INDEX	PENGUNGKAPAN	DISCLOSURE	HAL PAGE	
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluent 2018	GRI 303-1	Interaksi dengan air sebagai sumber daya bersama	Interaction with water as a shared resource	
	GRI 303-2	Pengelolaan dampak terkait pelepasan air	Management of impacts related to water release	
	GRI 303-3	Penarikan air	Water withdrawal	
	GRI 303-4	Debit air	Water discharge	
	GRI 303-5	Konsumsi air	Water consumption	
EMISI EMISSION				
GRI 305: Emisi 2016 GRI 305: 2016 Emissions	GRI 305-1	Emisi GRK Langsung (Cakupan 1)	Direct (Scope 1) GHG Emissions	
	GRI 305-2	Energi tidak langsung (Cakupan 2) Emisi GRK	Energy indirect (Scope 2) GHG emissions	
	GRI 305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya	Other indirect (Scope 3) GHG emissions	
	GRI 305-4	Intensitas Emisi GRK	GHG Emission Intensity	
	GRI 305-5	Pengurangan emisi GRK	GHG emissions reduction	
	GRI 305-6	Emisi zat perusak ozon (BPO)	Emissions of ozone depleting substances (BPO)	
	GRI 305-7	Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
LIMBAH WASTE				
GRI 306: Limbah 2020 GRI 306: Waste 2020	GRI 306-1	Timbulan limbah dan dampak signifikan terkait limbah	Waste generation and significant impacts related to waste	146
	GRI 306-2	Pengelolaan dampak signifikan terkait limbah	Management of significant impacts related to waste	150
	GRI 306-3	Limbah yang dihasilkan	Generated waste	146
	GRI 306-4	Limbah dialihkan dari pembuangan	Waste diverted from disposal	150
	GRI 306-5	Limbah diarahkan ke pembuangan	Waste directed to disposal	150
TOPIK SOSIAL SOCIAL TOPIC				
KEPEGAWAIAN EMPLOYMENT				
GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	GRI 401-1	Perekrutan karyawan baru dan perputaran karyawan	New employee recruitment and employee turnover	156
	GRI 401-2	Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu	Benefits provided to permanent employees that are not provided to temporary or part-time employees	165
	GRI 401-3	Cuti Melahirkan	Maternity leave	164

INDEKS ISI STANDAR GRI GRI STANDARDS CONTENT INDEX	PENGUNGKAPAN	DISCLOSURE	HAL PAGE	
GRI 402: Hubungan Tenaga Kerja/Manajemen 2016 Labor/Management Relations 2016	GRI 402-1	Periode pemberitahuan minimum mengenai perubahan operasional	Minimum notice period regarding operational changes	163
KESEHATAN DAN KESELAMATAN KERJA OCCUPATIONAL HEALTH AND SAFETY				
	GRI 403-1	Sistem manajemen kesehatan dan keselamatan kerja	Occupational health and safety management system	
	GRI 403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden	Hazard identification, risk assessment and incident investigation	
	GRI 403-3	Layanan kesehatan kerja	Occupational health services	
	GRI 403-4	Partisipasi pekerja, konsultasi, dan komunikasi tentang kesehatan dan keselamatan kerja	Worker participation, consultation and communication on occupational health and safety	
GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	GRI 403-5	Pelatihan pekerja tentang kesehatan dan keselamatan kerja	Worker training on occupational health and safety	
	GRI 403-6	Peningkatan kualitas kesehatan kerja	Improving the quality of occupational health	
	GRI 403-7	Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait dengan hubungan bisnis	Prevention and mitigation of occupational safety and health impacts that are directly related to business relationships	
	GRI 403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja	Workers covered by occupational safety and health management system	
	GRI 403-9	Kecelakaan kerja	Work accident	
	GRI 403-10	Penyakit akibat kerja	Occupational illness	
PELATIHAN DAN PENDIDIKAN TRAINING AND EDUCATION				
	GRI 404-1	Rata-rata jam pelatihan per tahun per karyawan	Average hours of training per year per employee	
GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	GRI 404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan	Programs to improve employee skills and transitional assistance programs	
	GRI 404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir	Percentage of employees receiving regular performance and career development reviews	
KEBERAGAMAN DAN KESETARAAN KESEMPATAN DIVERSITY AND EQUAL OPPORTUNITY				





INDEKS ISI STANDAR GRI GRI STANDARDS CONTENT INDEX	PENGUNGKAPAN	DISCLOSURE	HAL PAGE
GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016 GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1 Keberagaman badan tata kelola dan karyawan	Diversity of governance bodies and employees	
	GRI 405-2 Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki	Ratio of basic salary and remuneration of female to male	
KESEHATAN DAN KESELAMATAN PELANGGAN CUSTOMER HEALTH AND SAFETY			
GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 GRI 416: Customer Health and Safety 2016	GRI 416-1 Penilaian dampak kesehatan dan keselamatan dari berbagai kategori produk dan jasa	Assessment of the health and safety impacts of various product and service categories	
	GRI 416-2 Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa	Incidents of non-compliance relating to the health and safety impacts of products and services	
G4 SUPLEMEN SEKTOR KONSTRUKSI DAN REAL ESTATE G4 SUPPLEMENTS TO CONSTRUCTION AND REAL ESTATE SECTOR			
G4 Suplemen Sektor Konstruksi dan Real Estate G4 Supplements to Construction and Real Estate Sector	CRE1 Intensitas energi bangunan	Building energy intensity	
	CRE2 Intensitas air bangunan	Building water intensity	
	CRE3 Intensitas emisi GRK dari bangunan	GHG emission intensity from buildings	
	CRE4 Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang	GHG emission intensity from new construction and redevelopment activities	
	CRE5 Remediasi tanah dan atau remediasi lahan yang sudah ada	Remediation of land and/or remediation of existing land	
	CRE6 Verifikasi kepatuhan operasional perusahaan	Verification of company operational compliance	
	CRE7 Jumlah orang yang terkena pengusuran dan/atau dimukimkan kembali karena dampak dari pembangunan	Number of people affected by evictions and/or resettled due to development impacts	
	CRE8 Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment	Sustainability certification, level and labeling scheme for new construction, management, works and redevelopment	

Tautan Standar GRI dengan TPB


Links Between GRI Standards with SDGS



Perseroan senantiasa berkomitmen untuk memberikan kontribusi dalam pencapaian Tujuan Pembangunan Berkelanjutan (TPB)/Sustainable Development Goals (SDGs). Dukungan dilakukan oleh Perseroan tercermin pada tautan tautan antara program/kegiatan yang dilakukan dengan GRI Standard dan SDGs, sesuai panduan SDG Compass yang diterbitkan oleh GRI, United Nations Global Compact, dan World Business Council for Sustainable Development (WBCSD), sebagai berikut:

The Company is always committed to contributing to achieve the Sustainable Development Goals (SDG). The support provided by the Company is reflected in the links between programs/activities carried out with the GRI Standard and SDGs, in accordance with the SDG Compass guidelines published by GRI, the United Nations Global Compact, and the World Business Council for Sustainable Development (WBCSD), as follows:


Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	Mengakhiri kemiskinan dalam segala bentuk di mana pun. End Poverty in All Its Forms Everywhere	G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE7	Jumlah orang yang terkena penggusuran dan/atau dimukimkan kembali karena dampak dari pembangunan Number of people affected by eviction and/or resettlement due to the impact of development
	Mengakhiri kelaparan, mencapai ketahanan pangan, memperbaiki nutrisi dan mempromosikan pertanian yang berkelanjutan. End Hunger, Achieve Food Security and Improved Nutrition, and Promote Sustainable Agriculture	G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE7	Jumlah orang yang terkena penggusuran dan/atau dimukimkan kembali karena dampak dari pembangunan Number of people affected by eviction and/or resettlement due to the impact of development



Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Menjamin kehidupan yang sehat dan mendorong kesejahteraan bagi semua orang di segala usia. Ensure Healthy Lives and Promote Well-Being for All at All Ages</p>	GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	401-2	Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to permanent employees that are not provided to temporary or part-time employees
		GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-6	Peningkatan kualitas kesehatan kerja Improving the quality of occupational health
			403-9	Kecelakaan kerja Work accident
			403-10	Penyakit akibat kerja Occupational illness
			305-1	Emisi GRK Langsung (Cakupan 1) Direct GHG Emissions (Scope 1)
			305-2	Energi tidak langsung (Cakupan 2) Emisi GRK Indirect energy (Scope 2) GHG emissions
			305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect GHG (Scope 3) emissions
			305-6	Emisi zat perusak ozon (BPO) Emissions of ozone depleting substances (ODS)
			305-7	Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
			306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant impacts related to waste
			306-2	Pengelolaan dampak signifikan terkait limbah Management of significant impacts related to waste
			306-3	Limbah yang dihasilkan Waste produced
			306-4	Limbah dialihkan dari pembuangan Waste is diverted from disposal
			306-5	Limbah diarahkan ke pembuangan Waste is directed to disposal
			G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE5

Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Menjamin kualitas pendidikan yang inklusif dan merata serta meningkatkan kesempatan belajar sepanjang hayat untuk semua pada tahun 2030. Ensure Inclusive and Equitable Quality Education and Promote Lifelong Learning Opportunities for All by 2030</p>	<p>GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016</p>	404-1	<p>Rata-rata jam pelatihan per tahun per karyawan Average training hours per year per employee</p>
		<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>	CRE8	<p>Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment</p>
	<p>Mencapai kesetaraan gender dan memberdayakan semua perempuan dan anak perempuan. Achieve Gender Equality and Empower All Women and Girls</p>	<p>GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021</p>	2-9	<p>Struktur dan komposisi tata kelola Governance structure and composition</p>
		<p>GRI 401: Kepegawaian 2016 GRI 401: Employment 2016</p>	401-2	<p>Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to permanent employees that are not provided to temporary or part-time employees</p>
			401-3	<p>Cuti Melahirkan Maternity leave</p>
		<p>GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016</p>	404-3	<p>Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir Percentage of employees who receive regular performance and career development reviews</p>
		<p>GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016 GRI 405: Diversity and Equal Opportunity 2016</p>	405-1	<p>Keberagaman badan tata kelola dan karyawan Diversity of governance bodies and employees</p>
			405-2	<p>Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki The ratio of basic salary and remuneration for female to male</p>
<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>	CRE5	<p>Remediasi tanah dan atau remediasi lahan yang sudah ada Soil remediation and/or remediation of existing land</p>		



Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Memastikan masyarakat mencapai akses universal air bersih dan sanitasi. Ensure Availability and Sustainable Management of Water and Sanitation for All</p>	<p>GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluent 2018</p>	303-1	Interaksi dengan air sebagai sumber daya bersama Interaction with water as a shared resource
			303-2	Pengelolaan dampak terkait pelepasan air Management of impacts related to water releases
			303-4	Debit air Water flow
			303-5	Konsumsi air Water consumption
			306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant impacts related to waste
		306-2	Pengelolaan dampak signifikan terkait limbah Management of significant impacts related to waste	
		<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>	CRE2	Intensitas air bangunan Building water intensity
			CRE5	Remediasi tanah dan atau remediasi lahan yang sudah ada Soil remediation and/or remediation of existing land
			CRE8	Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment



Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Menjamin akses energi yang terjangkau, andal, berkelanjutan, dan modern untuk semua lapisan masyarakat. Ensure Access to Affordable, Reliable, Sustainable, and Modern Energy for All</p>	<p>GRI 302: Energi 2016 GRI 302: Energy 2016</p>	302-1	Konsumsi energi di dalam organisasi Energy consumption in the organization
			302-2	Konsumsi energi di luar organisasi Energy consumption outside the organization
			302-3	Intensitas energi Energy intensity
			302-4	Reduksi konsumsi energi Reduction of energy consumption
			302-5	Pengurangan kebutuhan energi dari produk dan jasa Reducing the energy needs of products and services
		<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>	CRE1	Intensitas energi bangunan Building energy intensity
			CRE8	Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment
	<p>Berusaha meningkatkan pertumbuhan ekonomi yang inklusif dan berkelanjutan, kesempatan kerja yang produktif dan menyeluruh serta pekerjaan yang layak untuk semua. Promote Sustained, Inclusive, and Sustainable Economic Growth, Full, and Productive Employment and Decent Work for All</p>	<p>GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021</p>	2-7	Karyawan Employees
			2-30	Perjanjian kerja bersama Collective labor agreement
			201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value which are generated and distributed



Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
		GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average training hours per year per employee
			404-2	Program untuk meningkatkan keterampilan karyawan dan program bantuan peralihan Programs to improve employee skills and transition assistance programs
			404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir Percentage of employees who receive regular reviews of performance and career development
		GRI 204: Praktik Pengadaan 2016 GRI 204: Procurement Practices 2016	204-1	Proporsi pengeluaran untuk pemasok lokal Proportion of spending on local suppliers
		GRI 302: Energi 2016 GRI 302: Energy 2016	302-1	Konsumsi energi di dalam organisasi Energy consumption in the organization
			302-2	Konsumsi energi di luar organisasi Energy consumption outside the organization
			302-3	Intensitas energi Energy intensity
			302-4	Reduksi konsumsi energi Reduction of energy consumption
			302-5	Pengurangan kebutuhan energi dari produk dan jasa Reducing the energy needs of products and services
		GRI 401: Kepegawaian 2016 GRI 401: Employment 2016	401-1	Perekrutan karyawan baru dan perputaran karyawan Recruitment of new employees and employee turnover
			401-2	Tunjangan yang diberikan kepada karyawan tetap yang tidak diberikan kepada karyawan sementara atau paruh waktu Benefits provided to permanent employees that are not provided to temporary or part-time employees
			401-3	Cuti Melahirkan Maternity leave
		GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016 GRI 405: Diversity and Equal Opportunity 2016	405-1	Keberagaman badan tata kelola dan karyawan Diversity of governance bodies and employees
			405-2	Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki The ratio of basic salary and remuneration for female to male

Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
		GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018	403-1	Sistem manajemen kesehatan dan keselamatan kerja Occupational health and safety management system
			403-2	Identifikasi bahaya, penilaian risiko, dan investigasi insiden Hazard identification, risk assessment, and incident investigation
			403-3	Layanan kesehatan kerja Occupational health services
			403-4	Partisipasi pekerja, konsultasi, dan komunikasi tentang kesehatan dan keselamatan kerja Worker participation, consultation and communication regarding occupational health and safety
			403-5	Pelatihan pekerja tentang kesehatan dan keselamatan kerja Training of workers on occupational health and safety
			403-7	Pencegahan dan mitigasi dampak-dampak keselamatan dan kesehatan kerja yang secara langsung terkait dengan hubungan bisnis Prevention and mitigation of occupational safety and health impacts that are directly related to business relationships
			403-8	Pekerja yang tercakup dalam sistem manajemen keselamatan dan kesehatan kerja Workers covered by the occupational safety and health management system
			403-9	Kecelakaan kerja Work accident
			403-10	Penyakit akibat kerja Occupational illness
			G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE1
		CRE2		Intensitas air bangunan Building water intensity
		CRE6		Verifikasi kepatuhan operasional perusahaan Verify company operational compliance
			CRE8	Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment




Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	Membangun infrastruktur yang tangguh, meningkatkan industri inklusif dan berkelanjutan, serta mendorong inovasi. Build Resilient Infrastructure, Promote Inclusive and Sustainable Industrialization, and Foster Innovation	GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016	201-1	Nilai ekonomi langsung yang dihasilkan dan didistribusikan Direct economic value which are generated and distributed
		GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021	2-7	Karyawan Employees
		GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-1	Rata-rata jam pelatihan per tahun per karyawan Average training hours per year per employee
	Mengurangi Kesenjangan Intra dan Antar Negara Reducing Intra and Inter-Country disparities	GRI 404: Pelatihan dan Pendidikan 2016 GRI 404: Training and Education 2016	404-3	Persentase karyawan yang menerima tinjauan rutin terhadap kinerja dan pengembangan karir Percentage of employees who receive regular reviews of performance and career development
		GRI 405: Keberagaman dan Kesetaraan Kesempatan 2016 GRI 405: Diversity and Equal Opportunity 2016	405-2	Rasio gaji pokok dan remunerasi perempuan terhadap laki-laki The ratio of basic salary and remuneration for female to male
		G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE8	Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment


Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Menjadikan kota dan pemukiman inklusif, aman, tangguh dan berkelanjutan Making cities and settlements inclusive, safe, resilient and sustainable</p>	<p>GRI 306: Limbah 2020 GRI 306: Waste 2020</p>	306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant impacts related to waste
			306-2	Pengelolaan dampak signifikan terkait limbah Management of significant impacts related to waste
			306-3	Limbah yang dihasilkan Waste produced
			306-4	Limbah dialihkan dari pembuangan Waste is diverted from disposal
			306-5	Limbah diarahkan ke pembuangan Waste is directed to disposal
		G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE8	Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment
	<p>Menjamin pola produksi dan konsumsi yang bertanggungjawab Ensure responsible production and consumption patterns</p>	<p>GRI 302: Energi 2016 GRI 302: Energy 2016</p>	302-1	Konsumsi energi di dalam organisasi Energy consumption in the organization
			302-2	Konsumsi energi di luar organisasi Energy consumption outside the organization
			302-3	Intensitas energi Energy intensity
			302-4	Reduksi konsumsi energi Reduction of energy consumption
		302-5	Pengurangan kebutuhan energi dari produk dan jasa Reducing the energy needs of products and services	
GRI 303: Air dan Efluen 2018 GRI 303: Water and Effluent 2018	303-1	Interaksi dengan air sebagai sumber daya bersama Interaction with water as a shared resource		




Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title	
		GRI 305: Emisi 2016 GRI 305: Emissions 2016	305-1	Emisi GRK Langsung (Cakupan 1) Direct GHG Emissions (Scope 1)	
			305-2	Energi tidak langsung (Cakupan 2) Emisi GRK Indirect energy (Scope 2) GHG emissions	
			305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect GHG (Scope 3) emissions	
			305-6	Emisi zat perusak ozon (BPO) Emissions of ozone depleting substances (ODS)	
			305-7	Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
			GRI 306: Limbah 2020 GRI 306: Waste 2020	306-1	Timbulan limbah dan dampak signifikan terkait limbah Waste generation and significant impacts related to waste
				306-2	Pengelolaan dampak signifikan terkait limbah Management of significant impacts related to waste
		306-3		Limbah yang dihasilkan Waste produced	
		306-4		Limbah dialihkan dari pembuangan Waste is diverted from disposal	
		306-5		Limbah diarahkan ke pembuangan Waste is directed to disposal	
		G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement	CRE1	Intensitas energi bangunan Building energy intensity	
			CRE2	Intensitas air bangunan Building water intensity	
			CRE5	Remediasi tanah dan atau remediasi lahan yang sudah ada Soil remediation and/or remediation of existing land	
			CRE8	Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment	

Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title	
	<p>Mengambil aksi segera untuk memerangi perubahan iklim dan dampaknya karena perubahan iklim adalah tantangan global yang memengaruhi setiap orang. Take immediate action to combat climate change and its impacts because climate change is a global challenge that affects everyone.</p>	<p>GRI 201: Kinerja Ekonomi 2016 GRI 201: Economic Performance 2016</p>	201-2	Implikasi finansial serta risiko dan peluang lain akibat perubahan iklim Financial implications and other risks and opportunities resulting from climate change	
			302-1	Konsumsi energi di dalam organisasi Energy consumption in the organization	
			302-2	Konsumsi energi di luar organisasi Energy consumption outside the organization	
			302-3	Intensitas energi Energy intensity	
			302-4	Reduksi konsumsi energi Reduction of energy consumption	
		<p>GRI 302: Energi 2016 GRI 302: Energy 2016</p>	302-5	Pengurangan kebutuhan energi dari produk dan jasa Reducing the energy needs of products and services	
			305-1	Emisi GRK Langsung (Cakupan 1) Direct GHG Emissions (Scope 1)	
				Emisi tidak langsung (Cakupan 2) Emisi GRK Indirect energy (Scope 2) GHG emissions	
			<p>GRI 305: Emisi 2016 GRI 305: Emissions 2016</p>	305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect GHG (Scope 3) emissions
				305-4	Intensitas Emisi GRK GHG Emission Intensity
		305-5		Pengurangan emisi GRK Reduction of GHG emissions	
		<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>	CRE1	Intensitas energi bangunan Building energy intensity	
			CRE3	Intensitas emisi GRK dari bangunan GHG emission intensity from buildings	
			CRE4	Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang GHG emission intensity from new construction and redevelopment activities	
Sertifikasi keberlanjutan, tingkat dan skema labeling untuk konstruksi baru, manajemen, pekerjaan dan redevelopment Sustainability certification, levels and labeling schemes for new construction, management, employment and redevelopment					
CRE8					




Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Melestarikan dan memanfaatkan secara berkelanjutan sumber daya kelautan dan samudera untuk pembangunan berkelanjutan</p> <p>Preserve and sustainably utilize marine and ocean resources for sustainable development</p>	<p>GRI 305: Emisi 2016 GRI 305: Emissions 2016</p>	305-1	Emisi GRK Langsung (Cakupan 1) Direct GHG Emissions (Scope 1)
			305-2	Energi tidak langsung (Cakupan 2) Emisi GRK Indirect energy (Scope 2) GHG emissions
			305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect GHG (Scope 3) emissions
			305-4	Intensitas Emisi GRK GHG Emission Intensity
			305-5	Pengurangan emisi GRK Reduction of GHG emissions
			305-7	Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
			CRE3	Intensitas emisi GRK dari bangunan GHG emission intensity from buildings
		CRE4	Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang GHG emission intensity from new construction and redevelopment activities	
		CRE5	Remediasi tanah dan atau remediasi lahan yang sudah ada Soil remediation and/or remediation of existing land	
		<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>		

Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Melindungi, Merestorasi dan Meningkatkan Pemanfaatan Berkelanjutan Ekosistem Daratan, Mengelola Hutan Secara Lestari, Menghentikan Penggurunan, Memulihkan Degradasi lahan, serta Menghentikan Kehilangan Keanekaragaman Hayati</p> <p>Protecting, Restoring and Increasing Sustainable Use of Land Ecosystems, Managing Forests Sustainably, Stopping Desertification, Reversing Land Degradation, and Stopping Biodiversity Loss</p>	<p>GRI 305: Emisi 2016 GRI 305: Emissions 2016</p>	305-1	Emisi GRK Langsung (Cakupan 1) Direct GHG Emissions (Scope 1)
			305-2	Energi tidak langsung (Cakupan 2) Emisi GRK Indirect energy (Scope 2) GHG emissions
			305-3	Emisi GRK (Cakupan 3) tidak langsung lainnya Other indirect GHG (Scope 3) emissions
			305-4	Intensitas Emisi GRK GHG Emission Intensity
			305-5	Pengurangan emisi GRK GHG emission reduction
			305-7	Nitrogen oksida (NOx), sulfur oksida (SOx), dan emisi udara signifikan lainnya Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
			CRE3	Intensitas emisi GRK dari bangunan GHG emission intensity from buildings
		CRE4	Intensitas emisi GRK dari konstruksi baru dan kegiatan pengembangan ulang GHG emission intensity from new construction and redevelopment activities	
		CRE5	Remediasi tanah dan atau remediasi lahan yang sudah ada Soil remediation and/or remediation of existing land	
				<p>G4 Suplemen Sektor Konstruksi dan Real Estate G4 Construction and Real Estate Sector Supplement</p>



Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Menguatkan Masyarakat yang Inklusif dan Damai untuk Pembangunan Berkelanjutan, Menyediakan Akses Keadilan untuk Semua, dan Membangun Kelembagaan yang Efektif, Akuntabel, dan Inklusif di Semua Tingkatan</p> <p>Strengthening Inclusive and Peaceful Communities for Sustainable Development, Providing Access to Justice for All, and Building Effective, Accountable, and Inclusive Institutions at All Levels</p>	<p>GRI 2: Pengungkapan Umum 2021 GRI 2: General Disclosures 2021</p>	2-10	Nominasi dan pemilihan badan tata kelola tertinggi Nomination and election of the highest governance body
			2-11	Ketua badan tata kelola tertinggi Chair of the highest governance body
			2-15	Benturan kepentingan Conflict of interest
			2-16	Komunikasi hal-hal penting Communicate important matters
			2-25	Proses untuk memulihkan dampak negatif Process for reversing negative impacts
			2-29	Pendekatan keterlibatan pemangku kepentingan Stakeholder engagement approach
		<p>GRI 403: Kesehatan dan Keselamatan Kerja 2018 GRI 403: Occupational Health and Safety 2018</p>	403-4	Partisipasi pekerja, konsultasi, dan komunikasi tentang kesehatan dan keselamatan kerja Worker participation, consultation and communication regarding occupational health and safety
			403-9	Kecelakaan kerja Work accident
			403-10	Penyakit akibat kerja Occupational illness
		<p>GRI 416: Kesehatan dan Keselamatan Pelanggan 2016 GRI 403: Occupational Health and Safety 2018</p>	416-2	Insiden ketidakpatuhan sehubungan dengan dampak kesehatan dan keselamatan dari produk dan jasa Incidents of non-compliance relating to the health and safety impacts of products and services
			<p>GRI 205: Anti Korupsi 2016 GRI 205: Anti-Corruption 2016</p>	205-1
		205-2		Komunikasi dan pelatihan tentang kebijakan dan prosedur anti korupsi Communication and training on anti-corruption policies and procedures
		205-3		Insiden korupsi yang terbukti dan tindakan yang diambil Proven incidents of corruption and actions taken

Logo Logos	Tujuan Goals	Relevansi GRI Standard Relevance of the GRI Standard	Disclosure	Judul Indikator Indicator Title
	<p>Menguatkan Sarana Pelaksanaan dan Merevitalisasi Kemitraan Global untuk Pembangunan Berkelanjutan</p>	<p>Strengthening Implementation Means and Revitalizing the Global Partnership for Sustainable Development</p>		



2023 Sustainability Report
Laporan Keberlanjutan

SUSTAINABLE STRATEGY TOWARDS OPTIMAL PERFORMANCE

STRATEGI BERKELANJUTAN
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