

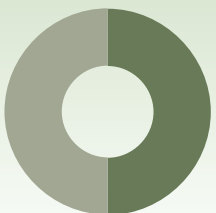
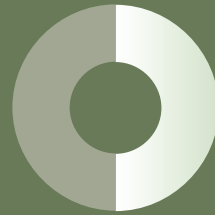


suryainternusa

BUILDING A BETTER INDONESIA

LASTING IMPACT

PT SURYA SEMESTA INTERNUSA TBK



SUSTAINABILITY REPORT
LAPORAN KEBERLANJUTAN **2025**



PERNYATAAN DISCLAIMER

Laporan ini mencakup pernyataan keuangan, hasil operasional, proyeksi, strategi, kebijakan, dan tujuan dari PT Surya Semesta Internusa Tbk (SSIA), yang selanjutnya disebut "Perseroan" atau "SSIA". Pernyataan tersebut mengandung potensi risiko dan ketidakpastian, yang dapat menyebabkan perbedaan signifikan antara hasil yang dilaporkan dengan perkembangan aktual yang terjadi.

Pernyataan prospektif dalam Laporan Keberlanjutan disusun berdasarkan asumsi terkait kondisi saat ini dan masa depan, serta lingkungan bisnis Perseroan dalam menjalankan kegiatan operasionalnya. Perseroan tidak dapat menjamin bahwa dokumen yang telah diverifikasi keabsahannya akan menghasilkan hasil tertentu sesuai dengan harapan.

This Report contains information regarding the financial condition, operating results, projections, strategies, policies, and objectives of PT Surya Semesta Internusa Tbk (SSIA), hereinafter referred to as the "Company" or "SSIA". Such statements are subject to risks and uncertainties that may cause the reported results to differ materially from actual developments.

The forward-looking statements contained in this Sustainability Report are prepared based on assumptions relating to current and future conditions, as well as the business environment in which the Company conducts its operations. The Company cannot guarantee that any verified information or document will lead to specific outcomes or results as expected.

LASTING IMPACT

PT Surya Semesta Internusa Tbk (SSIA) meyakini bahwa pertumbuhan terbaik adalah pertumbuhan yang menggerakkan para pemangku kepentingan untuk maju. Melalui inovasi, infrastruktur, dan penciptaan peluang, SSIA membuka jalan bagi perkembangan bisnis, talenta, serta komunitas di sekitarnya. Kami juga percaya keberlanjutan bukan sekadar menjaga bisnis tetap berjalan, tetapi memastikan setiap pertumbuhan memberi manfaat nyata. Melalui praktik bertanggung jawab, pemberdayaan masyarakat, dan kepedulian lingkungan, SSIA terus menciptakan kontribusi positif bagi hari ini dan generasi mendatang, untuk Indonesia yang lebih baik di masa mendatang.

PT Surya Semesta Internusa Tbk (SSIA) believes that the most meaningful growth is growth that advances all stakeholders. Through innovation, infrastructure development, and the creation of opportunities, SSIA fosters progress for businesses, talent, and the communities surrounding its operations. We also view sustainability as more than maintaining business continuity, it is about ensuring that every step of growth delivers tangible benefits. By upholding responsible practices, empowering communities, and caring for the environment, SSIA continues to generate positive contributions for today and for future generations, in support of a better Indonesia.

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PENGHARGAAN DAN SERTIFIKASI 2025

2025 AWARDS AND CERTIFICATIONS

SURYA SEMESTA INTERNUSA (SSIA)



- Bisnis Indonesia Awards 2025 Kategori Konstruksi Bangunan
- Top 50 Middle Public Listed Company dari Indonesia Institute for Corporate Directorship (IICD)
- Peringkat A Laporan Keberlanjutan Tahun 2024 Terbaik berdasarkan FIHRRST & Moores Rowland
- Bisnis Indonesia Awards 2025 in the Building Construction Category
- Top 50 Mid-Capitalisation Public Listed Companies by the Indonesia Institute for Corporate Directorship (IICD)
- Rank A for the Best 2024 Sustainability Report from FIHRRST & Moores Rowland

SURYACIPTA SWADAYA



- PROPER Biru 2025 dari Kementerian Lingkungan Hidup dan Kehutanan
- Anugerah Wira Dharma "Suryacipta City of Industry Kontribusi dalam Pembangunan Jawa Barat Istimewa sebagai Kawasan Industri Terbaik Kabupaten Karawang" dari Gubernur Jawa Barat
- Anugerah Wira Dharma "Subang Smartpolitan Kontribusi dalam Pembangunan Jawa Barat Istimewa sebagai Kawasan Industri Terbaik Kabupaten Subang" dari Gubernur Jawa Barat
- Blue PROPER 2025 from the Ministry of Environment and Forestry
- Wira Dharma Award: "Suryacipta City of Industry, in recognition of its contribution to the development of Extraordinary West Java as the Best Industrial Estate in Karawang Regency," from the Governor of West Java
- Wira Dharma Award: "Subang Smartpolitan, in recognition of its contribution to the development of Extraordinary West Java as the Best Industrial Estate in Subang Regency," from the Governor of West Java

SURYA ENERGI PARAHITA



Badan Usaha Niaga Menengah Terbaik dari BPH Migas

Best Medium-Sized Trading Business Entity from BPH Migas

UMANA BALI LXR HOTELS & RESORTS



- Inclusive Workplace Awards oleh DNetwork Net Foundation
- Best Design Interior Category – Asia oleh Liv Awards 2025
- Top 100 Global Best Views and Experiences 2025 oleh Trip.com
- 10 Restoran Terbaik di Bali dan Indonesia oleh Conde Nast Traveller
- 100 Best Luxury Hotels in Asia oleh Trip.com
- Inclusive Workplace Awards by DNetwork Net Foundation
- Best Design Interior Category – Asia by Liv Awards 2025
- 100 of Trip Best Global of Best Views and Experience in 2025 by Trip.com
- 10 Best Restaurant in Bali and Indonesia – Conde Nast Traveller
- 100 Best Luxury Hotels in Asia by Trip.com

GRAN MELIA JAKARTA



- Restoran Spanyol Terbaik (Best Spanish Restaurant) pada Exquisite Awards 2025 untuk Erre & Urrechu
- Indonesia's Leading Business Hotel 2025 in the Asia & Oceania Region oleh World Travel Awards
- Premium Hotel oleh Trip.com
- Best Spanish Restaurant by Exquisite Awards 2025 for Erre & Urrechu
- Indonesia's Leading Business Hotel 2025 in the Asia & Oceania region by World Travel Awards
- Premium Hotel by Trip.com

PARADISUS BY MELIA BALI



PROPER Biru 2025 dari Kementerian Lingkungan Hidup

Blue PROPER 2025 from the Ministry of Environment

BATIQA HOTEL



- Exceptional Guest Experience Premium – BATIQA Hotel Pekanbaru dari Traveloka Hotel Awards 2025
- Penghargaan Anugerah Investa Surabaya Peringkat 2 di Bidang Perhotelan – BATIQA Surabaya
- Exceptional Guest Experience Premium – BATIQA Hotel Pekanbaru by Traveloka Hotel Awards 2025
- 2nd Place in the Hospitality Category at the Anugerah Investa Surabaya Awards – BATIQA Surabaya

**SERTIFIKASI
CERTIFICATIONS**

No.	Entitas Entity	Sertifikasi/Penghargaan Certifications/Awards	Dikeluarkan Oleh Issuer	Masa Berlaku Validity Period
Properti Property				
1	PT Suryacipta Swadaya (SCS)	Sertifikat ISO 14001:2015 ISO 14001:2015 Certificate	PT IAPMO Group Indonesia	30 Januari 2026 30 January 2026
		Sertifikat Ahli K3 Umum Equipment Inspection and Test Certificate	Kementerian Ketenagakerjaan (Kemnaker) Ministry of Manpower	30 Agustus 2026 30 August 2026
		Sertifikat Persetujuan Layak Operasi Operational Approval Certificate	Direktorat Jenderal Minyak dan Gas Bumi The Ministry of Energy and Mineral Resources	23 November 2026
Konstruksi Construction				
1	PT Nusa Raya Cipta Tbk (NRCA)	Sertifikat Manajemen Mutu SNI ISO 9001:2015 SNI ISO 9001:2015 Quality Management Certificate		21 November 2027
		Sertifikat Sistem Manajemen Lingkungan SNI ISO 14001:2015 ISO 14001:2015 Environmental Management System	Sucofindo International Certification Services	
		Sertifikat Sistem Manajemen Keselamatan dan Kesehatan Kerja ISO 45001:2018 ISO 45001:2018 Occupational Safety and Health Management System Certificate		13 Mei 2028 13 May 2028
		Penanggung Jawab Pengendalian Pencemaran Air (PPPA) Manager of Water Pollution Certificate	LSP Peralindo	9 Desember 2027 9 December 2027
		Penanggung Jawab Operasional Pengolahan Air Limbah (POPAL) Operator of Water Pollution Certificate		
		Kualifikasi Sistem Manajemen Keselamatan Kontraktor Contractor Safety Management System Qualification	Indah Kiat Pulp and Paper Mills Karawang	14 Maret 2027 14 March 2027

No.	Entitas Entity	Sertifikasi/Penghargaan Certifications/Awards	Dikeluarkan Oleh Issuer	Masa Berlaku Validity Period
Perhotelan Hospitality				
1	PT Suryalaya Anindita International (SAI) - Gran Melia Jakarta (GMJ)	Sertifikat Keselamatan Kebakaran Fire Safety Certificate	Kepala Dinas Penanaman Modal dan Pelayanan Terpadu Satu Pintu Provinsi DKI Jakarta DKI Jakarta Single Window for Investment Agency	05 Mei 2026 05 May 2026
		CHSE (Memuaskan) CHSE Certificate (Satisfactory)	Kemenparekraf Ministry of Tourism and Creative Economy	Revisi Permenparekraf No. 13 Revision of Permenparekraf No. 13
2	PT Suryalaya Anindita Internasional (SAI) - Paradisus by Melia Bali	Sertifikat Badan Penanggulangan Bencana Daerah (BPBD) Regional Disaster Management Agency (BPBD) Certification	Pemerintah Provinsi Bali Bali Provincial Government	Desember 2024 - Desember 2027 December 2024 - December 2027
		Sistem Manajemen Pengamanan Hotel (SMPA) Hotel Security Management System (SMPA - Sistem Manajemen Pengamanan Hotel)	Ditpamobvit & PHRI Directorate of Vital Object Security (Ditpamobvit), Indonesian National Police	2023-2025
		Sertifikat BPOM National Agency of Drug and Food Control (BPOM) Certification	Badan Pengawas Obat dan Makanan (BPOM) National Agency of Drug and Food Control	Desember 2023 - Desember 2027 December 2023 - December 2027
3	PT Sitiagung Makmur (SAM) - Umana Bali, LXR Hotels and Resorts	Plakat Higiene & Sanitasi Hygiene & Sanitation Plaque	Dinas Kesehatan Kabupaten Bandung Bandung Health Office	27 Mei 2026 27 May 2026
4	PT BATIQA Hotel Manajemen (BHM) - BATIQA Jababeka	Sertifikat Ahli K3 Umum BNSP BNSP of Manpower General OHS Expert Certificate	Badan Nasional Sertifikasi Profesi (BNSP) National Professional Certification Agency	17 Februari 2028 17 February 2028
		Sertifikat Laik Fungsi Certificate of Functionality	Pemerintah Daerah Kabupaten Bekasi Bekasi Regency Administration	8 Agustus 2029 8 August 2029
5	PT BATIQA Hotel Manajemen (BHM) - BATIQA Karawang	Sertifikat Laik Fungsi Certificate of Functionality	Pemkab Karawang Karawang Regency Administration	20 November 2030
		Sertifikat Laik Sehat Certificate of Health Feasibility	Badan Nasional Sertifikasi Profesi (BNSP) National Professional Certification Agency	Tidak Ada Batas Berlaku No Expiration Date
6	PT BATIQA Hotel Manajemen (BHM) - BATIQA Lampung	Sertifikat Laik Operasi Operation Worthy Certificate	PT Sucofindo	5 Agustus 2027 5 August 2027
7	PT BATIQA Hotel Manajemen (BHM) - BATIQA Palembang	Sertifikasi CHSE CHSE Certification	Kemenparekraf Ministry of Tourism and Creative Economy	Pembaharuan Otomatis Auto Renewal
		Sertifikat Ahli K3 Umum Kemnaker OHS Expert Certificate - Ministry of Manpower	PT Mahira Jaya Bana	25 November 2027

No.	Entitas Entity	Sertifikasi/Penghargaan Certifications/Awards	Dikeluarkan Oleh Issuer	Masa Berlaku Validity Period
8	PT BATIQA Hotel Manajemen (BHM) - BATIQA Surabaya	Sertifikat Laik Sehat Certificate of Health Feasibility	Dinas Kesehatan Provincial Health Office	2 Januari 2026 2 January 2026
		Sertifikat Laik Fungsi Certificate of Functionality	Disnakertrans Surabaya Surabaya Manpower and Transmigration Office	2 Januari 2050 2 January 2050
9	PT BATIQA Hotel Manajemen (BHM) - BATIQA Cirebon	Sertifikat CHSE & SNI CHSE & SNI Certification	Kementerian Pariwisata dan Ekonomi Kreatif / Kemenparekraf RI The Ministry of Tourism and Creative Economy of the Republic of Indonesia	7 Februari 2026 7 February 2026
		Sertifikat Standar Hotel Perizinan Berbasis Risiko Hotel Standard Certification	Pemerintah Republik Indonesia - OSS Government of the Republic of Indonesia - Online Single Submission (OSS) System	Tidak Ada Batas Berlaku No Expiration Date
		Sertifikat Keamanan Pangan Food Safety Certification	Dinas Kesehatan Kota Cirebon Cirebon City Health Office	
10	PT Surya Energi Parahita (SEP)	Sertifikat ISO 14001:2015 ISO 14001:2015 - Environmental Management System	JAS-ANZ	14 Oktober 2027 14 October 2027
		Sertifikat ISO 45001:2018 ISO 45001:2018 - Occupational Health and Safety Management System		
11	PT Horizon Internusa Persada (HIP)	SNI ISO/IEC 27001:2022 - Sistem Manajemen Keamanan Informasi SNI ISO/IEC 27001:2022 - Information Security Management Systems	PT Sucofindo	3 Agustus 2023-2 Agustus 2026 3 August 2023-2 August 2026



Informasi lebih lengkap mengenai sertifikasi yang dimiliki SSIA dan anak usahanya dapat dilihat pada Laporan Tahunan 2025

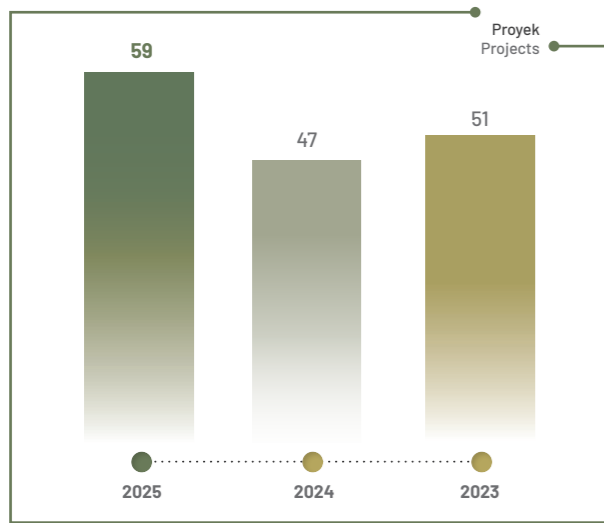
Further information on the certifications held by SSIA and its subsidiaries is available in the 2025 Annual Report.

IKHTISAR ASPEK KEBERLANJUTAN SUSTAINABILITY PERFORMANCE HIGHLIGHTS

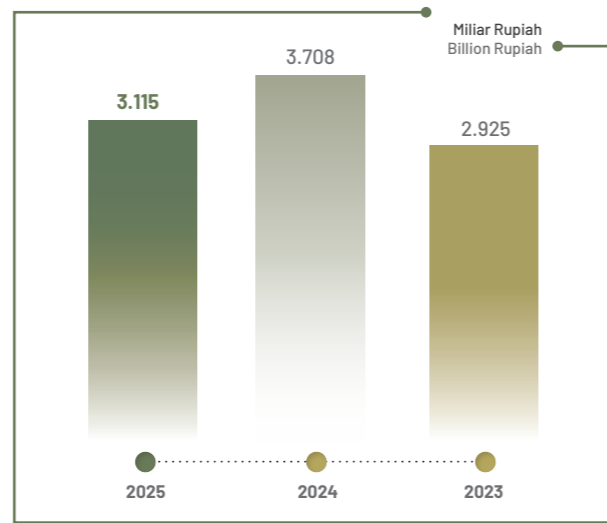
KINERJA EKONOMI [B.1] ECONOMIC PERFORMANCE

Kuantitas Produksi Production Quantity

Konstruksi Construction

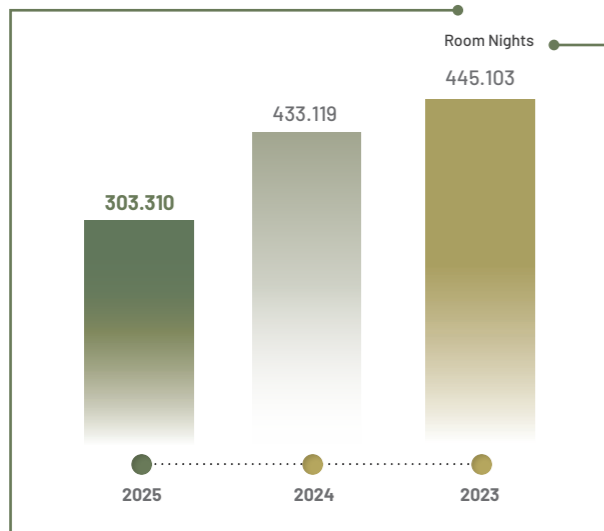


Jumlah Proyek Baru
New Contract Acquisition

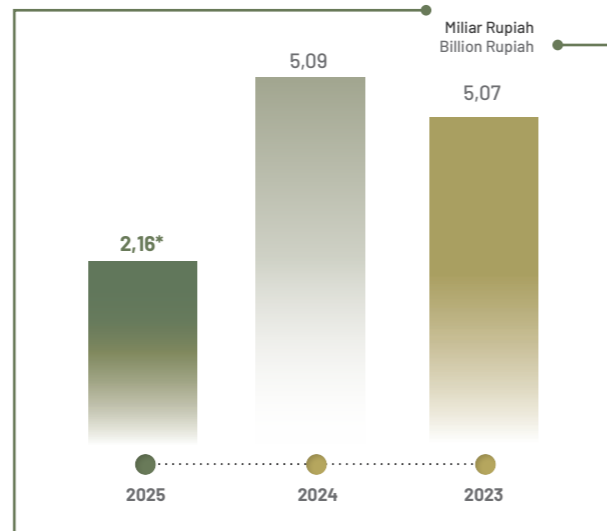


Nilai Proyek Baru
New Contract Acquisition Value

Perhotelan Hospitality



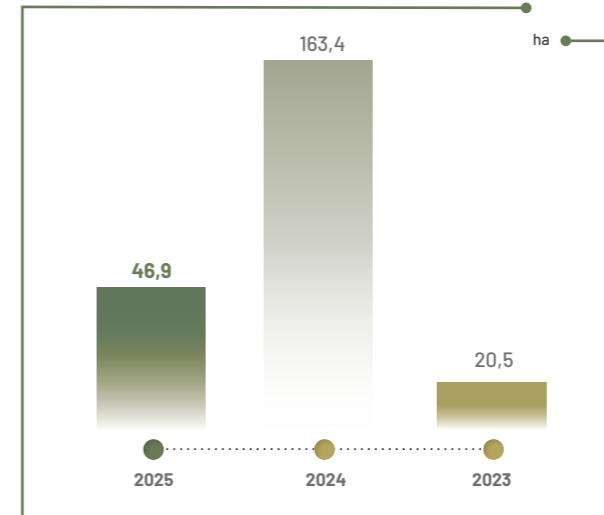
Room Nights



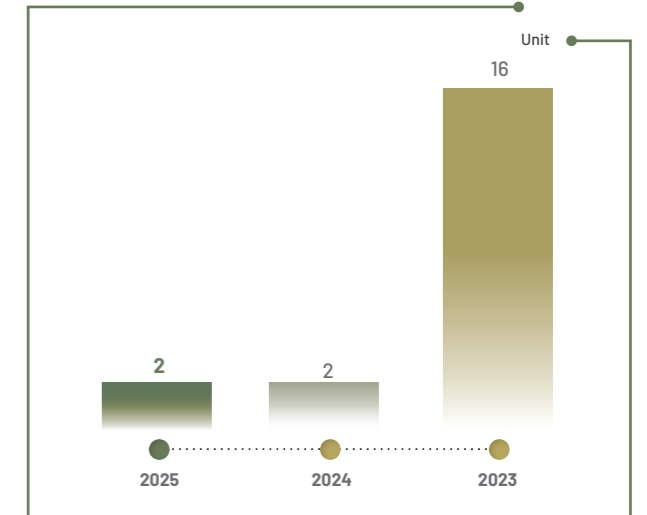
Nilai Pengadaan Fasilitas Kamar Hotel Ramah Lingkungan
Value of Procurement of Environmental Friendly Hotel Room Amenities

* Penurunan disebabkan karena tidak beroperasinya Paradisus by Meliá Bali selama 2025.
* The decrease was due to the non-operation of Paradisus by Meliá Bali throughout 2025.

Properti Property

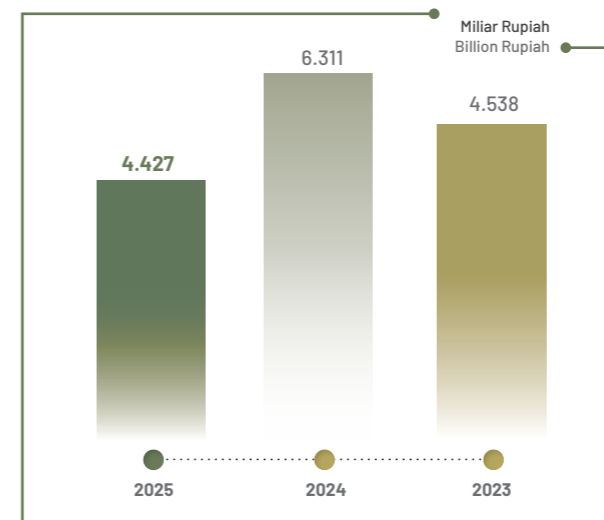


Luas Tanah Dijual
Land Sold

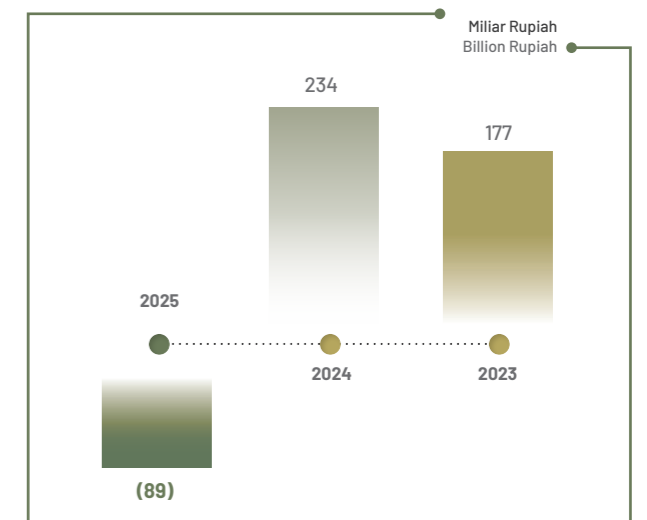


Rumah Terjual
Housing Sold

Pendapatan dan Laba (Rugi) Bersih Net Revenues and Profit (Loss)



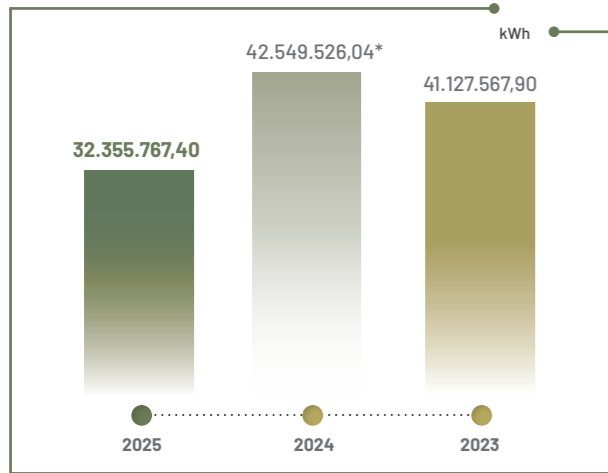
Pendapatan Bersih
Net Revenues



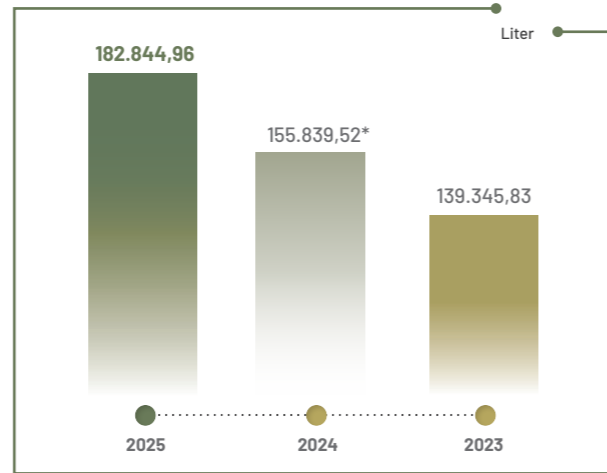
Labanya Bersih
Net Profit (Loss)

Keterangan | Note:
Data tahun 2024 dan 2025 tidak mencakup BATIQA Jayapura.
The 2024 and 2025 data do not include BATIQA Jayapura

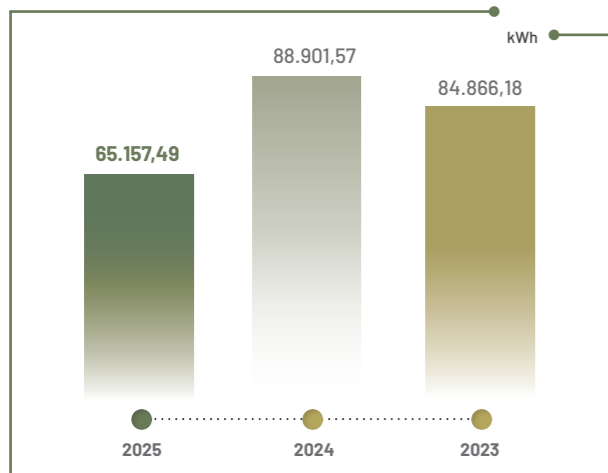
KINERJA LINGKUNGAN [B.2]
ENVIRONMENTAL PERFORMANCE



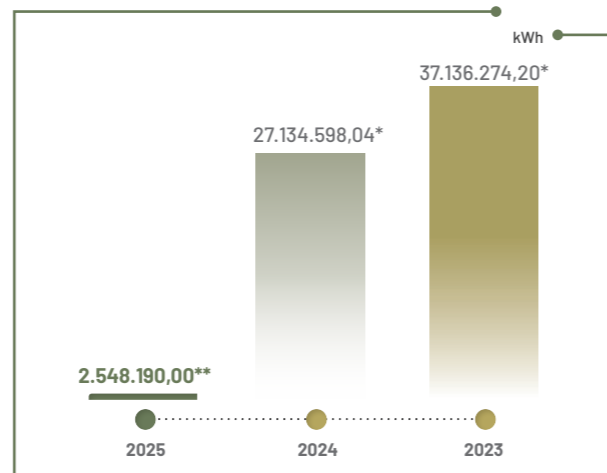
Penggunaan Energi Listrik
Electricity Consumption



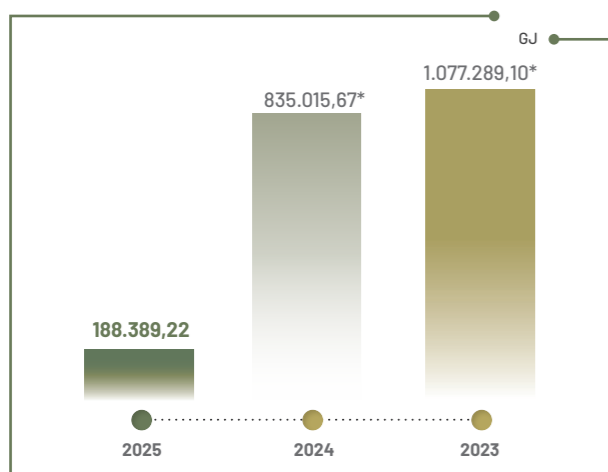
Penggunaan Bahan Bakar Petrol
Petrol Consumption



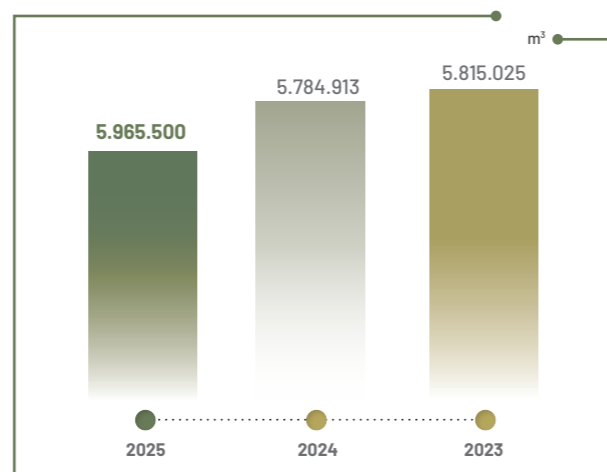
Penggunaan Bahan Bakar Solar
Solar Consumption



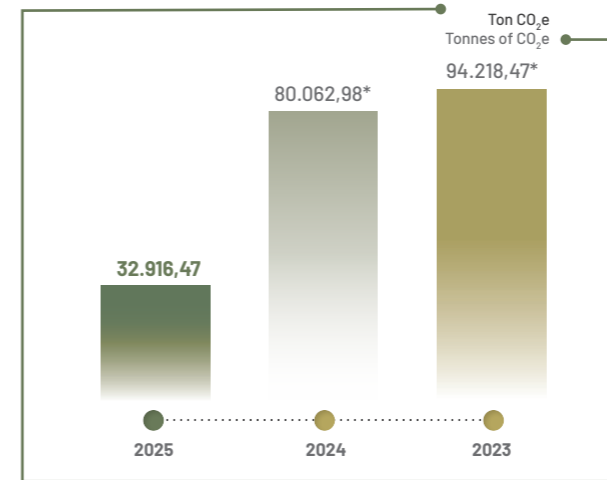
Penggunaan Bahan Bakar LPG
LPG Consumption



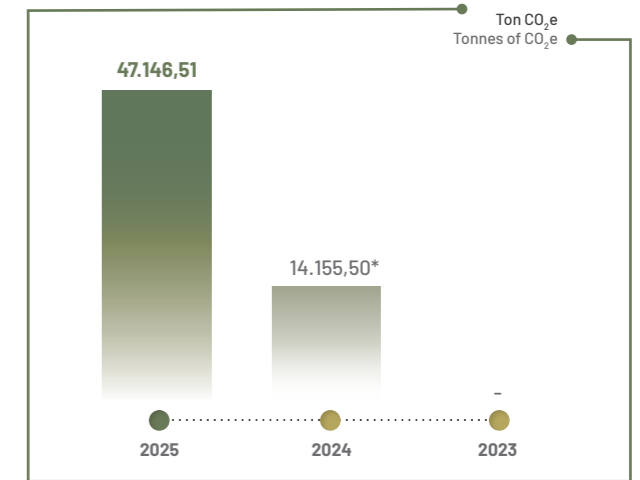
Penggunaan Energi
Energy Consumption



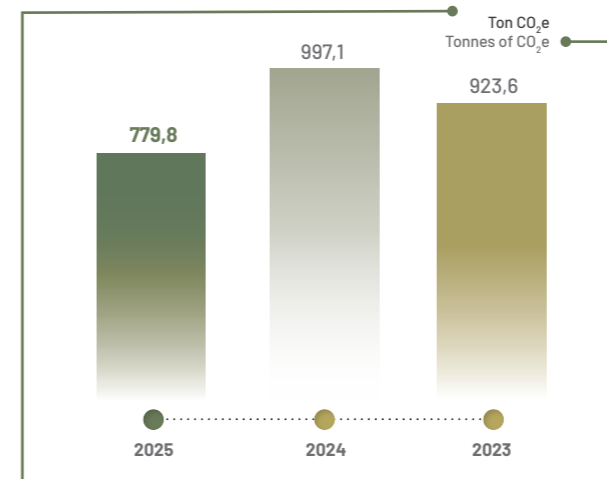
Penggunaan Air
Water Consumption



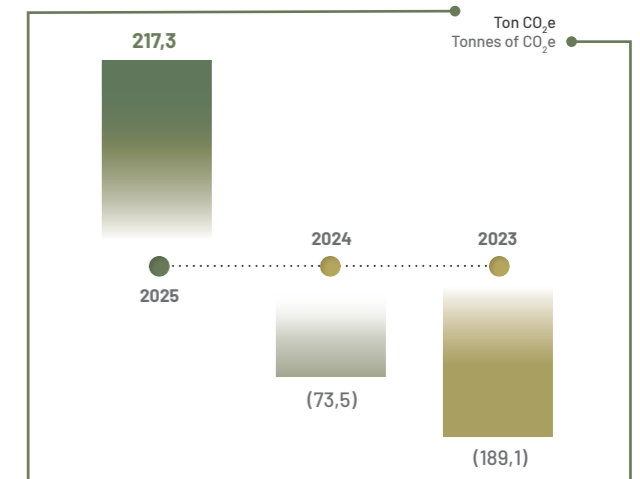
Emisi GRK yang Dihasilkan
GHG Emissions Generated



Pengurangan (Penambahan) Emisi GRK yang Dihasilkan
Reduction (Increase) of GHG Emissions Generated



Limbah yang Dihasilkan
Waste Generated



Pengurangan (Penambahan) Limbah yang Dihasilkan
Reduction (Increase) of Waste Generated

Keterangan | Note:

Data tahun 2024 dan 2025 tidak mencakup BATIQA Jayapura.

* Penyajian kembali informasi (restatement) karena adanya penyesuaian perhitungan penggunaan energi pada Paradisus by Melia Bali (sebelumnya Melia Bali Hotel/MBH). [2-4]

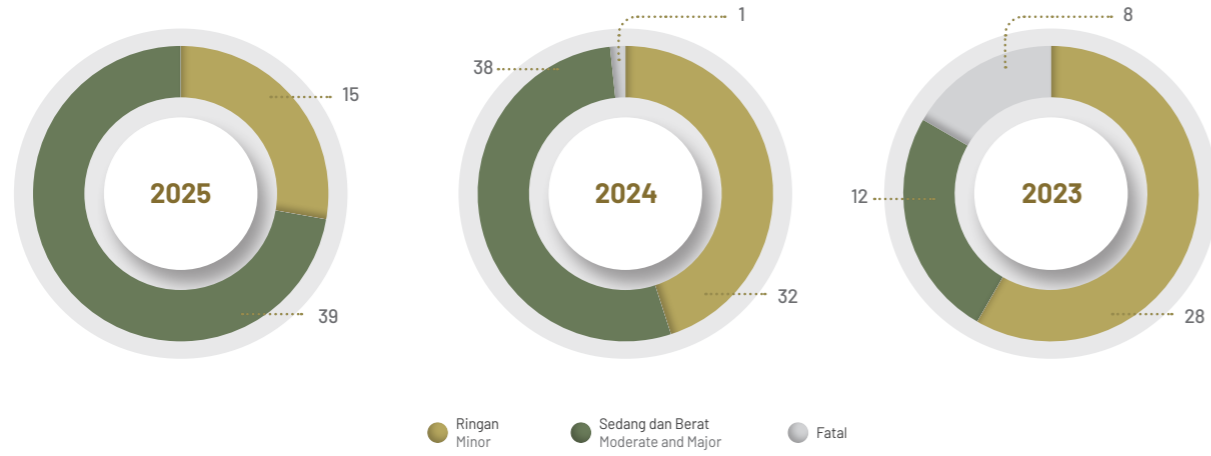
** Penurunan gas LPG secara signifikan disebabkan karena Paradisus by Melia Bali sedang dalam proses renovasi pada 2025, sehingga tidak beroperasi secara penuh.

The 2024 and 2025 data do not include BATIQA Jayapura

* Restatement of information due to adjustments to the calculation of energy consumption at Paradisus by Melia Bali (formerly Melia Bali Hotel/MBH).

** The significant decrease in LPG consumption was mainly due to Paradisus by Melia Bali undergoing renovation in 2025 and therefore not operating at full capacity.

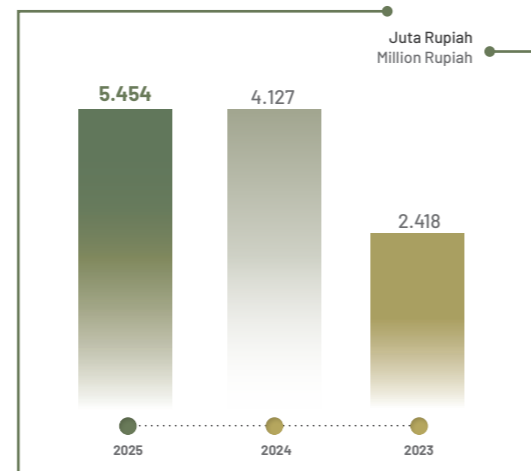
KINERJA SOSIAL [B.3]
SOCIAL PERFORMANCE



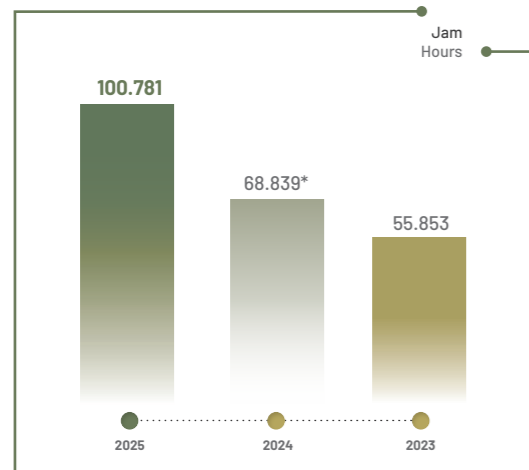
Jumlah Kecelakaan Kerja
Number of Occupational Accidents



Jumlah Karyawan
Number of Employee



Jumlah Penyaluran Dana TJSL
Total CSR Fund Disbursement



Jumlah Jam Pelatihan
Total Training Hours

Keterangan | Note:
* Penyajian kembali informasi karena adanya penyesuaian perhitungan jam pelatihan. [2-4]
* Restatement of information due to adjustments in the calculation of training hours.

SAMBUTAN DIREKSI [D.1][2-22]
MESSAGE FROM THE BOARD OF DIRECTORS



Johannes Suriadjaja
Presiden Direktur
President Director

Kami melanjutkan perjalanan transisi energi melalui pengembangan pembangkit listrik tenaga surya berkapasitas 0,19 MWp dan memperkuat perhitungan emisi gas rumah kaca (GRK) Cakupan 1 dan 2 sebagai dasar pencatatan untuk melakukan strategi mitigasi dan adaptasi perubahan iklim melalui penerapan *green construction* dan penggunaan material ramah lingkungan.

We continue our energy transition journey by developing a 0.19 MWp solar power plant and refining our Scope 1 and 2 greenhouse gas (GHG) emissions calculations, as a foundation for implementing climate change mitigation and adaptation strategies through the adoption of green construction practices and the use of environmentally friendly materials.

PEMANGKU KEPENTINGAN YANG TERHORMAT,

Di tengah dinamika perekonomian global, transformasi industri, serta peningkatan ekspektasi terhadap praktik bisnis yang bertanggung jawab, Perseroan terus berupaya untuk tumbuh dengan menciptakan nilai jangka panjang bagi seluruh pemangku kepentingan. Berlandaskan keyakinan bahwa keberlanjutan harus menghasilkan dampak secara nyata dan terus berlanjut, Perseroan menjalankan berbagai inisiatif dengan semangat "Lasting Impact" untuk membangun fondasi yang kokoh bagi masa depan.

KEBIJAKAN MERESPONS TANTANGAN

Keberagaman pilar bisnis Perseroan membentuk ekosistem usaha yang saling terhubung dengan berbagai pemangku kepentingan. Dalam menjalankan kegiatan membangun kota industri *smart and sustainable city*, konstruksi, maupun perhotelan, kami menyadari semakin kompleksnya tantangan, mulai dari perubahan iklim, dinamika regulasi, tuntutan transparansi, hingga meningkatnya ekspektasi terhadap praktik bisnis yang bertanggung jawab. Berlandaskan nilai dasar *Trustworthiness*, *Customer Focus*, dan *Strive for Excellence*, Perseroan berkomitmen menciptakan pertumbuhan yang seimbang antara kinerja ekonomi, tanggung jawab sosial, dan pelestarian lingkungan, sekaligus memastikan prinsip keberlanjutan terintegrasi dalam kebijakan dan keputusan strategis Perusahaan.

DEAR ESTEEMED STAKEHOLDERS,

Amid global economic uncertainty, ongoing industrial transformation, and rising expectations for responsible business practices, the Company remains committed to achieving sustainable growth while creating long-term value for the environment, communities, and all stakeholders. Guided by the belief that sustainability should deliver meaningful and enduring outcomes, the Company continues to undertake various initiatives under the spirit of "Lasting Impact" to build a strong foundation for the future.

POLICY TO RESPOND CHALLENGES

The Company's diversified business pillars form an integrated business ecosystem that engages a wide range of stakeholders. Across its industrial estate, construction, and hospitality operations, the Company recognizes that sustainability challenges are becoming increasingly complex, spanning climate change, regulatory developments, growing transparency demands, and rising expectations for responsible business conduct. Anchored in its core values of *Trustworthiness*, *Customer Focus*, and *Strive for Excellence*, the Company is committed to delivering balanced growth by aligning economic performance with social responsibility and environmental stewardship, while embedding sustainability principles into its policies, strategic decision-making, and corporate culture.

Dalam merespons isu keberlanjutan, Perseroan memperkuat integrasi aspek lingkungan, sosial, dan tata kelola (LST) dalam manajemen risiko dan perencanaan, termasuk mengidentifikasi risiko fisik dan transisi akibat perubahan iklim, serta menerapkan langkah mitigasi melalui efisiensi energi dan air, pengelolaan limbah yang lebih terstruktur, dan pengembangan operasional rendah emisi. Komitmen ini didukung oleh peran aktif Direksi dan Dewan Komisaris dalam mengawasi implementasi strategi agar selaras dengan Peta Jalan Keberlanjutan dan regulasi yang berlaku.

PENERAPAN KINERJA KEBERLANJUTAN

Kinerja Perseroan pada 2025 menunjukkan hasil solid melalui integrasi prinsip keberlanjutan dalam pertumbuhan usaha, sehingga ekspansi bisnis tetap selaras dengan pengelolaan risiko dan penciptaan nilai jangka panjang. Perseroan juga kembali meraih penghargaan *Top 50 Mid Capitalization Public Listed Companies* dari Indonesia Institute for Corporate Directorship, sementara Umana Bali LXR Hotels & Resorts terpilih sebagai *100 Best Luxury Hotels in Asia*, serta Gran Melia Jakarta meraih penghargaan *Indonesia's Leading Business Hotel 2025* di kawasan Asia dan Oceania. Selain itu, dua anak usaha Perseroan, PT Suryacipta Swadaya dan Paradisus by Melia Bali, memperoleh pengakuan PROPER Biru dari Kementerian Lingkungan Hidup Republik Indonesia.

Pada 2025, Perseroan mencatat pendapatan sebesar Rp4.427 miliar. Penurunan pendapatan dipengaruhi oleh tekanan geopolitik pada semester pertama yang menunda pembelian lahan industri, serta penutupan hotel Paradisus by Melia Bali yang berdampak signifikan terhadap kinerja keuangan. Di tengah tantangan tersebut, Perseroan tetap memperkuat pengembangan usaha, khususnya pada segmen konstruksi, melalui penambahan 59 proyek baru, meningkat dari 47 proyek pada tahun sebelumnya. Total nilai proyek baru mencapai Rp3.115 miliar, mencerminkan komitmen Perseroan dalam memperluas peluang bisnis dan memperkuat *pipeline* proyek ke depan. Hingga akhir 2025, Perseroan juga berhasil menjaga stabilitas arus kas dan pengelolaan keuangan sebagai fondasi bagi keberlanjutan operasional dan ketahanan usaha.

Perseroan mencatat kinerja lingkungan dengan melanjutkan transisi energi melalui pengembangan pembangkit listrik tenaga surya (PLTS) berkapasitas 0,19 MWp yang dipasang di sejumlah fasilitas kawasan, termasuk area komersial The Promenade, *Water Treatment Plant*, dan SMK Suryacipta. Total konsumsi air menurun sebesar 0,06% dan limbah yang dikirim ke TPA berhasil ditekan sebesar 21,8% dibandingkan tahun sebelumnya, sementara emisi gas rumah kaca (GRK)

In addressing sustainability-related issues, the Company continues to strengthen the integration of environmental, social, and governance (ESG) considerations into risk management and corporate planning. This includes identifying both physical and transition risks associated with climate change and implementing mitigation measures through greater energy and water efficiency, more structured waste management, and the development of lower-emission operations. This commitment is reinforced by the active role of the Board of Directors and Board of Commissioners in overseeing the implementation of the Company's sustainability strategy, ensuring alignment with the Sustainability Roadmap, applicable regulations, and the Company's broader strategic agenda.

SUSTAINABILITY PERFORMANCE IMPLEMENTATION

The Company delivered solid performance in 2025 by embedding sustainability principles into its growth strategy, ensuring that business expansion remained aligned with risk management and long-term value creation. During the year, the Company was once again recognized as one of the Top 50 Mid Capitalization Public Listed Companies by the Indonesia Institute for Corporate Directorship. Umana Bali LXR Hotels & Resorts was also named among the 100 Best Luxury Hotels in Asia, while Gran Melia Jakarta received the Indonesia's Leading Business Hotel 2025 award for the Asia and Oceania region. In addition, two of the Company's subsidiaries, PT Suryacipta Swadaya and Paradisus by Melia Bali, were awarded the Blue PROPER rating by the Ministry of Environment of the Republic of Indonesia.

In 2025, the Company recorded revenues of Rp4,427 billion. The decline in revenue was mainly attributable to geopolitical pressures in the first half of the year, which delayed industrial land purchases, as well as the closure of Paradisus by Melia Bali, which had a significant impact on financial performance. Amid these challenges, the Company continued to strengthen its business development, particularly in the construction segment, by securing 59 new projects, up from 47 projects in the previous year. The total value of new projects reached Rp3,115 billion, reflecting the Company's commitment to expanding business opportunities and strengthening its future project pipeline. By the end of 2025, the Company had also maintained stable cash flows and prudent financial management, providing a solid foundation for operational continuity and business resilience.

In 2025, the Company continued to improve its environmental performance by advancing its energy transition through the development of 0.19 MWp solar power installations across several estate facilities, including The Promenade commercial area, the Water Treatment Plant, and SMK Suryacipta. Total water consumption decreased by 0.06%, while waste sent to landfill was reduced by 21.8% compared with the previous year. Meanwhile, Scope 1 and Scope 2 greenhouse gas (GHG) emissions were recorded at 32,916.47 tonnes CO₂e.

Cakupan 1 dan 2 tercatat sebesar 32.916,47 ton CO₂e. Pada unit usaha konstruksi, penerapan *green construction* serta penggunaan material ramah lingkungan terus diperluas, dengan implementasi prinsip bangunan hijau pada Subang Smartpolitan yang diperkuat melalui perolehan sertifikasi dari *Green Associate* dan *GreenShip Professional* dari Green Building Council Indonesia (GBCI).

Kami turut mengembangkan proyek berbasis teknologi digital, kawasan industri berwawasan lingkungan, properti berstandar teknik, serta fasilitas *smart home* dan ruang terbuka hijau. Salah satu implementasinya melalui Subang Smartpolitan yang dirancang sebagai *green building* dan *smart sustainable city* berbasis *internet of things* (IoT), dengan utilitas ramah lingkungan, konservasi dan daur ulang air (termasuk pemanfaatan air hujan), serta penggunaan panel surya melalui integrasi *Green Building*, *Smart Environment System*, dan *Water Sensitive Urban Design* (WSUD). Subang Smartpolitan menunjukkan perkembangan positif di 2025, ditunjukkan melalui percepatan pembangunan kawasan, mulai diakuinya penjualan lahan kepada *tenant*, serta penguatan ekosistem melalui kolaborasi strategis dengan mitra industri.

Dari sisi sumber daya manusia, Perseroan menyelenggarakan pelatihan berbasis kompetensi, termasuk pemahaman prinsip keberlanjutan, serta ESG Forum setiap tahunnya untuk memperkuat kapabilitas dan budaya keberlanjutan karyawan. Perseroan juga terus menjaga lingkungan kerja yang aman dan nyaman, tercermin dari tidak adanya kecelakaan fatal sepanjang 2025. Dari sisi pengembangan masyarakat, kami menjalankan program tanggung jawab sosial dan lingkungan (TJSL) melalui pendekatan "4P": Peduli Lingkungan, Peduli Pendidikan, Peduli Pelanggan, dan Peduli Masyarakat. Perseroan juga menanam 1.900 bibit mangrove, termasuk di Ekowisata Mangrove Wanasari, Bali, sebagai wujud kontribusi kepada pemangku kepentingan dan upaya mendorong kemandirian jangka panjang.

Untuk meningkatkan kinerja tata kelola, Perseroan memperkuat transparansi, pengendalian internal, memastikan tidak adanya korupsi, serta memastikan keamanan digitalisasi sistem operasional. Kami menyusun Kode Etik Perseroan dan Pemasok, Kebijakan Keberlanjutan, serta Kebijakan Antikorupsi dan Pedoman *Whistleblowing System* pada 2025. Pedoman ini menunjukkan upaya Perseroan dalam membangun ekosistem industri yang bertanggung jawab, beretika, transparan, dan akuntabel.

In the construction business unit, the Company continued to expand the application of green construction practices and the use of environmentally friendly materials, including the implementation of green building principles at Subang Smartpolitan, supported by Green Associate and GreenShip Professional certifications from the Green Building Council Indonesia (GBCI).

The Company also continued to develop digital technology-based projects, environmentally oriented industrial estates, properties built to high technical standards, smart home facilities, and green open spaces. One of these initiatives is Subang Smartpolitan, which is designed as a green building and smart sustainable city based on Internet of Things (IoT) technology. The development incorporates environmentally friendly utilities, water conservation and recycling, including rainwater harvesting, as well as the use of solar panels through the integration of Green Building, Smart Environment System, and Water Sensitive Urban Design (WSUD) principles. Subang Smartpolitan showed positive progress in 2025, marked by accelerated estate development, the commencement of land sales recognition from tenants, and a stronger ecosystem supported by strategic collaborations with industrial partners.

In human capital development, the Company conducted competency-based training programs, including training on sustainability principles, and held an annual ESG Forum to strengthen employees' capabilities and foster a stronger sustainability culture. The Company also continued to maintain a safe and comfortable working environment, as reflected in the absence of fatal accidents throughout 2025. In community development, the Company implemented its corporate social responsibility (CSR) programs through the "4P" approach: Environmental Stewardship, Support for Education, Customer Care, and Community Care. The Company also planted 1,900 mangrove seedlings, including at the Wanasari Mangrove Ecotourism area in Bali, as part of its contribution to stakeholders and its efforts to promote long-term community self-reliance.

To further enhance governance performance, the Company enhanced transparency and internal control, ensured zero tolerance for corruption, and reinforced the security of its digitalized operational systems. In 2025, the Company developed its Code of Conduct for the Company and Suppliers, Sustainability Policy, Anti-Corruption Policy, and Whistleblowing System Guidelines. These guidelines reflect the Company's commitment to building an industrial ecosystem that is responsible, ethical, transparent, and accountable.

STRATEGI PENCAPAIAN TARGET

Dalam mencapai target, Perseroan menjalankan Empat Pilar Keberlanjutan, yaitu *Delivering Product and Service Excellence, Protecting the Environment, Looking After People, dan Contributing to Communities*. Pilar ini menjadi dasar pengembangan program, kebijakan, serta penguatan pengelolaan risiko, sekaligus mendukung pencapaian Tujuan Pembangunan Berkelanjutan (TPB). Melalui kolaborasi dengan para pemangku kepentingan, kami ingin berperan dalam menciptakan praktik bisnis yang bertanggung jawab.

Dinamika industri memengaruhi arah strategi Perseroan, mulai dari pertumbuhan sektor industri yang membuka peluang pengembangan kawasan industri modern, serta meningkatnya perhatian terhadap efisiensi energi dan mitigasi perubahan iklim. Namun demikian, situasi eksternal, seperti fluktuasi mata uang asing, konflik geopolitik, dan perubahan gaya hidup juga menjadi tantangan, sekaligus peluang. Dengan mempertimbangkan berbagai kondisi tersebut, Perseroan menilai bahwa prospek usaha di bidang konstruksi masih menjanjikan pertumbuhan yang baik. Maka, di 2026, Perseroan menargetkan naiknya pendapatan lebih dari 20% dan meraih laba positif yang solid. Target ini akan dicapai melalui strategi pengembangan kawasan industri, properti komersial, dan infrastruktur berorientasi keberlanjutan.

APRESIASI

Berbagai capaian sepanjang 2025 merupakan hasil komitmen dan kolaborasi seluruh pemangku kepentingan dalam mendukung perjalanan Perseroan. Kami menyadari bahwa keberlanjutan adalah proses yang terus berkembang, sehingga setiap pencapaian menjadi landasan untuk meningkatkan kinerja dan kontribusi bagi lingkungan, masyarakat, dan perekonomian. Atas nama Direksi dan Dewan Komisaris, kami menyampaikan apresiasi kepada seluruh karyawan, pelanggan, mitra usaha, investor, regulator, dan masyarakat atas dukungan dan kepercayaannya. Dengan semangat *"Lasting Impact"*, Perseroan akan terus menciptakan nilai yang berkelanjutan bagi masa depan.

TARGET ACHIEVEMENT STRATEGIES

To achieve its targets, the Company implements its Four Sustainability Pillars: *Delivering Product and Service Excellence, Protecting the Environment, Looking After People, and Contributing to Communities*. These pillars serve as the foundation for program and policy development, as well as stronger risk management, while supporting the achievement of the Sustainable Development Goals (SDGs). Through collaboration with stakeholders, the Company seeks to contribute to responsible business practices.

Industry dynamics continue to shape the Company's strategic direction, including the growth of the industrial sector, which creates opportunities for the development of modern industrial estates, as well as increasing focus on energy efficiency and climate change mitigation. At the same time, external factors such as foreign exchange fluctuations, geopolitical conflicts, and shifting lifestyle trends present both challenges and opportunities. Taking these conditions into account, the Company believes that the construction sector continues to offer promising growth prospects. Accordingly, in 2026, the Company targets revenue growth of more than 20% and aims to achieve solid positive profitability. These targets will be pursued through the development of industrial estates, commercial properties, and sustainability-oriented infrastructure.

APPRECIATION

The achievements recorded during the reporting year reflect the commitment and collaboration of all stakeholders in supporting the Company's sustainability journey. We recognize that sustainability is an ongoing and evolving process, and for that reason, each milestone serves as a foundation for further strengthening our performance and contribution to the environment, society, and the economy. On behalf of the Board of Directors and Board of Commissioners, we extend our sincere appreciation to all employees, customers, business partners, investors, regulators, and the wider community for their continued support and trust. Guided by the spirit of *"Lasting Impact"*, the Company will continue to create sustainable value for all stakeholders.

Jakarta, April 2026



Johannes Suriadjaja
Presiden Direktur
President Director



SURAT PERNYATAAN ANGGOTA DEWAN KOMISARIS DAN DIREKSI TENTANG TANGGUNG JAWAB ATAS LAPORAN KEBERLANJUTAN TAHUN 2025 PT SURYA SEMESTA INTERNUSA TBK

Kami yang bertanda tangan di bawah ini, menyatakan bahwa semua informasi dalam Laporan Keberlanjutan PT Surya Semesta Internusa Tbk 2025 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Keberlanjutan Perseroan.

Demikian pernyataan ini dibuat dengan sebenarnya.

Jakarta, April 2026

Dewan Komisaris
Board of Commissioners



Hagianto Kumala
Presiden Komisaris (Independen)
President Commissioner (Independent)



Crescento Hermawan
Wakil Presiden Komisaris
Vice President Commissioner



Steen Dahl Poulsen
Komisaris
Commissioner



F. Bedjo Wiantono
Komisaris
Commissioner



Irawan Chandra
Komisaris (Independen)
Commissioner (Independent)



Wilson Effendy
Direktur
Director



Sonny Satia Negara
Direktur
Director

STATEMENT OF THE BOARD OF COMMISSIONERS AND THE BOARD OF DIRECTORS REGARDING RESPONSIBILITY OF THE 2025 SUSTAINABILITY REPORT OF PT SURYA SEMESTA INTERNUSA TBK

We, the undersigned, hereby declare that all information in the Sustainability Report of PT Surya Semesta Internusa Tbk for the year 2025 has been presented in their entirety, and that we assume full responsibility for the accuracy of the contents of such Sustainability Report.

This statement is duly made in all integrity.

Jakarta, April 2026

Direksi
Board of Directors



Johannes Suriadjaja
Presiden Direktur
President Director



The Jok Tung
Wakil Presiden Direktur
Vice President Director

STRATEGI DAN KEBIJAKAN KEBERLANJUTAN [A.1][2-22] SUSTAINABILITY STRATEGY AND POLICY

Kami senantiasa menyediakan produk berkualitas, layanan terbaik, dan nilai maksimal bagi seluruh pemangku kepentingan dalam setiap aktivitas bisnis. Dalam jangka panjang, SSIA Grup menargetkan transformasi menjadi perusahaan modern dengan portofolio bisnis yang solid, berorientasi pada keberlanjutan, serta adaptif terhadap dinamika bisnis. Untuk mendukung hal tersebut, Perseroan telah menyusun Kebijakan Keberlanjutan sebagai pedoman dalam perencanaan, pelaksanaan, dan evaluasi kinerja, serta menjalankan inisiatif "Pertumbuhan dan Transformasi" sejak 2020 melalui Empat Arah Strategi "4P" sebagai dasar pertumbuhan nilai berkelanjutan.

We consistently deliver high-quality products, excellent services, and optimal value for all stakeholders across our business activities. In the long term, the SSIA Group aims to transform into a modern company with a solid business portfolio, sustainability-oriented, and adaptive to evolving business dynamics. To support this ambition, the Company has established a Sustainability Policy as a guideline for planning, implementation, and performance evaluation, and has been implementing the "Growth and Transformation" initiative since 2020 through the Four Strategic Directions "4P" as the foundation for sustainable value creation.

Purpose

Secara teratur, Perseroan meninjau kembali dan mempertajam proposisi nilai, kesesuaian dengan tren pasar, dan tujuan yang menyeluruh "Building a Better Indonesia", sehingga kami berfokus pada pelanggan dan memberikan produk serta layanan yang berkualitas untuk pasar.

The Company regularly reviews and refines its value proposition, alignment with market trends, and its overarching purpose of "Building a Better Indonesia", enabling it to remain customer-focused while delivering high-quality products and services to the market.



People

Kekuatan Perseroan bersumber dari seluruh insan kami, maka Perseroan memprioritaskan tiga bidang pengembangan Sumber Daya Manusia (SDM), yaitu:

- Peningkatan keterampilan (*upskilling*) dan keterampilan ulang (*reskilling*) dalam rangka memenuhi kebutuhan bisnis yang dinamis di era digital;
- Memelihara budaya dan menanamkan nilai-nilai Perseroan (*trustworthiness*, *strive for excellence*, dan *customer focus*) dalam cara kami melakukan bisnis; serta
- Pemetaan *talent* dalam rangka menciptakan pemimpin masa depan dan mendukung pertumbuhan bisnis jangka panjang.

The Company's strength lies in its people. Accordingly, the Company prioritizes three key areas of human capital development, as follows:

- Upskilling and reskilling to meet evolving business needs in the digital era;
- Nurturing the Company's culture and embedding its core values, trustworthiness, strive for excellence, and customer focus, into the way we conduct business; and
- Talent mapping to develop future leaders and support long-term business growth.



Performance

Dalam rangka mencapai inovasi yang berkelanjutan, Perseroan membentuk organisasi yang kompeten dengan model *shared service*, menetapkan indikator yang tepat untuk mengukur dan meningkatkan kinerja keuangan serta operasional Perseroan di seluruh bisnis, memaksimalkan pemanfaatan teknologi dan menerapkan digitalisasi proses bisnis dalam rangka meningkatkan produktivitas dan efisiensi, termasuk mengurangi emisi.

In order to create sustainable innovations, the Company has established competent organizations with a shared service model, established appropriate performance metrics or indicators to measure and improve financial and operational performance across the businesses, and fully leveraged technology and implemented business process digitization to increase productivity and efficiency, including with regard to emissions reduction.



Platform for Growth

Perseroan terus bekerja sama dalam mengembangkan bisnis yang berkelanjutan. Kami memaksimalkan pemanfaatan teknologi dan digitalisasi sebagai salah satu upaya pengembangan bisnis di masa yang akan datang. Selain itu, Perseroan juga turut memastikan timbulnya peningkatan inisiatif lingkungan, sosial, dan tata kelola (LST) pada seluruh lini bisnis agar tercipta nilai jangka panjang.

The Company continues to establish partnerships to develop its businesses in a sustainable manner. The Company takes full advantage of technology and digitalization to improve and develop its businesses going forward. The Company also ensures environmental, social, and governance (ESG) improvement initiatives in every business to ensure long-term value creation.



Perseroan menyusun strategi keberlanjutan berdasarkan Empat Arah Strategi "4P" yang terdiri dari empat pilar keberlanjutan, yaitu:

The Company formulates its sustainability strategy based on the Four Strategic Directions "4P", which comprise four sustainability pillars, as follows:

01 Produk dan Jasa | Products and Services: "Delivering Product and Service Excellence"

Perseroan sepenuhnya berkomitmen untuk menyediakan produk dan layanan yang berkualitas serta berkelanjutan. Perseroan berfokus pada pengembangan dengan mengimplementasikan konsep keberlanjutan dalam setiap proyek dan memprioritaskan inisiatif digital dalam pengelolaan aset.

The Company is fully committed to providing high quality and sustainable goods and services. The Company has expanded its focus on sustainable development by applying the sustainable concept in project development, as well as prioritizing digital initiatives in asset management.

Capaian 2025 2025 Achievements	Target 2025 2025 Target
<ul style="list-style-type: none"> Pencapaian rata-rata skor survei kepuasan pelanggan dengan skor 84,81% untuk unit konstruksi, 94,07% untuk unit perhotelan, dan 70,50% untuk unit properti. Meningkatnya laba bersih segmen usaha konstruksi sebesar 115,1%. The Company achieved average customer satisfaction survey scores of 84.81% for the construction unit, 94.07% for the hospitality unit, and 70.50% for the property unit. Net profit in the construction business segment increased by 115.1%. 	<p>Menjaga tingkat kepuasan seluruh <i>tenant</i> serta pelanggan di unit usaha properti, konstruksi, dan perhotelan di atas 80%.</p> <p>Maintaining the satisfaction level of all tenants and customers in the property, construction, gas distribution, and hospitality business units above 80%.</p>
Target 2026 2026 Target	Target 2026 2026 Target
<ul style="list-style-type: none"> Menjaga tingkat kepuasan seluruh <i>tenant</i> serta pelanggan di unit usaha properti, konstruksi, dan perhotelan di atas 80%. Mengembalikan tren kenaikan pendapatan dan capaian laba bersih pada 2026. 	<ul style="list-style-type: none"> Maintain tenant and customer satisfaction levels above 80% across our real estate, construction, and hospitality business units. Restore the upward trend in revenue and net profit by 2026.

Strategi Pencapaian Target Target Achievement Strategies
<ul style="list-style-type: none"> Menjadi pengembang kota industri yang mengedepankan teknologi, inovasi, dan desain yang berwawasan lingkungan dengan Kawasan Industri Karawang dan Kawasan Industri Subang Smartpolitan. Mengembangkan properti komersial serta properti hunian dengan standar teknik dan lingkungan yang berkelanjutan. Mengembangkan jasa konstruksi terpercaya dan berwawasan lingkungan. Mengembangkan dan mengelola jasa perhotelan dan <i>resort</i> yang mengedepankan kualitas layanan pada pelanggan. Menjaga kontinuitas <i>supply gas</i> dan memastikan tidak adanya <i>pressure drop</i>. Become an industrial city developer that puts forward technology, innovation, and environmentally friendly design with the Karawang Industrial Estate and the Subang Smartpolitan Industrial Estate. Develop commercial properties as well as residential properties with sustainable engineering and environmental standards. Develop reliable and environmentally friendly construction services. Develop and manage hotel and resort services that prioritize service quality for customers. Maintain gas supply continuity and ensure no pressure drop.

02 Lingkungan | Environmental: "Protecting the Environment"

Perseroan terus berusaha menjaga kelestarian lingkungan di setiap lokasi operasinya, dengan berkomitmen untuk mematuhi regulasi, standar, dan prosedur lingkungan yang berlaku. Selain itu, Perseroan juga melakukan optimalisasi operasional gedung dan kawasan industri untuk efisiensi energi, serta pengelolaan air dan limbah secara berkelanjutan di area properti Perseroan.

The Company remains committed to preserving the environment across all of its operational locations by ensuring compliance with applicable environmental regulations, standards, and procedures. In parallel, the Company continues to optimize building and industrial estate operations to improve energy efficiency, while promoting sustainable water and waste management practices throughout its properties.

Capaian 2025 2025 Achievements	Target 2025 2025 Target
<ul style="list-style-type: none"> Tidak ada temuan yang signifikan dalam audit tahunan ISO 14001:2015 Sistem Manajemen Lingkungan. PROPER Biru untuk PT Suryacipta Swadaya (SCS) dan Paradisus by Melia Bali. Pengurangan konsumsi energi listrik sebesar 18.160 kWh melalui pemasangan panel surya di WWTP Organica. Melakukan penerapan konsep <i>green construction</i> dan <i>green building</i>. No significant findings in the annual audit of the ISO 14001:2015 Environmental management systems. PROPER Blue rating awarded to PT Suryacipta Swadaya (SCS) and Paradisus by Melia Bali. Reduced electricity consumption by 18,160 kWh through the installation of solar panels at the Organica WWTP. Implemented green construction and green building concepts. 	<ul style="list-style-type: none"> Peningkatan kapasitas PLTS di Suryacipta. Tidak ada temuan pada audit ISO mengenai lingkungan. Memperoleh PROPER Biru untuk 2 unit usaha. Expansion of solar power capacity at Suryacipta. No environmental findings were identified in the ISO audit. Blue PROPER ratings were obtained for two business units.
Target 2026 2026 Target	Target 2026 2026 Target
<ul style="list-style-type: none"> Melakukan penambahan penanaman pohon kembali di daerah Subang Smartpolitan untuk menjaga keanekaragaman hayati. Mengoperasikan lab independen untuk selalu menguji air baku yang telah dikelola oleh <i>waste water treatment plant</i> dan <i>industrial waste water treatment plant</i>. Mengedepankan penggunaan sensor bagi seluruh operasional Perusahaan, terutama bagi dalam kamar hotel seperti sensor kelembapan, panas. Mendorong penggunaan material ramah lingkungan di area hotel. 	<ul style="list-style-type: none"> Expand tree-planting efforts in the Subang Smartpolitan area to help preserve biodiversity. Operate an independent laboratory to regularly test raw water processed by the wastewater treatment plant and industrial wastewater treatment plant. Prioritize the use of sensors across the Company's operations, particularly in hotel rooms, including humidity, heat. Promote the use of environmentally friendly materials throughout hotel areas.

Strategi Pencapaian Target Target Achievement Strategies
<ul style="list-style-type: none"> Terus melakukan monitoring dan pemenuhan pada regulasi, standar, serta prosedur terkait lingkungan. Optimalisasi operasi gedung dan kawasan industri untuk penghematan energi. Optimalisasi penggunaan sumber energi terbarukan untuk operasi gedung perhotelan dan kawasan industri. Pengelolaan air dan limbah secara berkesinambungan di lingkungan properti dan gedung perhotelan Perseroan. Melakukan berbagai upaya untuk mengurangi pemakaian listrik. Melakukan pembibitan jenis tanaman yang sesuai dengan kriteria desain di <i>Nursery Subang Smartpolitan</i>. Menanam pohon dan semak/perdu yang sesuai dengan rencana desain. Memonitor dan berkoordinasi dengan konsultan perencanaan desain <i>Marketing Gallery</i> agar desain yang dibuat memenuhi kriteria "<i>Green Building Certification</i>". Continuously monitor and comply with regulations, standards, and procedures related to the environment. Optimize building and industrial estate operations for energy savings. Optimize the use of renewable energy sources for hotel building operations and industrial estate. Sustainably manage water and waste in the Company's property and hotel building environments. Implement various efforts to reduce electricity consumption. Establish nurseries for plant species that meet design criteria in the Subang Smartpolitan Nursery. Plant trees and shrubs/bushes according to the design plan. Monitor and coordinate with <i>Marketing Gallery</i> design planning consultants to ensure that the design meets "Green Building Certification" criteria.

03 Insan | People: "Looking after People"

Perseroan berkomitmen untuk menyediakan kesempatan yang sama bagi karyawan dalam mengikuti program pengembangan keterampilan dan pengetahuan, sehingga mereka dapat memberikan kontribusi optimal terhadap kemajuan Perseroan.

Every employee of the Company has equal opportunity to participate in skill and knowledge improvement programs in order to contribute optimally to the Company's development.

Capaian 2025 2025 Achievements	Target 2025 2025 Target
<ul style="list-style-type: none"> Audit dan Sertifikasi ISO 45001:2018 (SMK3) untuk Unit usaha PT Surya Energi Parahita (SEP) dan unit usaha konstruksi PT Nusa Raya Cipta Tbk (NRCA). 46% peningkatan jam pelatihan. Nihil fatalitas Audit and Certification of ISO 45001:2018 (OHSMS) for PT Surya Energi Parahita (SEP) business unit and PT Nusa Raya Cipta Tbk (NRCA) construction business unit. 46% increase in training hours. Zero fatality. 	<ul style="list-style-type: none"> Menjaga zero fatality melalui penerapan K3 dan protokol kesehatan. Penerapan program <i>coaching & counselling</i>. Pembangunan <i>talent mapping</i> dan implementasi <i>Individual Development Program</i>. Zero fatality through the implementation of OHS and health protocols. Implementation of coaching & counseling programs. Development of talent mapping and implementation of the Individual Development Program.

Target 2026 2026 Target	
<ul style="list-style-type: none"> Meningkatkan standar keamanan dan keselamatan dengan penerapan ISO di berbagai anak usaha. Mendorong program persiapan pensiun yang lebih komprehensif bagi seluruh karyawan. Penerapan <i>whistleblowing system</i> agar terciptanya lingkungan kerja yang kondusif dan nyaman tanpa retaliasi. 	<ul style="list-style-type: none"> Strengthen security and safety standards through the implementation of ISO across various subsidiaries. Promote more comprehensive retirement preparation programs for all employees. Implement a whistleblowing system to foster a safe, supportive, and retaliation-free working environment.

- Strategi Pencapaian Target | Target Achievement Strategies**
- Menciptakan budaya kerja yang kondusif sesuai dengan nilai Perseroan.
 - Memastikan kesehatan dan keselamatan seluruh karyawan.
 - Memastikan lingkungan kerja yang adil, aman, dan inklusif.
 - Mengembangkan talenta dan kemampuan karyawan dengan melaksanakan berbagai pelatihan.
 - Create a conducive work culture in line with the Company's values.
 - Ensure the health and safety of all employees.
 - Ensure a fair, safe, and inclusive work environment.
 - Develop talents and skills of employees through various training programs.

04 Komunitas | Community: "Contributing to Communities"

Perseroan sepenuhnya menyadari bahwa komunitas merupakan bagian yang tidak terpisahkan dari kegiatan bisnis yang dijalankan. Oleh karena itu, Perseroan terus membina hubungan yang baik tanpa membedakan latar belakang seperti jenis kelamin, suku, ras, golongan, atau agama. Perseroan secara aktif melibatkan para pemangku kepentingan dan menciptakan peluang kerja serta usaha di sekitar kawasan industri dan lokasi pengembangan properti. Perseroan berkomitmen untuk berpartisipasi dalam mendukung pembangunan ekonomi, sehingga kualitas hidup komunitas dan masyarakat setempat dapat meningkat. Ini adalah wujud tanggung jawab sosial Perseroan. The Company is keenly aware that the community is an integral part of its businesses. Therefore, the Company continuously maintains harmonious relationships regardless of gender, ethnicity, race, class, or religion. The Company actively engages stakeholders and creates jobs, as well as business opportunities around its industrial estates and property development sites. It consistently strives to contribute to and participate in supporting sustainable economic development to improve the quality of life for local communities and society as part of our corporate social responsibility.

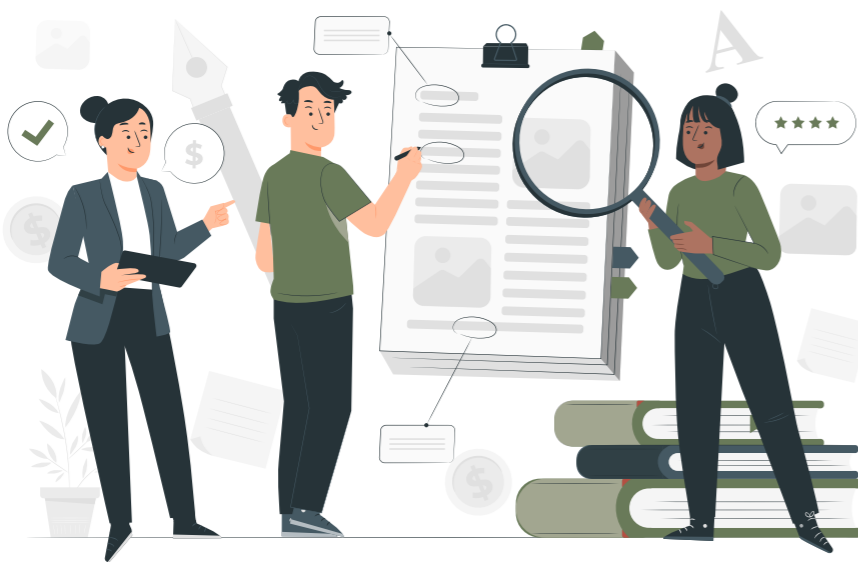
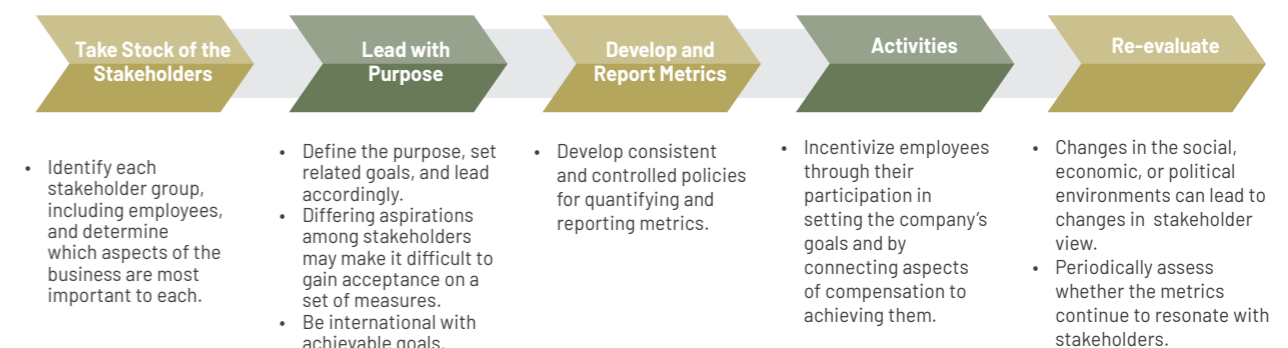
Capaian 2025 2025 Achievements	Target 2025 2025 Target
<ul style="list-style-type: none"> Terlaksananya kegiatan tanggung jawab sosial dan lingkungan (TJSL) di berbagai area. 32% peningkatan biaya TJSL. Conducted corporate social responsibility (CSR) activities in various areas. 32% increase in CSR funds. 	<p>Melanjutkan advokasi dan hubungan baik secara berkala dengan komunitas di lingkungan Perseroan.</p> <p>The Company is committed to maintaining positive relationships with the communities in which it operates.</p>

Target 2026 2026 Target	
<ul style="list-style-type: none"> Berkolaborasi dengan lebih banyak instansi, organisasi, yayasan dan peorangan untuk dapat menyalurkan TJSL lebih baik. Meningkatkan penyerapan pelibatan pihak lokal di seluruh area Perseroan beroperasi. 	<ul style="list-style-type: none"> Collaborate with a broader range of institutions, organisations, foundations, and individuals to deliver the Company's CSR programmes more effectively. Increase the participation and engagement of local stakeholders across all areas where the Company operates.

- Strategi Pencapaian Target | Target Achievement Strategies**
- Melaksanakan kegiatan TJSL sejalan dengan 4 target kegiatan (Peduli Lingkungan, Peduli Pendidikan, Peduli Pelanggan, dan Peduli Masyarakat).
 - Bekerja sama dengan semua insan SSIA dalam Surya Internusa Grup.
 - Bekerja sama dengan pihak ketiga dan komunitas lainnya dalam pelaksanaan kegiatan TJSL.
 - Conduct CSR activities in line with 4 activity targets (Caring for the Environment, Caring for Education, Caring for Customers, and Caring for the Community).
 - Collaborate with all SSI employees in the Surya Internusa Group.
 - Collaborate with third parties and other communities in the implementation of CSR activities.

PETA JALAN KEBERLANJUTAN SSIA'S ESG ROADMAP

Start With Purpose in ESG Roadmap



SEKILAS SSIA [2-1] SSIA AT A GLANCE

VISI DAN MISI PERSEROAN [c.1] VISION AND MISSION

VISI | Vision

Membangun Indonesia yang lebih baik melalui unit usaha konstruksi, properti dan perhotelan yang terpadu dan handal, terpercaya dan berkualitas tinggi di Indonesia.

To build a better Indonesia through an integrated, reliable, trusted, and high quality group of property, construction and hospitality companies.



MISI | Mission

Menyediakan produk-produk berkualitas dan jasa pelayanan prima melalui kesungguhan dan kehandalan manajemen untuk menciptakan nilai yang optimal bagi para pelanggan, pemegang saham, karyawan dan masyarakat Indonesia.

To provide quality products and superior services through the commitment and excellence of our management in order to create optimal value for our customers, shareholders, employees, and the Indonesian people.

VISI DAN MISI KEBERLANJUTAN [c.1] SUSTAINABLE VISION AND MISSION



NILAI BUDAYA PERSEROAN [F.1] CORPORATE CULTURE VALUE

Nilai budaya korporasi menjadi dasar bagi setiap insan Perseroan dan anak usaha. Komponen pokok yang membentuk budaya korporasi Perseroan terdiri dari tiga hal, yaitu:

The corporate culture values serve as the foundation for every individual within the Company and its subsidiaries. The fundamental components shaping the Company's corporate culture consist of three elements, as follows:

Nilai Inti Core Value	Sikap Kerja Work Attitude	Karakteristik Characteristics
Mencakup prinsip-prinsip dasar yang diyakini baik dan benar oleh korporasi. Jika diimplementasikan secara konsisten oleh setiap jajaran Direksi dan karyawan Perseroan, diyakini akan membawa Perseroan menuju visi dan misinya. The basic principles believed to be good and true, and if implemented simultaneously and consistently by SSIA Group's Directors and Employees, would enable the Company to achieve its vision and mission.	Pelaksanaannya menjadi bagian dari tindakan sehari-hari yang mencerminkan nilai inti, yang harus diterapkan secara konsisten sehingga dapat menjadi budaya yang tertanam dalam setiap individu di Perseroan. Its consistent implementation on a daily basis reflects the core value so that it would become the behavior of each member of the Company.	Merupakan aspek-aspek yang terdapat dalam sikap kerja untuk memastikan bahwa perilaku utama dapat berjalan dengan efektif. Elements within work attitudes that ensure the major behavior is implemented effectively.

SSIA memiliki *corporate culture* dengan nama TRUE sebagai gabungan pilar budaya korporat yang terdiri dari "Trustworthiness", "Customer Focus", dan "Strive for Excellence".

SSIA has established a corporate culture known as TRUE, which represents a combination of its core cultural pillars: Trustworthiness, Customer Focus, and Strive for Excellence.



TRUSTWORTHINESS

DEFINISI | DEFINITION

Selalu dapat dipercaya dan diandalkan.
Always being trustworthy and reliable.

ARTI WARNA | MEANING OF COLOR

Melambangkan *trust, bold, kepercayaan diri, self-esteem, dan tanggung jawab*.
Symbolizing trust, bold, confidence, self-esteem, and responsibility.

TAGLINE

"Terpercaya"
"Trustworthy"

ARTI LOGO | MEANING OF LOGO

Hati melambangkan *kerendahan hati, kepedulian, dan apresiasi kepada setiap individu. Tangan melambangkan kesepakatan untuk memberikan kepercayaan*.
The heart symbolizes humility, care, and appreciation for everyone. Handshake symbolizes mutual agreement and trust.

Sikap Kerja | Work Attitude

Integrity

- Honesty
- Compliance
- Consistent

Respect

- Care
- Open
- Maintain Self-Esteem
- Fair
- Appreciation

Karakteristik | Characteristics



CUSTOMER FOCUS

DEFINISI | DEFINITION

Senantiasa mengutamakan kepuasan pelanggan.
Always prioritizing customer satisfaction.

TAGLINE

"Melayani dengan hati"
"Serving With Heart"

ARTI WARNA | MEANING OF COLOR

Melambangkan empati, pertumbuhan, dan nature.
Symbolizing empathy, growth, and nature.

ARTI LOGO | MEANING OF LOGO

Kesepakatan untuk melayani sepenuh hati bagi seluruh pihak yang menjadi customer.
Agreement to serve all customers wholeheartedly.

Sikap Kerja | Work Attitude

Service Excellence

- Helpful
- Active Listening
- Courteous
- Accessible
- Responsive

Persistence

- Drive for Results
- Patience
- Professional
- Teamwork

Karakteristik | Characteristics

STRIVE FOR EXCELLENCE



DEFINISI | DEFINITION

Senantiasa berusaha mencapai hasil terbaik bagi seluruh pemangku kepentingan.
Always striving to achieve the best results for the stakeholders.

TAGLINE

"Inovatif & Berkualitas"
"Innovative & Quality"

ARTI WARNA | MEANING OF COLOR

Melambangkan sisi optimis, enlightenment & kebahagiaan.
Symbolizing optimism, enlightenment & happiness.

ARTI LOGO | MEANING OF LOGO

Melambangkan keunggulan, kualitas & profesionalitas.
Symbolizing superiority, quality & professionalism.

Sikap Kerja | Work Attitude

Value Creation

- Innovative
- Deliver Quality Products
- Process Focus
- Quality Assurance
- Continuous Improvement
- Sense of Belonging

Deliver Solutions

- Analytical
- Risk Assessment
- Decision Making
- Accountable

Karakteristik | Characteristics

PROFIL PERSEROAN [2-1] COMPANY PROFILE



Nama Perseroan | Company Name

PT Surya Semesta Internusa Tbk

Tanggal Pendirian | Date of Establishment

15 Juni 1971 | 15 June 1971

Dasar Hukum Pendirian | Legal Basis for Establishment

Perseroan didirikan dengan nama PT Multi Investments Limited, berdasarkan Akta No. 37 tanggal 15 Juni 1971 yang dibuat di hadapan Ny. Umi Sutanto, S.H., pengganti dari Ny. Subagio Reksodipuro S.H., Notaris di Jakarta yang telah mendapat persetujuan dari Menteri Kehakiman Republik Indonesia dalam Surat Keputusannya No. J.A.5/150/16 tanggal 8 September 1971 serta diumumkan dalam BNRI No.80, tanggal 5 Oktober 1971, Tambahan No. 458.

The Company was established under the name PT Multi Investments Limited, based on Deed No. 37 dated 15 June 1971, prepared and presented before Mrs. Umi Sutanto, S.H., Notary in Jakarta, approved by the Minister of Justice of the Republic of Indonesia by virtue of Decree No. J.A.5/15016 dated 8 September 1971, and announced in the BNRI No. 80, dated 5 October 1971, Supplement No. 458.

Bidang Usaha | Line of Business

Bergerak dalam bidang pengembangan kawasan industri, properti komersial, jasa konstruksi, dan perhotelan melalui penyertaan pada Entitas Anak.

Engaged in industrial estate development, commercial property, construction services, and hospitality through investment in Subsidiaries.

Wilayah Operasional | Operational Area [c.3]

13 kota tersebar di seluruh Indonesia, yaitu Medan, Pekanbaru, Lampung, Palembang, Subang, Karawang, Jakarta, Cirebon, Jababeka, Semarang, Surabaya, Bali, dan Labuan Bajo.

13 cities across Indonesia, namely Medan, Pekanbaru, Lampung, Palembang, Subang, Karawang, Jakarta, Cirebon, Jababeka, Semarang, Surabaya, Bali, and Labuan Bajo.

Komposisi Pemegang Saham Lebih dari 5% | Shareholding Composition Over 5%

PT Dwimuria Investama Andalan: 10,24 %
PT Henan Putihrai Asset Management: 9,49%
PT Arman Investment Utama: 8,52%
Intrepid Investments Limited: 8,2%
PT Persada Capital Investama: 7,85%
Masyarakat | Public: 75,4%

Alamat Kantor Pusat | Head Office Address [c.2]

PT SURYA SEMESTA INTERNUSA Tbk
Tempo Scan Tower, Lantai 20 | 20th Floor,
Jl. H. R. Rasuna Said No.Kav. 3-4,
Kuningan, Jakarta 12950, Indonesia

Telp | Phone: +6221 526 2121, 527 2121
Faks | Fax: +6221 526 7878
E-mail: inquiry@suryainternusa.com
Situs Web | Website: www.suryainternusa.com

BIDANG USAHA DAN ANAK USAHA [C.4][2-6] LINES OF BUSINESS AND SUBSIDIARIES

Bidang Usaha Perseroan terdiri dari tiga, yaitu:

The Company has three lines of business, as follows:

PROPERTI | PROPERTY

Pengembang dan pengelola kawasan industri, *real estate*, gedung, dan pusat perdagangan.

Anak Usaha: PT Suryacipta Swadaya (Suryacipta/SCS), PT TCP Internusa (TCP), PT Surya Energi Parahita (SEP) sebagai anak usaha Suryacipta.

Developers and operators of industrial estates, real estate, buildings and trade centers.

Subsidiaries: PT Suryacipta Swadaya (Suryacipta/SCS), PT TCP Internusa (TCP), Suryacipta's subsidiary PT Surya Energi Parahita (SEP).

KONSTRUKSI | CONSTRUCTION

Jasa kontraktor umum yang bergerak dalam sektor jasa konstruksi, seperti pembangunan gedung bertingkat tinggi, hotel, apartemen, pusat perbelanjaan, perkantoran, rumah sakit, industri, pekerjaan struktur, serta infrastruktur seperti jalan, jembatan, dan pekerjaan pemancangan.

Anak Usaha: PT Nusa Raya Cipta Tbk (NRCA).

General contractor services operating in the construction sector, specializing in the construction of high-rise buildings, hotels, apartments, shopping centers, offices, hospitals, industrial facilities, structural work, and infrastructure such as roads, bridges, and piling work.

Subsidiary: PT Nusa Raya Cipta Tbk (NRCA).

PERHOTELAN | HOSPITALITY

Pengembang serta pengelola hotel dan *resort*.

Anak Usaha: PT Suryalaya Anindita International/SAI (Paradisus by Melia Bali dan Gran Melia Jakarta), PT BATIQA Hotel Manajemen/BHM (BATIQA Hotels), PT Surya Internusa Hotels (SIH), PT Siti Agung Makmur/SAM (pemilik aset Umana Bali, LXR Hotels and Resorts), PT Ungasan Semesta Resort/USR (operator Umana Bali, LXR Hotels and Resorts).

Developers and operators of hotels and resorts.

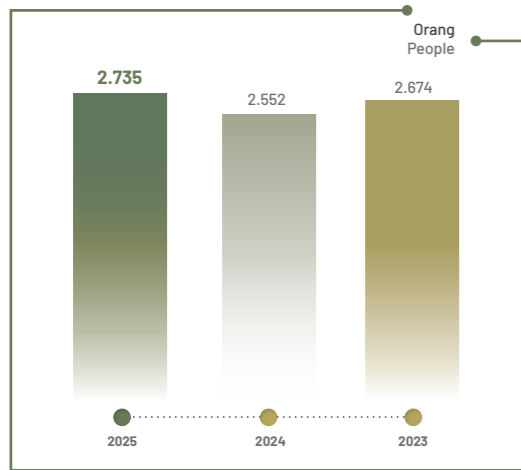
Subsidiaries: PT Suryalaya Anindita International/SAI (Paradisus by Melia Bali dan Gran Melia Jakarta), PT BATIQA Hotel Manajemen/BHM (BATIQA Hotels), PT Surya Internusa Hotels (SIH), PT Siti Agung Makmur/SAM (owner of Umana Bali, LXR Hotels and Resorts), PT Ungasan Semesta Resort/USR (operated by Umana Bali, LXR Hotels and Resorts).

KEANGGOTAAN ASOSIASI [C.5][2-28] ASSOCIATION MEMBERSHIP

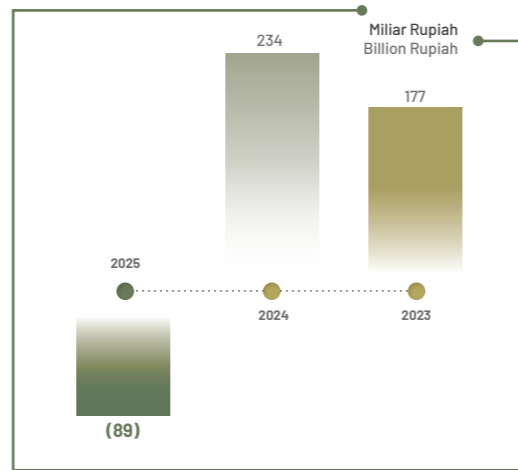
Nama Asosiasi Association Name	Posisi Position
Asosiasi Pengusaha Indonesia (APINDO) Indonesian Employers Association (APINDO)	Dewan Penasihat, Anggota Luar Biasa, Anggota Advisory Board, Extraordinary Members, Member
Himpunan Kawasan Industri (HKI) Indonesia Indonesian Industrial Estates Association (HKI)	Wakil Ketua Umum Bidang Pertanahan (Agraria dan Tata Ruang) Vice Chairman for Land Affairs (Agrarian and Spatial Planning)
Perhimpunan Hotel & Restoran Indonesia (PHRI) Indonesia Hotel & Restaurant Association (PHRI)	Pengurus Daerah Jakarta Bidang Sertifikasi Usaha dan SDM, Seksi Bidang Pendidikan, Anggota Jakarta Regional Board for Business Certification and Human Resources, Education Division, Member
Hotel Credit Manager Association (HCMA)	Penasihat Advisor
Himpunan Manajer Pelatihan Perhotelan Indonesia (HMPPPI) Indonesian Hospitality Training Managers Association (HMPPPI)	Ketua Chairman
Forum Komunikasi Lembaga Pelatihan Industri Daerah Jakarta Selatan Communication Forum for Regional Industrial Training Institutions in South Jakarta	Wakil Ketua Vice Chairman
Kamar Dagang dan Industri Indonesia (KADIN) Indonesian Chamber of Commerce and Industry (KADIN)	Wakil Ketua Komite Tetap Penetapan Hak Tanah/Ruang, Anggota Vice Chairman of the Standing Committee on Land/Space Titling, Member
Indonesian Hotel General Manager Association (IHGMA)	Seksi Bidang Pendidikan DPP Jakarta, Anggota Education Division of DPP Jakarta, Member
Hotel Human Resources Management Association (HHRMA)	
Asosiasi Emiten Indonesia (AEI) Indonesian Public Listed Companies Association (AEI)	
Asosiasi Kontraktor Indonesia (AKI) Indonesian Contractors Association (AKI)	
Asosiasi Pengelola Pusat Belanja Indonesia (APPBI) Indonesia Shopping Center Association	
Asosiasi Public Relation Public Relation Association	
Bali Hotel Association	
Indonesia Corporate Secretary Association (ICSA)	Anggota Member
Jakarta Hotel Association	
Perkumpulan Pengusaha Konstruksi Terintegrasi (PAKTI) Integrated Construction Entrepreneurs Association (PAKTI)	
Real Estate Indonesia (REI)	
Asosiasi Hotel Controller & Accountant (AHCA) Hotel Controller & Accountant Association	
Asosiasi Purchasing Hotel Indonesia (APHI) Indonesian Hotel Purchasing Association	
Asosiasi Chief Engineer (ACE) Jabar West Java Chief Engineer Association	

Informasi lebih lanjut mengenai daftar keanggotaan asosiasi dapat dilihat pada Laporan Tahunan SSIA 2025.
For further information regarding the association membership, please refer to SSIA's 2025 Annual Report.

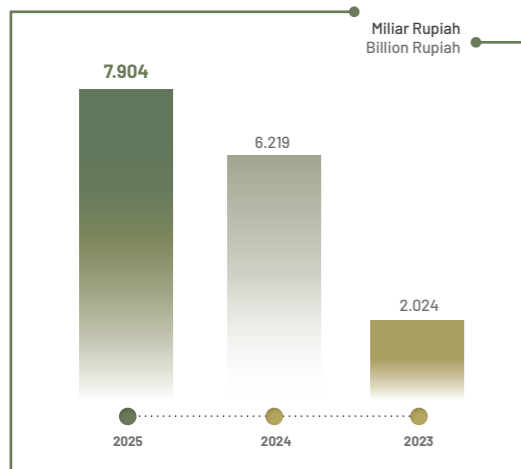
SKALA USAHA [c.3]
SCALE OF BUSINESS



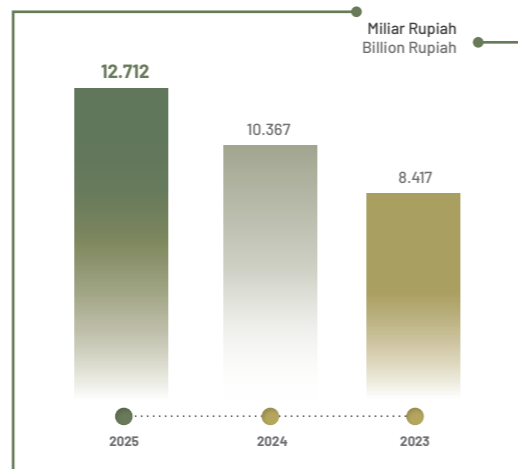
Jumlah Karyawan
Number of Employees



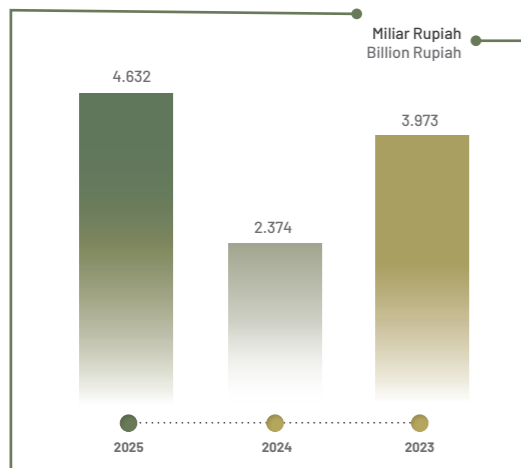
Total Laba (Rugi) Bersih
Total Net Profit (Loss)



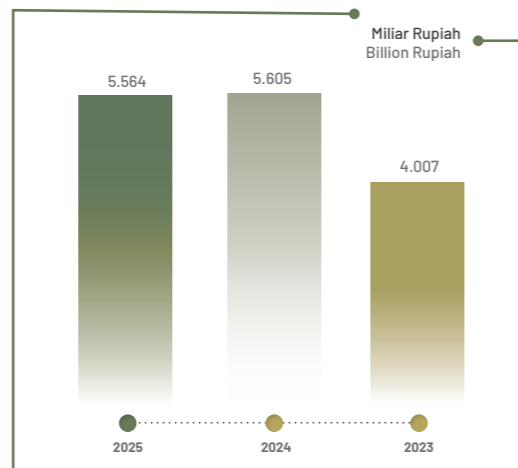
Kapitalisasi Pasar
Market Capitalization



Total Aset
Total Assets



Total Liabilitas
Total Liabilities



Total Ekuitas*
Total Equity*

Keterangan | Note:
* Total ekuitas tidak termasuk Kepentingan Non-Pengendali.
* Total equity excludes Non-Controlling Interest.

RANTAI PASOK [2-6]

Perseroan melibatkan vendor, kontraktor, konsultan, dan pemasok lokal dalam proses bisnisnya dengan berpedoman pada [Pedoman Tata Kelola Perusahaan](#) dan [Kode Etik Pemasok](#) yang menjunjung prinsip efisiensi, keadilan, transparansi, serta bebas dari benturan kepentingan, serta isu LST dan hak asasi manusia (HAM), termasuk penghormatan atas hak berserikat dan berekspresi. Bersama pemasok dan subkontraktor, Perseroan juga menerapkan langkah strategis untuk menjaga rantai pasok yang sehat, seperti kesepakatan harga saat pasar tidak stabil serta memastikan ketersediaan bahan baku guna memitigasi risiko kenaikan biaya dan kelangkaan.

Dalam rangka mencegah risiko yang mungkin terjadi dalam rantai pasok, Perseroan melakukan beberapa antisipasi sebagai berikut:

1. Menggunakan sumber daya secara lebih efisien serta menjunjung tinggi kesehatan dan keselamatan dalam rantai pasok dengan mengutamakan pemasok bersertifikasi ISO 14001 dan ISO 45001 serta produk ramah lingkungan.
2. Melakukan pertemuan vendor saat seleksi dan pascaproyek untuk membangun komunikasi dua arah, mensosialisasikan kebijakan rantai pasok, serta menyerap masukan sebagai bahan evaluasi.
3. Melakukan audit internal dan eksternal secara berkala. Selama 2025, tidak ditemukan adanya pelanggaran praktik pengadaan barang dan jasa.

PERUBAHAN SIGNIFIKAN [c.6]

Selama 2025, perubahan signifikan yang terjadi antara lain:

- Melalui Rapat Umum Pemegang Saham Tahunan PT Surya Semesta Internusa Tbk tahun buku 2024, Bapak The Jok Tung diangkat menjadi Wakil Presiden Direktur menggantikan posisi Bapak Eddy Purwana Wikanta.
- Melakukan restrukturisasi unit usaha perhotelan dengan melakukan pengalihan saham PT Surya Semesta Internusa Tbk di dalam unit usaha perhotelan kepada anak usaha PT Suryalaya Anindita International serta penyertaan modal melalui inbreng tanah milik PT TCP Internusa. Hal ini ditujukan untuk terciptanya efisiensi penggunaan aset dan pengambilan keputusan yang cepat dan tepat.

SUPPLY CHAIN [2-6]

The Company engages vendors, contractors, consultants, and local suppliers in its business processes, guided by its [Good Corporate Governance Guidelines](#) and [Supplier Code of Conduct](#), which uphold the principles of efficiency, fairness, transparency, and the avoidance of conflicts of interest, as well as ESG issues and human rights, including respect for freedom of association and expression. Together with suppliers and subcontractors, the Company also implements strategic measures to maintain a healthy supply chain, such as price agreements during periods of market instability and ensuring the availability of raw materials to mitigate the risks of cost increases and shortages.

To mitigate potential risks within the supply chain, the Company has implemented the following measures:

1. Using resources more efficiently and upholding health and safety standards throughout the supply chain with a focus on ISO 14001- and ISO 45001-certified suppliers and environmentally friendly products.
2. Conduct vendor meetings during both the selection and post-project stages to foster two-way communication, socialize supply chain policies, and gather feedback for evaluation.
3. Conducting regular internal and external audits. Throughout 2025, no violations of procurement practices in relation to goods and services were identified.

SIGNIFICANT CHANGES [c.6]

During 2025, the following significant changes took place:

- At the Annual General Meeting of Shareholders of PT Surya Semesta Internusa Tbk for the 2024 financial year, Mr. The Jok Tung was appointed Vice President Director, succeeding Mr. Eddy Purwana Wikanta.
- The Company carried out a restructuring of its hospitality business by transferring PT Surya Semesta Internusa Tbk's shareholding in the hospitality business to its subsidiary, PT Suryalaya Anindita International, and by making a capital contribution through the inbreng of land owned by PT TCP Internusa. This restructuring was undertaken to improve asset utilisation efficiency and enable faster, more effective decision-making.

Informasi lebih lanjut mengenai perubahan signifikan dapat dilihat pada Laporan Tahunan 2025 SSIA.
Further information on significant changes can be found in SSIA's 2025 Annual Report.

TENTANG LAPORAN ABOUT THE REPORT

Laporan Keberlanjutan PT Surya Semesta Internusa Tbk. diterbitkan setiap tahun secara terpisah dari Laporan Tahunan, memuat pencapaian, strategi, dampak, respons kinerja keberlanjutan, serta kontribusi terhadap pencapaian Tujuan Pembangunan Berkelanjutan (TPB) untuk periode 1 Januari hingga 31 Desember 2025. Laporan ini disusun dengan mengacu pada Peraturan Otoritas Jasa Keuangan (POJK) No. 51/POJK.03/2017 dan Surat Edaran Otoritas Jasa Keuangan (SEOJK) No. 16/SEOJK.04/2021, serta merujuk pada (*with reference to*) Standar Global Reporting Initiatives (GRI) 2021 dan persiapan awal penerapan IFRS S1: *General Disclosures* dan IFRS S2: *Climate-related Disclosure*. [2-3]

Penyajian data kinerja LST pada Laporan ini merupakan konsolidasi dari PT Surya Semesta Internusa Tbk (SSIA Grup) beserta anak usahanya, yaitu PT Suryacipta Swadaya (Suryacipta), PT TCP Internusa (TCP), PT Nusa Raya Cipta Tbk (NRCA), PT Suryalaya Anindita Internasional (SAI) tanpa Paradisus by Melia Bali (untuk data tahun 2025), PT BATIQA Hotel Manajemen (BHM) tanpa BATIQA Jayapura (untuk data tahun 2024 dan 2025), PT Ungasan Semesta Resort (USR), PT Sitiagung Makmur (SAM), dan PT Surya Energi Parahita (SEP). Adapun data kinerja ekonomi berasal dari Laporan Keuangan Konsolidasian tahun buku 2025 yang telah diaudit oleh Kantor Akuntan Publik (KAP). Terdapat beberapa pernyataan kembali informasi dari laporan periode sebelumnya akibat perubahan cakupan ataupun penyesuaian perhitungan yang ditandai dengan indikator. [2-2][2-4]

Laporan ini telah diverifikasi oleh pihak eksternal independen, yaitu PT Sejahtera Rambah Asia (SRAI) untuk memeriksa kualitas laporan sesuai dengan prinsip dan standar pelaporan keberlanjutan yang diterapkan. Penujukan SRAI telah melalui proses seleksi pengadaan yang telah mengikuti kebijakan kerja sama vendor atas persetujuan Direksi tanpa adanya konflik kepentingan. Proses penjaminan (*assurance*) mencakup verifikasi data dan konfirmasi dari semua kontributor data serta pejabat tertinggi dari fungsi terkait. Selain proses verifikasi, Perseroan juga telah melakukan validasi terhadap seluruh data dan informasi kinerja keberlanjutan dan memperoleh persetujuan dari Direksi dan Dewan Komisaris sebelum laporan dipublikasikan, termasuk dalam pemilihan topik material. [6.1]

[2-5][2-14]

PT Surya Semesta Internusa Tbk.'s Sustainability Report is published annually as a separate document from the Annual Report, detailing achievements, strategies, impacts, and performance in sustainability, and contribution to the achievement of the Sustainable Development Goals (SDGs) for the period from 1 January to 31 December 2025. It has been prepared in accordance with Financial Services Authority Regulation (POJK) No. 51/POJK.03/2017 and Financial Services Authority Circular Letter (SEOJK) No. 16/SEOJK.04/2021, and with reference to the Global Reporting Initiative (GRI) Standards 2021, as well as early adoption of IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2: Climate-related Disclosures. [2-3]

The ESG performance data presented in this Report are consolidated for PT Surya Semesta Internusa Tbk (SSIA Group) and its subsidiaries, namely PT Suryacipta Swadaya (Suryacipta), PT TCP Internusa (TCP), PT Nusa Raya Cipta Tbk (NRCA), PT Suryalaya Anindita Internasional (SAI) excluding Paradisus by Melia Bali (for 2025 data), PT BATIQA Hotel Manajemen (BHM) excluding BATIQA Jayapura (for 2024 and 2025 data), PT Ungasan Semesta Resort (USR), PT Sitiagung Makmur (SAM), and PT Surya Energi Parahita (SEP). All economic performance data are derived from the 2025 Consolidated Financial Statements, which have been audited by a Public Accounting Firm (KAP). Certain information from the previous reporting period has been restated due to changes in scope or adjustments to the calculation methodology, as indicated by the relevant marker. [2-2][2-4]

This Report has also been assured or verified by an independent external party, PT Sejahtera Rambah Asia (SRAI), to assess the quality of the report in accordance with the applicable sustainability reporting principles and standards. The appointment of SRAI was carried out through a procurement selection process in accordance with the vendor engagement policy, with approval from the Board of Directors and without any conflict of interest. The assurance process included data verification and confirmation from all data contributors as well as the most senior officers of the relevant functions. In addition to the verification process, the Company also validated all sustainability performance data and information and obtained approval from the Board of Directors and the Board of Commissioners prior to publication of the report, including in relation to the selection of material topics. [6.1]

[2-5][2-14]

TANGGAPAN TERHADAP UMPAN BALIK [6.3]

SSIA mengucapkan terima kasih kepada seluruh pemangku kepentingan atas kritik maupun saran atas Laporan Keberlanjutan 2024 yang telah disampaikan. Berdasarkan input tersebut, kami berupaya untuk menyajikan data yang lebih komprehensif dalam laporan keberlanjutan ini dengan melakukan penyesuaian prioritas topik material dan dukungan terhadap TPB berdasarkan diskusi fokus terarah. Kami juga berupaya untuk menyajikan data perhitungan energi dan emisi yang lebih akurat. Kami juga menerima saran dan kritik terkait Laporan Keberlanjutan 2025, yang dapat disampaikan melalui lembar umpan balik di akhir laporan ini maupun melalui:

RESPONSE TO FEEDBACK [6.3]

SSIA extends its appreciation to all stakeholders for the feedback and suggestions provided on the 2024 Sustainability Report. In response to that input, we have sought to present more comprehensive data in this Sustainability Report by refining the prioritisation of material topics and the alignment with the SDGs based on the outcomes of focused discussions. We have also made efforts to present more accurate energy and emissions calculations. We welcome further feedback and suggestions regarding the 2025 Sustainability Report, which may be submitted through the feedback form at the end of this report or via the following:

Kontak terkait Pelaporan [2-3]
Contact Regarding the Report



Investor Relations & Sustainability

PT Surya Semesta Internusa Tbk
Tempo Scan Tower, Lantai 20 | 20th Floor
Jl. H.R. Rasuna Said Kav. 3-4 Kuningan - Jakarta 12950, Indonesia
Telp. | Phone: +6221 526 2121, 527 2121
Faks | Fax: +6221 526 7878
Surel | E-mail: ir@suryainternusa.com
Situs web | Website: <https://www.suryainternusa.com>



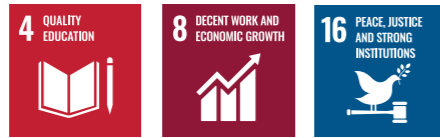
TOPIK MATERIAL [3-1][3-2] MATERIAL TOPICS

Perseroan menetapkan topik material melalui diskusi kelompok terarah bersama Direksi serta seluruh divisi internal dan Tim Manajemen Risiko Perseroan dan anak usaha, yang dilaksanakan pada 18 Oktober 2025 di Jakarta. Topik tersebut dipetakan berdasarkan empat pilar "4P" dan TPB, dengan mempertimbangkan kinerja serta isu signifikan bagi Perseroan dan pemangku kepentingan dalam mendukung kelangsungan usaha. Dibandingkan periode sebelumnya, terdapat perubahan prioritas topik material berdasarkan hasil diskusi dengan manajemen, anak usaha, dan pemangku kepentingan.

The Company determined its material topics through a focus group discussion involving the Board of Directors, all internal divisions, and the Risk Management Team of the Company and its subsidiaries. The discussion was held on 18 October 2025, in Jakarta. These material topics were mapped based on the "4P" pillars and the SDGs, while also taking into account the Company's performance and issues considered significant to both the Company and its stakeholders in relation to business continuity. Compared with the previous period, the prioritization of material topics changed based on discussions with management, subsidiaries, and stakeholders.

Topik Material dan Batasan Dampak [3-2][3-3] Material Topics and Boundaries

LAYANAN UNGGUL SERVICE EXCELLENCE



Kepentingan Topik Material | The Importance of Material Topic

Perseroan menyadari bahwa kompetensi sumber daya manusia kami diperlukan untuk mencapai kinerja optimal, menghasilkan produk dan layanan yang berkualitas, menjamin keberlangsungan usaha, serta memberikan nilai tambah bagi seluruh pemangku kepentingan. Dengan demikian, kami selalu berupaya untuk memberikan pendidikan dan pelatihan dalam rangka meningkatkan kompetensi seluruh karyawan.

The Company recognizes that the competence of our human resources is essential to achieve optimal performance, produce quality products and services, ensure business sustainability, and provide added value to all stakeholders. Therefore, we constantly strive to provide education and training to enhance the competency of all employees.

Pilar Strategi Keberlanjutan | Sustainability Strategy Pillar

- Produk dan Jasa | Products and Services
"Delivering Product & Service Excellence"
- Insan | People
"Looking after People"

Batasan dan Dampak | Boundaries and Impacts

Internal

Karyawan dan Pemegang Saham
Employees and Shareholders

Eksternal | External

Partner Bisnis, Pelanggan, dan Masyarakat Lokal
Business Partners, Customers, and Local Communities

MANAJEMEN SUMBER DAYA RESOURCE MANAGEMENT



Kepentingan Topik Material | The Importance of Material Topic

Tingginya kebutuhan material berpotensi meningkatkan eksploitasi sumber daya dan limbah jika tidak dikelola berkelanjutan. Oleh karena itu, Perseroan meningkatkan efisiensi penggunaan material, termasuk memanfaatkan material daur ulang dan mengutamakan pemasok lokal untuk mendukung ekonomi nasional serta mengurangi emisi.

High material demand may increase resource exploitation and waste generation if not managed sustainably. To address this, the Company continues to improve material efficiency, including by utilizing recycled materials and prioritizing local suppliers to support the national economy and reduce emissions.

Pilar Strategi Keberlanjutan | Sustainability Strategy Pillar

Lingkungan | Environmental
"Protecting the Environment"

Batasan dan Dampak | Boundaries and Impacts

Internal

Karyawan
Employees

Eksternal | External

Partner Bisnis dan Pelanggan
Business Partners and Customers

INOVASI DAN TEKNOLOGI INNOVATION AND TECHNOLOGY



Kepentingan Topik Material | The Importance of Material Topic

Sebagai perusahaan yang bergerak di berbagai bidang jasa, kami terus berupaya untuk berinovasi dan menggunakan teknologi terbaru untuk menjaga kepuasan pelanggan atas kualitas produk dan layanan kami.

As a company operating in various services sectors, we continuously strive to innovate and utilize renewable technologies to maintain customer satisfaction with the quality of our products and services.

Pilar Strategi Keberlanjutan | Sustainability Strategy Pillar

Produk dan Jasa | Products and Services
"Delivering Product & Service Excellence"

Batasan dan Dampak | Boundaries and Impacts

Internal

Karyawan dan Pemegang Saham
Employees and Shareholders

Eksternal | External

Pelanggan, Partner Bisnis
Customers, Business Partners

KESEHATAN, KESELAMATAN, DAN KESEJAHTERAAN KARYAWAN
EMPLOYEE WELL-BEING, HEALTH, AND SAFETY



Kepentingan Topik Material | The Importance of Material Topic

Kami memastikan untuk menciptakan lingkungan kerja yang layak dan aman dengan memprioritaskan keselamatan dan kesehatan karyawan. Kami juga memastikan perlakuan yang setara untuk seluruh karyawan dengan menjaga keberagaman di Perseroan.
We are committed to providing a safe and decent working environment by prioritising employees' health and safety. We also uphold equal treatment for all employees by fostering diversity across the Company.

Pilar Strategi Keberlanjutan | Sustainability Strategy Pillar

Insan | People
"Looking after People"

Batasan dan Dampak | Boundaries and Impacts

Internal

Karyawan dan Pemegang Saham
Employees and Shareholders

Eksternal | External

Partner Bisnis, Masyarakat Lokal, dan Pelanggan
Business Partners, Customers, and Local Communities

KESELAMATAN DAN KESEHATAN PELANGGAN
CUSTOMER HEALTH AND SAFETY



Kepentingan Topik Material | The Importance of Material Topic

Sebagai perusahaan yang bergerak di bidang jasa, kami mengutamakan keselamatan dan kesehatan pelanggan untuk meningkatkan nilai dan kepercayaan.
As a service company, we prioritize customer safety and health to increase value and trust.

Pilar Strategi Keberlanjutan | Sustainability Strategy Pillar

Produk dan Jasa | Products and Services
"Delivering Product & Service Excellence"

Batasan dan Dampak | Boundaries and Impacts

Internal

Karyawan dan Pemegang Saham
Employees and Shareholders

Eksternal | External

Pelanggan
Customers

PENGELOLAAN LINGKUNGAN DAN IKLIM
ENVIRONMENTAL AND CLIMATE MANAGEMENT



Kepentingan Topik Material | The Importance of Material Topic

Dampak negatif usaha meliputi limbah padat dan cair (B3 dan non-B3), tingginya kebutuhan air, serta emisi GRK dari penggunaan energi. Oleh sebab itu, Perseroan berupaya untuk mengelola air, limbah, dan efluen sesuai baku mutu serta terus meningkatkan efisiensi energi untuk menurunkan emisi gas rumah kaca (GRK) yang dihasilkan.
The Company's business activities may give rise to negative impacts, including solid and liquid waste, both hazardous and non-hazardous, high water consumption, and GHG emissions from energy use. Accordingly, the Company manages water, waste, and effluents in accordance with applicable quality standards, while continuing to improve energy efficiency to reduce the greenhouse gas (GHG) emissions generated by its operations.

Pilar Strategi Keberlanjutan | Sustainability Strategy Pillar

Lingkungan | Environmental
"Protecting the Environment"

Batasan dan Dampak | Boundaries and Impacts

Internal

Karyawan
Employees

Eksternal | External

Pemerintah, Partner Bisnis, Masyarakat Lokal
Government, Business Partners, Local Community



TATA KELOLA BERKELANJUTAN SUSTAINABILITY GOVERNANCE

SSIA sangat menghargai dan mendorong terciptanya tata kelola yang baik dan efektif, sehingga dapat membangun kepercayaan pemangku kepentingan, menghasilkan nilai tambah, dan meningkatkan pertumbuhan bisnis.

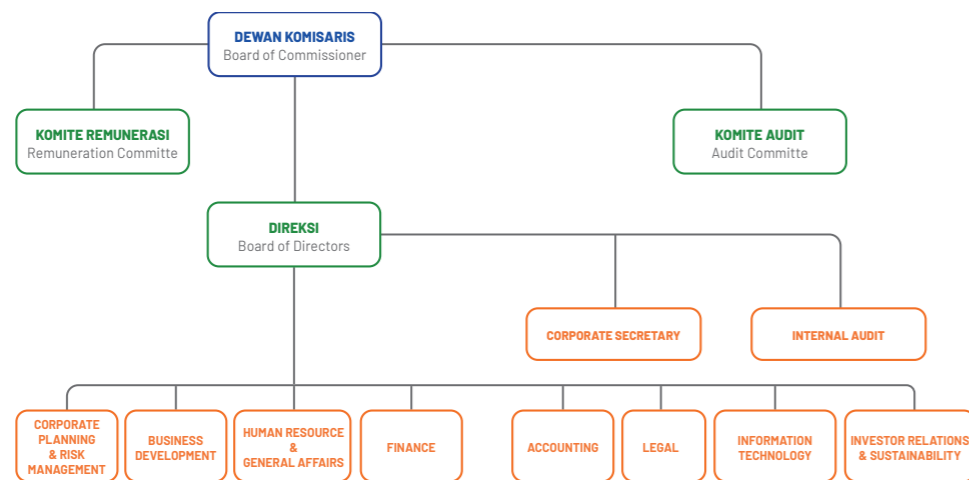
STRUKTUR TATA KELOLA [2-9]

SSIA menjalankan usaha sesuai Undang-Undang No. 40 Tahun 2007 tentang Perseroan Terbatas dan prinsip Tata Kelola Perusahaan, dengan struktur tata kelola yang terdiri dari RUPS sebagai organ tertinggi pengambil keputusan strategis, Dewan Komisaris sebagai pengawas yang didukung Komite Audit dan Komite Remunerasi, serta Direksi yang bertanggung jawab atas operasional dengan dukungan Sekretaris Perusahaan dan Unit Audit Internal. Dewan Komisaris dan Direksi mengawasi implementasi kinerja LST di seluruh unit usaha, dengan prinsip keberlanjutan yang terintegrasi dalam strategi, perencanaan operasional, pengembangan proyek, dan investasi. Komposisi Komisaris dan Direksi yang beragam memperkaya perspektif dan memperkuat pengawasan serta respons terhadap dinamika bisnis, didukung kebijakan tata kelola komprehensif seperti Kode Etik, Kebijakan Keberlanjutan, Antikorupsi, WBS, dan Kode Etik Pemasok. [2-10][2-11]

SSIA places strong importance on sound and effective governance as a means of building stakeholder trust, creating added value, and supporting sustained business growth.

GOVERNANCE STRUCTURE [2-9]

SSIA conducts its business in accordance with Law No. 40 of 2007 concerning Limited Liability Companies and the principles of Good Corporate Governance. Its governance structure comprises the GMS as the highest decision-making body for strategic matters, the Board of Commissioners as the supervisory body supported by the Audit Committee and the Remuneration Committee, and the Board of Directors, which is responsible for operations with the support of the Corporate Secretary and Internal Audit Unit. The Board of Commissioners and the Board of Directors oversee the implementation of ESG performance across all business units, with sustainability principles integrated into strategy, operational planning, project development, and investment activities. The diverse composition of the Board of Commissioners and the Board of Directors enriches perspectives and strengthens oversight as well as responsiveness to business dynamics. This is further supported by comprehensive governance policies, including the Code of Conduct, Sustainability Policy, Anti-Corruption Policy, Whistleblowing System, and Supplier Code of Conduct. [2-10][2-11]



DELEGASI TANGGUNG JAWAB

Sesuai Kebijakan Keberlanjutan, komitmen keberlanjutan menjadi tanggung jawab seluruh Direksi di bawah Presiden Direktur di tingkat Holding, unit bisnis, maupun anak usaha. Direksi berperan memantau penerapan keberlanjutan untuk mendukung pertumbuhan, efisiensi, dan reputasi Perseroan, serta menelaah dan menyetujui data yang digunakan dalam penyusunan Laporan Keberlanjutan, termasuk penetapan topik material.

DELEGATION OF RESPONSIBILITY

In accordance with the Sustainability Policy, sustainability commitments are the responsibility of the entire Board of Directors, under the leadership of the President Director, at the holding, business unit, and subsidiary levels. The Board of Directors is responsible for monitoring the implementation of sustainability practices to support the Company's growth, efficiency, and reputation, as well as reviewing and approving the data used in preparing the Sustainability Report, including the determination of material topics.

Dalam pengelolaan kinerja LST, Direksi didukung Divisi Investor Relations & Sustainability yang melaporkan kinerja pada rapat strategi keberlanjutan tahunan serta kepada Direksi setiap kuartal, berkolaborasi lintas fungsi, dan memantau KPI LST di seluruh entitas. Divisi Investor Relations & Sustainability juga bertugas untuk memonitor dan mengawasi penerapan kinerja keberlanjutan di holding dan anak usaha, menyusun strategi komunikasi internal dan eksternal terkait isu keberlanjutan, serta mengoordinasikan program *community involvement and development* (CID). [E.1][2-12][2-13][2-14]

EVALUASI KINERJA DIREKSI DAN DEWAN KOMISARIS [2-18]

Penilaian kinerja dan evaluasi tata kelola dilakukan sepanjang periode berjalan dengan menilai pencapaian *Key Performance Indicators* (KPI), baik terkait kinerja operasional maupun target keberlanjutan dan inisiatif LST. Evaluasi kinerja tata kelola dilakukan secara independen melalui rapat Dewan Komisaris dan Direksi untuk menilai pencapaian sasaran strategis serta mengidentifikasi area perbaikan, khususnya aspek keberlanjutan. Direksi memiliki target kinerja, termasuk KPI LST tahunan yang ditetapkan bersama Dewan Komisaris dalam rapat gabungan, mencakup aspek finansial, pelanggan, dan proses bisnis. Adapun hasil evaluasi KPI keberlanjutan akan menjadi dasar penetapan target untuk KPI keberlanjutan tahun berikutnya.

REMUNERASI DIREKSI DAN DEWAN KOMISARIS

Besaran remunerasi Direksi dan Dewan Komisaris ditetapkan oleh Komite Nominasi dan Remunerasi melalui RUPS dengan mempertimbangkan tanggung jawab, kinerja, dan kondisi Perseroan, serta mulai mengintegrasikan KPI LST dalam penilaian insentif sesuai prinsip kewajaran dan akuntabilitas. Seluruh proses dilakukan secara transparan dan sesuai prinsip GCG dan peraturan perundang-undangan, dengan memastikan kewajaran dan akuntabilitas Perseroan. KPI tersebut merupakan target dari Pilar Keberlanjutan Perseroan, antara lain terdiri dari kinerja kualitas produk dan layanan, pengelolaan energi, air, dan limbah, program TJSJ, serta kinerja K3. Adapun rasio kompensasi total tahunan Direksi dan Dewan Komisaris bersifat *confidential* sehingga tidak diungkapkan dalam laporan ini. [2-19][2-20][2-21]

In managing ESG performance, the Board of Directors is supported by the Investor Relations & Sustainability Division, which reports performance at the annual sustainability strategy meeting and to the Board of Directors on a quarterly basis, works collaboratively across functions, and monitors ESG KPIs across all entities. The Investor Relations & Sustainability Division is also responsible for monitoring and overseeing the implementation of sustainability performance at the holding and subsidiary levels, developing internal and external communication strategies on sustainability-related issues, and coordinating community involvement and development (CID) programs. [E.1][2-12][2-13][2-14]

PERFORMANCE EVALUATION OF THE BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS [2-18]

Performance assessment and governance evaluation are carried out throughout the reporting period by assessing the achievement of Key Performance Indicators (KPIs), covering both operational performance and sustainability targets and ESG initiatives. Governance performance is evaluated independently through meetings of the Board of Commissioners and Board of Directors to assess the achievement of strategic objectives and identify areas for improvement, particularly in relation to sustainability. The Board of Directors has performance targets, including annual ESG KPIs established together with the Board of Commissioners in joint meetings, covering financial, customer, and business process aspects. The results of the sustainability KPI evaluation serve as the basis for determining sustainability KPI targets for the following year.

REMUNERATION OF THE BOARD OF DIRECTORS AND BOARD OF COMMISSIONERS

The remuneration of the Board of Directors and Board of Commissioners is determined through the GMS based on the recommendation of the Nomination and Remuneration Committee, taking into account the responsibilities, performance, and condition of the Company. The assessment of incentives has also begun to integrate ESG KPIs in accordance with the principles of fairness and accountability. The entire process is conducted transparently and in line with GCG principles and applicable laws and regulations, while ensuring fairness and accountability within the Company. These KPIs represent the targets under the Company's Sustainability Pillars, which include, among others, product and service quality performance, energy, water, and waste management, CSR programs, and OHS performance. The annual total compensation ratio of the Board of Directors and Board of Commissioners is confidential and is therefore not disclosed in this report. [2-19][2-20][2-21]



Informasi lebih lanjut mengenai komposisi, proses nominasi dan pemilihan, serta evaluasi kinerja Direksi dan Dewan Komisaris tersedia dalam Laporan Tahunan 2025. [2-9][2-10][2-11][2-18][405-1]
Further information on the nomination process, appointment, performance evaluation, as well as the remuneration policy and remuneration amounts for the Board of Directors and Board of Commissioners, can be found in the 2025 Annual Report. [2-9][2-10][2-11][2-18][405-1]

PENGEMBANGAN KOMPETENSI KEBERLANJUTAN [E.2][2-17][404-2]

Perseroan meningkatkan kapasitas dan kompetensi Dewan Komisaris, Direksi, dan karyawan melalui berbagai pelatihan agar mampu merespons dinamika regulasi dan isu LST serta memastikan penerapan keberlanjutan yang konsisten di seluruh organisasi. Sepanjang 2025, karyawan dan Direksi mengikuti 11 pelatihan terkait keberlanjutan, salah satunya yaitu SSI Group ESG Forum yang diikuti oleh tiga Direktur Holding, sembilan Direktur Anak Usaha, dan tiga Wakil Direktur Anak Usaha, serta 81 karyawan Holding dan Anak Usaha dari berbagai fungsi/departemen. Pelatihan ini mencakup topik LST, pelaporan keberlanjutan, serta pengenalan risiko iklim dan *net zero emissions*.

SUSTAINABILITY COMPETENCY DEVELOPMENT [E.2][2-17][404-2]

The Company enhances the capacity and competencies of the Board of Commissioners, Board of Directors, and employees through various training programs, enabling them to respond effectively to regulatory developments and ESG issues while ensuring the consistent implementation of sustainability across the organization. Throughout 2025, employees and members of the Board of Directors participated in 11 sustainability-related training programs, including the SSI Group ESG Forum, which was attended by three Holding Directors, nine Subsidiary Directors, three Subsidiary Vice Directors, and 81 employees from the Holding and Subsidiaries across various functions/departments. The training covered ESG topics, sustainability reporting, and an introduction to climate risks and net zero emissions.

ETIKA BISNIS DAN KEPATUHAN [E.3][2-23][2-24] BUSINESS ETHICS AND COMPLIANCE

SSIA menempatkan transparansi dan akuntabilitas sebagai fondasi utama dalam praktik bisnisnya. Oleh karena itu, SSIA berupaya mematuhi standar etika dan integritas yang tinggi, dan menerapkan tata kelola yang bertanggung jawab di seluruh rantai nilai.

SSIA places transparency and accountability at the core of its business practices. Accordingly, SSIA is committed to upholding high ethical and integrity standards and to implementing responsible governance across its entire value chain.

KODE ETIK DAN BUDAYA KEBERLANJUTAN [F.1]

Perseroan memiliki [Kode Etik](#) sebagai pedoman perilaku dan kepatuhan etika bisnis bagi seluruh karyawan dengan menjunjung kejujuran dan integritas. Penerapannya diawasi Fungsi Internal Audit melalui evaluasi efektivitas pengendalian dan manajemen risiko serta pemberian rekomendasi perbaikan secara objektif. Untuk memastikan pemahaman yang konsisten, Perseroan secara rutin melakukan sosialisasi kode etik dan budaya keberlanjutan melalui berbagai kanal komunikasi, baik secara daring maupun langsung, guna meningkatkan kesadaran dan mendorong perilaku kerja yang bertanggung jawab serta ramah lingkungan. Melalui upaya tersebut, selama 2025, tidak terdapat kasus pelanggaran etika, namun Perseroan tetap menegaskan pentingnya menjaga integritas pribadi dan reputasi perusahaan.

CODE OF CONDUCT AND SUSTAINABILITY CULTURE [F.1]

The Company has a [Code of Conduct](#) that serves as a guideline for ethical behavior and business ethics compliance for all employees, upholding honesty and integrity. Its implementation is supervised by the Internal Audit Function through evaluations of the effectiveness of internal controls and risk management, as well as the provision of objective recommendations for improvement. To ensure consistent understanding, the Company regularly disseminates the Code of Conduct and sustainability culture through various communication channels, both online and in person, to raise awareness and encourage responsible and environmentally friendly work practices. Through these efforts, there were no cases of ethical violations in 2025. Nevertheless, the Company continues to emphasize the importance of maintaining personal integrity and the Company's reputation.

MANAJEMEN RISIKO

Perseroan mengintegrasikan manajemen risiko sesuai ISO 31000:2018 dan kebijakan internal melalui identifikasi sembilan kategori risiko utama, yakni risiko pasar, hukum, keuangan, komersial, operasional, sumber daya manusia, teknologi informasi, bencana, dan proyek, termasuk risiko terkait iklim yang dianalisis berdasarkan probabilitas dan dampaknya. Perseroan menetapkan langkah mitigasi dan penilaian ulang risiko untuk mengantisipasi gangguan bisnis, dengan perubahan iklim sebagai risiko utama yang ditangani melalui efisiensi biaya, prioritas belanja, dan penguatan arus kas.

RISK MANAGEMENT

The Company integrates risk management in accordance with ISO 31000:2018 and internal policies through the identification of nine key risk categories, namely market, legal, financial, commercial, operational, human resources, information technology, disaster, and project risks, including climate-related risks, which are analyzed based on their probability and impact. The Company establishes mitigation measures and conducts risk reassessments to anticipate business disruptions, with climate change identified as a key risk addressed through cost efficiency, spending prioritization, and cash flow strengthening.

Dalam operasionalnya, Perseroan menghadapi berbagai tantangan keberlanjutan, termasuk ketidakpastian ekonomi dan kebijakan, kebutuhan peningkatan kapasitas SDM, dampak perubahan iklim, serta tantangan pengelolaan dan konsistensi data. Selain itu, Perseroan juga perlu mengelola dampak sosial, beradaptasi dengan regulasi dan ekspektasi pemangku kepentingan, serta menghadapi kompleksitas lintas sektor usaha, ketergantungan pada sumber daya alam, dan keterbatasan material serta rantai pasok berkelanjutan. Perseroan memandang tantangan tersebut sebagai peluang penguatan kinerja, dengan terus mengintegrasikan praktik keberlanjutan, meningkatkan pemahaman karyawan dan pemasok, serta mendorong efisiensi sumber daya dan pengelolaan dampak. Perseroan juga menyesuaikan strategi secara adaptif terhadap regulasi, kondisi ekonomi, dan risiko iklim, serta memperkuat tata kelola dan kualitas data. [E.5]

In its operations, the Company faces various sustainability challenges, including economic and policy uncertainty, the need to strengthen human capital capacity, the impacts of climate change, and challenges related to data management and consistency. In addition, the Company must manage social impacts, adapt to evolving regulations and stakeholder expectations, and address the complexities arising from its diverse business sectors, dependence on natural resources, and limitations in sustainable materials and supply chains. The Company views these challenges as opportunities to strengthen performance by continuously integrating sustainability practices, enhancing employee and supplier awareness, and promoting resource efficiency and impact management. The Company also adapts its strategies in response to regulatory developments, economic conditions, and climate risks, while strengthening governance and data quality. [E.5]

DUKUNGAN TERHADAP ANTIKORUPSI

SSIA berkomitmen untuk mencegah konflik kepentingan serta praktik kolusi, korupsi, dan nepotisme (KKN) di seluruh operasional dan rantai pasok, termasuk larangan *facilitation payments* yang sejalan dengan UU No. 20 Tahun 2001 sebagai bentuk kepatuhan terhadap regulasi. Komitmen ini dibuktikan melalui penerapan [Kebijakan Anti-Penyuapan dan Korupsi](#) yang berlaku bagi seluruh karyawan, manajemen, dan pihak ketiga. Upaya ini didukung melalui pemberlakuan Kode Etik, penandatanganan Pakta Integritas oleh Direksi dan Dewan Komisaris, serta pengaturan dalam Board Manual dan Pedoman Tata Kelola. Meskipun belum dilakukan penilaian risiko korupsi secara khusus, integritas tetap dijaga melalui penerapan 30 prinsip etika dan kepatuhan di seluruh lini kerja, dengan pengelolaan isu antisuap dan antikorupsi yang menjadi tanggung jawab Tim Khusus Pelaporan Pelanggaran (TKPP). Sepanjang periode pelaporan, tidak terdapat kasus suap, korupsi, maupun konflik kepentingan di lingkungan SSIA. [2-15][205-1][205-3]

ANTI-CORRUPTION SUPPORT

SSIA is committed to preventing conflicts of interest and practices of collusion, corruption, and nepotism (KKN) across its operations and supply chain, including the prohibition of *facilitation payments* in line with Law No. 20 of 2001 as part of its regulatory compliance. This commitment is demonstrated through the implementation of the [Anti-Bribery and Anti-Corruption Policy](#), which applies to all employees, management, and third parties. These efforts are supported by the enforcement of the Code of Conduct, the signing of Integrity Pacts by the Board of Directors and Board of Commissioners, as well as provisions set out in the Board Manual and Corporate Governance Guidelines. Although a specific corruption risk assessment has not yet been conducted, integrity is maintained through the application of 30 principles of ethics and compliance across all lines of work, with anti-bribery and anti-corruption matters managed under the responsibility of the Special Whistleblowing Reporting Team (TKPP). Throughout the reporting period, there were no cases of bribery, corruption, or conflicts of interest within SSIA. [2-15][205-1][205-3]

SISTEM PELAPORAN PELANGGARAN [2-16][2-25][2-26]

SSIA memiliki [sistem pelaporan pelanggaran](#) (*whistleblowing system/WBS*) yang memungkinkan karyawan dan pihak eksternal melaporkan dugaan pelanggaran secara anonim dengan jaminan kerahasiaan dan perlindungan data sesuai Kebijakan Tanpa Pembalasan (*Zero Retaliation Policy*). Pada 2025, Perseroan menyusun Pedoman Sistem Pelaporan Pelanggaran yang mengatur mekanisme pelaporan secara transparan dan terstruktur, serta berfungsi sebagai sistem deteksi dini terhadap potensi pelanggaran yang berisiko menimbulkan kerugian atau menghambat operasional perusahaan. Tim Pengelola WBS bersama Divisi HR secara aktif menyosialisasikan kebijakan ini melalui berbagai kanal, seperti orientasi karyawan, pelatihan, *email blast*, poster, maupun intranet. Setiap laporan WBS akan diverifikasi oleh TKPP untuk dipastikan kebenarannya sebelum ditindaklanjuti dan dilaporkan kepada Direksi sejak tahap awal hingga penyelesaian. Sepanjang 2025, tidak terdapat laporan pelanggaran yang diterima melalui WBS.

WHISTLEBLOWING SYSTEM (WBS) [2-16][2-25][2-26]

SSIA has a [whistleblowing system](#) (WBS) that enables employees and external parties to report suspected violations anonymously, with confidentiality and data protection guaranteed in accordance with the Zero Retaliation Policy. In 2025, the Company prepared Whistleblowing System Guidelines, which set out a transparent and structured reporting mechanism and serve as an early detection system for potential violations that may cause losses or disrupt the Company's operations. The WBS Management Team, together with the HR Division, actively disseminates this policy through various channels, including employee orientation, training sessions, email blasts, posters, and the intranet. Each WBS report is verified by the TKPP to confirm its validity before being followed up and reported to the Board of Directors from the initial stage through to resolution. Throughout 2025, no reports of violations were received through the WBS.

Saluran pelaporan pelanggaran dapat disampaikan melalui:

Reports of suspected violations may be submitted through the following channels:




- Platform daring WBS: Melalui portal web yang aman dan terenkripsi;
- Alamat email khusus: corpsec1@suryainternusa.com atau alamat lain yang ditentukan: Tempo Scan Tower Lantai 20 Jl. H.R Rasuna Said Kav. 3-4 Kuningan, Jakarta 12950, Indonesia
- Surat fisik: Melalui alamat pos atau kotak surat khusus/PO BOX WBS;
- Nomor telepon hotline: Nomor telepon khusus yang tersedia selama jam kerja; dan
- Melapor langsung: kepada atasan/General Manager (GM)/Division Head atau Komite Audit.
- Online WBS platform: through a secure and encrypted web portal;
- Dedicated email address: corpsec1@suryainternusa.com or to the following address: Tempo Scan Tower, 20th Floor, Jl. H.R. Rasuna Said Kav. 3-4, Kuningan, Jakarta 12950, Indonesia;
- Physical mail: through the designated postal address or WBS PO Box;
- Hotline number: through a dedicated telephone line available during working hours; and
- Direct reporting: to a supervisor, General Manager (GM), Division Head, or the Audit Committee.

PELIBATAN PEMANGKU KEPENTINGAN [E.4][2-29]





SSIA telah memetakan pemangku kepentingan baik internal maupun eksternal sebagai dasar untuk membangun hubungan yang terbuka dan berkelanjutan.

STAKEHOLDER ENGAGEMENT [E.4][2-29]

SSIA has mapped both internal and external stakeholders as a basis for building open and sustainable relationships.

Pemangku Kepentingan Stakeholders	Topik Utama Key Concerns	Metode Pelibatan dan Frekuensi Method of Engagement and Frequency	Tanggapan dan Tindak Lanjut Response and Follow Up
 Pemegang Saham Shareholders	<ul style="list-style-type: none"> • Kinerja tahunan Perseroan Company annual performance • Arah perusahaan dan strategi pertumbuhan Company direction and growth strategy • Kinerja keberlanjutan Sustainability performance • Aksi korporasi Corporate actions 	<ul style="list-style-type: none"> • RUPS Tahunan, RUPS Luar Biasa Annual GMS, Extraordinary GMS • Paparan publik Public expose • Korespondensi Correspondence • Siaran pers/media dan wawancara Media/Press release and interviews • Pertemuan analis keuangan Financial analyst gatherings • Rapat investor Investor meetings 	<ul style="list-style-type: none"> • Menerbitkan Laporan Tahunan dan Laporan Keberlanjutan pada bulan April 2025 Published the Annual Report and Sustainability Report in April 2025 • Menyampaikan laporan kinerja rutin, sebanyak empat kali pada 2025 Submitted regular performance reports four times in 2025 • Melakukan 13 kali siaran pers yang membahas mengenai kinerja Holding, kegiatan TJSL, dan perkembangan bisnis unit usaha Issued 13 press releases covering the Holding's performance, CSR activities, and business developments across business units • Mengembangkan strategi perusahaan yang adaptif Developed an adaptive corporate strategy • Merespons dan menyelaraskan regulasi pasar modal Responded to and aligned with capital market regulations • Memberikan solusi atas pertanyaan investor Provided solutions and responses to investor enquiries • Pengkinian data di situs web dan media sosial SSIA • Updated information on SSIA's website and social media channels

Pemangku Kepentingan Stakeholders	Topik Utama Key Concerns	Metode Pelibatan dan Frekuensi Method of Engagement and Frequency	Tanggapan dan Tindak Lanjut Response and Follow Up
 Karyawan Employees	<ul style="list-style-type: none"> • Remunerasi dan tunjangan Remuneration and allowances • Pengembangan karier dan kesempatan pelatihan Career development and training opportunities • Keselamatan, kesehatan, dan kesejahteraan kerja Occupational health, safety, and welfare • Keseimbangan kehidupan kerja Work-life balance 	<ul style="list-style-type: none"> • Town Hall dan forum yang dipimpin oleh CEO atau senior manajemen, minimal dua kali setahun Townhall and forum led by CEO or senior management, at least twice a year • Survei keterlibatan karyawan Employee engagement survey • Email komunikasi internal dan SSI Internal Portal (SIP!) Internal communications email and SSI Internal Portal (SIP!) • Employee gathering dan aktivitas ekstrakurikuler Employee gathering and extracurricular activities 	<ul style="list-style-type: none"> • Penjelasan arah Perseroan melalui forum Town Hall pada bulan Januari dan September Communicated the Company's direction through Town Hall forums in January and September • Melaksanakan ESG Forum pada bulan Oktober Held the ESG Forum in October • Penilaian kinerja berbasis KPI setiap tahun Conducted annual KPI-based performance assessments • Pelatihan dan pendidikan karyawan sebanyak 62.224 kali pada periode pelaporan Provided employee training and education, with 62,224 training participations recorded during the reporting period • Pelaksanaan employee gathering di bulan Agustus Held an employee gathering in August • Penetapan peraturan dan pelatihan K3 secara berkala Established regulations and conducted regular OHS training • Penetapan remunerasi Determined remuneration • Human Resources Information System (HRIS) untuk memudahkan administrasi yang dibutuhkan karyawan Utilized the Human Resources Information System (HRIS) to facilitate employee administration needs
 Pelanggan Customers	<ul style="list-style-type: none"> • Produk dan kualitas layanan Product and service quality • Pelayanan pelanggan Customer service • Informasi keamanan dan kesehatan terkait produk dan layanan Safety and health information regarding products and services • Pengelolaan fasilitas Facility management 	<ul style="list-style-type: none"> • Survei kepuasan pelanggan dan tenant tahunan Annual customer and tenant satisfaction survey • Aplikasi untuk tenant Application for tenants • Komunikasi melalui media sosial dan situs web Perseroan Communication through the Company's social media and corporate website 	<ul style="list-style-type: none"> • Providing one-stop service for customers di kawasan industri Provided one-stop services for customers in the industrial estate • Kunjungan ke setiap tenant sebanyak minimal satu kali selama satu tahun Conducted tenant visits at least once a year • Survei pelanggan pada 2025 dengan skor 84,81% untuk unit konstruksi, 94,07% untuk unit perhotelan, dan 70,50% untuk unit properti Conducted customer satisfaction surveys in 2025, with scores of 84.81% for the construction unit, 94.07% for the hospitality unit, and 70.50% for the property unit • Mengembangkan produk dan layanan berkelanjutan Developed sustainable products and services • Pengkinian data di situs web dan media sosial SSIA Updated information on SSIA's website and social media channels • Mengadakan forum pertemuan dengan pengusaha Jepang di area Kawasan minimum satu tahun sekali Held a forum with Japanese business representatives in the estate area at least once a year • Mengadakan HR Forum untuk di area Kawasan Suryacipta City of Industry Held an HR Forum for the Suryacipta City of Industry area

Pemangku Kepentingan Stakeholders	Topik Utama Key Concerns	Metode Pelibatan dan Frekuensi Method of Engagement and Frequency	Tanggapan dan Tindak Lanjut Response and Follow Up
 Pemerintah Government	<ul style="list-style-type: none"> Kepatuhan dengan hukum dan peraturan yang berlaku Compliance with applicable laws and regulations Implementasi dari tanggung jawab sosial Implementation of social responsibility 	<ul style="list-style-type: none"> Forum komunikasi Communication forum Laporan Keuangan, Laporan Tahunan, dan Laporan Keberlanjutan Financial Report, Annual Report, and Sustainability Report 	<ul style="list-style-type: none"> Pengembangan properti dan kawasan industri berbasis keberlanjutan Developed property and industrial estates based on sustainability principles Implementasi K3 serta perolehan sertifikasi seperti CHSE dan ISO 45001 secara internal oleh Perseroan dan eksternal oleh JAS-ANZ, serta Sucofindo International Certification Services Implemented OHS practices and obtained certifications such as CHSE and ISO 45001, supported internally by the Company and externally by JAS-ANZ and Sucofindo International Certification Services
 Kontraktor Contractors	<ul style="list-style-type: none"> Pemilihan partner sesuai peraturan Selection of partners according to regulations Kepatuhan terhadap peraturan Compliance with regulations Evaluasi kinerja Performance evaluation 	<ul style="list-style-type: none"> Vendor meeting Vendor procurement process Kontrak kerja Work contract Mekanisme penyerahan kerja Work delivery mechanism 	<ul style="list-style-type: none"> SOP Pengadaan SOP Procurement Dokumen evaluasi kinerja Performance evaluation documents
 Partner Bisnis Business Partners	<ul style="list-style-type: none"> Kualitas produk dan jasa Product and service quality Pemilihan partner sesuai peraturan Selection of partners according to regulations Kepatuhan terhadap peraturan Compliance with regulations Evaluasi kinerja Performance evaluation 	<ul style="list-style-type: none"> Pengembangan kemitraan Partnership development Forum, komunitas, dan asosiasi Forums, communities, and associations 	<ul style="list-style-type: none"> Menerbitkan Laporan Tahunan dan Laporan Keberlanjutan Published the Annual Report and Sustainability Report Menyampaikan laporan kinerja rutin, sebanyak empat kali Submitted regular performance reports four times Membagikan praktik terbaik Shared best practices
 Masyarakat Lokal Local Communities	<ul style="list-style-type: none"> Keterlibatan Perseroan dalam pengembangan masyarakat Company involvement in community development Penyediaan lapangan kerja sesuai dengan <i>company requirements</i> Provision of employment in accordance with company requirements 	Kegiatan pengembangan masyarakat yang terjadwal dan berkelanjutan Scheduled and continuous community development activities	<ul style="list-style-type: none"> Program <i>society management</i> dalam pengelolaan kawasan industri Implemented <i>society management</i> programs in industrial estate management Keterlibatan dalam program komunitas Participated in community programs Program TJSL antara lain dengan pemberian beasiswa kepada siswa SMK Suryacipta Karawang, donasi bencana alam di Sumatra Barat, dan berpartisipasi dalam membangun rumah untuk warga yang kurang mampu di Kawasan Sentul dan Tangerang Carried out CSR programs, including scholarships for students of SMK Suryacipta Karawang, natural disaster donations in West Sumatra, and participation in the construction of houses for underprivileged residents in the Sentul and Tangerang areas



Penyediaan Produk dan Layanan Berkualitas Unggul

Delivering Product and Service Excellence

Keunggulan lahir dari komitmen untuk terus memberikan produk dan layanan yang andal, relevan, dan berorientasi pada kebutuhan pelanggan.

Excellence stems from a commitment to continuously delivering reliable, relevant products and services that are aligned with customer needs.



26% YoY

Peningkatan Jumlah Proyek Kontrak Baru
Increase in the Number of New Contract Projects



Skor Survei Kepuasan Pelanggan:
Customer Satisfaction Survey Scores:

- **70,50%*** Unit Properti
Property Unit
- **94,07%**** Unit Perhotelan
Hospitality Unit
- **84,81%** Unit Konstruksi
Construction Unit

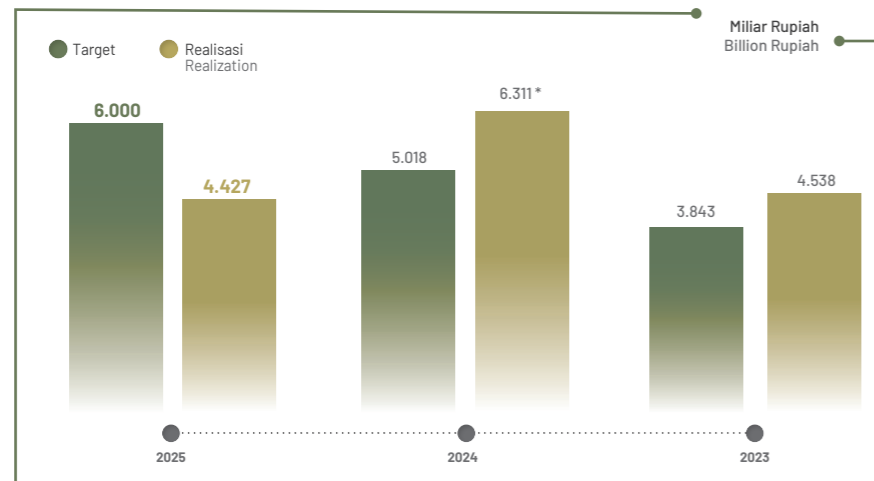
*Hanya mencakup SCS.
**Tidak termasuk BATIQA Jayapura dan Paradisus by Melia Bali.
*Applies only to SCS.
**Excluding BATIQA Hotel Jayapura and Paradisus by Melia Bali.

KINERJA EKONOMI ECONOMIC PERFORMANCE

Pada 2025, SSIA mencatat kinerja ekonomi yang tetap solid di tengah tantangan global dan domestik, dengan pengelolaan di bawah Divisi Keuangan serta evaluasi berkala melalui audit internal dan eksternal untuk memastikan transparansi dan akuntabilitas. Perseroan juga terus menjalankan perencanaan bisnis jangka pendek dan panjang serta berinvestasi pada proyek keberlanjutan melalui pembangunan gedung berkonsep *green construction* dan *green building*. [F.3][3-3][201-1]

In 2025, SSIA recorded solid economic performance amid global and domestic challenges, under the management of the Finance Division and with periodic evaluations conducted through internal and external audits to ensure transparency and accountability. The Company also continued to carry out short- and long-term business planning and invest in sustainability projects through the development of buildings based on green construction and green building concepts. [F.3][3-3][201-1]

Perbandingan Target dan Realisasi Kinerja Keuangan [F.2][F.3]
Comparison between Target and Realized Financial Performance

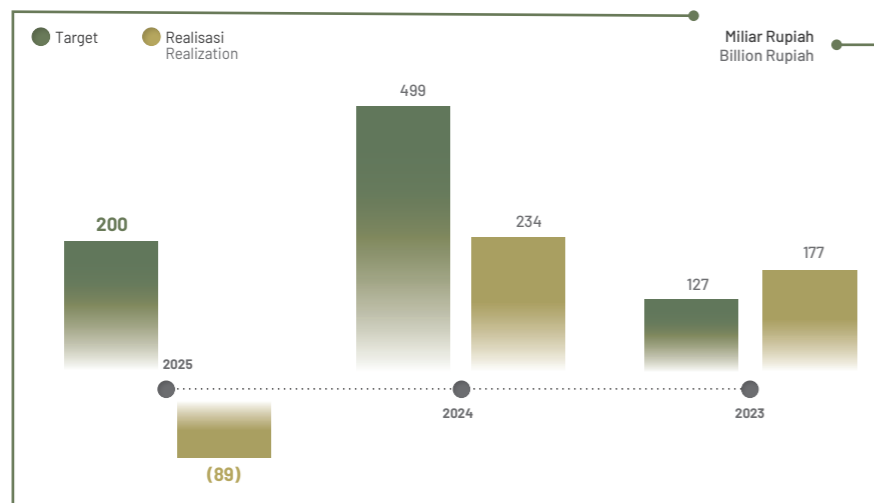


Pendapatan Bersih | Net Revenues

Keterangan | Notes:

* Penyajian kembali informasi karena adanya penyesuaian perhitungan sesuai PSAK 73 terkait Hak Sewa. [2-4]

* Restatement of information due to adjustments in calculations in accordance with PSAK 73 regarding Right-of-Use Assets.



Laba (Rugi) Bersih | Net Profit (Loss)

Keterangan | Notes:

Penurunan kinerja ekonomi disebabkan karena tidak beroperasinya Paradisus by Melia Bali selama 2025.

The decline in economic performance was due to the non-operation of Paradisus by Melia Bali throughout 2025.

Nilai Ekonomi Langsung dan Didistribusikan (Miliar Rupiah) [201-1]
Direct Economic Value Generated and Distributed (Billion Rupiah)

Uraian Description	Periode Pelaporan Reporting Period		
	2025	2024*	2023
A Nilai Ekonomi Langsung yang Dihasilkan Direct Economic Value Generated			
Pendapatan Bersih Net Revenues	4.427	6.311	4.538
Properti Property	665	2.263	854
I Konstruksi Construction	3.603	3.362	2.886
Perhotelan* Hospitality*	501	1.003	905
Lain-lain Others	20	17	11
Tambahan Addition			
II Pendapatan Bunga Interest Income	72	54	26
Laba Penjualan Aset Tetap Gain on Sale of Fixed Assets	1	3	0
Lain-lain - bersih Others - net	143	116	17
Jumlah Nilai Ekonomi Langsung yang Dihasilkan Total Direct Economic Value Generated	4.642	6.481	4.581
B Nilai Ekonomi Langsung Didistribusikan Direct Economic Value Distributed			
I Beban Langsung Direct Costs	(3.511)	(4.539)	(3.210)
Beban Usaha Operating Expenses			
II Penjualan Selling Expenses	(73)	(138)	(79)
Umum dan Administrasi General and Administrative Expenses	(771)	(735)	(653)
Beban Lainnya Other Expenses			
Administrasi Bank Bank Charges	(3)	(2)	(1)
III Kerugian Penurunan Nilai For Impairment	(57)	(94)	(23)
Depresiasi Properti Investasi Investment Properties Depreciation	(45)	(40)	(22)
Lain-lain Others	(19)	(126)	(2)
IV Beban Keuangan Financial Expenses	(77)	(132)	(207)
V Beban Pajak Penghasilan Final Final Income Tax Expenses	(102)	(150)	(97)
VI Realisasi Penggunaan Dana TJSL CSR Fund Utilization Realization	(5)	(4)	(2)
Jumlah Nilai Ekonomi Langsung Didistribusikan Total Direct Economic Value Distributed	(4.664)	(5.960)	(4.296)
C Nilai Ekonomi Langsung Lainnya Other Direct Economic Value Generated			
I Bagian Laba (Rugi) Entitas Asosiasi & Ventura Bersama Equity in Net Earning (Loss) of Associate Entity & Joint Ventures	5	(4)	(10)
II Manfaat Pajak Penghasilan Income Tax Benefit	18	(56)	(44)
III Kepentingan Non Pengendali Non-Controlling Interest	118	214	55
Jumlah Nilai Ekonomi Langsung Lainnya Total Other Economic Value Generated	141	154	1
Jumlah Nilai Ekonomi Langsung yang Ditahan Total Direct Economic Value Retained	(22)	521	285*

Keterangan | Note:

Data tidak termasuk BATIQA Jayapura untuk 2024 dan 2025. | Data excludes BATIQA Jayapura for the year 2024 and 2025.

* Penyajian kembali informasi karena adanya penyesuaian perhitungan sesuai PSAK 73 terkait Hak Sewa. | Restatement of information due to adjustments in calculations in accordance with PSAK 73 regarding Right-of-Use Assets. [2-4]

Perseroan menjalankan pengelolaan perpajakan secara terstruktur dan bertanggung jawab sebagai bentuk kontribusi terhadap pembangunan nasional dan daerah, yang dikoordinasikan oleh Divisi Akuntansi dan Keuangan dalam pengelolaan pembayaran pajak di tingkat induk, anak usaha, dan unit usaha di berbagai wilayah, serta didukung komunikasi aktif dengan otoritas perpajakan melalui partisipasi dalam sosialisasi, *workshop*, dan forum diskusi yang diselenggarakan oleh lembaga pajak terkait. Sepanjang 2025, Perseroan melaksanakan operasional secara mandiri tanpa menerima bantuan finansial dari Pemerintah dan tetap berkontribusi melalui pembayaran pajak guna mendukung penerimaan negara. [201-4]

The Company manages its tax affairs in a structured and responsible manner as part of its contribution to national and regional development. Tax payment management is coordinated by the Accounting and Finance Division at the parent, subsidiary, and business unit levels across various regions, and is supported by active engagement with the tax authorities through participation in outreach sessions, workshops, and discussion forums organized by the relevant tax institutions. Throughout 2025, the Company operated independently without receiving financial assistance from the Government and continued to contribute to state revenue through the payment of taxes. [201-4]



Informasi lebih lanjut mengenai kinerja ekonomi dapat dilihat pada Laporan Tahunan SSIA 2025.
Further information on economic performance can be found in SSIA's 2025 Annual Report.

MENJAMIN KEANDALAN PRODUK DAN LAYANAN [3-3] ENSURING PRODUCT AND SERVICE RELIABILITY

Perseroan menjaga kepercayaan dan kepuasan pelanggan melalui pengelolaan produk dan layanan yang berfokus pada mutu, keselamatan, dan keandalan, dengan koordinasi lintas unit termasuk Divisi Internal Audit. Kami juga memastikan pelayanan yang setara, adil, dan non-diskriminatif bagi seluruh pelanggan. [F.17]

The Company maintains customer trust and satisfaction by managing its products and services with a focus on quality, safety, and reliability, supported by coordination across relevant units, including the Internal Audit Division. We also ensure that all customers receive equal, fair, and non-discriminatory service. [F.17]

EVALUASI KEAMANAN PRODUK DAN JASA [416-1]

PRODUCT AND SERVICE SAFETY EVALUATION [416-1]

Perseroan secara konsisten melakukan evaluasi keamanan seluruh (100%) produk dan layanan melalui penilaian dan identifikasi risiko, dilanjutkan dengan pemantauan serta evaluasi berkala untuk memastikan kesesuaian dengan standar keselamatan, ketentuan teknis, dan peraturan yang berlaku. Proses ini dilaksanakan melalui inspeksi, pengawasan operasional, dan audit internal oleh Divisi Properti dan Konstruksi, serta didukung keterlibatan pihak eksternal guna memperkuat objektivitas dan akuntabilitas. Upaya tersebut juga diperkuat melalui pelatihan berkelanjutan dan penerapan Sistem Manajemen Mutu ISO 9001:2015 oleh NRCA, sehingga selama periode pelaporan tidak terdapat insiden, penarikan kembali produk atau layanan, maupun sanksi hukum terkait aspek keselamatan dan kesehatan. [F.27][F.28][2-27][416-2]

The Company consistently evaluates the safety of all (100%) products and services through risk assessments and risk identification, followed by regular monitoring and evaluation to ensure compliance with applicable safety standards, technical requirements, and regulations. This process is carried out through inspections, operational supervision, and internal audits by the Property and Construction Division, with external parties also engaged to strengthen objectivity and accountability. These efforts are further supported by ongoing training and NRCA's implementation of the ISO 9001:2015 Quality Management System. As a result, during the reporting period, there were no incidents, product or service recalls, or legal sanctions related to health and safety aspects. [F.27][F.28][2-27][416-2]

Sepanjang 2025, Perseroan telah melakukan berbagai inisiatif dalam menjaga kualitas, mutu, serta keamanan produk dan layanan, antara lain:

Throughout 2025, the Company undertook various initiatives to maintain the quality, standards, and safety of its products and services, as follows:

KONSTRUKSI | CONSTRUCTION

- Pembaruan *audit checklist* sesuai kondisi lapangan.
- Pemantauan kendala melalui *daily operational meeting* oleh Tim Operasional.
- Pelatihan berkala penanganan bahan kimia bersama pemasok.
- Inovasi penggunaan material ramah lingkungan kepada pelanggan.
- Pemenuhan standar keselamatan melalui sertifikasi SNI ISO 9001:2015 untuk setiap produk.
- Update of audit checklists to reflect actual site conditions.
- Monitoring of operational issues through daily operational meetings by the Operational Team.
- Regular training on chemical handling in collaboration with suppliers.
- Introduction of environmentally friendly materials to customers.
- Compliance with safety standards through SNI ISO 9001:2015 certification for all products

PROPERTI | PROPERTY

- Survei kepuasan pelanggan setiap proses serah terima rumah Edenhous.
- Implementasi *tenant management system* dan program *customer relationship management* di Suryacipta City of Industry Karawang.
- Perawatan rutin pipa gas, jalan, dan pemeliharaan rumput.
- Penerapan dan audit ISO 45001:2018 dan ISO 14001:2015.
- Pengujian *sample* lingkungan, sertifikasi peralatan, uji kelayakan peralatan mekanikal dan elektrikal, serta pemeliharaan APAR.
- Program JAWARA Lingkungan untuk evaluasi K3L.
- Customer satisfaction surveys conducted during each handover process for Edenhous residential units.
- Implementation of a tenant management system and customer relationship management program at Suryacipta City of Industry Karawang.
- Routine maintenance of gas pipelines, roads, and landscaping areas.
- Implementation and audit of ISO 45001:2018 and ISO 14001:2015.
- Environmental sample testing, equipment certification, mechanical and electrical equipment feasibility testing, and fire extinguisher maintenance.
- JAWARA Lingkungan program for HSE evaluation.



PERHOTELAN | HOSPITALITY

- | | |
|---|--|
| <ul style="list-style-type: none"> • Survei kepuasan tamu dan pemantauan ulasan <i>online</i> harian. • Rapat rutin untuk evaluasi keluhan dan tindak lanjut. • <i>Preventive maintenance</i> dua kali setahun dan pemeliharaan peralatan sesuai standar manufaktur. • Audit operasional dan tindak lanjut temuan. • Inspeksi MEP untuk memastikan kinerja optimal. • Penerapan <i>Food Safety</i> dan HACCP serta audit pemasok secara berkala. • Renovasi fasilitas sesuai standar <i>brand</i>. • Evaluasi rutin LXR berdasarkan standar <i>Luxury Quality Assurance (LQA)</i>. • Komunikasi rutin antar departemen melalui <i>daily line-up</i> dan <i>briefing</i>. | <ul style="list-style-type: none"> • Guest satisfaction surveys and daily monitoring of online reviews. • Regular meetings to evaluate complaints and follow-up actions. • Preventive maintenance twice a year and equipment maintenance in accordance with manufacturer standards. • Operational audits and follow-up on audit findings. • MEP inspections to ensure optimal performance. • Implementation of Food Safety and HACCP standards, along with regular supplier audits. • Facility renovations in line with brand standards. • Regular LXR evaluations based on Luxury Quality Assurance (LQA) standards. • Routine interdepartmental communication through daily line-ups and briefings. |
|---|--|

Guna meningkatkan kualitas produk dan layanan, terdapat berbagai pelatihan yang dilakukan sepanjang 2025, antara lain:

- NRCA: Pelatihan manajemen mutu, teknik bangunan, dan sertifikasi ISO 9001:2018.
- BHM: *Refreshment training* rutin dan *leadership training*.
- TCP: Pelatihan *customer service* dan *positive mental attitude*.
- Paradisus by Melia Bali: Pelatihan kualitas, *brand*, sistem operasional, serta produk dan SOP baru.
- GMJ: Pelatihan operasional hotel, *product knowledge*, *food safety*, dan *service culture*.
- Umana Bali, LXR Hotels and Resorts: Pelatihan *upselling*, budaya layanan mewah, *product knowledge*, dan HACCP.

Inovasi Produk dan Jasa [F.26]

Perseroan mendorong inovasi produk dan jasa untuk meningkatkan daya saing dan nilai jangka panjang, dengan menyesuaikan kebutuhan pasar, teknologi, dan regulasi, serta mengutamakan efisiensi, keberlanjutan, keselamatan, dan kepuasan pelanggan. Berbagai inovasi yang dilakukan sepanjang 2025, antara lain:

1. Subang Smartpolitan: pembangunan berbasis *Internet of Things (IoT)*, pembangunan berbasis *green building design*, serta penerapan *smart water concept*.
2. GMJ: digitalisasi layanan melalui pengembangan aplikasi umpan balik tamu (ReviewPro), optimalisasi penanganan keluhan berbasis aplikasi, *upgrade* sistem POS berbasis *cloud* yang terintegrasi, serta peningkatan fasilitas kamar berbasis *smart technology* seperti *Smart TV*, *QR code*, dan aplikasi *Digital Stay* untuk meningkatkan pengalaman tamu dan efisiensi operasional.
3. BHM: implementasi *Digital Registration Card* dan *Guest Folio*, penggunaan *Engineering Sheet Application* untuk monitoring operasional Tim Engineering, serta penerapan *Asset Management Tools* guna meningkatkan efisiensi dan pengelolaan aset hotel.

To further enhance product and service quality, various training programmes were conducted throughout 2025, including:

- NRCA: Training on quality management, building engineering, and ISO 9001:2018 certification.
- BHM: Regular refreshment training and leadership training.
- TCP: Customer service and positive mental attitude training.
- Paradisus by Melia Bali: Training on quality, brand standards, operational systems, and new products and SOPs.
- GMJ: Training on hotel operations, product knowledge, food safety, and service culture.
- Umana Bali, LXR Hotels and Resorts: Training on upselling, luxury service culture, product knowledge, and HACCP.

Product and Service Innovations [F.26]

The Company continuously promotes product and service innovation as part of its strategy to strengthen competitiveness and create long-term value in line with market needs, technological advancement, and regulatory developments while maintaining a strong focus on safety, service quality, and customer satisfaction. Innovations introduced throughout 2025 included the following:

1. Subang Smartpolitan: development based on the Internet of Things (IoT), green building design, and the implementation of a smart water concept.
2. GMJ: service digitalization through the development of a guest feedback application (ReviewPro), application-based complaint handling optimization, the upgrade of an integrated cloud-based POS system, and enhancements to in-room facilities through smart technology such as Smart TVs, QR codes, and the Digital Stay application to improve guest experience and operational efficiency.
3. BHM: implementation of Digital Registration Cards and Guest Folios, the use of the Engineering Sheet Application to monitor Engineering Team operations, and the adoption of Asset Management Tools to improve efficiency and hotel asset management.

4. Paradisus by Melia Bali: *rebranding* dan peningkatan fasilitas melalui pengembangan area khusus dewasa dan keluarga, penambahan fasilitas rekreasi seperti *waterpark*, *bowling*, dan *sport yard*, serta penerapan inovasi layanan digital seperti *smart features* dan *paperless check-in/check-out* untuk meningkatkan pengalaman tamu dan efisiensi.
5. Umana Bali, LXR Hotels and Resorts: Inovasi program *resort credit* (Umana Pass) untuk meningkatkan *ancillary revenue*, penguatan *digital branding* dan ekspansi pasar internasional, serta pengembangan konsep kuliner berbasis produk lokal.
6. NRCA: Penggunaan material konstruksi ramah lingkungan dan hemat energi, termasuk material rendah emisi dan penggunaan lampu LED.

Pembangunan Berwawasan Lingkungan (Green Building)

Sejak 2017, Perseroan menerapkan konsep *green construction* mulai dari tahap perencanaan hingga pelaksanaan dengan menekankan penggunaan material ramah lingkungan, efisiensi energi, serta analisis biaya-manfaat. Konsep ini diperkuat melalui perolehan sertifikasi *GreenShip Associate* (2017) dan *GreenShip Professional* (2018) dari Green Building Council Indonesia (GBCI). Perseroan juga mengembangkan proyek berkelanjutan melalui digitalisasi pengelolaan aset, pengembangan kawasan industri hijau, properti berstandar teknik berkelanjutan, serta fasilitas *smart home* dan ruang terbuka hijau. Salah satu implementasinya adalah pengembangan Subang Smartpolitan sebagai *green building* dan *smart sustainable city* berbasis IoT dengan pemanfaatan energi terbarukan, konservasi air, serta integrasi *Green Building*, *Smart Environment System*, dan *Water Sensitive Urban Design (WSUD)* untuk mendukung efisiensi sumber daya serta manfaat ekonomi-sosial.

Sejumlah teknologi IoT yang diterapkan dalam kawasan ini antara lain:

1. **Advance Technology & IoT**
Teknologi digital berbasis internet dan IoT, meliputi *Smart Mobility*, *Command Center*, *Citizen App*, dan *Integrated Property Management System* untuk mendukung operasional *tenant*, menyediakan informasi kawasan, dan memfasilitasi keluhan secara terintegrasi.
2. **Road Network System & Smart Mobility**
Pengembangan sistem jaringan jalan yang terintegrasi untuk meningkatkan konektivitas kawasan, mempercepat mobilitas, meminimalkan waktu tempuh, serta meningkatkan efisiensi logistik dan transportasi dalam kawasan, yang secara tidak langsung berkontribusi pada pengurangan emisi serta peningkatan *quality of life* bagi penghuni dan *tenant*.

4. Paradisus by Melia Bali: *rebranding* and facility enhancement through the development of dedicated adults-only and family areas, the addition of recreational facilities such as a waterpark, bowling, and a sports yard, as well as the introduction of digital service innovations such as smart features and paperless check-in/check-out to enhance guest experience and efficiency.
5. Umana Bali, LXR Hotels and Resorts: innovation through the resort credit program (Umana Pass) to increase ancillary revenue, stronger digital branding and international market expansion, and the development of culinary concepts based on local products.
6. NRCA: the use of environmentally friendly and energy-efficient construction materials, including low-emission materials and LED lighting.

Environmentally Responsible Development (Green Building)

Since 2017, the Company has applied green construction principles comprehensively, from the planning stage through to execution, by prioritizing environmentally friendly materials, energy and resource efficiency, and cost-benefit analysis. This commitment has been reinforced by GreenShip Associate certification in 2017 and GreenShip Professional certification in 2018 from the Green Building Council Indonesia. The Company also develops projects based on sustainability principles through the digitalisation of asset management, the development of environmentally oriented industrial estates, properties built to sustainable engineering standards, as well as smart home features and green open spaces. One example is the development of Subang Smartpolitan, which is designed as a green building and smart sustainable city powered by IoT, with water conservation, as well as the integration of Green Building, Smart Environment System, and Water Sensitive Urban Design (WSUD) to support resource efficiency while generating economic and social benefits.

IoT technologies implemented within the estate include the following :

1. **Advance Technology & IoT**
Internet- and IoT-based digital technologies, including Smart Mobility, a Command Center, a Citizen App, and an Integrated Property Management System, to support tenant operations, provide estate information, and facilitate integrated complaint handling.
2. **Road Network System & Smart Mobility**
The development of an integrated road network system to improve estate connectivity, accelerate mobility, reduce travel time, and enhance logistics and transport efficiency within the estate, thereby indirectly contributing to lower emissions and a better quality of life for residents and tenants.

Untuk mendukung operasional Subang Smartpolitan, sejak April 2023, PT Suryacipta Swadaya bekerja sama dengan PT PLN (Persero) dalam penyediaan listrik hingga 650 MW, termasuk penerbitan *Renewable Energy Certificate* (REC) guna mendukung upaya pengurangan jejak karbon *tenant*. Selain itu, Suryacipta juga bermitra dengan PT IoT Kreasi Indonesia untuk menghadirkan *Managed Service Smart* Penerangan Jalan Umum (PJU) berbasis IoT pada fase 3 Suryacipta *City of Industry*, yang memungkinkan pengelolaan penerangan jalan secara daring dan *real time* guna meningkatkan efisiensi energi, keamanan, dan kenyamanan kawasan.

To support operations at Subang Smartpolitan, since April 2023 the Company's subsidiary, PT Suryacipta Swadaya, has been collaborating with PT PLN (Persero) in the provision and distribution of electricity with a capacity of up to 650 MW to meet tenants' energy needs, including the issuance of Renewable Energy Certificates (REC) as recognition of renewable energy use, providing added value for tenants in their carbon footprint reduction efforts. In addition, Suryacipta has partnered with PT IoT Kreasi Indonesia to provide IoT-based *Managed Service Smart* Street Lighting (PJU) for phase 3 of Suryacipta *City of Industry*, enabling online and real-time management of street lighting to improve energy efficiency, safety, and the overall comfort of the estate environment.

ASESMEN SOSIAL DAN LINGKUNGAN PEMASOK

Perseroan bermitra dengan pemasok melalui kebijakan dan prosedur pengadaan di setiap Unit Usaha guna memastikan proses yang bertanggung jawab dan berkelanjutan. Perseroan menetapkan Kode Etik Pemasok berbasis aspek lingkungan dan sosial sebagai dasar seleksi dan evaluasi, serta menerapkannya kepada seluruh (100%) pemasok untuk memastikan rantai pasok yang berkelanjutan. [308-1][414-1]

SUPPLIER ENVIRONMENTAL AND SOCIAL ASSESSMENT

The Company works closely with suppliers through procurement policies and procedures established within each Business Unit to ensure responsible processes that are aligned with sustainability principles. The Company has adopted a Supplier Code of Conduct that requires compliance with environmental and social aspects as a basis for supplier selection and evaluation, and has applied assessments based on these criteria to all (100%) suppliers in order to support sustainable supply chain management. [308-1]

Kriteria Asesmen Pemasok Supplier Assessment Criteria



KRITERIA LINGKUNGAN: ENVIRONMENTAL CRITERIA:

1. Kepatuhan terhadap peraturan/regulasi yang berlaku.
 2. Penerapan inisiatif pengurangan dan pengelolaan limbah.
 3. Penggunaan sumber daya secara bertanggung jawab.
1. Compliance with applicable laws and regulations.
 2. Implementation of waste reduction and waste management initiatives.
 3. Responsible use of resources.



KRITERIA SOSIAL: SOCIAL CRITERIA:

1. Pemenuhan standar ketenagakerjaan termasuk pengaturan jam kerja wajar.
 2. Larangan terhadap praktik tenaga kerja anak, serta pemenuhan upah sesuai upah minimum provinsi (UMP).
 3. Penghargaan terhadap hak asasi manusia.
 4. Implementasi K3.
1. Compliance with labour standards, including the regulation of reasonable working hours.
 2. Prohibition of child labour practices, as well as payment of wages in accordance with the applicable provincial minimum wage.
 3. Respect for human rights.
 4. Implementation of OHS measures.

Perlindungan Data dan Privasi Pelanggan

Pengelolaan keamanan informasi dilakukan melalui penerapan pengendalian teknologi informasi yang memadai, termasuk pembatasan hak akses terhadap sistem dan sumber daya TI guna memastikan bahwa data pelanggan hanya dapat diakses oleh pihak yang berwenang. Selain pengendalian akses, Perseroan juga melakukan pengelolaan data, pemantauan sistem, serta peningkatan kesadaran keamanan informasi bagi karyawan yang terlibat dalam pengelolaan data pelanggan. Sepanjang 2025, tidak terdapat insiden kebocoran, kehilangan data, maupun pelanggaran privasi pelanggan. [418-1]

Customer Data Protection and Privacy

Information security is managed through the implementation of appropriate information technology controls, including restrictions on access rights to IT systems and resources to ensure that customer data can only be accessed by authorized parties. In addition to access controls, the Company also undertakes data management, system monitoring, and information security awareness initiatives for employees involved in handling customer data. Throughout 2025, there were no incidents of data leakage, data loss, or customer privacy breaches. [418-1]

SURVEI KEPUASAN PELANGGAN [F.30]

Perseroan secara rutin melaksanakan pengukuran tingkat kepuasan pelanggan melalui penyebaran kuesioner serta interaksi langsung dalam pertemuan tatap muka setiap bulan. Khusus untuk unit usaha perhotelan, survei kepuasan pelanggan dilaksanakan pada saat proses *check-out* melalui pengiriman kuesioner secara elektronik menggunakan metode *Review Pro* System, guna memperoleh umpan balik yang komprehensif dan terukur atas kualitas layanan yang diberikan.

CUSTOMER SATISFACTION SURVEY [F.30]

The Company regularly measures customer satisfaction through the distribution of questionnaires and direct engagement during monthly face-to-face meetings. Specifically for the hospitality business unit, customer satisfaction surveys are conducted during the check-out process by distributing electronic questionnaires through the *Review Pro* System, in order to obtain comprehensive and measurable feedback on the quality of services provided.



SURVEI KEPUASAN PELANGGAN (%) CUSTOMER SATISFACTION SURVEY (%)

Entitas Entities	Target 2025	2025	2024	2023
PT Nusa Raya Cipta Tbk (NRCA)	80,0	84,8	82,5	82,5
PT Suryalaya Anindita International (SAI) ¹	86,5	90,9	87,5	86,6
PT TCP Internusa (TCP) ²				
• Edenhaus	-	-	93,8	95,6
• Glodok Plaza	-	-	76,6	72,3
PT Siti Agung Makmur (SAM)	89,0	90,8	87,3	89,5
PT Surya Internusa Hotels (SIH)				
• Jababeka	92,0	92,5	90,5	90,0
• Cirebon	93,0	95,0	98,7	89,1
• Karawang	94,0	98,0	94,5	93,5
• Lampung	94,0	95,2	95,5	94,7
• Palembang	95,0	94,8	95,5	94,7
• Pekanbaru	93,0	95,0	93,1	94,4
• Surabaya	94,0	94,4	94,0	93,5
• Jayapura	-	-	-	97,7
PT Surya Energi Parahita (SEP) ³	-	-	94,4	93,4
PT Suryacipta Swadaya (SCS)	80,0	70,5	69,0	- ⁴

Keterangan | Notes :

¹ Hanya mencakup GMJ karena Paradisus by Melia Bali sedang dalam renovasi selama 2025.

² Survei tidak dilaksanakan pada 2025.

³ Survei 2025 baru dilaksanakan pada pertengahan 2026, sehingga belum dapat terlihat hasilnya sampai laporan diterbitkan.

⁴ Survei tidak dilaksanakan pada 2023

¹ Covers GMJ only, as Paradisus by Melia Bali was under renovation throughout 2025.

² The survey was not conducted in 2025.

³ The 2025 survey was conducted in mid-2026; therefore, the results were not yet available at the time of this report's publication.

⁴ The survey was not conducted in 2023.



Perlindungan Lingkungan Hidup

Protecting the Environment

Melindungi lingkungan adalah tanggung jawab kami terhadap bumi, masyarakat, dan keberlanjutan usaha.
Protecting the environment is our responsibility to the planet, to communities, and to the sustainability of our business.



21,8%

Pengurangan limbah B3 dan non-B3 dihasilkan
Reduction in hazardous and non-hazardous waste generated



1.900 batang trees

Penanaman mangrove
Mangrove planting



PROPER Biru

untuk Paradisus by Melia Bali dan Suryacipta Swadaya (SCS)
awarded to Paradisus by Melia Bali and Suryacipta Swadaya (SCS)

PENGUNGKAPAN TERKAIT KEBERLANJUTAN DAN IKLIM SUSTAINABILITY AND CLIMATE-RELATED DISCLOSURES

Perseroan melakukan identifikasi atas dampak, risiko, dan peluang yang berkaitan dengan kinerja keberlanjutan, termasuk pengungkapan informasi yang terkait dengan aspek perubahan iklim.

TATA KELOLA

Perseroan belum memiliki komite yang secara khusus mengelola isu perubahan iklim. Namun demikian, aspek iklim telah terintegrasi ke dalam tata kelola melalui fungsi pengawasan Dewan Komisaris dan pengelolaan oleh Direksi. Dewan Komisaris mengawasi kebijakan dan strategi keberlanjutan, sementara Direksi bertanggung jawab merumuskan, mengimplementasikan, dan memantau risiko serta peluang terkait perubahan iklim dalam kerangka manajemen risiko. Hingga akhir periode pelaporan, Perseroan belum melakukan pengukuran dampak finansial, namun telah menerapkan sistem manajemen risiko untuk mengelola potensi risiko yang memengaruhi kelangsungan bisnis. [201-2]

STRATEGI

Perseroan mengintegrasikan risiko dan peluang perubahan iklim ke dalam operasional dan strategi bisnis melalui identifikasi dan analisis risiko fisik serta transisi untuk menilai dampaknya terhadap kinerja usaha. Implementasinya difokuskan pada aspek produk dan jasa, lingkungan, ketenagakerjaan, dan masyarakat, dengan penerapan prinsip rendah karbon secara bertahap melalui konsep bangunan hijau, efisiensi energi, dan penggunaan material ramah lingkungan. Perseroan menyusun peta jalan keberlanjutan sebagai panduan integrasi aspek LST dalam operasional dan pengambilan keputusan, dengan mempertimbangkan ekspektasi pemangku kepentingan, target, metrik kinerja, serta evaluasi berkala.

MANAJEMEN RISIKO IKLIM

Perubahan iklim menjadi risiko lingkungan yang dapat memengaruhi operasional dan kinerja Perseroan, terutama pada segmen konstruksi dan properti, melalui dampak cuaca ekstrem, kenaikan suhu, dan bencana terhadap jadwal, biaya, dan nilai aset. Untuk itu, Perseroan meningkatkan kesadaran pemangku kepentingan, memetakan risiko fisik dan transisi, serta mengintegrasikannya ke dalam strategi bisnis dengan menerapkan praktik pembangunan rendah karbon, efisiensi energi, material ramah lingkungan, dan pemanfaatan solusi digital.

The Company identifies impacts, risks, and opportunities related to its sustainability performance, including disclosures on climate-related matters.

GOVERNANCE

The Company does not currently have a dedicated body or committee specifically responsible for managing climate change issues. Nevertheless, climate-related matters have been incorporated into the Company's governance system through the supervisory role of the Board of Commissioners and the management role of the Board of Directors. The Board of Commissioners oversees sustainability policies and strategies, including climate-related aspects, while the Board of Directors is responsible for formulating, implementing, and monitoring the management of climate-related risks and opportunities as integrated into the Company's overall risk management system. As of the end of the reporting period, the Company had not yet quantified the financial impact of climate-related risks and opportunities. However, it has implemented a risk management system to manage various business risks that may affect business continuity. [201-2]

STRATEGY

The Company has integrated climate-related risks and opportunities into its operations and business strategy through the identification and analysis of physical and transition risks in order to assess their impact on business performance. Implementation is focused on product and service, environmental, employment, and community aspects, with the gradual adoption of low-carbon principles through green building concepts, energy efficiency, and the use of environmentally friendly materials. The Company has also developed a sustainability roadmap as a strategic guide for integrating ESG aspects into operations and decision-making. This roadmap takes into account stakeholder expectations, target-setting, the development of performance metrics, and periodic evaluation.

CLIMATE RISK MANAGEMENT

Climate change represents an environmental risk that may affect the Company's operations and performance, particularly in the construction and property segments, through the impact of extreme weather, rising temperatures, and disasters on project schedules, costs, and asset values. Accordingly, the Company enhances stakeholder awareness, maps physical and transition risks, and integrates them into its business strategy by implementing low-carbon development practices, energy efficiency initiatives, environmentally friendly materials, and digital solutions.

Risiko dan Peluang Perubahan Iklim [E-3] Risks and Opportunities of Climate Change

Risiko Iklim Climate Risks	Risiko dan Peluang Risks and Opportunities	Pilar Bisnis Terkait Related Business Pillars
Risiko Transisi Transition Risk		
Standar Desain Bangunan Building Design Standards	Penerapan standar bangunan berkelanjutan memerlukan investasi awal dan biaya yang lebih tinggi, namun dapat memberikan efisiensi jangka panjang dan penghematan biaya operasional, sekaligus membuka peluang inovasi produk dan layanan berkelanjutan serta pengembangan pasar baru. The implementation of sustainable building standards requires higher initial investment and costs, but may generate long-term efficiencies and operational cost savings, while also creating opportunities for innovation in sustainable products and services as well as the development of new markets.	Properti, Konstruksi, Perhotelan Property, Construction, Hospitality
Biaya Konstruksi Construction Cost	Penerapan efisiensi energi dan <i>green building</i> berpotensi menyebabkan peningkatan biaya konstruksi, namun sekaligus membuka peluang pengembangan layanan konstruksi berkelanjutan sebagai nilai tambah di pasar. The implementation of energy efficiency and green building practices may increase construction costs, but at the same time creates opportunities to develop sustainable construction services as added value in the market.	Properti, Konstruksi Property, Construction
Perubahan Regulasi terkait Lingkungan Regulatory Changes Related to the Environment	Perubahan regulasi lingkungan yang harus dipatuhi dengan cepat maupun perubahan kebijakan pemerintah yang semakin ketat. Pemenuhan regulasi dapat memberikan peluang peningkatan reputasi Perseroan melalui praktik bisnis yang lebih bertanggung jawab. Environmental regulations that must be complied with promptly, as well as increasingly stringent government policies, also present challenges. At the same time, compliance with these regulations can create opportunities to strengthen the Company's reputation through more responsible business practices.	Properti, Konstruksi, Perhotelan Property, Construction, Hospitality
Risiko Fisik Physical Risk		
Banjir dan Bencana Alam Lainnya Floods and Other Natural Disasters	Risiko banjir dan bencana alam berpotensi mengganggu operasional yang berpotensi menyebabkan penurunan nilai aset dan pendapatan, mengurangi tingkat hunian dan kunjungan, serta peningkatan biaya operasional akibat kenaikan harga sumber energi dan bahan baku. Flood and natural disaster risks may disrupt operations and potentially lead to a decline in asset values and revenue, reduce occupancy and visitation levels, and increase operating costs due to rising prices of energy sources and raw materials.	Properti, Konstruksi, Perhotelan Property, Construction, Hospitality

METRIK DAN TARGET

Perseroan memantau kinerja iklim dengan menggunakan berbagai metrik seperti konsumsi dan intensitas energi serta emisi GRK Cakupan 1 dan 2 yang diukur berkala sebagai dasar evaluasi dan pengambilan keputusan. Hingga saat ini, Perseroan belum menetapkan target kuantitatif kinerja emisi dalam jangka panjang. Namun demikian, Perseroan terus memperkuat sistem pengumpulan data serta pemantauan energi dan emisi guna meningkatkan kualitas pengelolaan dan pengungkapan informasi keberlanjutan.

METRICS AND TARGETS

The Company monitors climate performance using various metrics, such as energy consumption and intensity, as well as Scope 1 and Scope 2 GHG emissions, which are measured periodically as a basis for evaluation and decision-making. To date, the Company has not established long-term quantitative emissions performance targets. Nevertheless, the Company continues to strengthen its data collection system and energy and emissions monitoring to improve the quality of sustainability management and disclosure.

PENGELOLAAN LINGKUNGAN ENVIRONMENTAL MANAGEMENT

Perseroan menerapkan pengelolaan lingkungan terintegrasi sesuai ISO 14001:2015 untuk memastikan kepatuhan regulasi dan komitmen keberlanjutan. Pengelolaan dijalankan melalui Kebijakan Keberlanjutan dan dievaluasi secara berkala melalui audit internal dan eksternal. Di SCS, pengelolaan lingkungan dilakukan oleh Divisi Estate Management dan Environmental Compliance melalui pemantauan dan pelaporan berkala. Hingga 2025, tiga anak usaha (33%) telah tersertifikasi, tanpa pelanggaran selama periode pelaporan, serta didukung realisasi biaya pengelolaan lingkungan sebesar Rp6,2 miliar untuk pengelolaan sampah dan limbah, penghijauan, uji emisi, analisis kualitas udara dan kebisingan, operasional IPAL, serta kegiatan lingkungan lainnya. [\[F.4\]\[3-3\]](#)

PENGELOLAAN KONSUMSI ENERGI DAN DAMPAK EMISI

Dalam operasionalnya, Perseroan menggunakan energi listrik dari PLN, BBM (petrol dan solar), serta LPG yang berpotensi menimbulkan emisi. Oleh sebab itu, Perseroan berupaya mengelola konsumsi energi secara bertanggung jawab untuk meminimalkan dampak lingkungan dan meningkatkan efisiensi melalui kebijakan keberlanjutan, inisiatif efisiensi, dan transisi ke energi terbarukan. [\[3-3\]](#)

Pengelolaan Energi

Pengelolaan energi dilakukan melalui pemantauan berkala dengan listrik sebagai sumber utama serta BBM dan LPG untuk operasional, menggunakan metode perhitungan mengacu pada dokumen Spesifikasi Produk BBM, BBN & LPG dari Pertamina dan dikonversi ke GJ. Pada 2025, total konsumsi energi sebesar 188.389,22 GJ, menurun signifikan dari 835.015,67 GJ pada 2024 dikarenakan tidak beroperasinya Paradisus by Melia Bali sepanjang 2025. [\[302-2\]](#)

The Company applies an integrated environmental management approach based on ISO 14001:2015, ensuring regulatory compliance and reinforcing its sustainability commitment. Environmental protection principles are implemented through the Sustainability Policy and reviewed regularly through internal and external audits. At SCS, environmental management is carried out by the Estate Management Division with support from the Environmental Compliance Division through regular monitoring and reporting. As of 2025, three subsidiaries, representing 33% of the Company's subsidiaries, had obtained certification, with no violations recorded during the reporting period. These efforts were supported by Rp6.2 billion in environmental management expenditures, covering waste management, greening initiatives, emissions testing, air quality and noise assessments, WWTP operations, and other environmental activities. [\[F.4\]\[3-3\]](#)

ENERGY CONSUMPTION MANAGEMENT AND EMISSIONS IMPACT MANAGEMENT

In its operations, the Company uses electricity supplied by PLN, fuel (petrol and diesel), and LPG, all of which have the potential to generate emissions. Therefore, the Company strives to manage energy consumption responsibly to minimize environmental impact and improve efficiency through sustainability policies, efficiency initiatives, and the transition to renewable energy. [\[3-3\]](#)

Energy Management

Energy consumption is managed through regular monitoring, with electricity serving as the primary energy source, supplemented by fuel and LPG for operational needs. The calculation method refers to Pertamina's Product Specifications for Fuel, Biofuel, and LPG, with the results converted into GJ. In 2025, total energy consumption was recorded at 188,389.22 GJ, a significant decrease from 835,015.67 GJ in 2024, primarily due to Paradisus by Melia Bali not operating throughout 2025. [\[302-2\]](#)

Jumlah dan Intensitas Konsumsi Energi [\[F.6\]\[302-1\]\[302-3\]](#) Total Energy Consumption and Energy Intensity

Keterangan Description	Satuan Unit	2025	2024*	2023*
Petrol	Liter	182.844,96	155.839,52	139.345,83
	GJ	6.054,11	5.159,94	4.613,82
Solar Diesel	Liter	65.157,49	88.901,57	84.866,18
	GJ	2.323,11	3.180,08	3.041,99
LPG	Liter	2.548.190,00	27.134.598,04	37.136.274,20
	GJ	63.207,68	673.071,87	921.162,77
Konsumsi Energi Cakupan 1 Scope 1 Energy Consumption	GJ	71.584,90	681.411,88	928.818,58
Listrik Electricity	kWh	32.355.767,40	42.549.526,04	41.127.567,90
	GJ	116.804,32	153.603,79	148.470,52
Konsumsi Energi Cakupan 2 Scope 2 Emissions Consumption	GJ	28.355,87	37.214,78	35.841,58
Jumlah Konsumsi Energi Total Energy Consumed	GJ	188.389,22	835.015,67	1.077.289,10
Pendapatan Bersih Net Revenue	Rp Miliar Billion Rp	4.427	6.311	4.538
Intensitas Energi Energy Intensity	GJ/Rp Miliar GJ/Billion Rp	42,55	132,31	237,39

Keterangan | Notes:

- * Penyajian kembali informasi (*restatement*) karena adanya penyesuaian jumlah penggunaan energi dari Paradisus by Melia Bali. [\[2-4\]](#)
Restatement of information due to adjustment in the reported energy consumption at Paradisus by Melia Bali.
- * Emisi Gas Rumah Kaca SSIA selama tahun 2024 tanpa Melia Bali sebesar 33.316,27 Ton CO₂Eq dan tahun 2025 sebesar 28.232,39 Ton CO₂Eq
Green House Gas Emission SSIA in 2024 without Melia Bali is 33,316.27 TonCO₂Eq and in 2025 is 28,232.39 TonCO₂Eq
- 1. Perhitungan energi listrik mencakup Holding, NRC, Unit Hotel (GMJ, Paradisus, LXR, BHM), SCS, SEP, dan TCP.
Electricity consumption calculations include Holding, NRCA, Hotel Units (GMJ, Paradisus, LXR, BHM), SCS, SEP, and TCP.
- 2. Perhitungan konsumsi solar mencakup Unit Hotel (GMJ, Paradisus, LXR, BHM), SCS, dan TCP.
Diesel consumption calculations include Hotel Units (GMJ, Paradisus, LXR, BHM), SCS, and TCP.
- 3. Perhitungan konsumsi petrol mencakup NRC, Unit Hotel (Paradisus, LXR, BHM), SCS, SEP, dan TCP.
Petrol consumption calculations include NRCA, Hotel Units (GMJ, Paradisus, LXR, BHM), SCS, SEP, and TCP.
- 4. Perhitungan konsumsi LPG mencakup Unit Hotel (GMJ, Paradisus, LXR, BHM), SCS, dan TCP.
LPG consumption calculations include Hotel Units (GMJ, Paradisus, LXR, BHM), SCS, and TCP.

Berikut rincian cakupan perhitungan untuk masing-masing unit usaha: | The following outlines the calculation coverage for each business unit:

- Holding: hanya mencakup Tempo Scan Tower. | Includes only Tempo Scan Tower.
- Unit Hotel (GMJ, Paradisus by Melia Bali, LXR, BHM): mencakup *public area* dan *guest*. Data tahun 2024 tidak mencakup BATIOA Jayapura, sementara data tahun 2023 mencakup BHM Jayapura. | Includes public areas and guest rooms. Data for 2024 excludes BATIOA Jayapura, while data for 2023 includes it.
- SCS: Tidak mencakup *tenant*. | Excludes tenants.
- SEP: Hanya mencakup kantor pusat. | Includes only the head office.
- TCP: Hanya mencakup Glodok Plaza. | Includes only Glodok Plaza.

Pengendalian Emisi

Penghitungan emisi GRK Cakupan 1 bersumber dari konsumsi bahan bakar dan mengacu pada *net calorific value* (NCV) dan faktor emisi dari DEFRA, dengan konversi biaya energi menjadi volume konsumsi termasuk alokasi kendaraan operasional dan estimasi solar genset berdasarkan durasi pemadaman, sedangkan Cakupan 2 berasal dari pemakaian listrik yang dihitung dengan mengonversi pembayaran listrik ke kWh sesuai tarif bisnis dan dikalikan faktor emisi Keputusan Menteri ESDM No. 163.K/HK.02/MEM.S/2021 tentang Penetapan Faktor Emisi Gas Rumah Kaca Sistem Ketenagalistrikan. Total emisi Cakupan 1 dan 2 pada 2025 tercatat sebesar 32.916,47 ton CO₂e, menurun signifikan dibandingkan 2024 akibat belum beroperasinya Paradisus by Melia Bali secara penuh di 2025. Hingga akhir periode pelaporan, Perseroan juga belum menghitung emisi Cakupan 3, ODS, maupun emisi udara signifikan lainnya seperti NOx dan SOx. [305-3][305-6][305-7]

Emissions Control

Scope 1 GHG emissions are calculated based on fuel consumption and refer to the net calorific value (NCV) and emission factors issued by DEFRA. The calculation includes the conversion of energy costs into consumption volumes, covering the allocation of operational vehicles and diesel generator estimates based on power outage duration. Scope 2 emissions are derived from electricity consumption, calculated by converting electricity payments into kWh based on business tariffs and multiplying the result by the emission factor stipulated in Minister of Energy and Mineral Resources Decree No. 163.K/HK.02/MEM.S/2021 on the Determination of Greenhouse Gas Emission Factors for Electricity Systems. In 2025, total Scope 1 and Scope 2 emissions were recorded at 32,916.47 tonnes CO₂e, a significant decrease compared with 2024 due to Paradisus by Melia Bali not yet operating at full capacity in 2025. As of the end of the reporting period, the Company had not calculated Scope 3 emissions, ODS, or other significant air emissions such as NOx and SOx. [305-3][305-6][305-7]

Jumlah dan Intensitas Emisi GRK yang Dihasilkan [F.11][305-1][305-2][305-4]
Total and Intensity of GHG Emissions Generated

Keterangan Description	Satuan Unit	2025	2024*	2023*
Petrol		427,83	364,64	326,05
Solar Diesel		164,91	231,46	224,84
LPG		3.967,86	42.252,10	57.826,01
Emisi Cakupan 1 Scope 1 Emissions		4.560,60	42.848,19	58.376,89
Listrik Electricity	Ton CO ₂ e Tonnes of CO ₂ e	28.355,87	37.214,78	35.841,58
Emisi Cakupan 2 Scope 2 Emissions		28.355,87	37.214,78	35.841,58
Jumlah Emisi Cakupan 1 dan 2 Total Emissions Scope 1 and Scope 2		32.916,47	80.062,98	94.218,47
Pendapatan Bersih Net Revenue	Rp Miliar Billion Rp	4.427	6.311	4.538
Intensitas Emisi Energy Intensity	Ton CO₂e /Rp Miliar Tonnes of CO₂e/Billion	7,44	12,69	20,76

Keterangan | Notes:

*Penyajian kembali informasi (*restatement*) karena adanya penyesuaian jumlah penggunaan energi dari Paradisus by Melia Bali. [2-4]

*Restatement of information due to adjustments to the reported energy consumption of Paradisus by Melia Bali.

INISIATIF PENGURANGAN ENERGI DAN EMISI

[F.7][F.12][302-4][302-5][305-5]

Perseroan menjalankan berbagai inisiatif efisiensi energi dalam operasional gedung dan konstruksi untuk menekan emisi, sekaligus membangun budaya hemat energi dan meningkatkan kesadaran keberlanjutan:

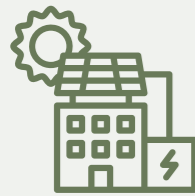
- Optimalisasi sistem kelistrikan dan pendingin udara, termasuk penggantian lampu konvensional menjadi LED, lampu dengan motion sensor di area tertentu, konversi AC ke tipe inverter, peremajaan AHU, serta pengaturan suhu dan jam operasional *chiller* dan *boiler*.
- Optimalisasi sistem listrik dan pendingin udara, termasuk penggantian lampu LED, lampu *motion sensor*, konversi ke AC tipe inverter, serta pengaturan *chiller/boiler*.
- Penerapan teknologi efisiensi energi, seperti pemasangan *Variable Speed Drive* (VSD) pada pompa distribusi air, *Room Control Unit* (RCU), *key tag system*, sistem kontrol pencahayaan (Lutron), serta *timer* untuk lampu taman dan pompa dekoratif.
- Efisiensi bahan bakar dan transisi energi rendah emisi melalui penggunaan genset hanya untuk keadaan darurat serta penggunaan LNG dan kendaraan listrik.
- *Preventive maintenance* dan monitoring energi berkala.
- Desain bangunan hemat energi (pencahayaan alami, efisiensi pendingin).
- Peningkatan kesadaran internal hemat energi.
- Penggantian mesin lama dengan yang lebih efisien.
- Penggunaan panel surya pada WWTP Organica menurunkan konsumsi listrik sebesar 18.160 kWh atau menghemat biaya sekitar Rp30 juta pada 2025.

ENERGY AND EMISSIONS REDUCTION INITIATIVES

[F.7][F.12][302-4][302-5][305-5]

The Company has implemented various initiatives to reduce energy consumption in building operations and construction activities in order to lower emissions, while also fostering an energy-conscious work culture and strengthening sustainability awareness:

- Optimizing electrical and air-conditioning systems, including replacing conventional lighting with LED lights, installing motion sensor lighting in selected areas, converting air-conditioning units to inverter type, upgrading air handling units (AHUs), and adjusting the operating temperature and hours of chillers and boilers.
- Optimizing electrical and air-conditioning systems, including replacing conventional lighting with LED lights, installing motion sensor lighting, converting air-conditioning units to inverter type, and adjusting chillers and boilers.
- Adopting energy-efficiency technologies, such as the installation of Variable Speed Drives (VSD) on water distribution pumps, Room Control Units (RCU), key tag systems, lighting control systems (Lutron), and timers for garden lighting and decorative pumps.
- Improving fuel efficiency by limiting generator use to emergency situations and replacing LPG with the more efficient LNG.
- Conducting regular preventive maintenance and energy monitoring.
- Applying energy-efficient building design, including natural lighting and cooling efficiency.
- Raising internal awareness initiatives to encourage energy conservation.
- Replacing older equipment with more efficient alternatives.
- The use of solar panels at the Organica WWTP reduced electricity consumption by 18,160 kWh, generating cost savings of approximately Rp30 million in 2025.



Instalasi Pembangkit Listrik Tenaga Surya (PLTS) Atap

Rooftop Solar Power Installation

Instalasi PLTS oleh SCS bersama PT Xurya Daya Indonesia terus diperluas di berbagai area, termasuk pada gedung perkantoran The Manor, area komersial The Promenade berkapasitas 148,5 kWp, area *Water Treatment Plant* sebesar 32,4 kWp, serta SMK Suryacipta sebesar 9,9 kWp. Hal ini menjadi bentuk *leading by example* untuk mendorong *tenant* beralih ke energi terbarukan, menekan biaya listrik dan emisi, serta penggunaan skema *Renewable Energy Base Industry Development (REBID)* dan *Renewable Energy Base on Economic Development (REBED)*.

The installation of rooftop solar power systems by SCS in collaboration with PT Xurya Daya Indonesia continues to be expanded across various areas, including The Manor office building, The Promenade commercial area with a capacity of 148.5 kWp, the Water Treatment Plant area with a capacity of 32.4 kWp, and SMK Suryacipta with a capacity of 9.9 kWp. This reflects a leading-by-example approach to encourage tenants to transition to renewable energy, reduce electricity costs and carbon emissions, and support the Government's renewable energy development programs through the Renewable Energy Based Industry Development (REBID) and Renewable Energy Based on Economic Development (REBED) schemes.

PENGUNAAN MATERIAL [F.5][301-1][301-2][301-3]

Operasional Perseroan, khususnya pada unit properti dan konstruksi, masih bergantung pada material tidak terbarukan. Pada 2025, SCS menggunakan 13.328,7 ton aspal, sirtu, dan *limestone*. TCP Edenhaus menggunakan sekitar 14,1 ton material utama (semen, pasir, baja, kaca, dan lainnya) serta 2,3 ton material pendukung (cat, pipa, gypsum) untuk pembangunan dan renovasi, sementara SEP menggunakan sekitar 41 ribu ton aspal serta 128 ribu m³ *base course* dan beton untuk pembangunan infrastruktur jalan. Meski masih terbatas, beberapa unit telah memakai material ramah lingkungan, antara lain:

- SCS: menggunakan 370 ton aspal bekas daur ulang untuk pemeliharaan jalan, dengan persentase penggunaan sebesar 100%.
- BHM: penggunaan *amenities biodegradable*.
- Umana Bali, LXR Hotels and Resorts: tempat sampah rotan, *amenities kit* dari kertas daur ulang, *takeaway box* berbahan kertas, *cassava straw*, dan pensil bambu.
- Paradisus by Melia Bali: Penggunaan kembali material layak pakai untuk renovasi meliputi bambu sintesis pada area *peseta ceiling* seluas 144 m², WPVC *ceiling* pada area *eco wellness* (137 m²), The Reserve (229 m²), serta *kids playground* dan *cafeteria* (256 m²), SPC *flooring* untuk kamar seluas 6.702 m², rotan sintesis untuk kamar seluas 2.274 m², serta 1.500 kg plastik daur ulang untuk pembuatan furnitur di area *kids playground*.

MATERIAL USAGE [F.5][301-1][301-2][301-3]

The Company's operations, particularly in the property and construction units, continue to rely on non-renewable materials. In 2025, SCS used 13,328.7 tons of asphalt, sand and gravel aggregate, and limestone. TCP Edenhaus used approximately 14.1 tons of key materials, including cement, sand, steel, glass, and other materials, as well as 2.3 tons of supporting materials, such as paint, pipes, and gypsum, for construction and renovation activities. Meanwhile, SEP used approximately 41 thousand tons of asphalt and 128 thousand m³ of base course and concrete for road infrastructure development. Although still limited in scope, several business units have begun using environmentally friendly materials, as follows:

- SCS: Used 370 tons of recycled reclaimed asphalt for road maintenance, representing 100% of its asphalt use for this purpose.
- BHM: Used biodegradable amenities.
- Umana Bali, LXR Hotels and Resorts: Used rattan waste bins, amenity kits made from recycled paper, paper-based takeaway boxes, cassava straws, and bamboo pencils.
- Paradisus by Melia Bali: Reused serviceable materials for renovation works, including synthetic bamboo across 144 m² of the *peseta ceiling* area, WPVC ceiling materials in the *eco wellness* area covering 137 m², The Reserve covering 229 m², and the *kids' playground* and *cafeteria* covering 256 m²; SPC *flooring* for 6,702 m² of guest rooms; synthetic rattan for 2,274 m² of guest rooms; and 1,500 kg of recycled plastic for furniture in the *kids' playground* area.

PENGLOLAAN LIMBAH [3-3][306-1][306-2]

Perseroan menerapkan pengelolaan limbah yang dihasilkan secara bertanggung jawab di setiap unit bisnis. Limbah B3 yang dihasilkan meliputi oli bekas, lampu dan baterai bekas, tinta atau *cartridge*, pecahan kaca, peralatan elektronik usang, kemasan bahan kimia, masker, serta kaleng cat, *thinner*, dan *greasing*, sedangkan limbah non-B3 mencakup sampah organik dan anorganik seperti sampah kering, basah, dan kebun, plastik, serta kertas dan tisu perkantoran. Adapun engelolaan limbah di seluruh unit usaha meliputi pemilahan sejak sumber, pengurangan material sekali pakai, daur ulang, dan kerja sama dengan pihak berizin. Perseroan juga memastikan tidak terjadi tumpahan limbah B3 ke badan air, khususnya oli bekas. [F.15]

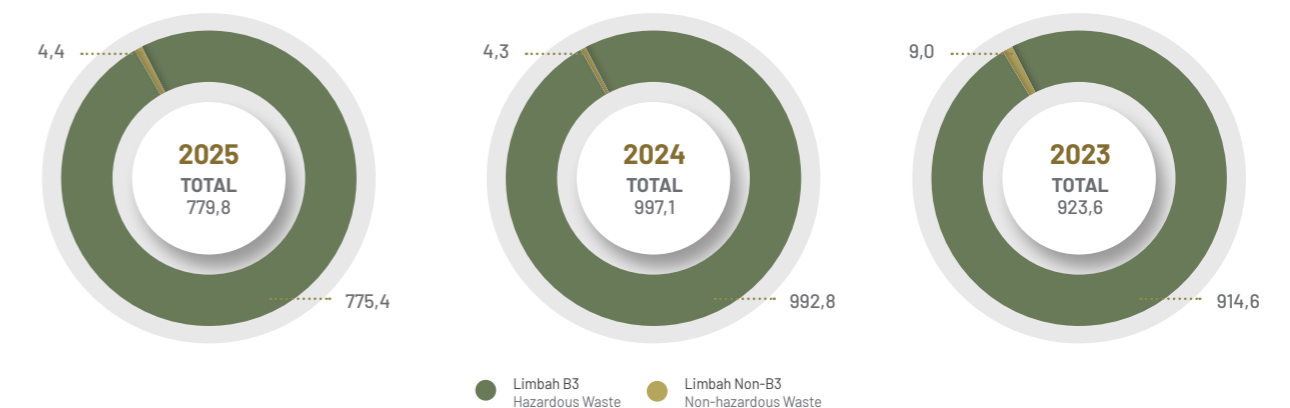
WASTE MANAGEMENT [3-3][306-1][306-2]

The Company manages waste generated across all business units in a responsible manner. Hazardous waste includes used oil, used lamps and batteries, ink or cartridges, broken glass, obsolete electronic equipment, chemical packaging, masks, as well as paint, thinner, and grease cans. Meanwhile, non-hazardous waste consists of organic and inorganic waste, including dry waste, wet waste, garden waste, plastic, paper, and office tissue waste. Waste management across the Company's business units includes segregation at source, reduction of single-use materials, recycling, and collaboration with licensed third parties. The Company also ensures that no hazardous waste spills, particularly used oil, are released into water bodies. [F.15]



TOTAL LIMBAH YANG DIHASILKAN (TON) [F.13][306-3]

TOTAL WASTE PRODUCED (TONS)



Paradisus by Melia Bali menerapkan pemilahan dan penyimpanan limbah sesuai jenisnya, termasuk fasilitas *walking chiller* untuk sampah basah, area sampah kebun, serta TPS Limbah B3, dengan sampah organik yang diolah bersama pihak ketiga menjadi sekitar 1 ton kompos per bulan, sementara limbah B3 dan medis ditangani oleh pihak tersertifikasi Kementerian Lingkungan Hidup (KLH). Di Umana Bali, LXR Hotels and Resorts, pengelolaan limbah juga didukung sistem digital *Winnow* yang memantau dan menganalisis limbah makanan secara *real-time* untuk mengurangi *food waste*. Pada 2025, Umana Bali, LXR Hotels and Resorts berhasil mengurangi limbah sisa makanan sebanyak 15 ton, setara dengan penurunan emisi sebesar 62 ton CO₂e.

Di SCS, limbah B3 dikelola pihak ketiga bersertifikasi dan berizin, sedangkan limbah domestik dipilah serta dicatat dalam *logbook* untuk dilaporkan setiap bulan ke DLH Kabupaten Karawang, DLH Provinsi Jawa Barat, dan KLH. Adapun limbah organik seperti daun diolah menjadi kompos untuk kebutuhan bibit di *nursery*. Di NRCA, pengelolaan limbah diawali dengan identifikasi dan pemisahan limbah. Adapun limbah B3 disimpan sementara sebelum diserahkan kepada pengelola berizin, sementara limbah non-B3 dikelola oleh pihak tersertifikasi.

Paradisus by Melia Bali implements waste segregation and storage according to waste type, including a walking chiller facility for wet waste, a garden waste area, and a hazardous waste temporary storage facility. Organic waste is processed together with a third party into approximately 1 ton of compost per month, while hazardous and medical waste is handled by parties certified by the Ministry of Environment. At Umana Bali, LXR Hotels and Resorts, waste management is also supported by the *Winnow* digital system, which monitors and analyses food waste in real time to reduce food waste. In 2025, Umana Bali, LXR Hotels and Resorts successfully reduced food waste by 15 tons, equivalent to an emissions reduction of 62 tonnes of CO₂e.

At SCS, hazardous waste is managed by certified and licensed third parties, while domestic waste is segregated and recorded in a logbook for monthly reporting to the Karawang Regency Environmental Agency, the West Java Provincial Environmental Agency, and the Ministry of Environment. Organic waste, such as leaves, is processed into compost for seedlings at the nursery. At NRCA, waste management begins with the identification and segregation of waste. Hazardous waste is temporarily stored before being handed over to licensed waste management providers, while non-hazardous waste is managed by certified parties.

Upaya Pengurangan Timbunan Limbah

Perseroan bergerak aktif untuk melakukan kerja sama dengan berbagai pihak. Paradisus by Melia Bali dan Umana Bali, LXR Hotels and Resorts melakukan pengelohan sampah kering menjadi kompos melalui pihak ketiga serta penjualan sampah basah yang layak sebagai pakan ternak babi. Selain itu, BATIQA Hotel Karawang juga melakukan *food waste management* dengan mengelola limbah menjadi pakan ternak hewan yang dipelihara di area hotel untuk menjaga kesinambungan.

PENGLOLAAN AIR DAN EFLUEN [303-2]

Pengelolaan Air

Perseroan memanfaatkan berbagai sumber air untuk memenuhi kebutuhan sanitasi, operasional kawasan, dan kegiatan pendukung lainnya di seluruh unit usaha, dengan menggunakan prinsip *reduce, reuse, dan recycle* (3R). Secara berkala, Perseroan melakukan pemantauan pengambilan dan penggunaan air, meskipun sebagian besar wilayah operasional tidak berada di kawasan dengan tingkat stres air yang tinggi.

[303-1]

PENGAMBILAN DAN PENGGUNAAN AIR (m³) WATER WITHDRAWAL AND CONSUMPTION (m³)

Sumber Air Water Source	Pengambilan Air [303-3] Water Withdrawal			Penggunaan Air [F.8][303-5] Water Consumption		
	2025	2024	2023	2025	2024	2023
Air Permukaan Surface Water	5.688.383	5.318.655	5.353.661	5.070.517	5.318.655	5.353.661
Air Tanah Groundwater	16.252	157.842	157.476	175.939	150.552	157.476
Air yang Berasal dari Pihak Ketiga Water from Third Party	251.865	301.274*	309.725	221.232	315.706	303.888
Air Laut Seawater	0	7.187	7.976	0	0	0
Jumlah Total	5.956.500	5.784.958*	5.828.838	5.467.688	5.784.913	5.815.025

Keterangan | Note:

Penghitungan pengambilan air dan penggunaan mencakup NRCA, SAI (tidak termasuk Paradisus/Melia Bali Hotel untuk tahun 2025), SAM, SIH (tidak termasuk BATIQA Jayapura untuk 2024 dan 2025), SCS (mencakup *tenant* seluruh kawasan), SEP, dan TCP.

Water withdrawal and usage calculations cover NRC, SAI (excluding Paradisus/Melia Bali Hotel for 2025), SAM, SIH (excluding BATIQA Jayapura for 2024 and 2025), SCS (including all tenants within the estate), SEP, and TCP.

* Penyajian kembali informasi (*restatement*) karena ada penyesuaian perhitungan. [2-4]
Restatement of information due to adjustments in calculations.

Waste Reduction Initiatives

In reducing waste generation, the Company actively collaborates with various parties. Paradisus by Melia Bali and Umana Bali, LXR Hotels and Resorts work with third parties to process dry waste into compost and sell suitable wet waste for use as pig feed. In addition, BATIQA Hotel Karawang implements food waste management by converting waste into feed for livestock raised within the hotel area as part of its sustainability efforts.

WATER AND EFFLUENT MANAGEMENT [303-2]

Water Management

The Company uses various water sources to support sanitation, estate operations, and other supporting activities across its business units, guided by the *reduce, reuse, and recycle* (3R) principles. The Company also regularly monitors water withdrawal and consumption, although most of its operating areas are not located in regions with high water stress. [303-1]

Perseroan juga telah melakukan berbagai upaya pengurangan air, antara lain:

- Pengukuran debit *shower* dan toilet, dengan target 350 liter per *room night sold*.
- Penggunaan perangkat *sanitary* hemat air (*sensor/pedal tap, urinal sensor, dual flush, mixing tap, rainy shower*).
- Kampanye hemat air, pembangunan area resapan, pemasangan meter air kolam, serta pencatatan harian konsumsi air.
- Pemeliharaan infrastruktur pendukung seperti *water treatment, cooling tower, dan condenser chiller-heat pump* guna menjaga efisiensi dan keandalan sistem.
- Memanfaatkan teknologi *Sea Water Reverse Osmosis* (SWRO) dan *variable speed pump* untuk meningkatkan efisiensi distribusi air pada operasional perhotelan.

Pengelolaan Efluen [F.14]

Air limbah (efluen) dikelola pada setiap unit usaha sesuai Peraturan Menteri Lingkungan Hidup No. 03 Tahun 2010, antara lain:

- NRCA: Melakukan lokasi pembuangan efluen serta melaporkannya ke DLH setiap triwulan.
- Umana Bali, LXR Hotels and Resorts dan Paradisus by Melia Bali: Dikelola melalui Instalasi Pengolahan Air Limbah (IPAL) untuk penyiraman tanaman, sehingga tidak dibuang ke badan air.
- GMJ: Dikelola pihak ketiga yang telah terkoneksi dengan IPAL.
- BHM: Dikelola oleh kawasan melalui IPAL agar sesuai baku mutu sebelum dibuang ke saluran kota.
- SCS: Mengoperasikan WWTP Organica yang dilengkapi SPARING KLH untuk memantau kualitas efluen secara *real time*, memanfaatkan *food chain reactor* untuk efisiensi lahan dan energi, minim bau, serta menghasilkan efluen berkualitas yang dapat digunakan kembali. Adapun efluen dialirkan ke Sungai Cijambe sesuai Permen 3/2010 yang tidak digunakan oleh warga.

The Company has also undertaken various water reduction initiatives, as follows:

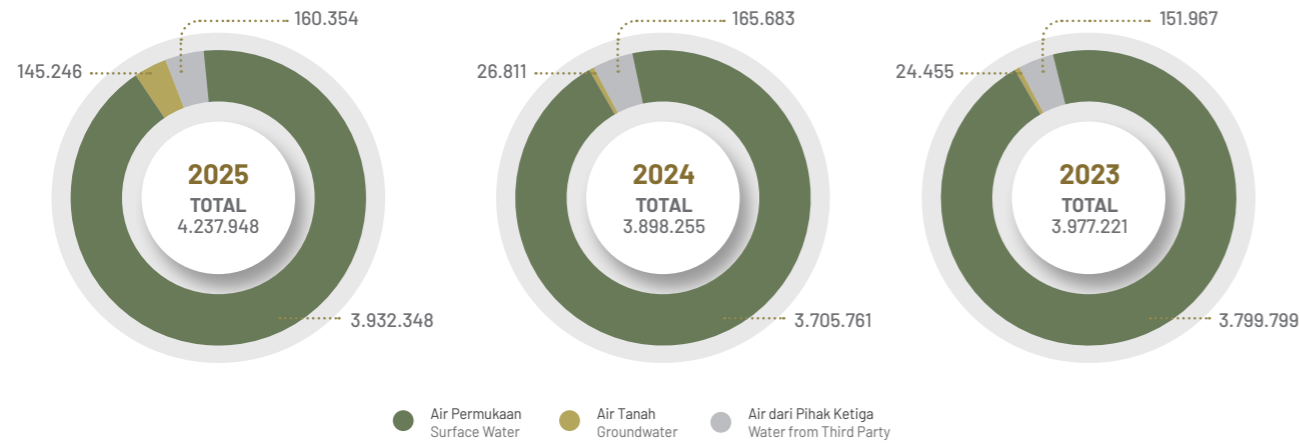
- Measurement of shower and toilet water discharge, with a target of 350 litres per room night sold.
- Use of water-efficient sanitary fixtures, including sensor/pedal taps, urinal sensors, dual flush systems, mixing taps, and rainy showers.
- Water-saving campaigns, development of infiltration areas, installation of pool water meters, and daily recording of water consumption.
- Maintenance of supporting infrastructure, such as water treatment systems, cooling towers, and condenser chiller-heat pumps, to maintain system efficiency and reliability.
- Utilization of Sea Water Reverse Osmosis (SWRO) technology and variable speed pumps to improve water distribution efficiency in hospitality operations.

Effluent Management [F.14]

Wastewater, or effluent, is managed by each business unit in accordance with Minister of Environment Regulation No. 03 of 2010, as follows:

- NRCA: Identifies effluent discharge locations and submits quarterly reports to the Environmental Agency.
- Umana Bali, LXR Hotels and Resorts and Paradisus by Melia Bali: Manage effluent through Wastewater Treatment Plants (WWTPs) for reuse in landscape irrigation, with no discharge into water bodies.
- GMJ: Manages effluent through a third party connected to a WWTP.
- BHM: Effluent is managed by the estate through a WWTP to ensure compliance with applicable quality standards before being discharged into the municipal drainage system.
- SCS: Operates an Organica WWTP equipped with SPARING KLH to monitor effluent quality in real time. The system uses a food chain reactor to optimize land and energy efficiency, minimize odor, and produce high-quality effluent that can be reused. Effluent is discharged into the Cijambe River in accordance with Ministerial Regulation No. 03 of 2010, and the river is not used by local communities.

 **EFLUEN YANG DIHASILKAN (m³) [F.13][303-4]**
EFFLUENT PRODUCED (m³)



Keterangan | Note:
Penghitungan air limbah (efluen) mencakup NRCA, SAI (tidak mencakup Paradisus by Melia untuk 2025), SAM, SIH (tidak mencakup BATIQA Jayapura untuk 2024 dan 2025), SCS (mencakup tenant seluruh kawasan), SEP, dan TCP.
Wastewater (effluent) calculations cover NRCA, SAI (excluding Paradisus by Melia for 2025), SAM, SIH (excluding BATIQA Jayapura for 2024 and 2025), SCS (including all tenants within the area), SEP, and TCP.

MENJAGA KEANEKARAGAMAN HAYATI [F.9][F.10]

Seluruh unit usaha Perseroan tidak berada atau berdekatan dengan kawasan hutan lindung maupun area konservasi, namun tetap mendukung pelestarian lingkungan melalui berbagai inisiatif keberlanjutan. Di sektor perhotelan, Paradisus by Meliá Bali mempertahankan tanaman asli seperti bambu, kelapa, dan asam kranji serta menanam kembali pohon selama renovasi. BATIQA Karawang menjalankan program *farm to table* dengan pemanfaatan lahan untuk tanaman pangan dan pemeliharaan ternak guna mengolah *food waste*. Sepanjang 2025, Umana Bali, LXR Hotels and Resorts bersama Hilton Group melalui program *Travel with Purpose* melepas 30 tukik, menanam 2.347 pohon mangrove, melakukan pembersihan sungai dan pesisir, serta menanam pohon endemik seperti Jepun Bali dan Pohon Santen. SCS juga secara rutin menjalankan program penghijauan dengan menanam 207 pohon pada 2025, termasuk Mahoni, Tabebuaya, Bintaro, dan Ketapang Kencana, serta bekerja sama dengan DLH Karawang melalui bantuan bibit pohon Mahoni dan pupuk kompos untuk penghijauan daerah. Selain itu, Smartpolitan juga berpartisipasi dalam penanaman mangrove di Desa Anggasari, Kabupaten Subang.

PROTECTING BIODIVERSITY [F.9][F.10]

None of the Company's business units are located in or adjacent to protected forest areas or conservation areas. Nevertheless, the Company continues to support environmental preservation through various sustainability initiatives. In the hospitality sector, Paradisus by Meliá Bali preserves native plants such as bamboo, coconut, and asam kranji, while also replanting trees during renovation activities. BATIQA Karawang implements a farm-to-table program by utilizing available land for food crops and livestock farming to help process food waste. Throughout 2025, Umana Bali, LXR Hotels and Resorts, together with Hilton Group through the *Travel with Purpose* program, released 30 hatchlings, planted 2,347 mangrove trees, carried out river and coastal clean-ups, and planted endemic trees such as Jepun Bali and Santen trees. SCS also regularly carries out greening programs, planting 207 trees in 2025, including Mahoni, Tabebuaya, Bintaro, and Ketapang Kencana. In addition, SCS collaborated with the Karawang Environmental Agency by providing Mahoni tree seedlings and compost fertilizer to support local greening efforts. Smartpolitan also participated in mangrove planting activities in Anggasari Village, Subang Regency.



Melindungi Kesejahteraan Karyawan

Looking After People

Menjaga kinerja sosial berarti memastikan setiap orang dihargai, dilindungi, dan tumbuh bersama dalam setiap langkah bisnis.

Maintaining strong social performance means ensuring that every individual is respected, protected, and able to grow together through every step of the business.



4 orang | people

setingkat Direksi merupakan perempuan at the Board level are women



Zero Fatality



46%

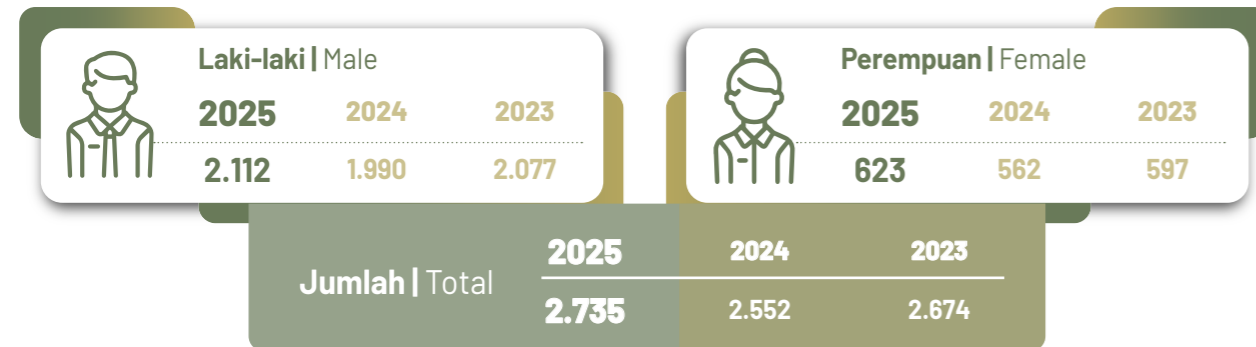
peningkatan jam pelatihan karyawan increase in employee training hours

INSAN SSIA [C.3][2-7] SSIA PERSONNEL

Karyawan adalah aset strategis SSIA, dikelola secara terstruktur dan patuh regulasi, dengan lingkungan kerja yang aman, inklusif, serta mendukung pengembangan kompetensi dan kesejahteraan. Selama periode pelaporan, jumlah karyawan mencapai 2.735 orang, terdiri dari 2.112 laki-laki (77%) dan 623 perempuan (23%), dengan komposisi sesuai kebutuhan operasional serta terus mendorong peningkatan peran perempuan di seluruh unit usaha. Seluruh (100%) tenaga kerja Perseroan adalah karyawan penuh waktu dan lokal (WNI), tanpa melibatkan pekerja eksternal atau alih daya. [2-8][203-2]

Employees are a strategic asset of SSIA and are managed in a structured manner in compliance with applicable regulations. The Company is committed to maintaining a safe and inclusive work environment that supports competency development and employee welfare. During the reporting period, the Company had 2,735 employees, comprising 2,112 men (77%) and 623 women (23%). This composition reflects operational requirements, while the Company continues to encourage greater participation of women across all business units. All (100%) of the Company's workforce are full-time and local employees, namely Indonesian citizens, with no external or outsourced workers engaged. [2-8][203-2]

KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN EMPLOYEE COMPOSITION BY GENDER



KOMPOSISI KARYAWAN BERDASARKAN LEVEL ORGANISASI EMPLOYEE COMPOSITION BY ORGANIZATION LEVEL

Tingkat Pendidikan Educational Level	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Direktur/Setara Direktur Director/Equivalent to Director	64	4	64	4	61	4
General Manager/Senior Manager	229	93	179	90	185	88
Supervisor	508	154	463	159	481	166
Tenaga Profesional Professional Staff	1.311	372	1.284	309	1.350	339
Jumlah Total	2.112	623	1.990	562	2.077	597

KOMPOSISI KARYAWAN BERDASARKAN JABATAN [405-1] EMPLOYEE COMPOSITION BY POSITION

Jabatan Position	2025				2024				2023			
	Laki-laki Male		Perempuan Female		Laki-laki Male		Perempuan Female		Laki-laki Male		Perempuan Female	
	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%	Jumlah Total	%
Entry-level	1.311	62,1	372	59,7	1.284	50,3	309	12,1	1.344	50,9	334	12,7
Mid-level	508	24,1	154	24,7	463	18,1	159	6,2	481	18,2	171	6,5
Senior-level	229	10,8	93	14,9	179	7,0	90	3,5	184	7,0	87	3,3
Executive-level	64	3,0	4	0,6	64	2,5	4	0,2	34	1,3	4	0,2
Jumlah Total	2.112	77,2	623	22,8	1.990	78,0	562	22,0	2.043	77,4	596	22,6

KOMPOSISI KARYAWAN BERDASARKAN KELOMPOK USIA [405-1] EMPLOYEE COMPOSITION BY AGE GROUP

Kelompok Usia (Tahun) Age Group (Years)	2025								2024	2023	
	Entry-level		Mid-level		Senior-level		Executive-level		Jumlah Pekerja Total Workers	Jumlah Pekerja Total Workers	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female			
18-24	142	94	12	2	-	-	-	-	250	176	194
25-34	415	160	133	61	45	19	1	-	834	692	784
35-44	314	50	132	37	92	39	3	-	667	665	669
45-54	404	62	179	48	61	26	9	2	791	826	830
>55	36	6	52	6	31	9	51	2	193	198	197
Jumlah Total	1.311	372	508	154	229	93	64	4	2.735	2.552	2.674

KOMPOSISI KARYAWAN BERDASARKAN TINGKAT PENDIDIKAN EMPLOYEE COMPOSITION BY EDUCATIONAL LEVEL

Tingkat Pendidikan Educational Level	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Strata 2 Postgraduate Degree	48	22	34	18	27	16
Strata 1 Bachelor's Degree	495	237	468	227	479	217
Diploma Associate Degree	462	202	367	169	427	193
Non-Akademi/SLTA Non-Academic/High School	1.107	162	1.121	148	1.144	171
Jumlah Total	2.112	623	1.990	562	2.077	597



KOMPOSISI KARYAWAN BERDASARKAN JENIS KELAMIN, STATUS KETENAGAKERJAAN, DAN WILAYAH PENEMPATAN
EMPLOYEE COMPOSITION BY GENDER, EMPLOYMENT STATUS, AND PLACEMENT AREA

Unit Usaha Business Unit	2025				2024				2023				
	Karyawan Tetap Permanent Employees		Karyawan Tidak Tetap Non-Permanent Employees		Karyawan Tetap Permanent Employees		Karyawan Tidak Tetap Non-Permanent Employees		Karyawan Tetap Permanent Employees		Karyawan Tidak Tetap Non-Permanent Employees		
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	
SSI	20	19	6	0	25	21	30	0	24	15	5	1	
NRCA	335	75	84	20	338	75	75	24	328	73	76	22	
SAI	Gran Melia Jakarta	199	49	65	32	213	52	45	18	231	56	35	16
	Paradisus by Melia Bali	257	136	133	61	280	144	19	14	291	146	150	72
	Head Office	4	4	5	3	5	3	2	3	3	1	2	4
SAM	Umana Bali, LXR Hotels & Resorts	101	43	86	47	113	49	54	28	113	49	54	28
	Jababeka	0	0	18	6	0	0	17	6	0	0	14	6
	Cirebon	0	0	22	7	0	0	23	7	0	0	22	7
	Karawang	0	0	25	5	0	0	24	4	0	0	26	4
	Lampung	0	0	18	4	0	0	19	4	0	0	19	4
	Palembang	0	0	19	6	0	0	19	6	0	0	18	6
	Pekanbaru	0	0	21	6	0	0	20	6	0	0	23	6
	Surabaya	0	0	18	5	0	0	16	7	0	0	7	8
	Head Office	8	10	10	7	9	15	6	4	10	16	5	0
	GGP Lampung	0	0	18	2	0	0	19	3	0	0	21	4
SIH	Jayapura*									0	0	6	7
	PHG	0	0	0	0	0	0	0	0	4	0	4	0
SCS	347	44	203	10	335	38	165	3	338	25	118	9	
SEP	21	1	4	1	21	1	1	1	17	1	4	0	
TCP	39	17	26	3	82	21	15	5	86	21	11	2	
Jumlah Total		1.331	398	781	225	1.421	419	569	143	1.445	403	620	206
			1.729		1.006		1.840		712		1.848		826
			2.735				2.552			2.674			

Keterangan | Note:
* Data tahun 2024 dan 2025 tidak mencakup BATIQA Jayapura.
* The 2024 and 2025 data exclude BATIQA Jayapura.

REKRUTMEN KARYAWAN DAN PERGANTIAN TENAGA KERJA

[401-1]

Sepanjang 2025, Perseroan merekrut 239 karyawan baru, terdiri dari 167 orang (70%) karyawan laki-laki dan 72 orang (30%) karyawan perempuan. Pada periode yang sama, terdapat 146 karyawan yang meninggalkan Perseroan, terdiri dari 109 orang (74,65%) karyawan laki-laki dan 37 orang (25,34%) karyawan perempuan, disebabkan karena adanya restrukturisasi pegawai untuk anak usaha TCP Internusa.

EMPLOYEE RECRUITMENT AND WORKFORCE TURNOVER

[401-1]

Throughout 2025, the Company recruited 239 new employees, comprising 167 men (70%) and 72 women (30%). During the same period, 146 employees left the Company, consisting of 109 men (74.65%) and 37 women (25.34%), primarily due to employee restructuring at subsidiary TCP Internusa.

KARYAWAN BARU BERDASARKAN KELOMPOK USIA DAN JENIS KELAMIN
NEW EMPLOYEES BY AGE GROUP AND GENDER

Kelompok Usia (Tahun) Age Group (Years)	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
<30	74	48	97	38	93	54
30-50	87	24	52	25	81	26
>50	6	0	5	2	8	2
Jumlah Total	167	72	154	65	182	82

KARYAWAN BARU BERDASARKAN JENIS KELAMIN DAN WILAYAH PENEMPATAN
NEW EMPLOYEES BY GENDER AND PLACEMENT REGION

Unit Usaha Business Unit	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
SSI	4	3	2	7	7	2
NRC	1	1	11	1	29	9
SAI	Gran Melia Jakarta	11	5	2	1	3
	Paradisus by Melia Bali	112	48	12	4	44
	Head Office	0	0	2	2	0
SAM	LXR	13	7	49	28	49
SIH	Jababeka	2	0	8	2	3
	Cirebon	1	0	6	3	1
	Karawang	1	0	1	1	4
	Lampung	0	3	0	1	1

Unit Usaha Business Unit	2025		2024		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Palembang	2	2	4	1	1	0
Pekanbaru	3	0	1	1	0	1
Surabaya	2	1	8	1	3	4
Head Office	0	0	1	5	1	3
GGP Lampung	0	0	0	0	3	0
Jayapura*					3	3
PHG	0	0	0	0	1	0
SCS	8	0	45	3	28	5
SEP	0	1	1	1	0	0
TCP	7	1	1	3	0	0
Jumlah Total	167	72	154	65	182	82

Keterangan | Note:
*Data 2024 dan 2025 tidak mencakup BATIQA Jayapura.
*The 2024 and 2025 data exclude BATIQA Jayapura.

TINGKAT PERPUTARAN KARYAWAN
EMPLOYEE TURNOVER RATE

2025		2024		2024	
Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
5,3%	6,2%	10,0%	17,6%	9,3%	11,1%

HAK ASASI MANUSIA (HAM), KEBERAGAMAN, DAN KESETARAAN KARYAWAN [F.18][F.19][2-30][405-1][406-1][408-1][409-1]

Perseroan memberikan kesempatan kerja yang setara dan adil sejak proses rekrutmen sesuai dengan PP, Kode Etik, dan PKB yang melindungi seluruh (100%) karyawan. Perseroan juga menjunjung HAM dengan menolak pekerja anak serta praktik kerja paksa, diskriminasi, dan pelecehan seksual, termasuk menghormati hak karyawan untuk berserikat dan menyampaikan aspirasi meski belum ada serikat resmi. Penerapan prinsip HAM dan keberagaman diperkuat di tingkat unit usaha melalui kebijakan yang dikelola Departemen Human Resources, termasuk di Umana Bali, LXR Hotels and Resorts yang menerapkan Kebijakan Keberagaman di bawah pengawasan Tim ESG Hilton selaku operator.

HUMAN RIGHTS, DIVERSITY, AND EMPLOYEE EQUALITY [F.18][F.19][2-30][405-1][406-1][408-1][409-1]

The Company provides equal and fair employment opportunities from the recruitment stage, in accordance with its Company Regulations, Code of Ethics, and CLA, which cover all (100%) employees. The Company also upholds human rights by rejecting child labor, forced labor, discrimination, and sexual harassment, while respecting employees' right to freedom of association and to express their aspirations, even though no formal labor union has been established. The implementation of human rights and diversity principles is further strengthened at the business unit level through policies managed by the Human Resources Department. This includes Umana Bali, LXR Hotels and Resorts, which implements a Diversity Policy under the supervision of Hilton's ESG Team as the operator.

Perseroan juga mendukung lingkungan kerja inklusif dengan mempekerjakan satu karyawan penyandang disabilitas dan dua pekerja magang berkebutuhan khusus di Gran Melia Jakarta. Sepanjang 2025, tidak terdapat laporan pelanggaran HAM maupun tindakan diskriminasi di lingkungan Perseroan, anak usaha, maupun pemasok.

REMUNERASI DAN TUNJANGAN KARYAWAN [F.20][401-2][405-2]

Perseroan menerapkan kebijakan remunerasi yang adil, transparan, serta tanpa diskriminasi gender atau faktor lainnya, dengan mempertimbangkan sesuai jabatan, kompetensi, dan Pendidikan. Upah terendah yang diberikan telah memenuhi dan setara dengan ketentuan Upah Minimum Regional (UMR) yang ditetapkan oleh Pemerintah, dengan perbandingan 1:1, tanpa adanya perbedaan antara laki-laki dan perempuan. Perseroan juga menyediakan berbagai bentuk kompensasi dan tunjangan tambahan seperti tunjangan perjalanan dinas dan hari raya, uang makan dan transportasi, bantuan pernikahan dan dukacita, serta program kepemilikan saham karyawan dan *car ownership program* khusus untuk karyawan tetap.

PERSIAPAN MASA PENSIUN

Perseroan menyediakan program pensiun bagi karyawan yang memasuki usia 55 tahun melalui kepesertaan BPJS Ketenagakerjaan dengan iuran 1% dari gaji karyawan dan kontribusi Perseroan sebesar 2%, serta menyisihkan dana untuk memenuhi kewajiban pensiun dan pemutusan hubungan kerja sesuai ketentuan. Pada 2025, melalui DPLK Manulife Perseroan telah melakukan pembayaran kontribusi untuk dana pensiun karyawan sebesar Rp551,6 juta dengan memperhatikan golongan dan status kepegawaian. Selain itu, Perseroan mendukung kesiapan masa pensiun melalui inisiatif seperti *Sharing Session* Persiapan Masa Pensiun oleh NRCA dan *Financial Planning Workshop* di Paradisus by Melia Bali yang diikuti oleh karyawan guna meningkatkan kesiapan finansial. [201-3][404-2]

CUTI MELAHIRKAN [401-3]

Perseroan memberikan hak cuti melahirkan (*parental leave*) bagi karyawan perempuan selama 3 bulan dan bagi karyawan laki-laki yang istrinya melahirkan selama 2 hari sesuai Peraturan Perusahaan. Selama 2025, di Holding dan seluruh anak usaha, terdapat 32 karyawan perempuan dan 58 karyawan laki-laki yang mengambil cuti melahirkan, dan 98% di antaranya telah kembali bekerja setelah cuti.

The Company also supports an inclusive work environment by employing one employee with a disability and two interns with special needs at Gran Melia Jakarta. Throughout 2025, there were no reports of human rights violations or discriminatory practices within the Company, its subsidiaries, or its suppliers.

EMPLOYEE REMUNERATION AND BENEFITS [F.20][401-2][405-2]

The Company implements a fair and transparent remuneration policy, free from gender-based or other forms of discrimination, with compensation determined based on position, competency, and educational background. The lowest wage paid by the Company complies with and is equivalent to the applicable Regional Minimum Wage set by the Government, at a ratio of 1:1, with no distinction between male and female employees. The Company also provides various forms of additional compensation and benefits, including business travel and religious holiday allowances, meal and transportation allowances, marriage and bereavement assistance, as well as an employee share ownership program and a car ownership program specifically for permanent employees.

RETIREMENT PREPARATION

The Company provides a pension program for employees reaching the retirement age of 55 through participation in BPJS Ketenagakerjaan, with employee contributions of 1% of salary and Company contributions of 2%. The Company also allocates funds to fulfil pension and employment termination obligations in accordance with applicable provisions. In 2025, through DPLK Manulife, the Company paid Rp551.6 million in contributions to the employee pension fund, taking into account employee grade and employment status. In addition, the Company supports retirement readiness through initiatives such as the Retirement Preparation Sharing Session by NRCA and the Financial Planning Workshop at Paradisus by Melia Bali, which were attended by employees to improve their financial preparedness. [201-3][404-2]

MATERNITY LEAVE [401-3]

The Company grants parental leave in accordance with the Company Regulation, consisting of three months of maternity leave for female employees and two days of paternity leave for male employees whose spouses give birth pursuant to Government Regulation. Throughout 2025, across the Holding company and all subsidiaries, 32 female employees and 58 male employees took parental leave, and 98% of them returned to work after their leave period.

PENGEMBANGAN KOMPETENSI KARYAWAN [F.22][404-1][404-2]

EMPLOYEE COMPETENCY DEVELOPMENT

Pengembangan sumber daya manusia (SDM) menjadi fokus strategis melalui penyelenggaraan program pelatihan yang dikoordinasikan oleh Divisi SDM dan dilaporkan kepada Presiden Direktur sebagai bagian dari pemantauan kinerja dan tata kelola SDM. Sepanjang 2025, Perseroan melaksanakan 62.224 kegiatan pelatihan dengan berbagai topik, termasuk topik LST, dengan total durasi mencapai 100.781 jam yang diikuti oleh karyawan di seluruh unit usaha. Adapun rata-rata jam pelatihan pada 2025 mencapai 36,8 jam/karyawan, meningkat dibandingkan tahun sebelumnya. [3-3]

Human capital development remains a strategic focus, supported by training programs coordinated by the Human Resources Division and reported to the President Director as part of HR performance monitoring and governance. Throughout 2025, the Company conducted 62,224 training activities across various topics, including ESG-related subjects, with a total duration of 100,781 hours and participation from employees across all business units. The average training hours in 2025 reached 36.8 hours per employee, an increase from the previous year. [3-3]



JUMLAH JAM PELATIHAN KARYAWAN (JAM) [401-1]

NUMBER OF TRAINING HOURS (HOURS)

Kategori Karyawan Employee Category	2025		2024*		2023	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Tetap Permanent	37.934	13.284	26.513	15.322	27.394	7.395
Tidak Tetap Contract	34.634	14.929	18.047	8.958	14.633	6.430
Jumlah Total	100.781		68.839		55.853	



RATA-RATA JAM PELATIHAN PERSEROAN (JAM/TAHUN/KARYAWAN) [401-1]

NUMBER OF COMPANY TRAINING HOURS (HOURS/YEAR/EMPLOYEE)

Kategori Karyawan Employee Category	2025		2024*		2023**	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Tetap Permanent	28,5	33,4	18,7	36,6	19,0	18,4
Tidak Tetap Contract	44,3	66,4	31,7	62,6	23,6	33,5

Keterangan | Note:

*Penyajian kembali informasi (*restatement*) karena adanya penyesuaian penghitungan jumlah jam pelatihan di GMJ. [2-4]

**Restatement of information due to an adjustment to the calculation of total training hours at GMJ.

**Penyajian kembali informasi (*restatement*) karena adanya penyesuaian perhitungan jumlah karyawan. [2-4]

**Restatement of information due to an adjustment to the calculation of the total number of employees.

PENILAIAN KINERJA KARYAWAN

Perseroan menyelenggarakan penilaian kinerja karyawan secara berkala pada pertengahan dan akhir tahun. Sepanjang 2025, proses penilaian kinerja telah dilaksanakan terhadap 23% dari total karyawan. Penilaian kinerja belum mencakup seluruh karyawan, karena pelaksanaannya saat ini diterapkan pada karyawan di anak perusahaan. Selain itu, pada 2025, terdapat 5,32% karyawan dari total seluruh karyawan yang mendapatkan promosi jabatan. [404-3]

EMPLOYEE PERFORMANCE EVALUATION

The Company conducts periodic employee performance assessments in the middle and at the end of the year. Throughout 2025, performance assessments were carried out for 23% of total employees. The assessment has not yet covered all employees, as it is currently implemented for employees at subsidiaries. In addition, in 2025, 5.32% of total employees received job promotions. [404-3]

MENJAGA KESELAMATAN DAN KESEHATAN KARYAWAN [F.21]
MAINTAINING EMPLOYEE HEALTH AND SAFETY

Keselamatan dan kesehatan kerja (K3) menjadi fondasi utama untuk menciptakan lingkungan kerja yang layak dan aman, diterapkan secara terintegrasi melalui Sistem Manajemen K3 (SMK3) yang wajib dipatuhi seluruh karyawan. Divisi Konstruksi mengoordinasikan pengelolaan K3 untuk memastikan standar keselamatan konsisten di semua proyek dan area kerja. Di NRCA, K3 diperkuat melalui Manual Mutu, Keselamatan, Kesehatan Kerja, dan Lingkungan (MK3L) sebagai pedoman perencanaan, pengendalian risiko, pemantauan, dan perbaikan berkelanjutan. Perseroan melakukan audit K3 tahunan oleh tim internal maupun auditor eksternal, yang hasilnya dilaporkan ke Direksi untuk perencanaan peningkatan kinerja K3 berikutnya. Pada 2025, audit K3 pada NRCA, SEP, dan SCS menunjukkan hasil tidak adanya temuan pelanggaran SOP, baik dari audit internal maupun eksternal. [3-3][403-1][403-8]

Occupational health and safety (OHS) serves as a key foundation for creating a safe and proper working environment. It is implemented in an integrated manner through the OHS Management System (OHSMS), which all employees are required to comply with. The Construction Division coordinates OHS management to ensure that safety standards are applied consistently across all projects and work areas. At NRCA, OHS implementation is further strengthened through the Quality, Occupational Health and Safety, and Environmental Manual (MK3L), which serves as a guideline for planning, risk control, monitoring, and continuous improvement. The Company conducts annual OHS audits by both internal teams and external auditors, with the results reported to the Board of Directors as a basis for planning further improvements in OHS performance. In 2025, OHS audits conducted at NRCA, SEP, and SCS found no violations of SOPs, either through internal or external audits. [3-3][403-1][403-8]

Implementasi SMK3 diwujudkan melalui berbagai inisiatif dan program, antara lain: [403-5][405-6]
The OHSMS implementation is reflected in various initiatives and programmes, including the following:

- Penerapan sistem manajemen terstandarisasi (ISO 45001, ISO 22000, ISO 14001, SMMK3L/MK3L) yang mencakup perencanaan, pelaksanaan, evaluasi, dan kesiapsiagaan darurat.
- Penguatan budaya keselamatan melalui program 5R, deskripsi pekerjaan berbasis K3L, dan personel bersertifikasi K3 di setiap unit.
- Pemantauan dan pelaporan berkala kualitas udara, air, limbah, kebisingan, serta laporan UKL-UPL dan K3 ke instansi terkait.
- Inspeksi rutin peralatan, kesiapsiagaan darurat, dan pelatihan keselamatan serta keamanan secara berkala.
- Program kesehatan karyawan termasuk *Medical Check-Up* (MCU), pemeriksaan khusus penanganan makanan, serta pelatihan K3.
- Pelaporan Rinci Pengelolaan Lingkungan dan Rinci Pemantauan Lingkungan (RKL-RPL) ke Kementerian Lingkungan Hidup dan pelaporan K3 ke Dinas Tenaga Kerja secara rutin.
- Implementation of standardized management systems, including ISO 45001, ISO 22000, ISO 14001, and SMMK3L/MK3L, covering planning, implementation, evaluation, and emergency preparedness.
- Strengthening of the safety culture through the 5R program, OHS-based job descriptions, and certified OHS personnel in each unit.
- Regular monitoring and reporting of air quality, water, waste, noise, as well as UKL-UPL and OHS reports to the relevant authorities.
- Routine inspection of equipment, emergency preparedness, and periodic safety and security training.
- Employee health programs, including Medical Check-Ups (MCU), special examinations for food handling personnel, and OHS training.
- Regular submission of Environmental Management Plan and Environmental Monitoring Plan (RKL-RPL) reports to the Ministry of Environment, as well as OHS reports to the Manpower Office.

IDENTIFIKASI BAHAYA, PENILAIAN RISIKO, DAN INVESTIGASI INSIDEN [403-2][403-7]

Perseroan mencegah potensi bahaya melalui prosedur identifikasi risiko K3 dan evaluasi dampak lingkungan secara berkala. Di SCS, Tim HSE melaporkan pengawasan K3 bulanan, sementara *tenant* dapat melapor kondisi tidak aman melalui *tenant apps* yang ditindaklanjuti oleh Departemen Tenant Relation dan HSE. SCS juga menerapkan program Jaga Rawat Waspada (JAWARA) serta ISO 14001:2015 untuk inspeksi rutin dan penanganan bahaya. Di NRCA, karyawan, subkontraktor, dan pengunjung wajib melaporkan insiden ataupun *near miss*. Laporan ditindaklanjuti melalui investigasi oleh petugas/Ahli K3 yang dijadikan dasar tindakan pencegahan dan perbaikan. Perseroan juga menerapkan Kebijakan *Stop Work Action* (SWA) untuk menghentikan pekerjaan sementara jika terdapat risiko keselamatan.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION [403-2][403-7]

The Company prevents potential hazards through regular OHS risk identification procedures and environmental impact evaluations. At SCS, the HSE Team submits monthly OHS monitoring reports, while tenants may report unsafe conditions through the tenant app, with follow-up actions carried out by the Tenant Relations and HSE Departments. SCS also implements the Jaga Rawat Waspada (JAWARA) program and ISO 14001:2015 to support routine inspections and hazard management. At NRCA, employees, subcontractors, and visitors are required to report any incidents or near misses. These reports are followed up through investigations by OHS officers or certified OHS experts and are used as the basis for preventive and corrective actions. The Company also implements a Stop Work Action (SWA) Policy, which allows work to be temporarily halted when safety risks are identified.

PEKERJAAN BERISIKO TINGGI DAN MITIGASINYA
HIGH-RISK WORK AND ITS MITIGATION

Jenis Pekerjaan Type of Work	Risiko yang Ditimbulkan Type of Risk	Upaya dan Tindak Lanjut Mitigation and Follow Up
Konstruksi Construction		
Bekerja pada Ketinggian Working at Height	Terjatuh Fall	<ul style="list-style-type: none"> • Memakai <i>safety body harness</i> Wearing a safety body harness • Penyediaan alat pengaman Provision of safety equipment
Mengangkat Barang dengan Tower Crane (TC) Lifting Goods with Tower Crane (TC)	Material terjatuh Fallen materials	<ul style="list-style-type: none"> • Memastikan pengoperasian TC telah menggunakan metode yang benar Ensure that TC operations have used the correct method • Mengamankan area <i>swing boom</i> Securing the swing boom area
Pekerjaan di Area Panas Work in High Temperature Area	Terjadinya kebakaran Fire	<ul style="list-style-type: none"> • Menghindari area dengan material yang mudah terbakar Avoid areas with flammable materials • Proteksi bunga api Spark protection • Pemasangan Alat Pemadam Api Ringan (APAR) Fire extinguisher installation • Penggunaan Alat Perlindungan Diri (APD) saat pengerjaan Use of Personal Protective Equipment (PPE) when working
Pekerjaan Listrik Electrical Work	Tersengat arus listrik Electric shock	Menerapkan prosedur K3 secara ketat, menggunakan Alat Pelindung Diri (APD) yang terstandarisasi, mematikan aliran listrik (LO/TO), dan memastikan peralatan kerja terisolasi Strict implementation of OHS health and safety procedures, use of standardized personal protective equipment (PPE), isolation of electrical power sources through lockout/tagout (LO/TO), and ensuring that work equipment is properly isolated
Pekerjaan Galian Tanah Excavation Work	Tanah longsor Soil collapse	Penggunaan turap dan <i>sheet pile</i> Use of retaining structures and sheet piles

Jenis Pekerjaan Type of Work	Risiko yang Ditimbulkan Type of Risk	Upaya dan Tindak Lanjut Mitigation and Follow Up
Perhotelan Hospitality		
Pengoperasian Gondola Gondola Operation	<ul style="list-style-type: none"> Wire rope putus atau tidak menggunakan safety net Wire rope is broken or not using a safety net Terjatuh Fall 	<ul style="list-style-type: none"> Menjalankan SOP Implementing SOP Perbaikan rutin mesin gondola Regular maintenance of gondola machine Menyediakan perlengkapan APD Provide PPE equipment
Pengecatan Gedung dan Pembersihan Kaca Luar Kamar Building Painting ad Outdoor Glass Cleaning	Terjatuh Fall	Memilih vendor yang sudah menerapkan K3 dengan baik untuk melakukan pengerjaan Choose vendors that has implemented OHS well to carry out the work
Perbaikan Lift Lift Service	Kemungkinan sistem lift gagal, sehingga menyebabkan kecelakaan The possibility of the elevator system failing causing an accident	<ul style="list-style-type: none"> Pendampingan perbaikan oleh vendor/pihak ketiga Repair assistance by vendors/third parties Penggantian tali seling secara berkala Replace the alternating rope regularly
Utility Maintenance	Tersengat arus listrik Electric shock	Menggunakan standar K3 saat pelaksanaan pekerjaan Using OHS standards during work execution
Properti Property		
Pemeliharaan Valve Box Valve Box Maintenance	Kebakaran karena kebocoran gas Fire due to gas leak	<ul style="list-style-type: none"> Safety briefing sebelum memulai pekerjaan Safety briefing before work Pemeriksaan ada tidaknya kebocoran gas menggunakan gas detector Check for gas leaks using a gas detector
Pengambilan Contoh Gas Bumi Natural Gas Sampling	<ul style="list-style-type: none"> Terpapar gas Gas exposure Kebakaran karena kebocoran gas Fire due to gas leak 	Memberikan pelatihan bersertifikat terkait pengerjaan pengambilan contoh gas bumi Provide certified training related to natural gas sampling
Pelepasan dan Pemasangan Turbin Meter di Metering Dismounting and Installing Turbine Meters in Metering	<ul style="list-style-type: none"> Kebakaran karena kebocoran gas Fire due to gas leak Terjepit flange to flange turbin Pinched by turbine flange to flange Terpapar gas Gas exposure 	<ul style="list-style-type: none"> Safety briefing sebelum memulai pengerjaan Safety briefing before work Pemeriksaan kebocoran gas menggunakan gas detector Check for gas leaks using a gas detector
Pembuatan Bahan Kimia (Limbah B3) Handling of Chemicals (Hazardous Waste)	<ul style="list-style-type: none"> Terkontaminasi jenis limbah B3 yang mengakibatkan kematian/cacat tetap Exposure to hazardous waste that may result in fatality or permanent disability Dapat menyebabkan iritasi kulit, gangguan pernafasan, dan kerusakan pada sistem pencernaan apabila tertelan May cause skin irritation, respiratory problems, and damage to the digestive system if ingested 	<ul style="list-style-type: none"> Memberikan APD dan pelatihan MSDS bahan kimia. Providing PPE and MSDS training for chemical substances Melakukan pelatihan simulasi keadaan darurat ceceran, tumpahan, dan kebocoran bahan kimia secara periodik Conducting regular emergency response drills for chemical spills, leaks, and contamination incidents
IPAL dan Pump Station Cleaning WWTP and Pump Station Cleaning	<ul style="list-style-type: none"> Terpapar gas beracun dari air limbah Exposure to toxic gases from wastewater Terpeleset dan tenggelam karena area licin Slipping and drowning due to slippery surfaces Adanya hewan buas Presence of wild animals Tertimpa benda keras Being struck by heavy objects 	<ul style="list-style-type: none"> Memberikan SOP safety cleaning pump station Establishing SOPs for safe pump station cleaning Menggunakan perlengkapan safety oxygen, pelampung, APD, dan lainnya Using oxygen safety equipment, life jackets, PPE, and other required safety gear

Jenis Pekerjaan Type of Work	Risiko yang Ditimbulkan Type of Risk	Upaya dan Tindak Lanjut Mitigation and Follow Up
Kantor Pusat Head Office		
Bekerja di Gedung Tinggi Working in High Rise Building	<ul style="list-style-type: none"> Kebakaran gedung Building fires Adanya bencana alam seperti gempa yang membahayakan karyawan The existence of natural disasters such as earthquake that endangers employees 	<ul style="list-style-type: none"> Melaksanakan fire drill setahun sekali Implementing fire drill once a year Memiliki sistem kebakaran gedung dan memeriksanya secara rutin Have a building fire system and inspect it regularly Penyediaan APAR Provision of fire extinguishers

PARTISIPASI DAN KONSULTASI KARYAWAN [403-3][403-6]

Perseroan menerapkan prinsip kehati-hatian ke dalam seluruh kegiatan operasional. Perseroan juga telah membentuk P2K3 yang pada 2025 beranggotakan 10 karyawan ahli. P2K3 bertugas untuk mengawasi, memberi saran, menyusun kebijakan, menilai risiko, merancang program, melakukan inspeksi dan audit, menyusun laporan, mendorong partisipasi pekerja, dan memastikan sarana-prasarana K3 tersedia. Partisipasi karyawan juga dilakukan dengan melibatkan mereka dalam Focus Group Discussion (FGD) untuk menyampaikan usulan dan saran mengenai aspek K3 yang dilaksanakan setiap bulan sekali dan diusulkan oleh Tim P2K3. [403-4]

LAYANAN KESEHATAN KERJA [403-3][403-6][403-7]

Perseroan menyediakan sarana dan prasarana K3 seperti APD, APAR, fire detector, kotak P3K, dan masker di seluruh area kerja, serta memastikan seluruh (100%) karyawan terdaftar dalam BPJS Kesehatan dan BPJS Ketenagakerjaan yang dilengkapi asuransi tambahan sebagai manfaat non-wajib. Perseroan juga menyediakan layanan klinik dengan tenaga medis siaga 24 jam di beberapa wilayah operasional yang dapat diakses karyawan dan kontraktor, termasuk rujukan ke rumah sakit rekanan, mewajibkan Medical Check-Up (MCU) berkala, memberikan edukasi kesehatan dan K3, serta menyelenggarakan program wellness karyawan yang mencakup kegiatan olahraga rutin seperti futsal, badminton, basket, voli, tenis meja, dan zumba guna membangun budaya kerja sehat.

Perseroan juga melakukan beberapa kegiatan guna meningkatkan kualitas keselamatan, kesehatan, dan lingkungan kerja, yakni:

- Pemantauan dan pengendalian risiko lingkungan kerja, melalui pengukuran kebisingan, kualitas udara, dan parameter lingkungan sesuai ambang batas yang berlaku.
- Perawatan dan sertifikasi peralatan kritikal, termasuk genset, trafo, panel listrik (uji infrared), lift, sistem proteksi kebakaran (APAR, hydrant, sprinkler, smoke detector), serta peralatan pendukung operasional lainnya.

EMPLOYEE PARTICIPATION AND CONSULTATION [403-3][403-6]

The Company embeds the precautionary principle across all operational activities. The Company has also established an Occupational Health and Safety Committee (P2K3), which in 2025 comprised 10 qualified employees. P2K3 is responsible for supervision, advisory support, policy development, risk assessment, program design, inspections and audits, report preparation, encouraging worker participation, and ensuring the availability of OHS facilities and infrastructure. Employee participation is also supported through monthly Focus Group Discussions (FGDs), proposed by the P2K3 Team. [403-4]

OCCUPATIONAL HEALTH SERVICES [403-3][403-6][403-7]

The Company provides OHS facilities and infrastructure across all work areas, including PPE, fire extinguishers, fire detectors, first aid kits, and masks. It also ensures that all employees (100%) are enrolled in BPJS Kesehatan and BPJS Ketenagakerjaan, complemented by additional insurance as a non-mandatory employee benefit. The Company also provides clinic services with medical personnel on standby 24 hours a day in several operational areas, accessible to both employees and contractors, including referrals to partner hospitals. In addition, the Company requires periodic medical check-ups (MCUs), delivers health and occupational safety education, and organizes employee wellness programmes that include regular sports activities such as futsal, badminton, basketball, volleyball, table tennis, and zumba to help foster a healthy workplace culture.

The Company also undertakes various initiatives to enhance workplace safety, health, and environmental quality, as follows:

- Monitoring and controlling workplace environmental risks through the measurement of noise levels, air quality, and other environmental parameters in accordance with applicable thresholds.
- Maintaining and certifying critical equipment, including generators, transformers, electrical panels (infrared testing), lifts, fire protection systems (fire extinguishers, hydrants, sprinklers, and smoke detectors), as well as other operational support equipment.

- Penguatan kesiapsiagaan darurat, melalui pemasangan SOP dan rambu evakuasi, simulasi kebakaran dan bencana alam, *fire drill*, serta inspeksi rutin peralatan darurat.
- Pelaksanaan *Job Safety Analysis* (JSA) sebelum pekerjaan dilakukan.
- Pelatihan K3 berkala, seperti *safety training* kuartalan, *first aid training*, pelatihan penggunaan APD dan peralatan berbahaya, sertifikasi Ahli K3, Hiperkes bagi P2K3, *safety riding* bersama Satuan Lalu Lintas, *personal safety awareness*, serta program pelatihan yang difasilitasi instansi terkait. [403-5]
- Penguatan budaya keselamatan, melalui *safety campaign*, pemasangan rambu dan poster keselamatan, serta penerapan SOP di setiap departemen untuk meningkatkan kesadaran risiko dan mencegah kecelakaan kerja.
- Strengthening emergency preparedness through the installation of SOPs and evacuation signage, fire and natural disaster simulations, fire drills, and routine inspections of emergency equipment.
- Conducting Job Safety Analysis (JSA) prior to work, including in high-risk areas.
- Regular OHS training, including quarterly safety training, first aid training, training on the use of personal protective equipment and hazardous equipment, certified OHS Expert training, occupational health and hygiene training for P2K3, safety riding training with the Traffic Police Unit, personal safety awareness, and training programs facilitated by relevant agencies. [403-5]
- Strengthening safety culture through safety campaigns, the installation of safety signs and posters, and the implementation of SOPs across every department to raise risk awareness and prevent workplace accidents.

KINERJA K3 [403-8]

Perseroan menargetkan *zero injury* dan *zero fatality* melalui penerapan SMK3 di seluruh unit usaha. Pada 2025, Perseroan berhasil mencapai nihil kecelakaan kerja fatal, meskipun masih terjadi 15 kasus kecelakaan ringan dan 39 kasus kecelakaan sedang hingga berat. Pencatatan dan pelaporan insiden dilakukan sesuai karakteristik unit usaha, yaitu secara manual pada unit perhotelan dan properti, serta melalui sistem internal proyek yang terintegrasi dengan Fungsi HSE pusat pada unit konstruksi untuk memastikan konsistensi data dan evaluasi berkelanjutan. Selain itu, sepanjang 2025, tidak terdapat kasus PAK di seluruh unit usaha. [403-10]

OHS PERFORMANCE [403-8]

The Company targets zero injuries and zero fatalities through the implementation of the OHSMS across all business units. In 2025, the Company recorded no fatal work accidents, although there were still 15 minor accident cases and 39 moderate-to-severe accident cases. Incident recording and reporting are carried out in accordance with the characteristics of each business unit. In the hospitality and property units, this process is conducted manually, while in the construction unit, incidents are recorded through an internal project system integrated with the central HSE Function to ensure data consistency and continuous evaluation. In addition, no occupational disease cases were recorded across the Company's business units throughout 2025. [403-10]



TINGKAT KECELAKAAN KERJA [403-9]
OCCUPATIONAL ACCIDENT RATE

Kategori Category	2025				2024				2023			
	Karyawan Tetap Permanent Employee		Karyawan Tidak Tetap Contract Employee		Karyawan Tetap Permanent Employee		Karyawan Tidak Tetap Contract Employee		Karyawan Tetap Permanent Employee		Karyawan Tidak Tetap Contract Employee	
	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female	Laki-laki Male	Perempuan Female
Ringan Minor	2	3	10	0	14	2	13	3	7	3	12	6
Sedang dan Berat Moderate and Major	14	4	15	6	24	7	6	1	6	1	5	0
Fatal	0	0	0	0	1	0	0	0	5	1	2	0
Jumlah Total	16	7	25	6	39	9	19	4	18	5	19	6
	23		31		48		23		23		25	

Kontribusi Terhadap Masyarakat

Contributing to Communities

Keberhasilan Perseroan tidak hanya diukur dari kinerja operasional, melainkan juga dampak positif yang dirasakan oleh masyarakat sekitar.

The Company's success is measured not only by its operational performance, but also by the positive impact it creates for surrounding communities.



Peningkatan Biaya TJSL
Increase in CSR Funds

DAMPAK OPERASIONAL PERSEROAN OPERATIONAL IMPACT OF THE COMPANY

Perseroan mengidentifikasi bahwa kegiatan operasionalnya dapat memberikan dampak positif maupun negatif kepada pelanggan maupun masyarakat sekitar. Oleh karena itu, Perseroan berupaya mematuhi peraturan terkait, menjalankan praktik industri yang baik, serta memitigasi dampak yang dapat ditimbulkan. [F.23][F.28][2-25][413-2]

The Company recognizes that its operations may have both positive and negative impacts on customers and surrounding communities. Accordingly, the Company strives to comply with relevant regulations, implement sound industry practices, and mitigate any potential impacts arising from its activities. [F.23][F.28][2-25][413-2]


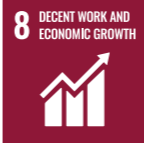
 Dampak Positif Positive Impact	 Dampak Negatif Negative Impact	
	Dampak Impact	Cara Mengatasi Dampak Impact Management
Meningkatkan perekonomian dan pendidikan masyarakat sekitar. Enhancing the local economy and supporting education in surrounding communities.	Penggunaan air dan energi yang dapat menghasilkan emisi. Significant use of water and energy may result in considerable emissions.	<ul style="list-style-type: none"> • Efisiensi penggunaan energi dan air. • Memantau dan mengukur emisi yang dihasilkan. • Improving energy and water efficiency. • Monitoring and measuring the emissions generated.
Menyerap tenaga kerja dan pemasok lokal. Creating employment opportunities and engaging local suppliers.	Menghasilkan limbah B3 dan non-B3 dalam jumlah yang cukup besar. Generate substantial volumes of hazardous and non-hazardous waste.	<ul style="list-style-type: none"> • Mengelola limbah yang bertanggung jawab melalui pemilahan limbah sesuai kategorinya dan menjalin kerja sama dengan pihak ketiga bersertifikasi. • Menggunakan <i>amenities</i> hotel yang ramah lingkungan. • Managing waste responsibly through segregation by category and collaboration with certified third parties. • Using environmentally friendly materials in hotel amenities.
Berkontribusi pada pembayaran pajak daerah. Contributing to the payment of regional taxes	Perubahan bentang alam karena pembangunan konstruksi. Construction activities may alter the natural landscape.	<ul style="list-style-type: none"> • Memastikan kepatuhan regulasi dan menjaga ekosistem di sekitar pembangunan konstruksi. • Menerapkan konsep <i>green construction</i> dan <i>green building</i>. • Ensuring regulatory compliance and preserving the surrounding ecosystem in construction development areas. • Applying green construction and green building concepts.
Meningkatkan reputasi industri pariwisata Indonesia. Strengthening the reputation of Indonesia's tourism industry.	Meningkatkan kemacetan di Nusa Dua Bali dan pencemaran emisi pada saat tingkat hunian tinggi. High occupancy levels may contribute to heavier traffic congestion in Nusa Dua, Bali, and increase emissions pollution.	<ul style="list-style-type: none"> • Menghadirkan program Melia Bali Excursion menyediakan bus hotel untuk tamu, sehingga mengurangi emisi dari kendaraan pribadi. • Menjaga proporsi area lanskap hijau hingga 60% dari total luas kawasan hotel. • Implementing the Melia Bali Excursion program, which provides hotel buses for guests, thereby reducing emissions from private vehicles. • Maintaining green landscape areas at up to 60% of the total hotel area.
	Potensi pelanggaran terhadap ketentuan lingkungan di TCP karena proses pembangunan belum menggunakan material ramah lingkungan. There is also a potential risk of non-compliance with environmental requirements at TCP, as construction processes have not yet fully adopted environmentally friendly materials.	Penyediaan ruang hijau bagi para penghuni perumahan. Provision of green open spaces for residential occupants.

TANGGUNG JAWAB SOSIAL DAN LINGKUNGAN (TJSL) CORPORATE SOCIAL RESPONSIBILITY (CSR)

Perseroan menjalankan program TJSL secara kolektif di seluruh unit usaha untuk meminimalkan dampak negatif dan memberikan kontribusi positif. Program TJSL dikoordinasikan oleh SSIA Holding dan difokuskan pada empat pilar utama sejalan dengan Empat Arah Strategi "4P" Perseroan, yaitu Peduli Lingkungan, Peduli Pendidikan, Peduli Pelanggan, dan Peduli Masyarakat. Sepanjang 2025, Perseroan mengalokasikan dana TJSL sebesar Rp5,4 miliar, meningkat 32,2% dibandingkan 2024. Namun demikian, Perseroan belum melakukan penilaian dampak dari pelaksanaan program TJSL tersebut. [F.23][3-3][413-1]

The Company implements its CSR programs collectively across all business units to minimize negative impacts and deliver positive contributions. CSR programs are coordinated by SSIA Holding and focused on four main pillars aligned with the Company's "4P" strategic directions, namely Environmental Care, Education Care, Customer Care, and Community Care. Throughout 2025, the Company allocated Rp5.4 billion for CSR programs, an increase of 32.2% compared with 2024. However, the Company has not yet conducted an impact assessment of the implementation of these CSR programs. [F.23][3-3][413-1]

Kegiatan TJSL Tahun 2025 [F.25] CSR Activities in 2025

PROGRAM	KEGIATAN ACTIVITIES
Peduli Masyarakat Caring for the Community  	Peduli Sumatra Barat Care for West Sumatra SSIA bersama dengan BATIQA Hotels menyalurkan 3 ton bantuan pangan dan kebutuhan pokok bagi masyarakat terdampak bencana di Palembang, Kabupaten Agam, Sumatra Barat. SSIA, together with BATIQA Hotels, delivered 3 tonnes of food aid and essential supplies to communities affected by the disaster in Palembang, Agam Regency, West Sumatra. Program CSR Volunteering SSIA - 28UILD: SSIA Bersama Habitat for Humanity Indonesia SSIA CSR Volunteering Programme - 28UILD: SSIA in Partnership with Habitat for Humanity Indonesia Program ini diselenggarakan setiap tahunnya untuk membantu masyarakat yang kurang mampu. Pada 2025, program ini dilaksanakan di daerah Rajeg, Banten. This annual programme is designed to support underprivileged communities. In 2025, it was carried out in Rajeg, Banten. CEO Build 2025 SSIA bekerja sama dengan Yayasan Habitat menyediakan hunian layak bagi masyarakat di Desa Kadumanggu, Bogor, dengan CEO Travelio (anak usaha SSIA) dan pimpinan perusahaan terlibat langsung sebagai relawan di lapangan. SSIA collaborated with Yayasan Habitat to provide decent housing for communities in Kadumanggu Village, Bogor. The CEO of Travelio, an SSIA subsidiary, together with Company leaders, was directly involved as a field volunteer.

PROGRAM	KEGIATAN ACTIVITIES
Peduli Lingkungan Caring for the Environment  	Penanaman Mangrove Mangrove Planting SSIA telah menanam sekitar 1.900 bibit mangrove di berbagai wilayah, termasuk Ekowisata Mangrove Wanasari (Bali) dan Pantai Sedari (Karawang), serta berpartisipasi dalam kegiatan penanaman mangrove di Subang. SSIA planted approximately 1,900 mangrove seedlings in various locations, including Wanasari Mangrove Ecotourism in Bali and Sedari Beach in Karawang, and also participated in mangrove planting activities in Subang. <hr/> Program Cleaning Blitz Cleaning Blitz Program SSIA melaksanakan kegiatan pembersihan di Pantai Melasti dan Kedongan, termasuk kolaborasi dengan mitra seperti Sungai Watch. SSIA carried out clean-up activities at Melasti Beach and Kedongan Beach, including through collaboration with partners such as Sungai Watch. <hr/> Donasi Konservasi Penyu Sea Turtle Conservation Donation Perseroan memberikan dukungan dana kepada lembaga konservasi penyu lokal untuk melindungi habitat dan menjaga ekosistem pesisir secara berkelanjutan. The Company provides financial support to a local sea turtle conservation institution to protect habitats and sustainably preserve coastal ecosystems.

PROGRAM	KEGIATAN ACTIVITIES
Peduli Pendidikan Caring for Education 	Beasiswa SMK Suryacipta SMK Suryacipta Scholarship SSIA bersama seluruh Anak Perusahaan melaksanakan program CSR Bersama melalui pemberian donasi beasiswa pendidikan bagi siswa SMK Suryacipta yang telah berjalan sejak 2022. Pada 2025, program CSR bersama dialokasikan untuk mendukung biaya operasional pendidikan bagi 7 siswa sebesar Rp180 juta selama masa satu tahun studi di SMK Suryacipta. SSIA, together with all of its subsidiaries, implemented a joint CSR programme through educational scholarship donations for students of SMK Suryacipta, which has been running since 2022. In 2025, the joint CSR programme was allocated to support the educational operational costs of 7 students, amounting to Rp180 million for one academic year at SMK Suryacipta. <hr/> Sponsorship Kampus Campus Sponsorship SSIA memberikan dukungan <i>sponsorship</i> kepada Universitas Catur Insan Cendekia yang bertujuan untuk memperkuat kolaborasi dengan institusi pendidikan serta berkontribusi dalam peningkatan kualitas dan pengembangan potensi generasi muda. SSIA provided sponsorship support to Universitas Catur Insan Cendekia as part of its efforts to strengthen collaboration with educational institutions and contribute to improving quality and developing the potential of the younger generation. <hr/> Bantuan Sekolah School Support SSIA mendukung kegiatan <i>Market Day</i> yang diselenggarakan oleh SMKN 6 Kota Palembang. Kegiatan ini mendorong peserta didik menampilkan kreativitas dan usaha untuk mempersiapkan dunia kerja dan kewirausahaan. SSIA supports the Market Day activity organized by SMKN 6 Palembang. This activity encourages students to showcase their creativity and entrepreneurial initiatives as preparation for entering the workforce and developing entrepreneurship skills.

PROGRAM	KEGIATAN ACTIVITIES
Peduli Pelanggan Caring for Customers 	Program Dukungan Hari Raya melalui Pemberdayaan UMKM Lokal Holiday Support Programme through Local MSME Empowerment SSIA melaksanakan program pengadaan bingkisan Lebaran melalui kerja sama dengan Dinas Koperasi dan UMKM Kabupaten Karawang, yang didistribusikan kepada pemangku kepentingan di wilayah sekitar operasional, termasuk Desa Kutamekar, Kutaneegara, dan Mulyasari, termasuk berbagai instansi pemerintahan dan aparat setempat. SSIA implemented an Eid hamper procurement program in collaboration with the Karawang Regency Cooperatives and MSMEs Office. The hampers were distributed to stakeholders in the areas surrounding the Company's operations, including Kutamekar, Kutaneegara, and Mulyasari Villages, as well as various government institutions and local authorities.

PELIBATAN PIHAK LOKAL [203-2][204-1] LOCAL PARTY ENGAGEMENT

Perseroan mendukung perekonomian lokal melalui pelibatan aktif pemasok lokal, yaitu merupakan pemasok yang beroperasi di Indonesia.

The Company supports the local economy through the active engagement of local suppliers, defined as suppliers operating in Indonesia.



KOMPOSISI PEMASOK LOKAL TAHUN 2025 LOCAL SUPPLIER COMPOSITION BY 2025

Unit Usaha Business Unit	Persentase Pelibatan (%) Percentage of Involvement (%)
NRCA	100
Umana Bali, LXR Hotels and Resorts	>90
Paradus by Melia Bali	100
GMJ	100
SIH	100
TCP	100
SEP	100
SCS	75

MEKANISME PENGADUAN PELANGGAN/MASYARAKAT [F.16][F.24][2-26] CUSTOMER/COMMUNITY COMPLAINT MECHANISM

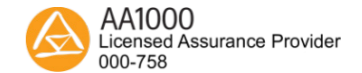
Pelanggan dan masyarakat memiliki akses untuk menyampaikan laporan maupun pengaduan terkait produk dan layanan Perseroan, termasuk aspek keselamatan serta potensi dampak sosial dan lingkungan, yang ditindaklanjuti melalui mekanisme penanganan keluhan di masing-masing unit usaha. Di tingkat Holding, pengaduan dapat disampaikan secara tertulis kepada Direksi melalui Corporate Secretary, baik secara langsung maupun melalui jasa pengiriman, faksimili, atau surat elektronik ke corpsec1@suryainternusa.com, untuk diverifikasi dan diteruskan kepada fungsi terkait sesuai substansinya.

Pada unit perhotelan, Paradisus by Melia Bali menerima pengaduan melalui perwakilan lingkungan setempat seperti Kelian, Prajuru Banjar, maupun Ketua Pemuda Pemudi, sementara Umana Bali, LXR Hotels & Resorts memfasilitasi penyampaian pengaduan melalui Bendesa Adat setempat untuk dibahas bersama perwakilan Perusahaan. Pada unit SIH, pengaduan masyarakat dapat disampaikan melalui perangkat RT/RW atau pemerintah desa setempat. Di sektor properti dan konstruksi, SCS meneruskan pengaduan terkait *tenant* langsung kepada *tenant* bersangkutan, sedangkan SEP menerima pengaduan melalui petugas keamanan. Unit konstruksi NRCA menyediakan kanal pengaduan melalui surat resmi kepada Direksi dengan tembusan Corporate Secretary, telepon, surat elektronik yang ditujukan kepada Direksi Perseroan. Sepanjang 2025, tidak terdapat pengaduan terkait aspek sosial maupun lingkungan di seluruh unit usaha Perseroan.

Customers and communities have access to channels for submitting reports or complaints concerning the Company's products and services, including safety-related matters and potential social and environmental impacts. These are followed up through the complaint-handling mechanism established within each business unit. At the Holding level, complaints may be submitted in writing to the Board of Directors through the Corporate Secretary, either in person or via courier service, facsimile, or email at corpsec1@suryainternusa.com, for verification and onward transmission to the relevant function based on the nature of the matter.

Within the hospitality business unit, Paradisus by Melia Bali receives complaints through local community representatives such as the Kelian, Prajuru Banjar, and Ketua Pemuda Pemudi, while Umana Bali, LXR Hotels & Resorts facilitates the submission of complaints through the local Bendesa Adat for discussion with Company representatives. At the SIH unit, community complaints may be submitted through the local RT/RW administrators or village government. In the property and construction sectors, SCS forwards tenant-related complaints directly to the relevant tenant, while SEP receives complaints through its security personnel. The NRCA construction unit provides complaint channels through formal letters addressed to the Board of Directors with a copy to the Corporate Secretary, as well as by telephone, email direct to the Board of Directors. Throughout 2025, no complaints relating to social or environmental aspects were recorded across any of the Company's business units.

PERNYATAAN ASSURANCE INDEPENDEN [G.1][2-5] INDEPENDENT ASSURANCE STATEMENT



Independent Assurance Statement The 2025 Sustainability Report PT Surya Semesta Internusa Tbk

Number	: 09/000-758/IV/2026/SRAI
Assurance Type	: Type 1
Assurance Level	: Moderate
Reporting Standards	: GRI Sustainability Reporting Standards, Early adoption of International Financial Reporting Standards (IFRS) S1: General Requirements for Disclosure of Financial Information Related to Sustainability and IFRS S2: Climate-Related Disclosures.
Reporting Regulation (Indonesia)	: Otoritas Jasa Keuangan Regulation (POJK) Number 51/POJK.03/2017 and SEOJK No.16/SEOJK.04/2021

Dear stakeholders,

PT Sejahtera Rambah Asia or "SRAI" is issuing an **Independent Assurance Statement** ("the Statement") of the **2025 Sustainability Report** ("the Report") of **PT Surya Semesta Internusa Tbk** ("the Company"). The Company operates in the property, construction services, and hospitality. The Report presents the Company's commitment and efforts in managing its sustainability performance for the **January 1 to December 31, 2025** reporting period. As agreed with Management, SRAI's responsibility is to make an assessment based on the data and content of the Report for the year.

Intended User and Purpose

The purpose of the Statement is to present our opinion, including the findings and recommendations based on the results of assurance work to the Company's stakeholders. The assessor team following specific procedures and a particular scope of work carried out the assessment. Except for the areas covered in the scope of the assurance, we encourage all NOT to solely interpret the Statement as the basis to conclude the Company's overall sustainability performance.

Responsibilities

Our obligations to the Management involve assessing the Report's content, generating findings, and recommendations, and issuing a Statement. Additionally, we are tasked with establishing conclusions and recommendations according to agreed-upon standards, methods, and approaches. Consequently, SRAI's evaluation is solely based on the most recent editorial and data received as of April 17, 2026, regarding the final draft. SRAI's responsibility lies exclusively in providing assurance work, distinct from an audit, under the Non-Disclosure Agreement, the Assurance Engagement Agreement, Representation Letter, and Subsequent Event Testing. Management bears the sole responsibility for presenting data, information, and disclosures within the Report. Therefore, any parties relying on the Report and Statement must assume and manage their own risk.

Independence, Impartiality, and Competency

SRAI confirms that there are NO relationships between the assessor team and the clients that can influence their independence and impartiality in conducting the assessment and generating the statements. The assessor team is mandated to follow a particular assurance protocol and professional ethical code of conduct to ensure their objectivity and integrity. We carried out a pre-engagement assessment before the assurance work was taken to verify the risks of engagement as well as the



independence and impartiality of the team. The assessor team members have knowledge of ISO 26000, AA1000 AccountAbility standards and principles, and also have experience in sustainability report assessment based on various reporting regulations and standards.

Type and Level of Assurance Service

1. **Type 1 assurance** on the Report content.
2. **A moderate level of assurance** to the procedure on the Report content and evidence, where the risks of information and conclusions of the Report being error is reduced, but not to very low, but not zero.

Scope and Limitation of Assurance Service

1. Data and information in the Report for the period of **January 1 to December 31, 2025**.
2. Material topics presented in the Report: **Service Excellence; Resource Management; Innovation and Technology; Employee Well-being, Health, and Safety; Environmental and Climate Management; and Customer Health and Safety**.
3. Evaluation of publicly disclosed information, system, and process of the Company to ensure adherence of the Report content to the reporting principles.
4. SRAI does NOT include financial data, information, and figures in the Report content. We assumed that the Company, independent parties, or other parties associated with the Company have verified and/or audited financial statements, data, and information.
5. The conclusion provided herein does not constitute an opinion on the financial statements or the annual report. Any material changes to the underlying data occurring after the date of the Statement must be duly disclosed to those charged with governance to determine their impact on the reported findings.
6. Adherence to the following reporting principles, standards, and regulations:
 - a) Regulation of Otoritas Jasa Keuangan (OJK) No.51/POJK.03/2017 regarding the Implementation of Sustainable Finance for Financial Service Institutions, Listed, and Public Companies (POJK 51) as well as OJK Circular Letter (SEOJK) 2022 No.16/SEOJK.04/2021.
 - b) GRI Sustainability Reporting Standards issued by Global Reporting Initiative.
 - c) Early adoption of International Financial Reporting Standards (IFRS) S1: General Requirements for Disclosure of Financial Information Related to Sustainability; and IFRS S2: Climate-Related Disclosures.

Exclusion

1. The expression of opinion, belief, expectation, advertisement, and also forward-looking statements, including future planning of the Company as specified in the Report content.
2. Analysis or assessment against regulations, principles, standards, guidelines, and indicators other than those indicated in the Statement.
3. Topics, data, and information outside the reporting period, or in the public domain not covered in the reporting period.
4. Financial performance data and information as presented in the Company's financial statements and documents, other than those mentioned in the Report.



Methodology and Source Disclosure

1. Form an Assessor Team whose members are capable in sustainability report development and assurance.
2. Perform the pre-engagement phase to ensure the independence and impartiality of the Assessor Team.
3. Hold a kick-off meeting and initial analysis of the Report draft based on the SRAI Protocol on Assurance Analysis refers to the standards, principles, and indicators of AA1000AS v3, AA1000APS (2018), and standards/regulations used in the Report.
4. Discuss online the results of the analysis with the Management and data contributors.
5. Verify evidence and trace data and information as covered in the Report.
6. Conducted the On-Site Engagement (OSE) through direct interviews with both internal and external stakeholders.
7. The Company incorporated our recommendations in the draft Report and released the final Report content.
8. Prepare the Statement and send it to AA1000 AccountAbility for review to get approval before submitting it to the Company.
9. Prepare a Management Letter detailing all aspects seen, recorded, and observed during the assurance work to the Management of the Company for further improvement of sustainability processes.

Adherence to AA1000AP (2018) and GRI Universal Standards

Inclusivity – The Company has implemented inclusive practices through stakeholder mapping that covers both internal and external stakeholders, and has conducted discussions in both online and offline formats as part of its operational activities. However, the Company has not yet inclusively engaged external stakeholders in the material topic determination process. Going forward, the Company is encouraged to involve external stakeholders to obtain a more comprehensive perspective. In addition, the Company is expected to systematically incorporate stakeholder input into its decision-making and sustainability planning processes, and to establish a mechanism to periodically evaluate the effectiveness of its stakeholder engagement.

Materiality – Based on our assessment, the Company has identified its material topics through a risk-based approach, taking into consideration short, medium, and long-term perspectives. However, external stakeholders have not yet been involved in validating or prioritizing these material issues. In the next reporting period, the Company is expected to strengthen its materiality assessment by adopting clear and measurable criteria, supported by a systematic quantitative approach that captures both positive and negative impacts. The Company may also consider adopting a double materiality approach in determining its material topics, by taking into assessment of both impact materiality (covering positive and negative impacts) and financial materiality (including risks and opportunities).

Responsiveness – The Company has established grievance channels that are accessible to both internal and external stakeholders, reflecting its responsiveness to stakeholder concerns and inputs. The Company takes appropriate actions to address stakeholder needs and concerns in accordance with applicable procedures. However, we recommend that the Company further enhance this approach by integrating stakeholder feedback into its core operational processes, including risk management, compliance, and strategic planning, in a more structured and systematic manner.

Impact – The measurement of impacts across each material topic forms an integral part of the Company's performance evaluation and is regularly reported to top management through periodic meetings. To minimize potential negative impacts, the Company provides training to employees to strengthen and ensure the competencies required for the effective implementation of these processes. Furthermore, the Company has developed an ESG roadmap that outlines the boundaries,



targets, timelines, scope, and underlying assumptions applied in assessing each impact. With regard to environmental impacts, the Company is expected to broaden the scope of its emissions inventory to include Scope 3 emissions. This is particularly relevant for certain subsidiaries operating in specific areas, where tenant-related Scope 3 emissions may be significant and should therefore be taken into account.

Statement of Use: “With reference to the GRI Standards” – We evaluated the Report content against the GRI Universal Standards principles, disclosures, and requirements for reporting. The Company has already fulfilled the requirements to publish a GRI Content Index, provide a statement of use, and notify GRI.

On Site Engagement: On-Site Engagement (OSE) constitutes one of our procedures performed to assess the Company’s adherence to the AA1000 Principles (Inclusivity, Materiality, Responsiveness, and Impact), based on a sample of material topics and significant stakeholders. Based on the OSE performed, we conclude that the Company has implemented the process in a generally adequate and appropriate manner, covering the aspects of Inclusivity, Materiality, Responsiveness, and Impact as identified, mapped, and applied in its engagement with stakeholders.

GRI Standards Principles – As the assurance work was taken, the report content adequately indicates its adherence to the Reporting principles (accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability). The Management provided sufficient support during the assurance work by submitting evidence/documents as requested.

Recommendation

1. To engage external stakeholders proactively in order to gather and integrate their perspectives into the Company's sustainability initiatives, decision-making processes, and materiality assessments.
2. To implement a double materiality approach as a strategic mechanism for the Company to align its sustainability strategy with business objectives, by assessing both financial materiality and impact materiality.
3. To expand the Scope 3 emissions inventory by including tenant data, as one of the Company’s key emission sectors.

The assurance provider,
Jakarta, April 17, 2026

Dr. Lim Hendra, LCSAP
Assurance Director
PT Sejahtera Rambah Asia (SRAI)



REFERENSI POJK NO. 51/POJK.03/2017 DAN SEOJK NO. 16/SEOJK.04/2021 SERTA INDEKS ISI STANDAR GRI 2021

POJK NO. 51/POJK.03/2017 & SEOJK NO. 16/SEOJK.04/2021
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REFERENSI POJK NO. 51/POJK.03/2017 DAN SEOJK NO. 16/SEOJK.04/2021 [6.4]
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INDEKS ISI STANDAR GLOBAL REPORTING INITIATIVE (GRI) 2021 GLOBAL REPORTING INITIATIVE (GRI) STANDARDS 2021 CONTENT INDEX

Pernyataan Penggunaan Statement of Use	PT Surya Semesta Internusa Tbk telah melaporkan informasi yang terdapat dalam indeks konten GRI ini untuk periode 1 Januari sampai dengan 31 Desember 2025 dengan mengacu pada Standar GRI. PT Surya Semesta Internusa Tbk has reported the information cited in this GRI content index for the period January 1 to December 31, 2025 with reference to the GRI Standards.
GRI 1 yang Digunakan GRI 1 Used	GRI 1: Fondasi 2021 GRI 1: Foundation 2021

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Standar GRI GRI Standards	Indikator Indicators	Pengungkapan Disclosure	Lokasi (Halaman) Location (Pages)	
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Standar GRI GRI Standards	Indikator Indicators	Pengungkapan Disclosure	Lokasi (Halaman) Location (Pages)
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GRI 413: Komunitas Lokal 2016 Local Communities 2016	413-1	Operasi dengan keterlibatan masyarakat lokal, penilaian dampak, dan program pembangunan Operations with local community engagement, impact assessments, and development programs	87
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LEMBAR UMPAN BALIK [G.2] FEEDBACK FORM

Laporan Keberlanjutan 2025 PT Surya Semesta Internusa Tbk telah memberikan gambaran mengenai kinerja keberlanjutan Perseroan. Kami mengharapkan masukan dari Bapak/Ibu/Saudara sekalian atas Laporan Keberlanjutan ini, baik melalui e-mail atau formulir ini.

The 2025 Sustainability Report of PT Surya Semesta Internusa Tbk has provided an overview of the Company's sustainability performance. We look forward to receiving inputs from you on this Sustainability Report either by email or on this form.

Profil Anda

Your Profile

Nama (bila berkenan) :
Name (if you please) :
Institusi/Perusahaan :
Institution/Company :
E-mail :

Golongan Pemangku Kepentingan

Stakeholders Group

- | | |
|--|---|
| <input type="checkbox"/> Pemegang Saham Shareholders | <input type="checkbox"/> Kontraktor Contractors |
| <input type="checkbox"/> Karyawan Employees | <input type="checkbox"/> Partner Bisnis Business Partners |
| <input type="checkbox"/> Pemerintah Government | <input type="checkbox"/> Masyarakat Lokal Local Communities |
| <input type="checkbox"/> Pelanggan Customers | |

Mohon pilih jawaban yang paling sesuai: | Please choose the most appropriate answer:

- Laporan ini mudah dimengerti: | This report was easy to understand:
(.....) Tidak Setuju | Disagree (.....) Netral | Neutral (.....) Setuju | Agree
- Laporan ini sudah menggambarkan informasi aspek material yang sesuai dengan kegiatan usaha Perseroan:
The report describes the Company's relevant material topics according to its business:
(.....) Tidak Setuju | Disagree (.....) Netral | Neutral (.....) Setuju | Agree
- Mohon berikan penilaian untuk topik material yang paling penting menurut anda
(nilai 1 = paling tidak penting s/d 5 = paling penting)
Please score the material topics you consider as important (score 1 = least important to 5 = most important)
 - Layanan Unggul | Service Excellence []
 - Manajemen Sumber Daya | Resource Management []
 - Inovasi dan Teknologi | Innovation and Technology []
 - Kesehatan, Keselamatan, dan Kesejahteraan Karyawan | Employee Well-being, Health, and Safety []
 - Pengelolaan Lingkungan dan Iklim | Environmental and Climate Management []
 - Keselamatan dan Kesehatan Pelanggan | Customer Health and Safety []
- Saran atau informasi terkait Laporan: | Other suggestions or information related to the Report:
.....

Terima kasih atas masukan anda. Mohon lembar umpan balik dapat dikirim melalui surat elektronik kepada kontak yang tertera di Laporan ini, atau langsung ke:

Thank you for your feedback. Please send the feedback form via email to please kindly send this feedback form to the contact mentioned in this Report, or directly send to:


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