sinarmas land

BUILDING FOR
A BETTER FUTURE

SUSTAINABILITY REPORT 2024

Glossary

Abbreviations	Explanations
AC	Air Conditioner
BAS	Building Automated System
BSD	Bumi Serpong Damai
CRS	Community Residents Support
CSR	Corporate Social Responsibility
ERM	Enterprise Risk Management
ERMC	Executive Risk Management Committee
ESG	Environmental, Social, and Governance
GBCI	Green Building Council Indonesia
GFA	Gross Floor Area The total floor surface of the building is calculated from the outer walls of the building
GHG	Greenhouse Gasses
GIIC	Greenland International Industrial Center
HVAC	Heating, Ventilation, and Air-Conditioning
IDR	Indonesian Rupiah
IoT	Internet of Things
IT	Information Technology
ITC	International Trade Center
JBDTK	The Greater Jakarta metropolitan area (an acronym for Jakarta-Bogor-Depok-Tangerang- Bekasi)
KIIC	Karawang International Industrial City
KPI	Key Performance Indicator
LED	Light-emitting Diode
MSME	Micro-Small-Medium Enterprises
Posyandu	Integrated Health Post for Child Health (an acronym for Pos Pelayanan Terpadu)
REC	Renewable Energy Certificates
SBU	Strategic Business Unit
SLA	Service Level Agreement
SML	Sinarmas Land
SON	Sodium lamp or high-pressure sodium lamp (a type of gas discharge lamp that uses sodium to produce light)
SR	Sustainability Report
TCFD	Task Force on Climate-related Financial Disclosures
VOC	Volatile Organic Compound

Our Sinarmas Land Sustainability Pillars

Pillar 1

Best in-Class Real Estate

We create stakeholder value and support national prosperity by delivering high-quality, best-in-class products and services, ensuring safety, operational excellence, and strong governance, while prioritising employee well-being and embracing innovation.

Pillar 2

Climate Change & the Environment

We mitigate our impact on the natural environment surrounding our operations and developments and are committed to becoming a Company that is resilient to a changing climate, while mitigating our contributions to climate change.

Pillar 3

Sustainable Communities

We actively engage with the communities in the areas where we operate and are committed to providing them with sustainable value.

Pillar 4

Educational Patronage

We are committed to ensuring that everyone within the communities we operate in, regardless of their gender or age, and at their own discretion, has equal access to our education ecosystem.

Sinarmas Land Materiality Matrix 2024

Influence (vertical axis)

Importance (horizontal axis)

Plotted points: D, A, G,F, I, H, B, C, K, E, J

A Providing Excellent Products, Facilities, and Services

B Promoting Employee Well-being and Diverse Workplace

C Attention to Customers and Occupational Health and Safety

D Operating with Integrity and Ethics to Promote Good Corporate Governance

E Embracing Technology Innovation and Managing Cyber Threats

F Reducing the Company's Environmental Impact on the Surrounding Environment and Society

G Mitigate and Adapt to Climate Change Risks and Impacts

H Supporting Community Infrastructure and Facilities

I Improving Community Welfare in Surrounding Development Areas

J Initiating Programmes to Support Knowledge Enhancement

K Improving Educational Method and Facility

A. Providing Excellent Products, Facilities, and Services

SML is redefining real estate by putting people, sustainability, and innovation at the heart of everything we build. From vibrant, eco-friendly communities to strong ESG practices and smart urban planning, we're creating spaces that not only meet today's needs but also help shape a resilient, thriving future.

Our Programs and Initiatives

▶ **Green Buildings**: In 2024, Sinarmas Land Limited ("SML") generated IDR 608 billion in revenue from our green building portfolio, reflecting strong market demand and our success in delivering sustainable solutions.

Green Building Portfolio

6 Buildings Have been green certified

1 Residential Has been green certified

▶ **R&D and Innovation:** SML is committed to innovation through a dedicated research division that analyses property market trends and customer preferences, sharing insights across the company to stay ahead and foster innovation.

▶ **Smart and Livable City:** Smart cities present SML with a powerful opportunity to create seamless, connected living. Through innovations like fibre broadband, smart systems, and BSD City's integrated design, we're shaping future-ready communities built around real needs.

▶ **Customer Satisfaction Survey:** To ensure we consistently deliver high-quality service, we conduct annual satisfaction surveys that offer valuable insights into their experiences and expectations.

▶ **Customer Services and OneSmile:** Our service management system is committed to collecting and addressing customer feedback and complaints related to after-sales product development and facilities. This system comprises our customer service team, the OneSmile online application, and social media channels like WhatsApp Groups.

2024 Performance

Environmental Complaint Resolution

96.62 % Number of resolved complaints (meet SLA)

Compared to the 90% target

Property Mgt. Complaint Resolution

99.37 % Number of resolved complaints (meet SLA)

Compared to the 95% target

Customer Satisfaction

4.46 Score of online customer satisfaction survey

Compared to the 4.20 target

Key Feature

The 31,800 m^2 Smart Building **Biomedical Campus** in BSD City, launched in January 2024, features advanced facilities and leverages Microsoft's digital twin and TwinWorX IoT technology for smarter, predictive building management.
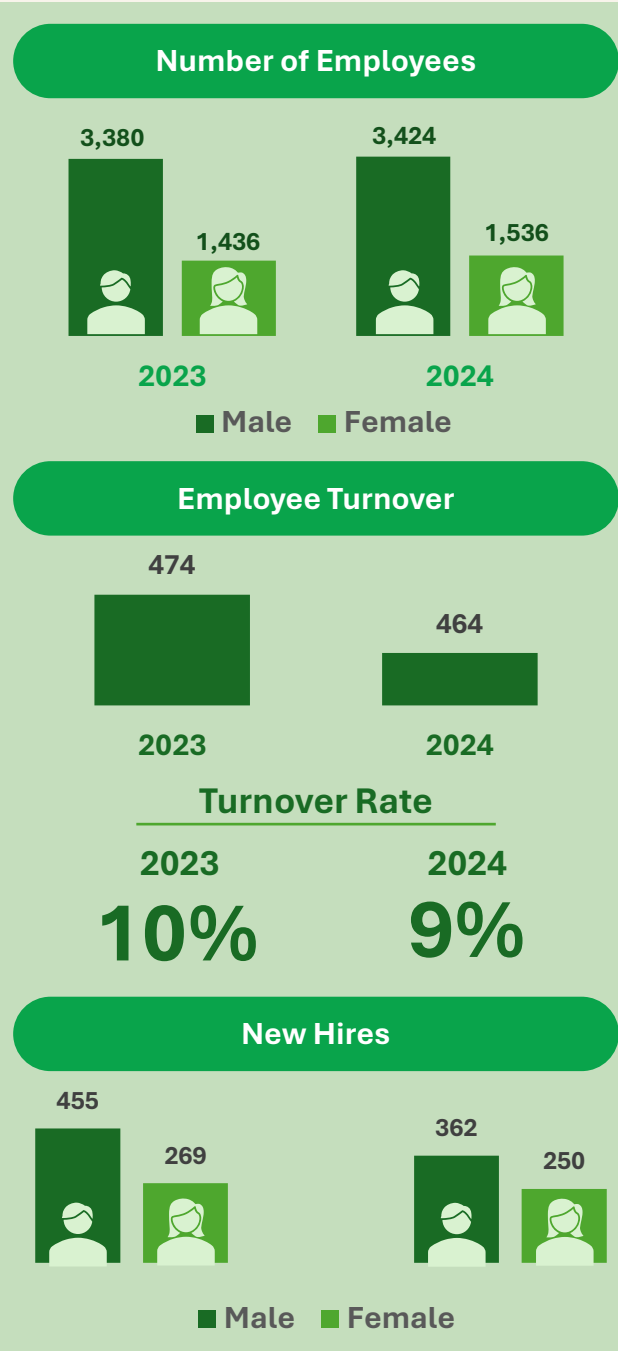
B. Promoting Employee Well-being and Diverse Workplace

At SML, we believe engaged employees are vital to our success. We foster an inclusive, supportive workplace that promotes well-being, performance, and talent development. Our pay structure ensures gender pay equity with a 1:1 ratio across all roles.

Our Programs and Initiatives

▶ **Health and Wellness Activities:** Offers organised health screenings, wellness talks, and physical wellness activities designed to promote overall well-being.

▶ **Employee Community Program:** Promotes work-life balance through sports clubs, health screenings, wellness talks, and team-building events. Highlights include company-sponsored sports, the employee-led SML Choir with professional coaching, and various wellness programs.

▶ **Employee Privileged Program:** Offers special rates on products and services from SML tenants as employee incentives.

▶ **Transition Assistance Program:** Supports employees nearing retirement (within 1–5 years) with guidance on pension planning. In 2024, 55 participants from BSD City and Jakarta joined, planning to expand the program further in 2025.

▶ **Diversity training:** This training aims to foster an inclusive workplace culture. Delivered in four batches, the program has reached over 274 participants in 2024.

▶ **Cultural and National Celebrations:** Events commemorate key occasions such as Independence Day, National Batik Day, Kartini Day, and Mother's Day.

▶ **Rising Star Event:** An annual event that honours exceptional employee achievements in categories such as Innovation, Best Employees, and Top Leaders.
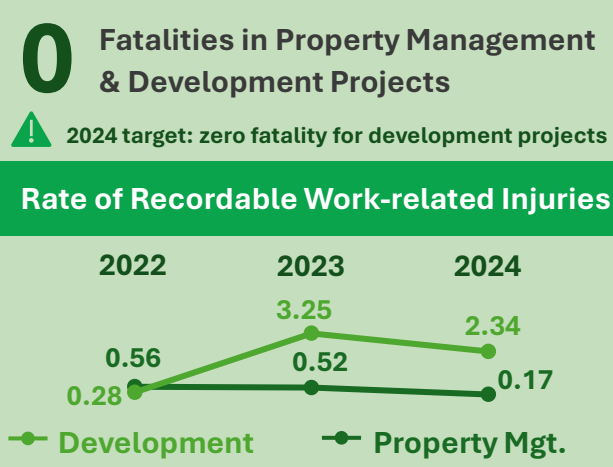
2024 Performance

Number of Employees

	2023	2024
Male	3,380	3,424
Female	1,436	1,536

■ Male ■ Female

Employee Turnover

2023	2024
474	464

Turnover Rate

2023	2024
10%	9%

New Hires

	Male	Female
2023	455	269
2024	362	250

■ Male ■ Female

C. Attention to Customers and Occupational Health and Safety

We are committed to delivering high-quality products and services with a strong focus on health and safety, aiming to minimise incidents and injuries. Our foremost priority is the safety of employees, workers, contractors, tenants and customers, supported by a comprehensive system to manage safety risks across all business units.

Our Programs and Initiatives

▶ **Effective building health and safety measures:** We prioritise safety and air quality with compliance, expert oversight, smart HVAC, and low-VOC materials.

▶ **Sound emergency and crisis response plans:** SML ensures emergency readiness with plans, trained teams, drills, fire safety, smart design, and audits.

▶ **Facility health measures:** We ensure cleanliness and hygiene with regular cleaning and pest control, including food courts.

2024 Performance

0 **Fatalities in Property Management & Development Projects**

⚠ **2024 target: zero fatality for development projects**

Rate of Recordable Work-related Injuries

2022	2023	2024
3.25		2.34
0.56	0.52	0.17
0.28		

— ● — **Development** — ● — **Property Mgt.**

D. Operating with Integrity and Ethics to Promote Good Corporate Governance

The SML Compliance Framework and Code of Conduct ensure adherence to all relevant national and regional laws across operations, finance, labor, customer protection, and the environment.

Our Programs and Initiatives

▶ **Regulation Compliance & Monitoring**

▶ **Fraud, Bribery, and Corruption eLearning**

▶ **Whistle Blowing System Implementation**

2024 Performance

0 **Number of Non-Compliance**

Fraud Awareness **Anti-Bribery & Corruption**

104 **426**

Numbers of Training Participants
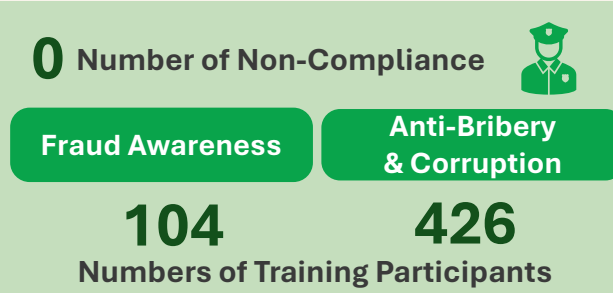
E. Embracing Technology Innovation and Managing Cyber Threats

We recognise that digitalisation and cybersecurity are among our key priorities. By leveraging emerging technologies and digital solutions, we enhance sustainability, optimise operations, and create eco-friendly products, while implementing robust cybersecurity measures to protect data, safeguard privacy, and ensure compliance.

Our Programs and Initiatives

▶ **Cyber Security:** We protect data and systems with strong security measures, regular tests, and ongoing privacy updates. In 2024, over 2,700 employees completed training to stay alert and ready against cyber threats.

▶ **Smart Properties:** We are creating a connected, future-ready smart city with high-speed broadband, automated traffic systems, advanced security, and smart living solutions managed from a central command center. This year, we also launched the Biomedical Campus Smart Building, a model for energy-efficient, occupant-focused innovation.

2024 Performance

■ **IT Service Level**

99% IT SLA Completion

■ **Phishing Simulation**

2 Phishing simulation performed in 2024

■ **Customer Privacy**

0 Identified leaks, thefts or losses of customer data

Green Office Park Area

F. Reducing the Company's Environmental Impact

The built environment depends on natural resources like clean water and raw materials yet also drives significant environmental impacts. At SML, we see these challenges as opportunities to improve sustainability by investing in clean technologies, renewable energy, and efficient management of energy, water, and waste.
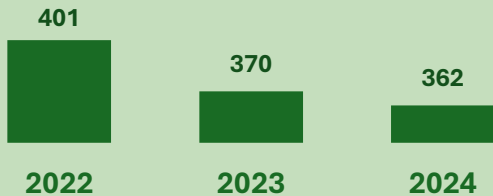
Our Programs and Initiatives

▶ **Water Stewardship:** We implement rainwater harvesting for landscaping in select buildings and actively collect and reuse greywater from sinks, showers, and air conditioning systems to maximise water efficiency.

▶ **Safeguarding Water Resources:** We position operations outside water-stressed areas, prioritize municipal water to protect groundwater, integrate greenery for hydrological balance, and ensure water use respects local community needs.

▶ **Responsible Waste Management:** We break down our non-hazardous waste disposal method into landfill and non-landfill (recycle, reuse, composting, and incineration). Since 2023, we've partnered with a waste management firm in BSD City to reduce landfill waste by promoting sorting, reusing, and recycling across multiple sites. In 2024, we expanded the program and engaged residents through campaigns, educational materials, and management training to drive lasting change. Additionally, our hazardous waste were collected by licensed vendor.

▶ **Plastic asphalt:** To enhance asphalt pavements' durability and environmental sustainability, SML has implemented innovative solutions utilising plastic waste in asphalt. Roads incorporating plastic waste have been constructed in BSD city and GIIC in Kota Deltamas.

▶ **Green Habit Program:** Using banners, posters, and emails to inspire employees and tenants to conserve energy and water while fostering active participation in sustainability efforts.

▶ **Greening our Asset and Township:** Aligned with our Sustainability Vision, we are enhancing green buildings, sustainable materials, and tree planting through a comprehensive three-year plan to create healthier environments and reduce our environmental impact.
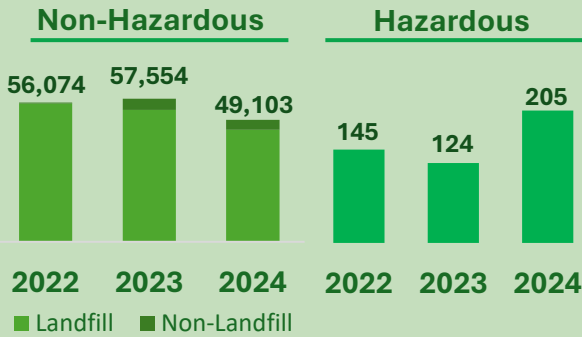
2024 Performance

Water Consumption ('000 m^3)

2022	2023	2024
8,625	8,984	10,620

Water Recycled ('000 m^3)

2022	2023	2024
401	370	362

Waste Generated (tonnes)

Non-Hazardous

2022	2023	2024
56,074	57,554	49,103

Hazardous

2022	2023	2024
145	124	205

■ Landfill   ■ Non-Landfill
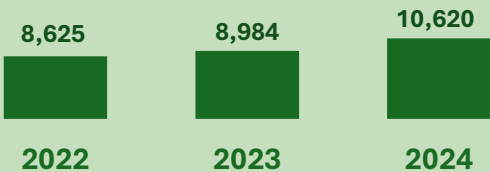
Key Feature

In 2024, SML demonstrated our commitment to sustainability by achieving a significant milestone. The Armont Residence was awarded a "Gold" rank under the Green Home Recognition by the GBCI. This accomplishment marks The Armont Residence as **the first certified green homes project in Indonesia**.

F. Reducing the Company's Environmental Impact

Environmental Target and Achievement

35.7% **Green materials used for residential projects**
compared to 20% target

Green Open Space (2023 – 2025) | Target Achievement as of 2024: 52%
420,614 m² | 815,488 m²

Tree Planting (2023 – 2025) | Target Achievement as of 2024: 94%
23,382 trees | 24,829 trees

Biopores (2023 – 2025) | Target Achievement as of 2024: 76%
10,561 holes | 13,937 holes

Pedestrian Walkway (2023 – 2025) | Target Achievement as of 2024: 17%
7,640 m | 45,139 m

Eco-enzyme (2023 – 2025)
Number of Eco-enzyme produced | Target Achievement as of 2024: 76%
1,589 litres | 2,092 litres

Weight of organic materials processed | Target Achievement as of 2024: 63%
253 kg | 404 kg

Number of socialisation events | Target Achievement as of 2024: 81%
17 events | 21 events

Plastic to Food (2023 – 2025)
Number of participants | Target Achievement as of 2024: 124%
3,000 persons | 3,716 persons

Weight of plastic waste volume collected | Target Achievement as of 2024: 162%
5,900 kg | 9,551 kg

■ 2024 Achievement ■ Target

Plastic Asphalt Implementation

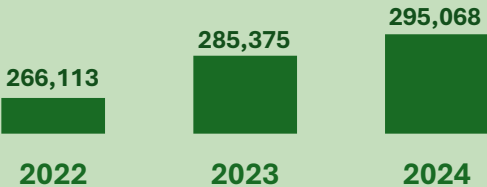# G. Mitigate and Adapt to Climate Change Risks and Impacts

The building and construction sector is a major GHG emitter globally, but it also has great potential for driving decarbonisation. SML is dedicated to reducing its climate impact by enhancing energy efficiency, adopting renewable energy, and promoting green building initiatives, while continuously monitoring climate-related risks.
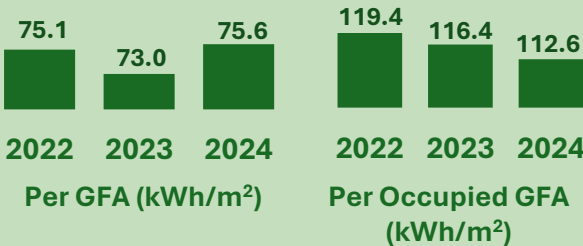
Our Programs and Initiatives

▶ **Increasing Energy Efficiency:** We reduce electricity use through LED lighting, annual chiller maintenance, phasing out ozone-depleting ACs, optimising HVAC via BAS, and enabling tenants to track usage with smart meters. In 2024, our energy use grew with the addition of new projects, yet energy intensity per occupied GFA continued its downward trend, reflecting improved efficiency.

▶ **Energy management assistance program:** From 2023 to 2024, we ran the Developing Energy Efficiency Programme (DEEP), delivering education, awareness, and technical guidance to 16 building managers, with the goal of generating replicable energy-saving ideas.

▶ **LED street lighting:** Since December 2022, we have been replacing SON lamps with LED streetlights in BSD City and the GIIC industrial estate. As of 31 December 2024, we continue this programme in residential clusters.

▶ **Renewable energy:** In 2024, solar PV systems in six commercial buildings generated 2,844,926 kWh, covering 12% of energy use, while REC purchases for seven buildings cut energy-related GHG emissions by 7.78%. Since 2021, the KIIC Water Treatment Plant has run on 115 kWp solar, producing 12,000–13,000 kWh monthly, while several KIIC tenants have added their own solar and biomass systems.

▶ **Electrifying our fleet:** Operating electric vehicles at our industrial estates aligns with our commitment to reducing transport-related GHG emissions, noise, and air pollution, while also achieving cost savings through lower fuel consumption.
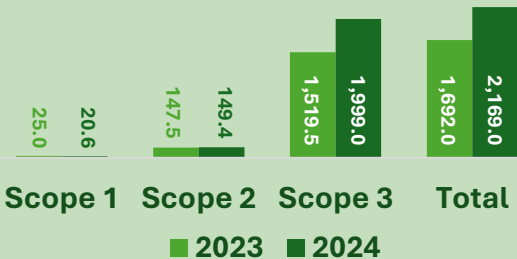
2024 Performance
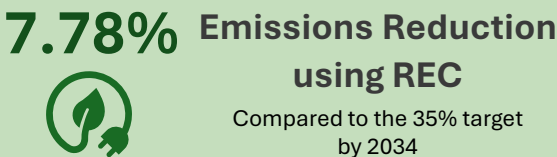
Building Energy Consumption (MWh)

266,113	285,375	295,068
2022	**2023**	**2024**

Energy Intensity

75.1	73.0	75.6	119.4	116.4	112.6
2022	2023	2024	2022	2023	2024
Per GFA (kWh/m²)			**Per Occupied GFA (kWh/m²)**		

GHG Emission Profile ('000 tCO$_2$e)

	Scope 1	Scope 2	Scope 3	Total
2023	25.0	147.5	1,519.5	1,692.0
2024	20.6	149.4	1,999.0	2,169.0

■ 2023 ■ 2024

Emissions Reduction Using REC

7.78% Emissions Reduction using REC

Compared to the 35% target by 2034

G. Mitigate and Adapt to Climate Change Risks and Impacts

Detail of GHG Emission Profile

Scope	Category	Total Emissions (tCO$_2$e)	%
Scope 1 Total: **20,558.90**	Fugitive (Refrigerant)	**18,090.37**	**0.8%**
	Fugitive (Fire Extinguishing Agent)	**Nil**	**0.0%**
	Mobile Fuel	**2,141.20**	**0.1%**
	Stationary	**327.33**	**0.0%**
Scope 2 Total: **149,393.80**	Electricity (Market-based)	**149,393.80**	**6.9%**
	Electricity (Location-based)	**165,925.09**	**-**
Scope 3 Total: **1,999,079.74**	Cat. 1 Purchased Goods and Services	**93,814.08**	**4.3%**
	Cat. 2 Capital Goods (for assets)	**841.35**	**0.0%**
	Cat. 3 Fuel- and Energy-related Activities	**53,207.25**	**2.5%**
	Cat. 4 Transportation and Distribution (upstream)	**103.92**	**0.0%**
	Cat. 5 Waste Generated in Operations	**23,586.47**	**1.1%**
	Cat. 6 Business Travel	**882.37**	**0.0%**
	Cat. 7 Employee Commuting	**30.53**	**0.0%**
	Cat. 8 Leased Assets (upstream)	**7.77**	**0.0%**
	Cat. 11 Use of Sold Products	**1,539,767.67**	**71.0%**
	Cat. 12 End-of-Life Treatment of Sold Products	**154,433.35**	**7.1%**
	Cat. 13 Leased Assets (downstream)	**80,698.10**	**3.7%**
	Cat. 15 Investments	**51,706.86**	**2.4%**
Total Emission: 2,169,032.44			

GHG Emissions Calculation Methodology:

1. The carbon accounting method adopted in this report is calculated in accordance with The Greenhouse Gas Protocol.
2. GHG boundary consolidation approach is using the Operational Control approach.
3. All emissions are calculated as carbon dioxide equivalent ("CO2e"). In addition to carbon dioxide ("CO2"), the CO2e values reported include the global warming potential ("GWP") from methane ("CH4"), nitrous oxide ("N2O") and hydrofluorocarbons ("HFCs"). Remaining gases (perfluorocarbons or "PFCs"), sulphur hexafluoride ("SF6") and nitrogen trifluoride ("NF3") are not reported as they are not considered relevant to the direct business activities of SML.
4. All GWP values used in this methodology reference the figures over a 100-year horizon relative to CO2 as reported in Intergovernmental Panel on Climate Change's ("IPCC") sixth assessment report ("AR6").
5. Our data for emissions generated was obtained using the relevant emission factors from latest available grid emission factor from government sources, US EPA and UK DEFRA.
6. Estimated life expectancy of building to calculate GHG emission Scope 3 - Category 11 is 60 years according to Indonesia's local regulation on building code for government buildings.

Task Force on Climate-Related Financial Disclosures Report

Governance

At SML, climate sustainability is embedded in our business strategy, governance, and daily operations. The Board, supported by the Board Committee and the ERMC, sets climate targets, monitors progress, and ensures ESG initiatives align with long-term goals. Led by the Chief Risk & Sustainability Officer and a network of SR Champions, climate risk management is integrated across SBUs and projects. The ERMC, comprising 35 senior executives, meets regularly to review climate risk evaluations, GHG reduction progress, and sustainability initiatives. Since 2022, we have publicly disclosed Scope 1, 2, and 3 baseline emissions, demonstrating our commitment to transparency and meaningful climate action.

Strategy

Adopting the TCFD guidelines has enhanced the transparency and rigour of our climate-related financial disclosures, positioning SML for a smooth transition to the upcoming IFRS S2 Climate-related Disclosures Framework. This approach reflects our commitment to climate action and sustainability in the real estate sector.

Our updated physical climate risk methodology evaluates each project's exposure, prioritises risks, identifies mitigation or adaptation measures, and quantifies financial impacts. In 2024, we identified transition risks in policy, market, reputation, and technology, informed by research and industry benchmarking.

We recognise that climate change poses both physical and transition risks, while also offering opportunities to improve efficiency, reduce costs, strengthen ESG performance, access incentives, and capture growing demand for sustainable products, enhancing long-term resilience.

Risk Management

We have strengthened our ERM framework to integrate climate-related risks into regular assessments and reporting across financial, operational, legal, compliance, project, and strategic categories, supported by annual group-wide risk and ESG materiality assessments.

In 2024, we evaluated 132 projects across Indonesia, assessing acute and chronic physical climate risks using national and international research. Heavy rainfall emerged as the most common risk, with sea level rise posing significant threats to projects in DKI Jakarta and Batam. BSD City and JBDTK face a broader range of risks, while projects outside JBDTK encounter more localised challenges. Risks were prioritised, with tailored mitigation and adaptation strategies developed alongside cost estimates.

To strengthen resilience, we invested over IDR 39 billion in adaptation measures and will intensify transition risk assessments, scenario analyses, and initiatives in resource efficiency, alternative energy, and market expansion.

Metrics and Target

SML systematically analyses climate-related risk indicators, including energy and water use, recycling, reuse, discharge, and waste management. Where applicable, intensity metrics per square meter enhance accuracy and comparability. Consumption data forms the basis for calculating Scope 1 and Scope 2 GHG emissions. Further details are provided in the GHG Emissions section of this report.

Task Force on Climate-Related Financial Disclosures Report

Physical Climate Risk Assessment Result
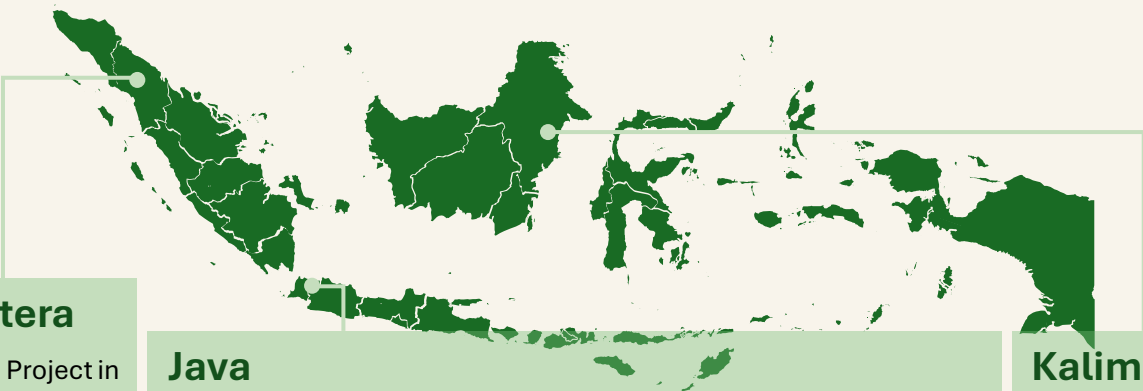
Sumatera

- **Medan**: Project in Medan may be slightly affected by heavy rainfall risk.
- **Batam**: Projects face heavy rainfall risks, with long-term sea level rise affecting several locations.

Java

- **BSD City and Greater Jakarta**: Several projects face risks from heavy rainfall and flooding, while vegetated areas such as Bekasi and Karawang are prone to wildfires. Rising sea levels might threaten northern Jakarta ITCs, and sustained temperature increases pose long-term challenges.
- **Semarang**: All projects are primarily exposed to heavy rainfall.
- **Surabaya**: Due to Surabaya's frequent heavy rainfall and its susceptibility to flooding, projects in the city may be vulnerable to flood risks.

Kalimantan

- **Balikpapan**: Several city areas face growing vulnerability to heavy rainfall, flooding and landslide risks.

Transition Climate Risk Assessment Result

Category	Sub Risk Events	Opportunities
Policy	• Transition to renewable energy • Enhanced climate-related disclosures • Implementation of carbon tax • Limited agility in adapting to evolving climate and sustainability demands	• Improve energy efficiency and reduce GHG emissions • Lower costs through renewable energy use • Strengthen ESG disclosures to attract green investors • Reduce tax liabilities via government incentives • Generate revenue from surplus carbon credits • Build a workforce with skills for climate requirements
Market	• Rising demand for green products • Growing preference for green materials • Increased investor interest in green financial instruments	• Broaden market reach with green products and services • Position as a sustainable development leader, enhancing brand perception • Access diversified funding from green investors • Secure sustainable financing
Reputation	• Changing customer preferences towards green alternatives • Increased stakeholder concern that might lead to negative feedback	• Attracts more environmentally conscious customers • Drives continuous improvement and future resilience
Technology	• Rising costs associated with adopting low carbon technologies and solutions	• Leads to improved energy and water efficiency, resulting in long term operational cost reductions

H. Supporting Community Infrastructure and Facilities

We believe successful development builds communities, not just buildings. We enhance social well-being through inclusive spaces, improved infrastructure, and support for local initiatives, from road upgrades to mosque renovations and public lighting.

Our Programs and Initiatives

▶ **Road Lighting Infrastructure Support:** Installing public road lighting in underprivileged villages to improve safety and visibility for commuters.

▶ **Mosque/Mushalla Renovation:** In 2024, SML's CRS programme focused on enhancing the quality of worship facilities around the SML project, benefiting approximately 1,000 people.

▶ **House Renovation:** The Home Renovation Programme is dedicated to upgrading houses that are presently uninhabitable and do not meet health, safety, and social standards.

▶ **Bantuan Sekolah:** Launched in 2022, it aims to create a holistic, environmentally conscious, and self-reliant ecosystem in schools, focusing on environment, health, and innovation.

▶ **Road Development for Village:** In 2024, road development near the KIIC area was completed in Desa Sirnabaya. This included constructing 359 metres of concrete roads and repairing 397 metres of asphalt roads.

▶ **Provision of Clean Water:** We successfully installed a water treatment facility in Kota Deltamas, extending its benefits to nearby villages in Cibarusah and Bojongmangu, as well as Serang Baru District in Bandung Regency. Cumulatively, the water supply provided for these areas averaged 6,700 m³ per month, throughout the year.

2024 Performance

■ **Road Lighting Support**

15 Road lighting units

■ **Mosque & Mushalla Renovation**

4 Mosques/mushallas

Key Features

A key component of Road Lighting Support initiative is the installation of public road lighting due to a lack of government-provided road lighting. By lighting up these areas, we aim to boost residents' nighttime economic activities and enhance their quality of life. This project also seeks to create safer neighborhoods and help reduce crime rates with Kampung Rancamalang and Desa Kadusirung are among the beneficiaries in 2024.

I. Improving Community Welfare in Surrounding Development Areas

We aim to boost local prosperity by reducing unemployment and raising incomes, using social mapping at every stage to design programmes that reflect each community's unique geography, culture, and needs for lasting impact.

Our Programs and Initiatives

▶ **Bina Usaha MSME:** The Bina Usaha MSME programme builds MSME skills in product quality, branding, finance, marketing, and overall business management through training, certification, sales support, monitoring, and government collaboration.

▶ **Supporting the Government of Indonesia in Reducing Stunting:** In 2024, we provided free health check-ups for infants and toddlers, supporting 26 Posyandu branches and 104 cadres. We distributed 1,015 packages across eight BSD villages and 32,015 packages across KIIC's surrounding communities.

▶ **Pasar Rakyat Berdaya:** In 2024, we engaged 1,083 MSMEs, with 632 trained in digital payments. The programme equipped participants to leverage digital, legal, and halal ecosystems for better marketing. From BSD City Modern Market, 184 MSMEs joined, five received free halal certification, and 20 secured legal certifications.

▶ **Kampung Mantul:** Kampung Mantul serves as pivotal part of SML's sustainability initiative designed to empower rural communities in South Tangerang and Tangerang Regency. The programme focuses on environmental stewardship, fostering healthy living, and ensuring food security, all while aiming to shift community perspectives on self-reliance and food sustainability.

▶ **Kampung Dolanan Khatulistiwa:** Founded in November 2023 in Kampung Dadap Barat by seven activists, it is an educational tourism village showcasing traditional games and craft workshops. In 2024, it hosted visits from schools, communities, and the Deputy Mayor, promoting culture, learning, and community welfare.

2024 Performance

Programme Target Achievement

■ Kampung Mantul

5 **Villages served by the programme**
Target achievement as of 2024: 100%

511 **Activities performed**
Target achievement as of 2024: 106%

■ Bina Usaha MSME

62 **MSME assisted**
Target achievement as of 2024: 95%

98 **MSME with disabilities assisted**
Target achievement as of 2024: 123%

10.7 **Billion IDR revenue generated**
Target achievement as of 2024: 143%

■ Pasar Rakyat Berdaya

1,083 **Participants**
Target achievement as of 2024: 108%

632 **Participants for Digital Payment Trainings**
Target achievement as of 2024: 119%

Key Feature

Since 2022, our **Local Agricultural Partnership** has used 166 hectares across seven Rumpin villages, supporting 317 farmers in cultivating diverse crops. By 2024, 112 farmers actively participated in mentoring and group activities to enhance skills and productivity.
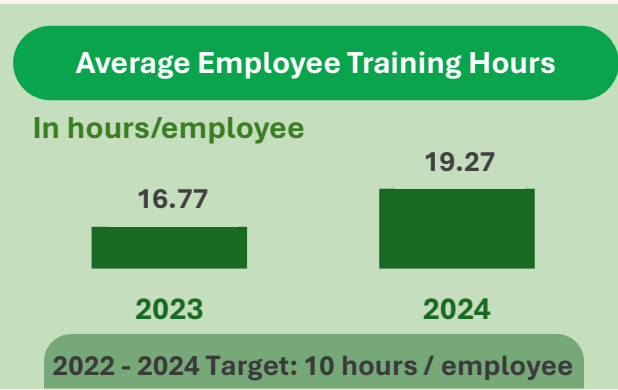
J. Initiating Programmes to Support Knowledge Enhancement

Employee development is pivotal to our Company's growth, as we regard employees as our most valuable assets. We invest in comprehensive training and development programmes to address their needs, empowering them to enhance skills, pursue career aspirations, and excel in their roles.

Our Programs and Initiatives

▶ **Employee Performance Review:** Our Human Capital division holds semi-annual performance and career development reviews based on corporate-level KPIs to ensure equal opportunities for all employees.

▶ **Training and Development:** SML offers in-house training on soft skills like leadership, critical thinking, and problem-solving, led by the Human Capital team, and public training on technical areas such as product quality, marketing, risk, ESG management, and creative thinking, based on employee requests.

▶ **Leadership Programme::** Our Human Capital Team develops potential leaders through programmes like management trainee initiatives, executive coaching, SML Career Studio, Executive Mandatory Programme, Supervisory Development Programme, Advanced Development Programme, and Managerial Development Programme, all designed to enhance skills and provide focused leadership training.

2024 Performance

Average Employee Training Hours

In hours/employee

16.77
2023

19.27
2024

2022 - 2024 Target: 10 hours / employee

Key Feature

The **Career Studio programme** at SML accelerates the development of high-potential middle and senior managers through project assignments, workshops, presentations, mentoring, and coaching. It builds a robust leadership pipeline to ensure smooth transitions, minimize disruptions, and secure the company's long-term sustainability by aligning participants' skills and goals with organizational needs.

Career Studio Programme

K. Improving Educational Method and Facility

We are committed to inclusive, high-quality education by actively engaging communities, collaborating with stakeholders, and implementing multi-year initiatives that enhance learning, upgrade facilities, and create meaningful opportunities for the next-generation workforce.

Our Programs and Initiatives

▶ **Educational Scholarship and Support:** We support education and skills development in Deltamas by providing scholarships to 140 students from 31 schools, and in 2024, 40 laptops were donated to Middle School students in Pasiranji.

▶ **BSD Literature Centre:** The BSD Literature Centre is more than just a hub for educational and literary programmes, it's a place where the local community comes together to learn, grow, and connect. In 2024, the BSD Literature Centre introduced programmes that gained attention from the surrounding community, including the Computer Centre, Literature Centre, Playing Centre, Audio Visual Centre, and Sign Language Centre.

▶ **Sekolah Berhati:** Launched in 2021, Sekolah Berhati drives environmental and innovative transformation in BSD City schools. By 2024, it fosters green, healthy, and innovative qualities through educator training, innovation projects, competitions, and a third-party application mapping students' interests, actively engaging schools and teachers across urban and district areas in South Tangerang.

▶ **Learn How to Read the Quran:** We promote spiritual growth and community cohesion by providing access to religious education, empowering individuals in their faith. Our Quran literacy programme, launched in Balikpapan and Pagedangan, engaged 339 participants across 41 mosques in 2024 alone.

2024 Performance

Programme Target Achievement

■ **BSD Literature Centre**

1,132 Activities Performed
Target achievement as of 2024: 132%

■ **Sekolah Berhati**

73 Schools Involved
Target achievement as of 2024: 114%

■ **Learn How to Read the Quran**

1,490 Participants
Target achievement as of 2024: 166%

BSD Literature Centre

Contact Information

Any questions regarding this report can be raised with **Muhammad Reza Abdulmajid,** Chief Risk & Sustainability Officer, Sinarmas Land, at sustainability@sinarmasland.com.