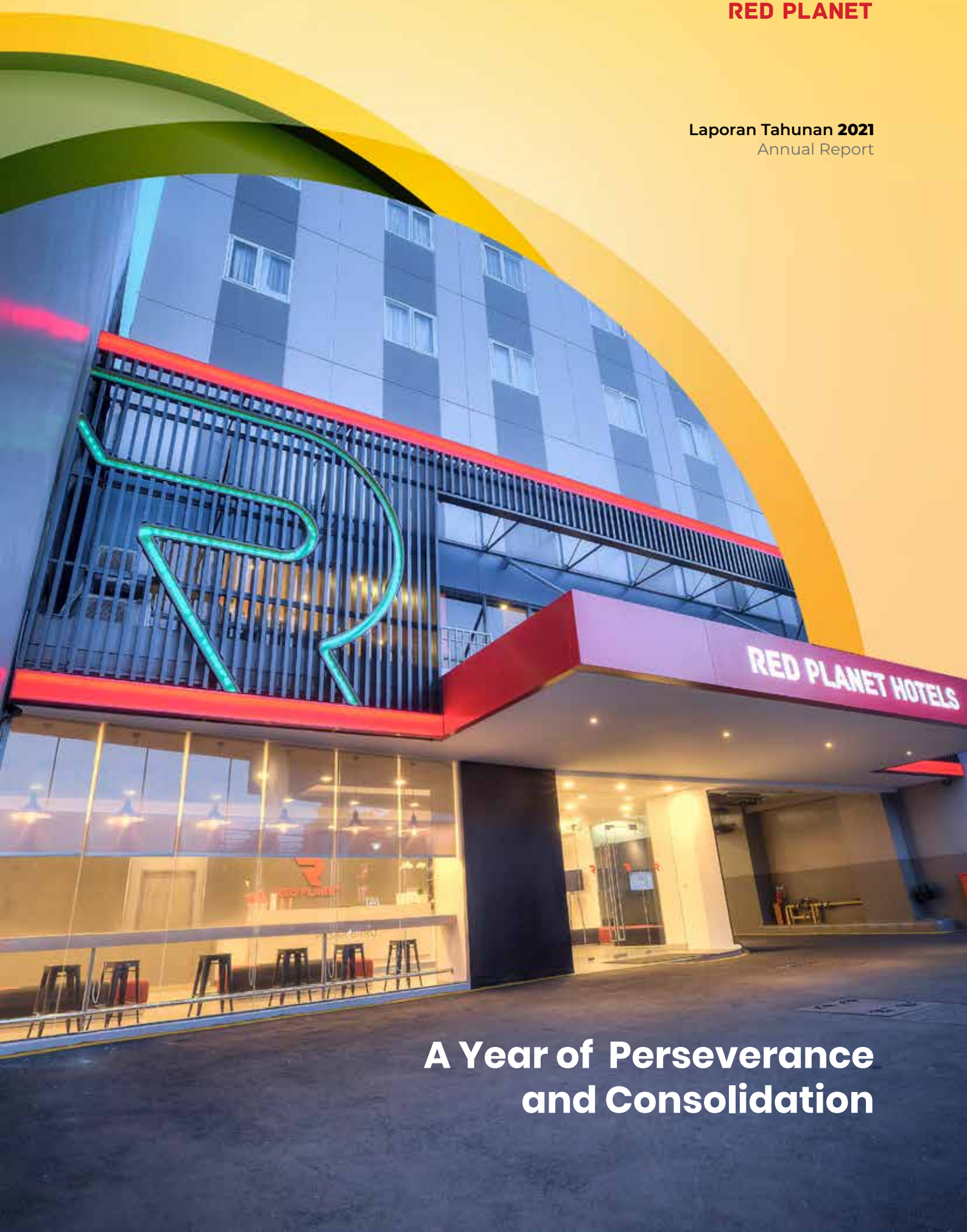
RED PLANET

Laporan Tahunan **2021**
Annual Report



A Year of Perseverance and Consolidation

RED PLANET

A YEAR OF PERSEVERANCE AND CONSOLIDATION



PT Red Planet Indonesia Tbk terus mempertahankan dan mengonsolidasikan pengelolaan hotel-hotel yang dimiliki dengan semangat pantang menyerah dalam mengatasi berbagai tantangan di tengah gempuran pandemi yang masih berlangsung di tahun 2021. Dengan karakteristik terbaik serta keandalan manajemen dalam mengelola usaha, Perseroan tumbuh sebagai entitas bisnis yang tangguh dengan harapan besar di masa depan. Komitmen pada keberlanjutan usaha jangka panjang ini juga disertai dengan pengelolaan kebutuhan karyawan, pelanggan, dan mitra usaha, serta pengelolaan lingkungan hidup secara konsisten, terarah, dan tepat sasaran.

PT Red Planet Indonesia Tbk continues to maintain and consolidate the management of its hotels with an unyielding spirit in navigating various challenges amidst the onslaught of the pandemic that was still going strong in 2021. With the ultimate characteristics and management reliability in managing its business, the Company has grown into a tough business entity with great hopes for the future. This commitment to long-term business sustainability is also accompanied by managing the employees, customers, and business partners needs, as well as managing the environment in a consistent, focused and targeted manner.

2021
Laporan Tahunan
Annual Report

Sanggahan dan Batasan Tanggung Jawab

Disclaimer and Limitation of Liability

Laporan Tahunan 2021 PT Red Planet Indonesia Tbk (yang selanjutnya disebut "Red Planet" atau "Perseroan") disusun berdasarkan Peraturan Otoritas Jasa Keuangan No. 29/POJK.04/2016 tentang Laporan Tahunan Emiten atau Perusahaan Publik serta Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017 tentang Penerapan Keuangan Berkelanjutan bagi Lembaga Jasa Keuangan, Emiten, dan Perusahaan Publik. Muatan konten laporan ini sesuai dengan Surat Edaran Otoritas Jasa Keuangan No. 16/SEOJK.04/2021 tentang Bentuk dan Isi Laporan Tahunan Emiten atau Perusahaan Publik.

Laporan ini memuat informasi terkait prinsip-prinsip keberlanjutan dalam seluruh aspek bisnis yang dijalankan serta kinerja ekonomi, sosial, dan lingkungan Perseroan selama periode 1 Januari 2021 hingga 31 Desember 2021, disertai dengan perbandingan kinerja tahun-tahun sebelumnya. Selain itu, Laporan Tahunan ini juga menyajikan informasi terkait proyeksi kerja Perseroan di tahun selanjutnya yang disusun berdasarkan pernyataan-pernyataan prospektif dan berbagai asumsi mengenai kondisi mendatang Perseroan, serta lingkungan bisnis yang terkait, sehingga dapat mengakibatkan perkembangan aktual secara material berbeda dari yang dilaporkan. Oleh karena itu, Perseroan menghimbau agar pemangku kepentingan dapat menggunakan informasi tersebut secara bijak dalam pengambilan keputusan.

Informasi lebih lanjut terkait laporan ini dan muatan di dalamnya dapat diperoleh melalui:

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The 2021 Annual Report of PT Red Planet Indonesia Tbk (hereinafter referred to as "Red Planet" or "the Company") was prepared based on Financial Services Authority Regulation No. 29/POJK.04/2016 on Annual Reports of Issuers or Public Companies as well as Financial Services Authority Regulation No. 51/POJK.03/2017 on Implementation of Sustainable Finance for Financial Services Institutions, Issuers, and Public Companies. The content of this report is in accordance with Financial Services Authority Circular Letter No. 16/SEOJK.04/2021 concerning the Form and Content of the Issuers or Public Companies Annual Reports.

This report contains information related to sustainability principles in all aspects of the current ongoing business, as well as the Company's economic, social, and environmental performance during the period of 1 January 2021 to 31 December 2021, completed with a comparison of performance of the previous years. In addition, this Annual Report also presents information related to the Company's work projections for the following year compiled based on prospective statements and various assumptions regarding the Company's future conditions, as well as the related business environment, which may result in actual developments that are materially different from those reported. Therefore, the Company urges stakeholders to use the information with discretion in their decision making.

Further information regarding this report and its contents can be obtained through:

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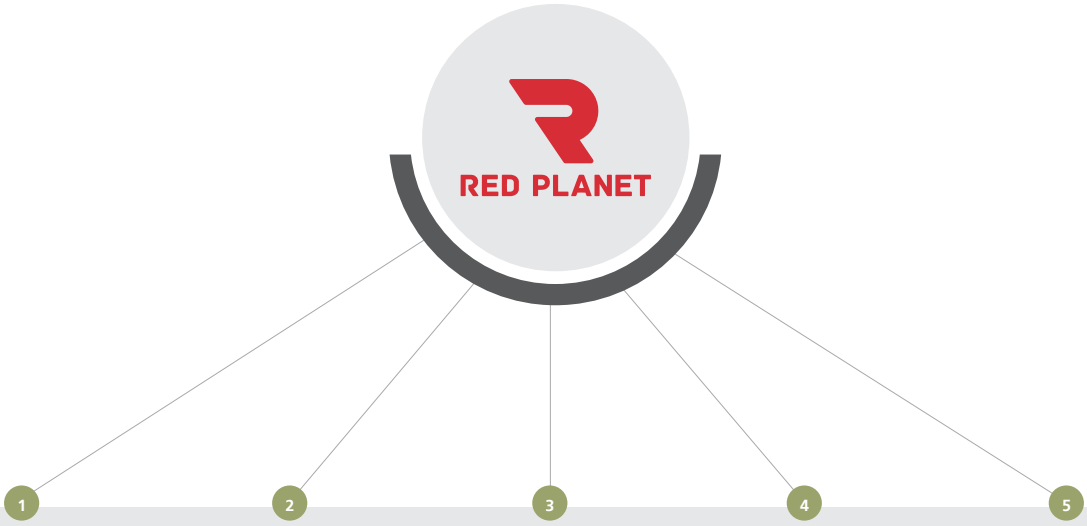
Tentang Red Planet
About The Red Planet

Red Planet adalah bagian dari grup Red Planet Hotels yang dapat dengan cepat memposisikan diri untuk terbentuk menjadi salah satu perusahaan yang berlandaskan investasi secara regional dalam sektor perhotelan-hotel bujet. Saat ini, Red Planet memiliki dan mengoperasikan 7 hotel di Indonesia. Dengan penerapan teknologi yang baik dan terukur, Perseroan mampu menyediakan proses reservasi yang singkat dan mudah digunakan bagi pelanggan, memberikan pengalaman yang menarik, dan terus menjadi yang terdepan dalam pangsa pasar dengan keunggulan merk yang dimiliki.

Red Planet is part of the Red Planet Hotels group which is rapidly positioning itself to become one of the regionally-investment-based companies in the budget hotel sector. Currently, Red Planet owns and operates 7 hotels in Indonesia. With the implementation of good and measurable technology, the Company is able to provide a short and easy-to-use reservation process for customers, provide an interesting experience, and continue to be at the forefront of market share with the advantages of its brand.

Keunggulan Kompetitif
Competitive Advantages



1. Kantor pusat berlokasi di Jakarta dengan hotel pertama yaitu Red Planet Hotel Jakarta, Pasar Baru yang mulai beroperasi di tahun 2012.

   The head office is in Jakarta with the first hotel, Red Planet Hotel Jakarta, Pasar Baru started its operations in 2012.

2. Bagian dari Grup Planet Hotels - jaringan hotel terbesar dengan pertumbuhan tercepat di Asia yang berfokus pada sektor hotel ekonomis.

   Part of the Planet Hotels Group - Asia's largest and fastest growing hotel chain focused on value hotel sector.

3. Terdaftar di Bursa Efek Indonesia sejak tahun 1995 dengan kode saham: PSKT dan mengubah nama menjadi PT Red Planet Indonesia Tbk pada tahun 2014.

   Listed on the Indonesia Stock Exchange since 1995 with ticker code: PSKT and changed its name to PT Red Planet Indonesia Tbk in 2014.

4. Memiliki kurang lebih 160 karyawan di kantor pusat dan seluruh properti hotel.

   Has approximately 160 employees at the head office and all hotel properties.

5. Dikenal sebagai perusahaan yang sedang berkembang dengan skala investasi yang cukup besar dalam sektor hotel ekonomis di Indonesia.

   Recognized as a growing company with a sizeable investment scale in the value hotel sector in Indonesia.

Tahapan Penyusunan Laporan
Report Preparation Stages

Laporan Tahunan ini disusun Perseroan melalui beberapa tahapan yang berkesinambungan, sebagaimana ditunjukkan berikut.

This Annual Report is prepared by the Company through several continuous stages, as shown below.



1. **Perencanaan**
   Perseroan memulai proses penyusunan Laporan Tahunan ini dengan menganalisis laporan periode sebelumnya dan perkembangan peraturan perundang-undangan terkait sebagai dasar untuk menyempurnakan informasi, data, serta konsep penyusunan di tahun 2021.

2. **Identifikasi**
   Perseroan mengacu pada standar AA1000 *Stakeholder Engagement Standard* (SES) 2015 untuk mengidentifikasi isu-isu penting dan kelompok pemangku kepentingan yang berkaitan dengan kegiatan usaha yang dijalankan. Adapun aspek-aspek yang menjadi dasar pertimbangan untuk menentukan kelompok pemangku kepentingan tersebut diuraikan sebagai berikut.

1. **Planning**
   The Company started the process of this Annual Report preparation by analyzing reports from previous period and the development of related laws and regulations as a basis for improving information, data, and drafting concepts in 2021.

2. **Identification**
   The Company refers to AA1000 Stakeholder Engagement Standard (SES) standard in 2015 to identify important issues and stakeholder groups related to the business activities. The aspects that become the consideration basis in determining the stakeholder groups are described as follows.

Pengaruh Influence	**Ketergantungan** Dependence	**Tanggung Jawab** Responsibility	**Perhatian** Attention	**Perspektif** Perspective
Pihak tersebut memberikan pengaruh terhadap keputusan yang diambil oleh Perseroan terkait kelangsungan usaha.	Perseroan memiliki ketergantungan terhadap pihak tersebut, baik secara langsung maupun tidak langsung.	Perseroan memiliki tanggung jawab, baik saat ini atau di masa yang akan datang, terhadap pihak tersebut.	Pihak tersebut membutuhkan perhatian dari Perseroan terkait isu ekonomi, sosial, atau lingkungan hidup.	Pihak tersebut dapat memberikan sudut pandang baru yang sebelumnya belum ada terhadap isu penting yang relevan.
These parties influence the decisions taken by the Company regarding its business continuity.	The Company has direct or indirect dependence on these parties.	The Company has responsibilities, currently and in the future, to these parties.	These parties require attention from the Company regarding economic, social, or environmental issues.	These parties can provide new perspectives that did not exist previously on important relevant issues.

Berdasarkan aspek-aspek pertimbangan tersebut, Perseroan telah menentukan pihak-pihak yang termasuk dalam kelompok pemangku kepentingan beserta dengan respons Perseroan dalam memenuhi kebutuhan masing-masing kelompok pemangku kepentingan tersebut. Hasil identifikasi tersebut diuraikan sebagai berikut.

Based on these aspects, the Company has determined the parties that are included in the stakeholder groups along with the Company's response in meeting the needs of each stakeholder group. The results of the identification are described as follows.

Kelompok Pemangku Kepentingan Stakeholder Group	**Dasar Pemilihan** Selection Basis	**Kebutuhan Pemangku Kepentingan** Stakeholders Needs	**Respons terhadap Kebutuhan Pemangku Kepentingan** Response to the Stakeholders Needs	**Metode Pelibatan dan Frekuensi Pelaksanaan** Engagement Method and Execution Frequency
Pemegang Saham dan Investor	• Tanggung Jawab • Perspektif • Pengaruh	• Kinerja ekonomi; serta • Keberlanjutan usaha.	• Menyusun langkah-langkah strategis guna meningkatkan kinerja ekonomi dan mempertahankan keberlanjutan usaha; serta • Meningkatkan penerapan prinsip-prinsip keberlanjutan di Perseroan.	• Penyelenggaraan Rapat Umum Pemegang Saham (RUPS) Tahunan dan Luar Biasa; • Penyampaian Laporan Keuangan dan Laporan Tahunan; serta • Penyediaan sarana akses informasi.
Shareholders and Investors	• Responsibility • Perspective • Influence	• Economic performance; as well as • Business sustainability.	• Develop strategic steps to improve economic performance and maintain business sustainability; as well as • Improving the implementation of sustainability principles in the Company.	• Organizing the Annual and Extraordinary General Meeting of Shareholders (GMS); • Submission of Financial Statements and Annual Reports; as well as • Provision of facilities to access information.
Pemerintah dan Regulator	• Tanggung Jawab • Pengaruh	• Pemenuhan peraturan yang terkait dengan kegiatan usaha Perseroan; serta • Pembayaran kewajiban perpajakan dan penerimaan negara bukan pajak (PNBP).	• Memastikan kegiatan operasional Perseroan telah memenuhi seluruh peraturan yang berlaku bagi Perseroan; • Membayar kewajiban pajak dan PNBP; serta • Melakukan sertifikasi dan penilaian oleh pihak eksternal.	• Penyampaian Laporan Keuangan, Laporan Tahunan, dan laporan lainnya setiap triwulan maupun tahunan; serta • Pembayaran serta pelaporan pajak dan PNBP untuk periode bulanan ataupun tahunan.
Government and Regulators	• Responsibility • Influence	• Compliance with regulations related to the Company's business activities; as well as • Payment of tax obligations and non-tax state revenues (PNBP).	• Ensuring that the Company's operational activities have complied with all regulations applicable to the Company; • Paying tax and PNBP obligations; as well as • Obtain certification and assessment made by external parties.	• Submission of Financial Statements, Annual Report, and other reports on a quarterly or annual basis; as well as • Payment and reporting of taxes and PNBP for monthly or annual periods.
Karyawan	• Tanggung Jawab • Ketergantungan • Pengaruh • Perhatian	• Pengelolaan praktik ketenagakerjaan yang adil dan bertanggung jawab; • Kesehatan dan keselamatan kerja (K3); serta • Pengembangan kompetensi dan jenjang karier.	• Menyusun serta memenuhi kontrak kerja dan peraturan perundang-undangan terkait ketenagakerjaan; • Menyediakan sarana dan/atau prasarana K3 yang memadai; serta • Menyelenggarakan kegiatan pendidikan dan pelatihan, serta promosi jabatan.	Penyediaan sarana pengaduan karyawan.
Employees	• Responsibility • Dependence • Influence • Attention	• Management of a fair and responsible employment practices; • Occupational health and safety (OHS); as well as • Competence development and career path.	• Prepare and fulfill work agreement as well as employment laws and regulations; • Provide adequate OHS facilities and/or infrastructure; as well as • Organizing education and training activities, as well as promotions.	Provision of employee complaint facilities.

Kelompok Pemangku Kepentingan Stakeholder Group	**Dasar Pemilihan** Selection Basis	**Kebutuhan Pemangku Kepentingan** Stakeholders Needs	**Respons terhadap Kebutuhan Pemangku Kepentingan** Response to the Stakeholders Needs	**Metode Pelibatan dan Frekuensi Pelaksanaan** Engagement Method and Execution Frequency
Pelanggan	• Tanggung Jawab • Ketergantungan • Perhatian	• Informasi produk dan jasa; serta • Kualitas produk dan jasa.	• Memperbaharui informasi produk dan jasa sesuai kebutuhan; serta • Menjaga kualitas produk dan jasa, termasuk aspek kesehatan dan keselamatan pelanggan.	• Pelaksanaan survei kepuasan pelanggan sesuai kebutuhan; serta • Penyediaan sarana pengaduan bagi pelanggan.
Customers	• Responsibility • Dependence • Attention	• Product and service information; as well as • Products and services quality.	• Update product and service information as needed; as well as • Maintain the quality of products and services, including customer health and safety aspects.	• Implementation of customer satisfaction surveys as needed; as well as • Provision of complaint facilities for customers.
Mitra Kerja	• Tanggung Jawab • Ketergantungan	• Praktik pengadaan yang adil dan transparan; serta • Pemenuhan kontrak kerja.	• Menyusun kontrak kerja yang menguntungkan kedua belah pihak; • Melaksanakan pengadaan produk dan jasa sesuai dengan prinsip GCG; serta • Memenuhi kewajiban dalam kontrak kerja.	• Pertemuan dengan pemasok sesuai kebutuhan; serta • Penyediaan sarana pengaduan bagi pemasok.
Business Partner	• Responsibility • Dependence	• Fair and transparent procurement practices; as well as • Fulfillment of work agreement.	• Develop a work agreement that benefits both parties; • Carry out the procurement of products and services in accordance with the GCG principles; as well as • Fulfill obligations in the work agreement.	• Conduct meetings with suppliers as needed; as well as • Provision of complaint facilities for suppliers.
Masyarakat	• Tanggung Jawab • Perhatian • Perspektif	• Partisipasi Perseroan dalam membantu meningkatkan kesejahteraan masyarakat; serta • Program pengembangan masyarakat.	• Membuka kesempatan kerja bagi masyarakat lokal; serta • Melaksanakan program CSR bagi masyarakat.	Penyediaan sarana komunikasi dan pengaduan bagi masyarakat.
Community	• Responsibility • Attention • Perspective	• The Company's participation in helping improving the community welfare; as well as • Community development programs.	• Opening job opportunities for local communities; as well as • Implement CSR programs for the community.	Provision of means of communication and complaints for the public.
Media Massa	Tanggung Jawab	Keterbukaan informasi terkait perkembangan usaha Perseroan.	• Memperbaharui informasi pada situs web dan media sosial sesuai kebutuhan; serta • Melaksanakan paparan publik.	• Penyediaan sarana akses informasi; serta • Pelaksanaan paparan publik sesuai kebutuhan.
Mass Media	Responsibility	Disclosure of information related to the Company's business development.	• Update information on the website and social media as needed; as well as • Conduct public expose.	• Provision of access facilities to information; as well as • Implementation of public exposure as needed.

3. **Prioritisasi**
Perseroan membuat skala prioritas terhadap isu-isu penting dan kelompok pemangku kepentingan yang telah diidentifikasi untuk menentukan topik material, sebagaimana ditunjukkan pada grafik berikut.

3. **Prioritization**
The Company make prioritization on important issues and identified stakeholder groups to determine material topics, as shown in the following graph.

Matriks Topik Material
Material Topic Matrix



Daftar Topik Material
List of Material Topics

Topik Material Material Topics		Batasan Pemangku Kepentingan yang Terdampak Scope of Affected Stakeholders		Alasan Bersifat Material Material Reason
		Internal Internal	Eksternal External	
Aspek Ekonomi Economic Aspect				
	Kinerja Ekonomi Economic Performance	√	√	Kinerja ekonomi menjadi prioritas kegiatan usaha Perseroan yang dipengaruhi oleh risiko ekonomi, sosial, dan lingkungan. Economic performance is a priority for the Company's business activities which are affected by economic, social and environmental risks.
Aspek Sosial Social Aspect				
	Kepuasan Pelanggan Customer Satisfaction	√	√	Sebagian besar kegiatan usaha Perseroan bergerak dalam bidang pelayanan yang mengutamakan kepuasan pelanggan. Most of the Company's business activities are engaged in services that prioritize customer satisfaction.

Topik Material Material Topics		Batasan Pemangku Kepentingan yang Terdampak Scope of Affected Stakeholders		Alasan Bersifat Material Material Reason
		Internal Internal	Eksternal External	
	Kesehatan dan Keselamatan Pelanggan Customer Health and Safety	√	√	Produk serta layanan yang diberikan Perseroan diharuskan memenuhi aspek kesehatan dan keselamatan pelanggan. The products and services provided by the Company are required to meet customers health and safety aspects.
	Kesehatan dan Keselamatan Kerja Occupational Health and Safety	√	-	Kegiatan usaha Perseroan berpotensi berdampak terhadap kesehatan dan keselamatan kerja karyawan. Company's business activities have the potential to have an impact on the employees health and safety.
	Program Pengembangan Masyarakat Community Development Program	-	√	Keberadaan Perseroan di tengah lingkungan masyarakat perlu memberikan manfaat langsung bagi masyarakat itu sendiri. The Company's existence in the midst of the community must provide direct benefits for the community itself.
	Aspek Lingkungan Environment Aspect			
	Pengelolaan Limbah Waste Management	√	√	Kegiatan usaha Perseroan perlu meminimalkan dampak yang ditimbulkan bagi lingkungan hidup melalui berbagai program pengendalian dan pemantauan dampak lingkungan. Company's business activities must minimize the impact on the environment through various environmental impact control and monitoring programs.
	Efisiensi Energi Energy Efficiency	√	√	

4. Validasi

Perseroan melaporkan hasil pemeringkatan isu dan kelompok pemangku kepentingan untuk dievaluasi dan disetujui oleh jajaran top manajemen.

5. Penyusunan Laporan

Perseroan mengumpulkan data dan informasi berdasarkan pemenuhan pengungkapan yang sesuai dengan topik material untuk disajikan dalam Laporan Tahunan.

Verifikasi Tertulis dari Pihak Independen

Laporan Tahunan ini tidak diverifikasi oleh penyedia jasa *assurance*. Namun demikian, Perseroan menjamin bahwa seluruh informasi yang disampaikan dalam Laporan Tahunan ini adalah benar, akurat, dan faktual.

4. Validation

The Company reports the results of issues and stakeholder groups ranking to be evaluated and approved by the top Management.

5. Report Preparation

The Company collects data and information based on the fulfillment of adequate disclosures in accordance with material topics to be presented in the Annual Report.

Written Verification from an Independent Party

This Annual Report is not verified by assurance service providers. However, the Company guarantees that all information submitted in this Annual Report is true, accurate, and factual.

Strategi Keberlanjutan
Sustainability Strategi

Keberlanjutan usaha Perseroan dalam bidang jasa perhotelan sangat dipengaruhi oleh keunggulan produk dan jasa yang diberikan. Kualitas layanan yang terjaga dengan produktivitas karyawan yang tinggi akan meningkatkan kepuasan pelanggan. Oleh karenanya, Perseroan mengupayakan pengelolaan hotel dengan memperhatikan isu-isu sosial, terutama dari kelompok pemangku kepentingan tersebut. Pengelolaan aspek lingkungan yang terkait langsung dengan aktivitas bisnis pun terus dijalankan dengan disertai komitmen untuk mendukung inisiatif global yang dijalankan bersama grup Red Planet Hotels.

Beberapa strategi keberlanjutan telah ditetapkan Perseroan, dengan disertai target pencapaian agar pengelolaan aspek keberlanjutan dapat terfokus dan terarah, serta dapat dievaluasi dan ditingkatkan pelaksanaannya. Strategi keberlanjutan yang dipilih juga ditujukan untuk mendukung Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*/SDGs), sebagaimana diungkapkan sebagai berikut.

The sustainability of the Company's business in the hospitality services sector is strongly influenced by the superiority of the products and services provided. Service quality is maintained with high employee productivity will increase customer satisfaction. Therefore, the Company strives for a good hotel management by paying attention to social issues, especially from these stakeholder groups. Management of environmental aspects that are directly related to business activities continues to be carried out with a commitment to support global initiatives carried out with the Red Planet Hotels group.

Several sustainability strategies have been determined by the Company, accompanied by achievement targets so the management of sustainability aspects can be focused and directed, and their implementation can be evaluated and improved. The selected sustainability strategy is also aimed at supporting the Sustainable Development Goals (SDGs), as disclosed as follows.

Fokus Perseroan dalam Pencapaian SDGs **The Company's Focus in SDG Achievement**	**Inisiatif Peseroan** **Company's Initiatives**	**Target yang Ingin Dicapai** **Target to be Achieved**	**Pencapaian Tahun 2021** **Achievement in 2021**
Aspek Ekonomi **Economic Aspect**			
 8.1 Mempertahankan pertumbuhan ekonomi per kapita sesuai dengan kondisi nasional.	• Meningkatkan fasilitas dan layanan, serta strategi pemasaran yang meningkatkan daya tarik hotel; dan • Rekrutmen masyarakat lokal untuk menjadi karyawan hotel.	• Peningkatan kepuasan pelanggan dan pertumbuhan tingkat okupansi; • Pertumbuhan pendapatan hotel; • Pemenuhan peraturan daerah terkait pemberdayaan dan penempatan tenaga kerja lokal; dan • Peningkatan kesejahteraan masyarakat lokal.	• Kepuasan pelanggan mencapai skor rata-rata 4,31%; • Pendapatan hotel meningkat 11,41%; dan • Rekrutmen masyarakat lokal sebanyak 147 orang atau 93,63% dari jumlah karyawan.
8.1 Maintaining per capita economic growth in accordance with national conditions.	• Improving facilities and services, as well as preparing marketing strategies to improve the hotel's appeal; and • Recruitment of local people for hotel employees.	• Improving customer satisfaction and growth in occupancy rates; • Hotel revenue growth; • Fulfillment of local regulations related to local workers empowerment and placement; and • Improving local communities' welfare.	• Customer satisfaction reached an average score of 4.31%; • Hotel revenue increased by 11.41%; and • Recruitment of 147 local people or 93.63% of the total employees.

Fokus Perseroan dalam Pencapaian SDGs The Company's Focus in SDG Achievement	Inisiatif Peseroan Company's Initiatives	Target yang Ingin Dicapai Target to be Achieved	Pencapaian Tahun 2021 Achievement in 2021
Aspek Sosial **Social Aspect**			
 5.5 Menjamin partisipasi penuh dan efektif, dan kesempatan yang sama bagi perempuan untuk memimpin di semua tingkat pengambilan keputusan dalam kehidupan politik, ekonomi, dan masyarakat. 5.5 Ensuring full and effective participation, and equal opportunities for women to lead at all decision-making levels in political, economic and community life.	Menerapkan kebijakan anti diskriminasi tanpa memandang suku ras, jenis kelamin, maupun golongan tertentu pada proses rekrutmen, pengembangan kompetensi, dan pengembangan karier. Implement an anti-discrimination policy regardless of ethnicity, race, gender, or groups in the recruitment, competence development and career development processes.	Membuka kesempatan yang luas bagi perempuan untuk berkarya dan berkarier dengan menciptakan lapangan pekerjaan yang berkelanjutan dan tanpa diskriminasi. Opening many opportunities for women to work and have a career by creating sustainable and non-discriminatory employment opportunities.	• Jumlah karyawan wanita pada tahun 2021 mencapai 24,20%; dan • Terdapat 1 anggota Direksi yang berjenis kelamin wanita yang memiliki keahlian serta kompetensi yang mumpuni. • The number of female employees in 2021 reached 24.20%; and • There is 1 female member of the Board of Directors with good skills and competencies.
 8.8 Melindungi hak-hak tenaga kerja dan mempromosikan lingkungan kerja yang aman dan terjamin bagi semua pekerja. 8.8 Protecting worker rights and promote a safe and secure working environment for all employees.	• Meningkatkan kompetensi dan keahlian karyawan sesuai bidang tugas dan tanggung jawabnya; • Melaksanakan sistem manajemen kesehatan dan keselamatan kerja (K3); serta • Memenuhi hak-hak karyawan, termasuk memberikan remunerasi yang sesuai dengan tingkat upah minimum regional (UMR). • Improving employee's competence and expertise according to their field of duties and responsibilities; • Implement an occupational health and safety (OHS) management system; as well as • Fulfilling employee rights, including providing remuneration in accordance with the regional minimum wage (UMR).	• Pengembangan kompetensi secara berkala; • Tidak terdapat kecelakaan kerja fatal; serta • Kepuasan kerja karyawan, khususnya terhadap remunerasi dan lingkungan kerja. • Periodic competence development; • Zero fatal work accidents; as well as • Employee job satisfaction, particularly with respect to remuneration and work environment.	• Peserta pengembangan kompetensi meningkat 427,03% dari 2020; • Tidak terdapat kecelakaan kerja fatal; serta • Tingkat upah karyawan telah sesuai dengan UMR. • Competency development participants increased by 427.03% from 2020; • Zero fatal work accidents; as well as • The level of employee wages is in accordance with the minimum wage.
Aspek Lingkungan **Environment Aspect**			
 6.4. Meningkatkan efisiensi penggunaan air di semua sektor, dan menjamin penggunaan dan pasokan air tawar yang berkelanjutan untuk mengatasi kelangkaan air. 6.4. Improving water usage efficiency in all sectors, and ensuring sustainable use and supply of fresh water to address water scarcity.	• Menerapkan kebijakan pengurangan penggunaan air tanah untuk kebutuhan selain kegiatan operasional hotel; dan • Menginternalisasikan kesadaran dan budaya hidup besih, peduli alam dan lingkungan kepada seluruh insan Perseroan. • Implement a policy to reduce the use of ground water for needs other than hotel operational activities; and • Internalize awareness and culture of clean living, care for nature and the environment to all Company's employees.	• Meningkatkan efisiensi penggunaan air di lingkungan operasional; dan • Melindungi ekosistem yang terkait dengan sumber daya air. • Improved efficiency of water usage in the operational environment; and • Protecting ecosystems related to water resources.	Efisiensi penggunaan air pada tahun 2021 sebesar 0,00005 m^3/ribu Rp. Water usage efficiency in 2021 is 0.00005 m^3/thousand Rp.

Fokus Perseroan dalam Pencapaian SDGs The Company's Focus in SDG Achievement	Inisiatif Peseroan Company's Initiatives	Target yang Ingin Dicapai Target to be Achieved	Pencapaian Tahun 2021 Achievement in 2021
 12.5 Mengurangi produksi limbah melalui pencegahan, pengurangan, daur ulang, dan penggunaan kembali. 12.5 Reducing waste production through prevention, reduction, recycling and reuse.	• Menerapkan kebijakan pengelolaan limbah sebagaimana disyaratkan oleh Badan Lingkungan Hidup Daerah (BLHD). • Implement waste management policy as required by the Regional Environmental Agency (BLHD).	• Pengelolaan limbah padat dan cair secara efisien; dan • Kandungan limbah cair berada di bawah standar baku mutu. • Efficient management of solid and liquid waste; and • The content of liquid waste is below the quality standard.	Pengelolaan limbah padat dan cair, baik limbah B3 atau non-B3 telah dilaksanakan sesuai mekanisme yang berlaku sebagaimana disyaratkan oleh Badan Lingkungan Hidup Daerah (BLHD). The management of solid and liquid waste, both hazardous and toxic waste and non-hazardous and toxic waste, has been carried out in accordance with the applicable mechanism as required by the Regional Environmental Agency (BLHD).
 13.2 Mengintegrasikan tindakan antisipasi perubahan iklim ke dalam kebijakan, strategi dan perencanaan nasional. 13.2 Integrating anticipatory climate change actions into national policies, strategies and plans.	• Menerapkan kebijakan terkait efisiensi penggunaan energi listrik dan bahan bakar minyak; • Melakukan sosialisasi perlunya penghematan energi kepada seluruh insan baik di kantor pusat maupun area operasional Perseroan; dan • Berpasrtisipasi dalam gerakan *earth hour* untuk meningkatkan kepedulian dan kontribusinya terhadap upaya penanggulangan perubahan iklim. • Implement policy related to the efficient use of electrical energy and fuel oil; • Disseminate the need for energy savings to all Company personnel, both at the Head Office and in the Company's operational areas; and • Participate in the earth hour movement to increase awareness and contribution to climate change mitigation efforts.	• Mengurangi emisi gas rumah kaca yang ditimbulkan dari kegiatan operasional; • Meningkatkan kesehatan dan kualitas hidup karyawan dan masyarakat sekitar melalui langkah efisiensi energi; dan • Menjadi korporasi yang tidak hanya mementingkan profit tetapi juga memiliki kepedulian terhadap kelestarian lingkungan hidup. • Reduced greenhouse gas emissions from operational activities; • Improved employees and surrounding communities' health and quality of life through energy efficiency measures; and • Become a corporation that is not only concerned with profit but also has concern for environmental sustainability.	• Efisiensi penggunaan energi pada tahun 2021 sebesar 0,00002 GJ/ ribu Rp; dan • Emisi udara di kantor pusat dan di hotel-hotel Red Planet telah berada di bawah standar baku mutu. • Energy consumption efficiency in 2021 is 0.00002 GJ/thousand Rp; and • Air emissions at the head office and Red Planet hotels are already below the standard required by the regulators.

Tantangan Penerapan Prinsip Keberlanjutan dan Strategi ke Depan

Challenges In The Implementation of Sustainability Principles and Future Strategies

Komitmen Perseroan untuk melaksanakan prinsip keberlanjutan dalam aktivitas bisnis disertai dengan beberapa tantangan yang berasal dari internal dan eksternal. Adapun tantangan yang dihadapi dan strategi yang ditempuh dalam penerapan prinsip keberlanjutan diuraikan sebagai berikut.

The Company's commitment to implement the principle of sustainability in its business activities is accompanied by several challenges that come internally and externally. The challenges faced and the strategies applied in implementing the principles of sustainability are described as follows.

Tantangan Penerapan Prinsip Keberlanjutan Challenges in the Implementation of Sustainability Principle	**Strategi untuk Mengatasi** Mitigation Strategy
Internal Internal	
Masih terbatasnya kebijakan dan program keberlanjutan aspek sosial dan lingkungan yang dimiliki Perseroan. The Company's social and environmental sustainability policies and programs are still limited.	Mengikutsertakan penanggung jawab dan pengelola aspek keberlanjutan pada pengembangan kompetensi yang terkait untuk meningkatkan pemahaman yang mendorong munculnya inovasi, serta mengevaluasi kebijakan dan program untuk diarahkan pada prinsip keberlanjutan. Involving the person in charge and manager of sustainability aspect in related competence development to improve understanding that encourages innovation, as well as evaluating policies and programs to be directed towards the principle of sustainability.
Terbatasnya informasi dan implementasi mengenai alternatif pengukuran dampak sosial dan lingkungan dari aktivitas usaha Perseroan. Limited information and implementation regarding alternative measurements of social and environmental impacts of the Company's business activities.	Melakukan studi banding terkait penerapan praktik terbaik pengelolaan aspek sosial dan lingkungan pada bisnis perhotelan, serta pengukurannya. Conducting comparative studies related to the implementation of best practices in managing social and environmental aspects in the hotel business, as well as measuring them.
Eksternal External	
Munculnya dampak perubahan iklim yang mengarah pada peningkatan penggunaan energi yang tidak terencana dalam operasional Perseroan. The emergence of the impact of climate change that leads to an unplanned increase in energy utilization in the Company's operations.	Menyediakan rencana antisipasi terkait perubahan iklim, khususnya yang berdampak pada peningkatan penggunaan energi. Provide anticipatory plans related to climate change, especially those that have an impact on increasing energy utilization.
Perubahan kebijakan pemerintah akibat pengembangan aspek keberlanjutan bagi pelaku usaha. Changes in Government policies due to the development of sustainability aspects for business actors.	Mengikuti perkembangan regulasi dan melakukan pengkajian terkait dampak perubahan regulasi bagi Perseroan di masa kini dan masa yang akan datang. Following regulatory developments and conducting studies related to the impact of regulatory changes for the Company in the present and in the future.



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Jumlah Aset
Total Assets

2021		2020
Rp424,36 miliar Rp424.36 billion	**2,77%** 2.77%	Rp436,43 miliar Rp436.43 billion

Rasio Jumlah Liabilitas terhadap Jumlah Ekuitas
Ratio of Total Liabilities to Total Equity

2021		2020
18,75% 18.75%	**2,91%** **2.91%**	18,22% 18.22%

Jumlah Liabilitas
Total Liabilities

2021		2020
Rp67,00 miliar Rp67.00 billion	**0,41%** 0.41%	Rp67,27 miliar Rp67.27 billion

Rasio Jumlah Liabilitas terhadap Jumlah Aset
Ratio of Total Liabilities to Total Assets

2021		2020
15,79% 15.79%	**2,46%** 2.46%	15,41% 15.41%

Jumlah Ekuitas
Total Equity

2021		2020
Rp357,37 miliar Rp357.37 billion	**3,19%** 3.19%	Rp369,34 miliar Rp398.34 billion

Rasio Lancar
Current Ratio

2021		2020
41,85% 41.85%	**4,26%** 4.26%	43,71% 43.71%





RED PLANET

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Economic Aspect

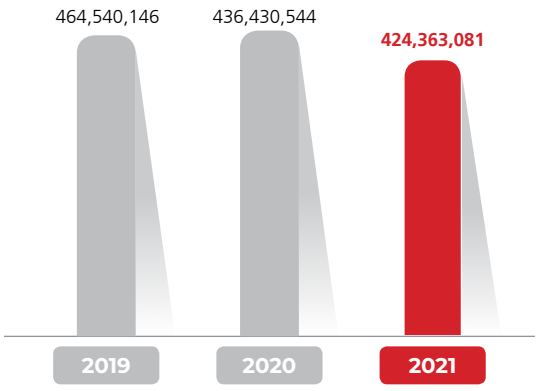
(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand of Rupiah, unless otherwise stated)

Uraian	2021	2020	2019	Description
Laporan Posisi Keuangan Konsolidasian Consolidated Statements of Financial Position				
Jumlah Aset	**424,363,081**	**436,430,544**	**464,540,146**	**Total Assets**
Jumlah Aset Lancar	13,622,237	14,671,109	71,444,746	Total Current Assets
Jumlah Aset Tidak Lancar	410,740,844	421,759,436	393,095,400	Total Non-Current Assets
Jumlah Liabilitas	**66,995,443**	**67,269,584**	**66,196,470**	**Total Liabilities**
Jumlah Liabilitas Jangka Pendek	32,550,995	33,566,145	36,946,912	Total Short-Term Liabilities
Jumlah Liabilitas Jangka Panjang	34,444,449	33,703,439	29,249,558	Total Long-Term Liabilities
Jumlah Ekuitas	**357,367,638**	**369,160,960**	**398,343,677**	**Total Equity**
Jumlah Liabilitas dan Ekuitas	**424,363,081**	**436,430,544**	**464,540,146**	**Total Liabilities and Equity**
Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian Consolidated Profit or Loss and Other Comprehensive Income Report				
Pendapatan Usaha	47,269,289	42,427,386	68,169,529	Revenues
Beban Langsung	(22,730,389)	(21,274,783)	(32,007,382)	Direct Costs
Laba Kotor	24,538,900	21,152,603	36,162,146	Gross Profit
Beban Usaha	(34,586,151)	(43,227,161)	(46,302,016)	Operating Expenses
Rugi Operasi	(10,047,251)	(22,074,558)	(10,139,870)	Loss from Operation
Beban Lain-lain	(1,454,771)	(888,615)	(1,551,630)	Other Expenses
Rugi Sebelum Pajak	(11,502,022)	(22,963,173)	(11,691,500)	Loss Before Tax
Manfaat (Beban) Pajak	(631,401)	(6,058,535)	(2,576,911)	Tax Benefit (Expense)
Rugi Periode Berjalan yang Dapat Diatribusikan kepada:	**(12,133,423)**	**(29,021,708)**	**(14,268,411)**	**Loss for the Period Attributable to:**
Entitas Induk	(12,133,695)	(29,020,768)	(14,269,159)	Parent Entity
Kepentingan Nonpengendali	272	(940)	748	Non-controlling Interest
Pendapatan Komprehensif Lain	340,101	(161,008)	(103,061)	Other Comprehensive Income
Jumlah Rugi Komprehensif Periode Berjalan yang Dapat Diatribusikan kepada:	**(11,793,322)**	**(29,182,716)**	**(14,371,472)**	**Total Comprehensive Loss for the Period Attributable to:**
Entitas Induk	(11,793,573)	(29,181,791)	(14,372,211)	Parent Entity
Kepentingan Nonpengendali	251	(926)	739	Non-controlling Interest
Rugi per Saham (Rupiah penuh)	(1.17)	(2.80)	(1.38)	Loss per Share (full Rupiah)
Laporan Arus Kas Konsolidasian Consolidated Statements of Cash Flows				
Kas Bersih dari (untuk) Aktivitas Operasi	576,692	(3,806,215)	1,110,329	Net Cash used in (for) Operating Activities
Kas Bersih untuk Aktivitas Investasi	(1,021,213)	(2,569,576)	(1,721,770)	Net Cash for Investing Activities
Kas Bersih dari (untuk) Aktivitas Pendanaan	(1,083,696)	(1,681,669)	6,028,939	Net Cash used in (for) Financing Activities

Uraian	2021	2020	2019	Description
Rasio Keuangan Financial Ratio				(%)
Rasio Rugi Periode Berjalan terhadap Jumlah Aset	(2.86)	(6.65)	(3.07)	Current Year Return on Assets
Rasio Rugi Periode Berjalan terhadap Jumlah Ekuitas	(3.39)	(7.86)	(3.58)	Current Year Return on Equity
Rasio Rugi Periode Berjalan terhadap Pendapatan Usaha	(25.67)	(68.40)	(20.93)	Current Year Profit Margin
Rasio Lancar	41.85	43.71	193.37	Current Ratio
Rasio Jumlah Liabilitas terhadap Jumlah Ekuitas	18.75	18.22	16.62	Ratio of Total Liabilities to Total Equity
Rasio Jumlah Liabilitas terhadap Jumlah Aset	15.79	15.41	14.25	Ratio of Total Liabilities to Total Assets

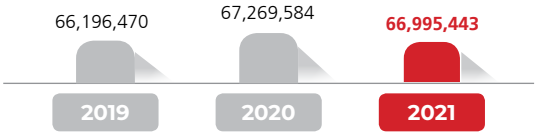
Jumlah Aset
Total Assets

(dalam ribuan Rupiah)
(in thousand of Rupiah)



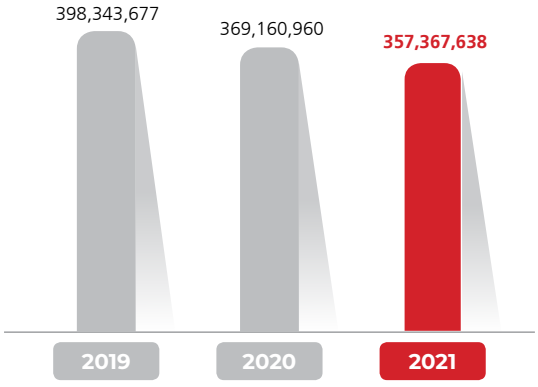
Jumlah Liabilitas
Total Liabilities

(dalam ribuan Rupiah)
(in thousand of Rupiah)



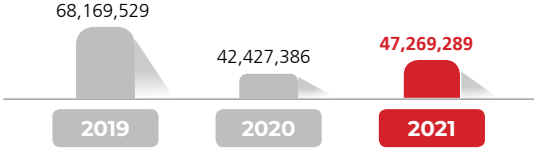
Jumlah Ekuitas
Total Equity

(dalam ribuan Rupiah)
(in thousand of Rupiah)



Pendapatan Usaha
Revenues

(dalam ribuan Rupiah)
(in thousand of Rupiah)



Uraian	Satuan Unit	2021	2020	2019	Description
Kinerja Operasional Operational Performance					
Jumlah Kamar	Kamar Room	1,053	1,053	1,053	Number of Rooms
Rata-Rata Tingkat Penghunian Kamar	%	58.93	52.49	69.69	Average Room Occupancy Rate
Average Daily Rate	Rupiah	178,758	182,113	206,829	Average Daily Rate
Revenue per Available Room	Rupiah	105,350	95,599	144,133	Revenue per Available Room

Aspek Sosial
Social Aspect

Uraian	Satuan Unit	2021	2020	2019	Description
Ketenagakerjaan Employment					
Rekrutmen Karyawan	Orang People	4	7	22	Employee Recruitment
Jumlah Karyawan Wanita	Orang People	38	38	45	Number of Female Employees
Jumlah Peserta Pelatihan	Orang People	195	37	267	Number of Training Participant
Kesehatan dan Keselamatan Kerja Occupation Health and Safety					
Alat Pemadam Kebakaran	Unit	217	217	217	Fire Extinguisher
Tingkat Kecelakaan Kerja	Kasus Case	0	0	0	Work Accident Rate
Tingkat Perputaran Karyawan	%	8.05	20.61	16.96	Employee Turnover Rate
Program Pengembangan Masyarakat Community Development Programs					
Jumlah Tenaga Kerja Lokal	%	93.63	93.37	94.30	Number of Local Worker
Perbaikan Sarana dan Prasarana Sosial serta Donasi	Kegiatan Activity	1	1	6	Improvement of Social Facilities and Infrastructure and Donations
Biaya Pengembangan Masyarakat	Rupiah	21,200,000	24,500,000	30,000,000	Community Development Cost
Pelanggan Customer					
Rata-rata Survei Kepuasan Pelanggan	Skor	4.31	4.27	4.23	Average Customer Satisfaction Survey

Aspek Lingkungan Hidup
Environment Aspect

Uraian	Satuan Unit	2021	2020	2019	Description
Energi Energy					
Intensitas Energi	GJ/Ribu Rp	0.00029	0.00031	0.00023	Energy Intensity
Efisiensi Energi	GJ/Ribu Rp	0.00002	(0.00007)	(0.00001)	Energy Efficiency
Air Water					
Intensitas Air	m^3/Ribu Rp	0.00146	0.00151	0.00127	Water Intensity
Efisiensi Air	m^3/Ribu Rp	0.00005	(0.00024)	0.00006	Water Efficiency
Jumlah Limbah Waste Amount					
Limbah Padat B3	kg	13,166	13,644	9,230	Hazardous Solid Waste
Limbah Padat Non-B3	kg	1,675	706	1,878	Non-Hazardous Solid Waste
Efluen	m^3	7,317	5,950	10,646	Effluent

Skala Organisasi
Organization Scale



Ikhtisar Kinerja Operasional
Operational Performance Highlights

(dalam Unit/in Unit)

Red Planet Hotel Jakarta, Pasar Baru

2021		2020	
Jumlah Kamar Number of Rooms	: 161	Jumlah Kamar Number of Rooms	: 161
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 58,765	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 58,926
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 28,948	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 24,602

Red Planet Hotel Bekasi

2021		2020	
Jumlah Kamar Number of Rooms	: 156	Jumlah Kamar Number of Rooms	: 156
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 56,940	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 57,096
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 36,833	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 36,394

Red Planet Hotels Solo

2021		2020	
Jumlah Kamar Number of Rooms	: 152	Jumlah Kamar Number of Rooms	: 152
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 55,480	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 55,632
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 32,309	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 30,131

Red Planet Hotel Surabaya

2021		2020	
Jumlah Kamar Number of Rooms	: 155	Jumlah Kamar Number of Rooms	: 155
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 56,575	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 56,730
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 29,535	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 26,690

Red Planet Hotel Palembang

2021		2020	
Jumlah Kamar Number of Rooms	: 146	Jumlah Kamar Number of Rooms	: 146
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 53,290	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 53,436
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 41,593	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 34,801

Red Planet Hotel Pekanbaru

2021		2020	
Jumlah Kamar Number of Rooms	: 139	Jumlah Kamar Number of Rooms	: 139
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 50,735	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 50,874
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 27,566	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 24,082

Red Planet Hotel Makassar

2021		2020	
Jumlah Kamar Number of Rooms	: 144	Jumlah Kamar Number of Rooms	: 144
Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 52,560	Jumlah Kamar Tersedia per Malam Number of Rooms Available per Night	: 52,704
Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 29,729	Jumlah Kamar Terjual per Malam Number of Rooms Sold per Night	: 25,611

Ikhtisar Kinerja Saham
Stock Perfomance Highlights

Periode Period	Harga Terendah Lowest Price (Rp)	Harga Tertinggi Highest Price (Rp)	Harga Penutupan Closing Price (Rp)	Volume Perdagangan (Lembar Saham) Transaction Volume (Shares)	Jumlah Saham Beredar (Lembar Saham) Number of Shares Outstanding (Shares)	Kapitalisasi Pasar Market Capitalization (Rp)
2021						
Triwulan I / Quartal I	50	50	50	1,307,200	10,351,231,636	517,561,581,800
Triwulan II / Quartal II	50	50	50	683,100	10,351,231,636	517,561,581,800
Triwulan III / Quartal III	50	50	50	752,500	10,351,231,636	517,561,581,800
Triwulan IV / Quartal IV	50	50	50	392,500	10,351,231,636	517,561,581,800
2020						
Triwulan I / Quartal I	50	50	50	4,100	10,351,231,636	517,561,581,800
Triwulan II / Quartal II	50	50	50	146,500	10,351,231,636	517,561,581,800
Triwulan III / Quartal III	50	50	50	27,700	10,351,231,636	517,561,581,800
Triwulan IV / Quartal IV	50	50	50	985,100	10,351,231,636	517,561,581,800

Keterangan:

* Pada tanggal 19 September 1995, Perseroan mencatatkan saham perdana di Bursa Efek Surabaya. Namun, sejak tanggal 28 November 2007, seluruh saham Perseroan dicatatkan di Bursa Efek Indonesia.

** Pada tanggal 25 Januari 2017, Perseroan mulai memperdagangkan saham dengan nilai nominal baru, yaitu Rp100,- per saham dari semula Rp500,- per saham.

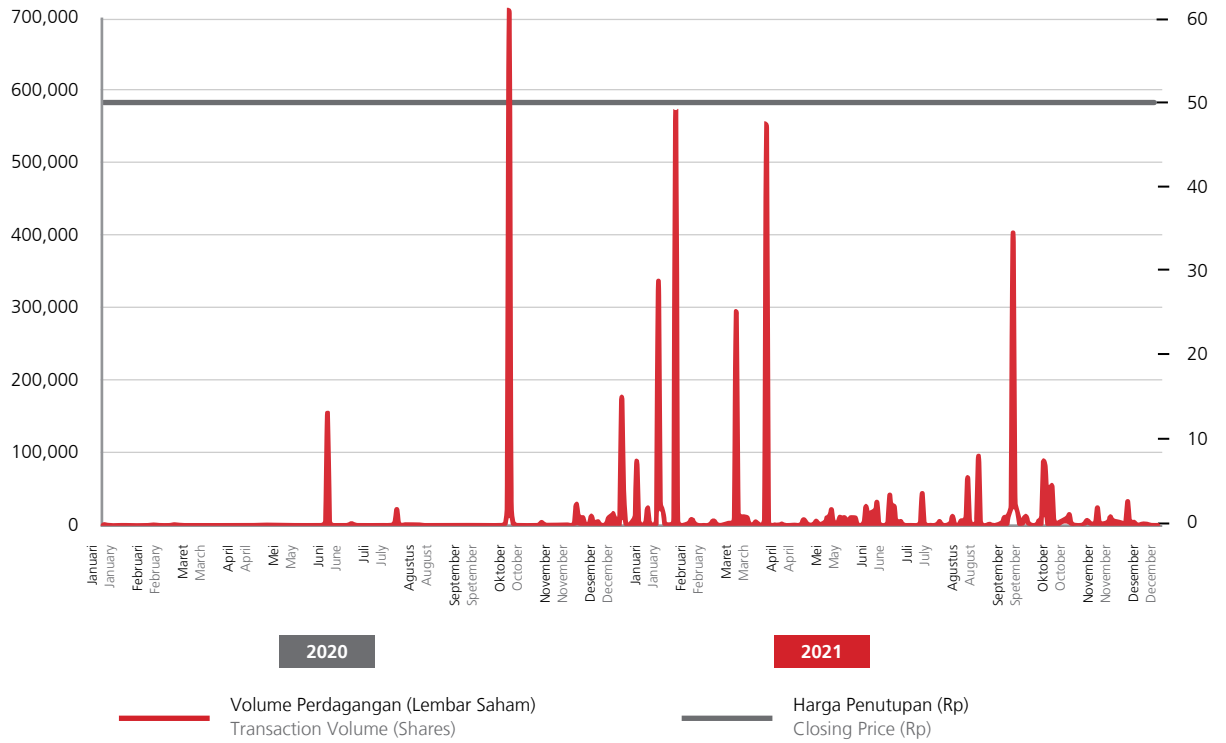
Notes:

* On 19 September 1995, Company recorded initial shares in Surabaya Stock Exchange. However, since 28 November 2007, all Company shares have been recorded in Indonesia Stock Exchange.

** On 25 January 2017, Company started trading its shares with a new per value, namely Rp100 per share from initially Rp500 per share.

Volume Perdagangan (Lembar Saham)
Transaction Volume (Shares)

Harga Penutupan (Rp)
Closing Price (Rp)



Aksi Korporasi dan Aktivitas Perdagangan Saham

Corporate Action and Share Trading Activities

Sepanjang tahun 2021, Perseroan tidak melakukan aksi korporasi, seperti pemecahan saham, penggabungan saham, dividen saham, saham bonus, perubahan nilai nominal saham, penerbitan efek konversi, serta penambahan dan pengurangan modal. Selain itu, Perseroan tidak mengalami permasalahan terkait perdagangan saham, baik berupa penghentian perdagangan saham sementara (*suspension*) ataupun penghapusan pencatatan saham (*delisting*).

Throughout 2021, the Company did not conduct any corporate action such as stock split, reverse stock split, issuance of dividends shares, distribution of bonus shares, changes in the share nominal value, issuance of convertible shares as well as capital addition and reduction. In addition, there were no issues related to the Company's share trading activities, either in the form of temporary suspension of share trading or delisting of share during the financial year.

Peristiwa Penting

Important Events

31 Agustus 2021
31 August 2021

Perseroan mengadakan Rapat Umum Pemegang Saham Tahunan di Gedung Graha Iskandarsyah Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, Jakarta Selatan.

The Company held an Annual General Meeting of Shareholders at the Graha Iskandarsyah Building, Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, South Jakarta.



Penghargaan dan Sertifikasi

Awards and Certifications

Penghargaan / Awards

	Penerima Recipient	Nama Penghargaan Award Name	Penyelenggara Organizer	Tanggal Date
	Red Planet Hotel Jakarta, Pasar Baru	2021 *Customer Review Awards* Penilaian 8,3 2021 Customer Review Awards Rating 8.3	Agoda	29 Juli 2021 29 July 2021
		Pegipegi *Traveler's Favorite* 2021 sebagai Hotel Pilihan Konsumen dengan Nilai 8,3 Pegipegi Traveler's Favorite 2021 as Consumer's Choice Hotel with a Value of 8.3	Pegipegi	25 Januari 2022 25 January 2022

	Penerima Recipient	Nama Penghargaan Award Name	Penyelenggara Organizer	Tanggal Date
	Red Planet Hotel Bekasi	2021 *Customer Review Awards* Penilaian 8,2 2021 Customer Review Awards Rating 8.2	Agoda	29 Juli 2021 29 July 2021
	Red Planet Hotels Solo	2021 *Customer Review Awards* Penilaian 8,5 2021 Customer Review Awards Rating 8.5	Agoda	29 Juli 2021 29 July 2021
		Pegipegi *Traveler's Favorite* 2021 sebagai Hotel Pilihan Konsumen dengan Nilai 9,0 Pegipegi Traveler's Favorite 2021 as Consumer's Choice Hotel with a Value of 9.0	Pegipegi	25 Januari 2022 25 January 2022
		*Traveller Review Award* 2021 8 out of 10	Booking.com	31 Januari 2022 31 January 2022
	Red Planet Hotel Surabaya	2021 *Customer Review Awards* Penilaian 8,1 2021 Customer Review Awards Rating 8.1	Agoda	29 Juli 2021 29 July 2021
		*Traveller Review Award* 2021 8,3 out of 10	Booking.com	31 Januari 2022 31 January 2022
	Red Planet Hotel Palembang	2021 *Customer Review Awards* Penilaian 8,0 2021 Customer Review Awards Rating 8.0	Agoda	29 Juli 2021 29 July 2021
	Red Planet Hotel Pekanbaru	2021 *Customer Review Awards* Penilaian 8,7 2021 Customer Review Awards Rating 8.7	Agoda	29 Juli 2021 29 July 2021

	Penerima Recipient	Nama Penghargaan Award Name	Penyelenggara Organizer	Tanggal Date
	Red Planet Hotel Makassar	2021 *Customer Review Awards* Penilaian 8,8 2021 Customer Review Awards Rating 8.8	Agoda	29 Juli 2021 29 July 2021
		Pegipegi *Traveler's Favorite* 2021 sebagai Hotel Pilihan Konsumen dengan Nilai 9,0 Pegipegi Traveler's Favorite 2021 as Consumer's Choice Hotel with a Value of 9.0	Pegipegi	25 Januari 2022 25 January 2022



Sertifikasi / Certifications



Red Planet Hotel Jakarta, Pasar Baru

Klasifikasi / Clasification:
★★

Luas Lantai / Floor Area:
4,501 m²

Lembaga / Institution:
Graha Bina Nayaka

Tanggal / Date:
13 Maret / March 2018

Masa Berlaku / Validity Period:
12 Maret / March 2021



Red Planet Hotel Bekasi

Klasifikasi / Clasification:
★★

Luas Lantai / Floor Area:
4,153 m²

Lembaga / Institution:
PT Inti Multima Sertifikasi

Tanggal / Date:
7 Februari / February 2020

Masa Berlaku / Validity Period:
6 Februari / February 2023



Red Planet Hotels Solo

Klasifikasi / Clasification:
★★

Luas Lantai / Floor Area:
4,007 m²

Lembaga / Institution:
PT Mahamu Mitra Wisata

Tanggal / Date:
14 Maret / March 2022

Masa Berlaku / Validity Period:
13 Maret / March 2025



Red Planet Hotel Surabaya

Klasifikasi / Clasification:
★★★

Luas Lantai / Floor Area:
4,337 m²

Lembaga / Institution:
Graha Bina Nayaka

Tanggal / Date:
16 Oktober / October 2018

Masa Berlaku / Validity Period:
16 Oktober / October 2021



Red Planet Hotel Palembang

Klasifikasi / Clasification:
★★

Luas Lantai / Floor Area:
4,361 m²

Lembaga / Institution:
PT Inti Multima Sertifikasi

Tanggal / Date:
7 Oktober / October 2019

Masa Berlaku / Validity Period:
6 Oktober / October 2022



Red Planet Hotel Pekanbaru

Klasifikasi / Clasification:
★★

Luas Lantai / Floor Area:
3,931 m²

Lembaga / Institution:
PT Inti Multima Sertifikasi

Tanggal / Date:
21 Agustus / August 2019

Masa Berlaku / Validity Period:
20 Agustus / August 2022



Red Planet Hotel Makassar

Klasifikasi / Clasification:
★★

Luas Lantai / Floor Area:
4,363 m²

Lembaga / Institution:
Graha Bina Nayaka

Tanggal / Date:
7 Januari / January 2019

Masa Berlaku / Validity Period:
7 Januari / January 2022

Hotel Hotel	Nama Sertifikasi Certification Name	Lembaga Sertifikasi Certification Institution	Tanggal Sertifikasi Certification Date	Masa Berlaku Sertifikasi Certification Validity Period
Red Planet Hotel Jakarta, Pasar Baru	Safe Travels	World Travel & Tourism Council	Juni / June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia.	10 November 2020	9 November 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	10 November 2020	9 November 2021
Red Planet Hotel Bekasi	Safe Travels	World Travel & Tourism Council	Juni / June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia	13 November 2020	12 November 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	13 November 2020	12 November 2021
Red Planet Hotels Solo	Safe Travels	World Travel & Tourism Council	June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia.	25 November 2020	24 November 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	25 November 2020	24 November 2021
Red Planet Hotel Surabaya	Safe Travels	World Travel & Tourism Council	Juni / June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia.	3 December 2020	2 December 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	3 Desember / December 2020	2 Desember / December 2021

Hotel Hotel	**Nama Sertifikasi** Certification Name	**Lembaga Sertifikasi** Certification Institution	**Tanggal Sertifikasi** Certification Date	**Masa Berlaku Sertifikasi** Certification Validity Period
Red Planet Hotel Palembang	Safe Travels	World Travel & Tourism Council	Juni / June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia.	5 November 2020	4 November 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	5 November 2020	4 November 2021
Red Planet Hotel Pekanbaru	Safe Travels	World Travel & Tourism Council	Juni / June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia.	11 November 2020	10 November 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	11 November 2020	10 November 2021
Red Planet Hotel Makassar	Safe Travels	World Travel & Tourism Council	Juni / June 2020	-
	CHSE Standards (Cleanliness, Health, Safety, and Environmental Sustainability)	Menteri Pariwisata dan Ekonomi Kreatif/Kepala Badan Pariwisata dan Ekonomi Kreatif Republik Indonesia. Minister of Tourism and Creative Economy/Head of Tourism and Creative Economy Agency of the Republic of Indonesia.	12 November 2020	11 November 2021
	Certificate CHSE	• TÜV Rheinland; • Sucofindo; dan / and • Mutu Certification Internasional.	12 November 2020	11 November 2021

Keanggotaan pada Asosiasi
Association Membership

Nama Asosiasi Association Name	**Skala Asosiasi** Association Scale	**Posisi Perseroan** Company's Position
WWF Indonesia	Nasional	Anggota dari *Signing Blue* Member of Signing Blue
Perhimpunan Hotel dan Restoran Indonesia Indonesian Hotel and Restaurant Association	Nasional	Anggota Member





RED PLANET

Laporan Manajemen
Management Report

Kilas Kinerja 2021
2021 Performance Highlights

Laporan Manajemen
Management Report

Profil Perusahaan
Company Profile

Analisis dan Pembahasan Manajemen
Management Discussion and Analysis

Tata Kelola Perusahaan
Corporate Governance

Tanggung Jawab Sosial dan Lingkungan
Social and Environmental Responsibility

Laporan Dewan Komisaris
Board of Commissioners' Report





Dinno Indiano
Komisaris Utama (Independen)
President Commissioner (Independent)

Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Tahun 2021 merupakan tahun pemulihan dan pertumbuhan. Meredanya penyebaran Covid-19 varian Delta di awal triwulan ketiga merupakan titik balik yang menandai dimulainya pemulihan perekonomian. Meski demikian, pandemi tersebut tetap berdampak negatif terhadap industri perhotelan.

Di tengah iklim usaha yang masih tidak kondusif tersebut, Dewan Komisaris melihat Perseroan berhasil mempertahankan kelanjutan usaha berkat kepemimpinan yang tegas dari Direksi serta kerja keras seluruh karyawan. Dengan ini, kami pun menyampaikan laporan pengawasan Dewan Komisaris tahun 2021 sebagai bentuk pertanggungjawaban terhadap para Pemegang Saham, regulator, pemangku kepentingan, dan masyarakat.

Dear Esteemed Shareholders and Stakeholders,

The 2021 was a year of recovery and growth. As the Delta variant of Covid-19 subsided at the beginning of the third quarter, the economic recovery started to gain steam. Unfortunately, the adverse impacts of the pandemic on the hospitality industry persisted.

As the business climate remained unfavorable, the Board of Commissioners saw that the Company was able to maintain its business continuity under the firm leadership of the Board of Directors and thanks to the hard work of all employees. In that regard, we hereby present the Board of Commissioners' 2021 supervisory report as part of our accountability to the Shareholders, regulators, stakeholders, and general public.

Penilaian Kinerja Direksi dan Implementasi Strategi Perseroan

Dewan Komisaris berkesimpulan bahwa Direksi telah melaksanakan tugasnya secara bertanggung jawab di tengah pandemi Covid-19 yang masih belum berakhir pada tahun 2021. Kinerja dan kelangsungan bisnis Perseroan pada tahun tersebut saat industri perhotelan masih terdampak pandemi, serta kebijakan pengendalian pandemi menjadi bukti kelincahan dan kompetensi Direksi dalam memimpin dan mengelola Perseroan.

Dewan Komisaris melihat bahwa di sepanjang tahun 2021, Direksi menerapkan strategi yang tepat dengan menerapkan langkah-langkah penghematan biaya agar tetap dapat mempertahankan kegiatan operasional normal dengan standar tertinggi dalam hal keselamatan tamu dan karyawan. Selain itu, kami memuji strategi Perseroan yang menjadikan platform Red Planet sebagai ujung tombak promosi dan distribusi. Kami meyakini platform tersebut akan memberikan keunggulan kompetitif bagi hotel-hotel yang dikelola Perseroan.

Pandangan atas Prospek Usaha

Dewan Komisaris meyakini bahwa Direksi siap dan mampu untuk mengoptimalkan setiap peluang yang muncul dalam industri perhotelan, di tengah pemulihan ekonomi nasional dari dampak pandemi Covid-19. Hal ini mencakup pengambilan keputusan yang strategis dan gesit pada tingkat manajemen serta keunggulan produk dan diferensiasi layanan pada tingkat operasional.

Meski demikian, Dewan Komisaris mendorong Direksi untuk senantiasa mengevaluasi dan merealisasikan solusi strategis bagi kelangsungan bisnis Perseroan pasca pandemi Covid-19. Kami juga mengharapkan Direksi dan Perseroan untuk membukukan kinerja yang lebih baik melalui pengambilan keputusan strategis yang gesit dan adaptif.

Pelaksanaan Tata Kelola Perusahaan yang Baik

Dewan Komisaris menilai bahwa Direksi telah menjalankan tugas dan fungsinya dengan baik terkait penerapan pinsip-prinsip tata kelola perusahaan di tahun 2021. Kami melihat setiap kebijakan ditetapkan dan dilaksanakan dengan senantiasa memperhatikan kepentingan Perseroan, Pemegang Saham, dan pemangku kepentingan secara keseluruhan.

Perseroan pun telah memiliki program tata kelola perusahaan yang terencana dan berkelanjutan yang didukung oleh penerapan prinsip-prinsip tata-kelola di seluruh tingkatan organisasi. Untuk memperkuat penerapan GCG secara berkelanjutan, Dewan Komisaris dibantu oleh organ pendukung yaitu Komite Audit. Dengan bangga kami melaporkan bahwa sinergi antara Dewan Komisaris dan Komite Audit memainkan peranan penting dalam memastikan kecukupan penerapan GCG Perseroan di tahun 2021.

Board of Directors' Performance Assessment and Corporate Strategies Implementation

The Board of Commissioners concludes that the Board of Directors had responsibly performed its duties amidst the Covid-19 pandemic that had yet to subside in 2021. The Company's performance and survival in that year when the hospitality industry was still reeling from the impacts of both the pandemic and pandemic mitigation policies signified the Board of Directors' agility and competency in leading and managing the Company.

The Board of Commissioners saw that throughout 2021, the Board of Directors implemented the correct strategy by implementing cost-saving measures in order to maintain normal operations with the highest standards of guest and employee safety. In addition, we applaud the Company's strategy in establishing our proprietary Red Planet platform as the spearhead for promotion and distribution. We are confident that the aforementioned platform will provide a competitive advantage to the Company's hotels.

Views on Business Outlook

The Board of Commissioners believes that the Board of Directors is prepared and well-equipped to take full advantage of every opportunity in the hospitality industry amidst the national economic recovery from the adverse impacts of the Covid-19 pandemic. This includes strategic and agile decision-making on a management level and product excellence and service differentiation on an operational level.

However, the Board of Commissioners implores the Board of Directors to persistently evaluate and realize strategic solutions for the survival of the Company in the wake of the Covid-19 pandemic. We also expect the Board of Directors and the Company to perform more with agile and adaptive strategic decision making.

Good Corporate Governance Implementation

The Board of Commissioners acknowledges that the Board of Directors had reasonably performed its duties and functions in implementing the principles of good corporate governance in 2021. In that regard, each policy was prepared and implemented by consistently taking into account the interests of the Company, Shareholders, and its stakeholders in general.

In addition, the Company has been equipped with well-planned and sustainable corporate governance programs supported by the application of governance principles throughout all levels of the organization. To strengthen GCG implementation on an ongoing basis, the Board of Commissioners is assisted by its supporting body namely the Audit Committee. We are proud to report that the synergy between the Board of Commissioners and the Audit Committee played an important role in ensuring the adequacy of the Company's GCG implementation in 2021.

Apresiasi

Dewan Komisaris mengucapkan terima kasih sebesar-besarnya kepada Direksi dan seluruh karyawan Perseroan atas semangat, kerja keras, serta dedikasi mereka sehingga Perseroan mampu menjawab berbagai tantangan di tahun 2021. Kami juga mengucapkan terima kasih kepada Pemegang Saham, pelanggan, serta pemangku kepentingan lainnya yang telah memberikan kepercayaan kepada Perseroan. Kami optimis, ke depannya, Perseroan akan mampu mempertahankan pertumbuhan berkelanjutan sesuai dengan visi untuk secara cepat membangun dengan skala besar dan menjadi perusahaan hotel ekonomis yang terbesar di Indonesia sehingga memungkinkan para Pemegang Saham dan pemangku kepentingan mendapatkan manfaat dari pesatnya pertumbuhan industri wisata dan peningkatan jumlah masyarakat kelas menengah.

Appreciation

The Board of Commissioners would like to extend our gratitude to the Board of Directors and all employees of the Company for their passion, hard work and dedication that the Company was able to overcome challenges in 2021. We also would like to thank the Shareholders, customers, and other stakeholders for their trust in the Company. We are confident that the Company will be able to maintain its sustainable growth in the years to come in accordance with the vision to rapidly build scale and become the largest value hotel owning company in Indonesia, allowing the Shareholders and stakeholders to benefit from the country's rapidly growing travel industry and expanding middle class.

Jakarta, Mei / May 2022
Atas nama Dewan Komisaris,
On behalf of the Board of Commissioners,



Dinno Indiano
Komisaris Utama (Independen)
President Commissioner (Independent)

Laporan Direksi
Board of Directors' Report





Suwito
Direktur Utama
President Director

Pemegang Saham dan Pemangku Kepentingan yang Terhormat,

Sebagai bagian dari tugas kami dalam mengelola dan menjalankan usaha PT Red Planet Indonesia Tbk sesuai dengan rencana dan target yang telah ditetapkan, dengan ini, kami menyampaikan laporan pertanggungjawaban Direksi untuk tahun 2021. Melalui laporan ini, kami membahas kinerja dan pencapaian Perseroan, tantangan yang dihadapi, berikut upaya peningkatan kualitas pada tahun tersebut, serta prospek usaha ke depannya.

Tinjauan Ekonomi dan Industri

Pemulihan perekonomian global terus berlanjut sepanjang tahun 2021, meski masih dibayangi oleh gangguan rantai pasok serta adanya kenaikan kasus Covid-19. Sebagai hasilnya, perekonomian global tumbuh sesuai proyeksi sekitar 5,7% pada tahun 2021.

Dear Esteemed Shareholders and Stakeholders,

As part of our duty to manage and run PT Red Planet Indonesia Tbk's business in accordance with predetermined plans and targets, we hereby present the Board of Directors' 2021 accountability report. Through this report, we discuss the Company's performance, achievements, challenges faced, and quality improvement efforts conducted in that year as well as future business prospects.

Economic and Industry Overview

The global economic recovery continued throughout 2021 despite supply chain disruptions and the increasing number of Covid-19 cases. As a result, the global economy grew by 5.7% in that year in line with the projection. The global economic recovery

Membaiknya perekonomian global pada akhirnya berdampak positif terhadap pertumbuhan ekonomi Indonesia. Di tahun 2021, perekonomian Indonesia tumbuh sebesar 3,69% sejalan dengan meningkatnya mobilitas pasca langkah-langkah penanganan pandemi Covid-19 yang ditempuh pemerintah.

Tak hanya itu, relaksasi pemberlakuan pembatasan kegiatan masyarakat (PPKM) berdampak positif terhadap industri perhotelan pada umumnya. Hal ini terutama tercermin pada tingkat penghunian kamar (TPK) hotel klasifikasi bintang di Indonesia yang mengalami peningkatan di tahun 2021 menjadi 51,57%, dibandingkan tahun sebelumnya sebesar 40,79%.

Langkah Strategis

Di tengah pemulihan ekonomi nasional dan pandemi yang masih belum mereda, di tahun 2021, Perseroan memfokuskan pengembangan usaha kepada kebutuhan dan kepuasan konsumen, antara lain dengan menggunakan umpan balik dan pengalaman pelanggan sebagai bahan evaluasi untuk mengembangkan strategi usaha dan pemasaran. Tak hanya itu, Perseroan mengintensifkan pemasaran melalui *offline* media dan media sosial, seperti Instagram, Twitter, dan Youtube, guna menjangkau para pelanggan serta memberikan informasi terkini terkait berbagai promosi dan kegiatan usaha Perseroan.

Kedua strategi tersebut diperkuat oleh platform Red Planet. Sebagai platform distribusi milik sendiri, platform Red Planet memiliki berbagai keunggulan, antara lain bebas biaya komisi pemesanan hotel, tawaran promosi khusus yang tak tersedia di platform lain, serta beragam fitur menarik dengan konten yang inovatif. Kami meyakini platform Red Planet akan berperan penting dalam pengembangan usaha Perseroan ke depannya.

Dalam semuanya itu, Direksi berperan aktif dalam merumuskan strategi dan kebijakan strategis Perseroan, termasuk memastikan efektivitas implementasi strategi Perseroan. Kami senantiasa memberikan target dan arahan yang jelas, serta mendorong peningkatan proses dan efisiensi secara berkelanjutan. Direksi dan manajemen pun secara konsisten memantau penerapan strategi dan kebijakan strategis.

Kinerja Perseroan Tahun 2021

Pada tahun 2021, rata-rata TPK hotel Perseroan adalah 58,93%, meningkat 12,27% dibandingkan tahun 2020 yang tercatat sebesar 52,49%. Peningkatan ini terutama didukung oleh berangsur pulihnya kegiatan ekonomi dan bisnis di Indonesia, disertai dengan gencarnya vaksinasi Covid-19 bagi masyarakat. Red Planet Hotel Palembang membukukan TPK tertinggi di tahun 2021, yaitu 78,05%, sedangkan TPK terendah dibukukan oleh Red Planet Hotel Jakarta, Pasar Baru, yaitu 49,26%.

Sebagai hasilnya, Perseroan berhasil membukukan pendapatan usaha pada tahun 2021 sebesar Rp47,27 miliar, meningkat

subsequently had a positive impact on Indonesia's economic growth. In 2021, the Indonesian economy grew by 3.69% in line with increased mobility due to measures taken by the government to mitigate the Covid-19 pandemic.

In addition, the relaxation of public activity restrictions imposition (PPKM) had a positive impact on the hospitality industry in general. This was mainly reflected in the room occupancy rate (ROR) for star-classified hotels in Indonesia that increased to 51.57% in 2021 from 40.79% in the previous year.

Strategic Measures

Amidst the national economic recovery and the ongoing pandemic, in 2021 the Company focused its business development on customers' needs and satisfaction, among others by using feedback and customer experience as the basis of evaluation to develop business and marketing strategies. In addition, the Company intensified marketing efforts through offline media and social media such as Instagram, Twitter, and Youtube to reach customers and provide the latest information related to various promotions as well as the Company's business activities.

The aforementioned strategies were reinforced by the Red Planet platform. As a proprietary distribution platform, the Red Planet platform boasts numerous advantages, including zero hotel booking commission fee, special promotional offers not available on other platforms, as well as various compelling features with innovative contents. We are confident that the Red Planet platform will play an important role in the Company's future business development.

In all of that, the Board of Directors played an active role in formulating the Company's strategies and strategic policies, as well as in ensuring the effective implementation of the Company's strategies. We consistently provided clear targets and directions, and persistently encouraged sustainable improvements of both process and efficiency. Furthermore, the Board of Directors and the management consistently monitored the implementation of strategies and strategic policies.

Company's Performance in 2021

In 2021, the average ROR of the Company's hotels was 58.93%, went up by 12.27% compared to 52.49% in 2020. This increase was mainly supported by the gradual recovery of economic and business activities in Indonesia complemented with aggressive Covid-19 vaccination for the community. Red Planet Hotel Palembang posted the highest ROR in 2021 at 78.05%, whereas Red Planet Hotel Jakarta, Pasar Baru, posted the lowest at 49.26%.

As a result, the Company posted Rp47.27 billion revenues in 2021, went up by 11.41% compared to Rp42.43 billion in 2020.

11,41% dibandingkan Rp42,43 miliar pada tahun 2020. Tak hanya itu, Perseroan berhasil menurunkan kerugian operasional sebesar 54,48% dari Rp22,07 miliar di tahun 2020 menjadi Rp10,05 miliar di tahun 2021.

Strategi, Tantangan, dan Pencapaian Target Keberlanjutan

Perseroan berkomitmen menjalankan usaha dengan memperhatikan isu-isu sosial, terutama yang berkaitan dengan kelompok pemangku kepentingan yang terdiri dari karyawan, pelanggan, dan masyarakat umum. Pengelolaan aspek lingkungan yang terkait langsung dengan aktivitas bisnis pun terus dijalankan dengan disertai komitmen untuk mendukung inisiatif global yang dijalankan bersama Grup Red Planet Hotels.

Atas dasar itulah, Perseroan telah menerapkan berbagai strategi keberlanjutan yang juga ditujukan untuk mendukung Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*/ SDGs), antara lain melalui rekrutmen masyarakat lokal untuk menjadi karyawan hotel, serta menerapkan kebijakan anti diskriminasi pada proses rekrutmen, pengembangan kompetensi, dan pengembangan karier. Di bidang pelestarian lingkungan, Perseroan secara aktif mengurangi penggunaan air tanah untuk kebutuhan selain kegiatan operasional hotel, serta mengelola limbah sebagaimana disyaratkan oleh Badan Lingkungan Hidup Daerah (BLHD).

Meski demikian, upaya Perseroan untuk melaksanakan prinsip keberlanjutan menghadapi beberapa tantangan internal dan eksternal seperti kebijakan dan program keberlanjutan sosial dan lingkungan Perseroan yang masih dalam tahap pengembangan dini. Tak hanya itu, kebijakan pemerintah turut mengalami perubahan untuk mengakomodasi pengembangan aspek keberlanjutan oleh para pelaku usaha. Oleh karena itu, Perseroan mendorong pejabat eksekutif dan karyawan untuk terus aktif memperluas wawasan dan melakukan perbandingan terkait penerapan prinsip keberlanjutan yang relevan di industri perhotelan.

Terlepas dari berbagai tantangan tersebut, kami telah berhasil mencapai berbagai target keberlanjutan yang telah diharapkan. Perseroan telah mempekerjakan masyarakat lokal sebanyak 147 orang atau 93,63% dari total karyawan. Komitmen pada pengendalian kesehatan dan keselamatan karyawan dan pelanggan, terutama dalam mencegah penyebaran Covid-19 di lingkungan hotel, telah mendukung pertumbuhan operasional Perseroan. Meskipun belum secara signifikan, namun upaya pengelolaan penggunaan energi dan air telah mampu diefisienkan dari tahun sebelumnya. Demikian pula dengan pengelolaan limbah pun telah dilaksanakan sesuai mekanisme yang ditentukan oleh Badan Lingkungan Hidup Daerah (BLHD).

Prospek Usaha

Direksi optimis kondisi perekonomian nasional dan industri perhotelan akan semakin membaik pada tahun 2022. Optimisme

In addition, the Company managed to reduce loss from operation by 54.48% from Rp22.07 billion in 2020 to Rp10.05 billion in 2021.

Sustainability Strategies, Challenges, and Targets Achievement

The Company is committed to running its business by paying close attention to social issues, especially those related to our stakeholder groups consisting of employees, customers, and the general public. Likewise, environmental aspects directly related to business activities are consistently managed in line with our commitment to supporting global initiatives carried out together with the Red Planet Hotels Group.

Accordingly, the Company has implemented various sustainability strategies which are also aimed at supporting the Sustainable Development Goals (SDGs), including through recruiting members of local communities to become hotel employees, as well as implementing anti-discrimination policies in the recruitment process, competency development, and career development. In terms of environmental conservation, the Company actively reduces the use of ground water for purposes other than hotel operational activities, and conducts waste treatment in accordance with the Regional Environmental Agency (BLHD)'s requirements.

However, the Company's efforts to implement sustainability principles are facing several internal and external challenges such as the fact that the Company's social and environmental sustainability policies and programs are still in their early development phase. Moreover, government policies have been revised to accommodate the development of sustainability aspects by business entities. Therefore, the Company encourages executive officers and employees to actively escalate their insights and benchmark the application of relevant sustainability principles in the hotel industry.

Regardless, we have successfully met various predetermined sustainability targets. The Company has employed 147 local workers or 93.63% of the total number of employees. Commitment to controlling the health and safety of employees and customers, especially in preventing the spread of Covid-19 in hotels, have supported the Company's operational growth. Although not significant, efforts to manage energy and water use have been able to be streamlined from the previous year. Likewise, waste treatment has been carried in accordance with the applicable procedure outlined by the Regional Environmental Agency (BLHD).

Business Outlook

The Board of Directors is confident the national economy and the hospitality industry's conditions will continue to improve in

ini dilandaskan pada target pertumbuhan ekonomi Indonesia untuk tahun 2022 yang ditetapkan pemerintah pada 5,2%–5,8%. Selain itu, pemerintah juga memproyeksikan jumlah kunjungan wisatawan mancanegara sebesar 8,5 juta–10,5 juta kunjungan pada tahun 2022.

Perseroan pun telah menyusun proyeksi kinerja keuangan tahun 2022 dengan mempertimbangkan kondisi ekonomi dan industri, prospek usaha, serta kinerja operasional dan keuangan. Perseroan menargetkan pertumbuhan pendapatan tahun 2022 sebesar 15% dari tahun 2021, serta penurunan rugi bersih sebesar kurang lebih 38% dari tahun 2021.

Tata Kelola Perusahaan

Direksi sangat menyadari pentingnya penerapan tata kelola perusahaan yang baik (GCG) sebagai bagian dari pengelolaan Perseroan. Oleh karena itu, implementasi GCG secara konsisten dilaksanakan dengan menerapkan prinsip-prinsip dasarnya, yaitu transparansi, akuntabilitas, tanggung jawab, independensi, serta kewajaran dan kesetaraan. Perseroan pun berkomitmen menerapkan praktik terbaik GCG melalui pengambilan keputusan dan kebijakan utama yang senantiasa didasarkan pada peraturan perundang-undangan yang berlaku.

Penerapan prinsip-prinsip GCG terus disempurnakan guna menciptakan budaya yang menjunjung tinggi nilai-nilai integritas, profesionalisme, dan kepatuhan terhadap peraturan yang berlaku, serta mendukung kinerja bisnis dan keuangan Perseroan dan Entitas Anak. Perseroan melaksanakan penilaian internal terhadap praktik GCG yang mengacu pada standar yang berlaku umum bagi perusahaan publik. Hasil evaluasi tersebut menjadi rekomendasi untuk ditindaklanjuti dan ditingkatkan lebih jauh. Perseroan juga memastikan bahwa setiap Entitas Anak melaksanakan penilaian GCG secara berkelanjutan oleh penilai internal maupun eksternal.

Apresiasi

Direksi mengucapkan terima kasih kepada Dewan Komisaris untuk bimbingan dan masukan mereka, serta seluruh karyawan untuk dedikasi dan kerja keras mereka hingga Perseroan berhasil melewati tahun 2021 yang sangat dinamis yang ditandai dengan pemulihan ekonomi nasional di tengah pandemi yang masih belum berakhir. Kami yakin Perseroan mampu mencapai kinerja lebih baik di tahun 2022 guna mewujudkan misi menjembatani sesama wisatawan yang berpikiran ekonomis, dengan menggabungkan pengalaman menginap yang nyaman, bersih, berkualitas tinggi, dan konsisten dengan harga yang kompetitif, dan dilayani oleh orang-orang yang ramah, positif, dan profesional.

2022. Our optimism is based on the fact that the government has set economic growth target for 2022 at 5.2%-5.8%. The government also expects the number of foreign tourist arrivals to reach 8.5 million–10.5 million visitations in 2022.

Moreover, the Company has prepared financial performance projections for 2022 by taking into account economic and industrial conditions, business outlook, as well as operating and financial performance. The Company expects to book 15% revenues growth in 2021, and to reduce net loss by 38% compared to 2021.

Good Corporate Governance

The Board of Directors is fully aware of the importance of the implementation of good corporate governance (GCG) as part of the Company's management. Therefore, GCG is consistently employed through the application of its basic principles namely transparency, accountability, responsibility, independence, and fairness and equality. Moreover, the Company's commitment to implementing GCG best practices is demonstrated by consistently making all decisions and core policies based on applicable rules and regulations.

The application of GCG principles is continuously improved upon in order to create a culture that upholds the values of integrity, professionalism, and compliance with applicable regulations, supporting the business and financial performance of the Company and its Subsidiaries. The Company conducts an internal assessment of GCG practices that refers to generally accepted standards for public companies. The evaluation results become recommendations to be followed up on and improved even further. The Company also ensures that each Subsidiary conducts sustainable GCG assessment by internal or external assessors.

Appreciation

The Board of Directors would like to thank the Board of Commissioners for their guidance and input, as well as all employees for their dedication and hard work that enabled the Company to successfully navigate through the year 2021 that was very dynamic marked by the national economic recovery amid the pandemic that had yet to subside. We firmly believe the Company will be able to perform even better in 2022 in a bid to accomplish its mission to achieve a value connection with economy-minded travelers, by combining a comfortable, clean, high-quality, and consistent lodging experience with a highly competitive price, staffed by friendly, positive, and professional people.

Jakarta, Mei / May 2022
Atas nama Direksi,
On behalf of the Board of Directors,



Suwito
Direktur Utama
President Director

Surat Pernyataan Anggota Direksi dan Anggota Dewan Komisaris tentang Tanggung Jawab atas Laporan Tahunan 2021 PT Red Planet Indonesia Tbk

Statement of Members of the Board of Directors and the Board of Commissioners on the Responsibility for the 2021 Annual Report of PT Red Planet Indonesia Tbk

Kami, yang bertanda tangan di bawah ini, menyatakan bahwa semua informasi dalam Laporan Tahunan PT Red Planet Indonesia Tbk tahun 2021 telah dimuat secara lengkap dan bertanggung jawab penuh atas kebenaran isi Laporan Tahunan Perseroan.

We, the undersigned, hereby declare that all information in the Annual Report of PT Red Planet Indonesia Tbk for year 2021 has been fully contained and we shall be fully responsible to the correctness of contents in the Annual Report of the Company.

Demikian pernyataan ini dibuat dengan sebenarnya.

This statement is hereby made in all truthfulness.

Jakarta, Mei / May 2022

Dewan Komisaris,
Board of Commissioners,

Dinno Indiano
Komisaris Utama (Independen)
President Commissioner (Independent)

Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja
Komisaris Independen
Independent Commissioner

Direksi,
Board of Directors,

Suwito
Direktur Utama
President Director

Rivolinggo Pamudji
Direktur
Director

Astini Bernawati Oudang
Direktur
Director





RED PLANET

Profil Perusahaan
Company Profile

Kilas Kinerja 2021
2021 Performance Highlights

Laporan Manajemen
Management Report

Profil Perusahaan
Company Profile

Analisis dan Pembahasan Manajemen
Management Discussion and Analysis

Tata Kelola Perusahaan
Corporate Governance

Tanggung Jawab Sosial dan Lingkungan
Social and Environmental Responsibility



Red Planet Hotel Jakarta, Pasar Baru

Jumlah Kamar
Number of Rooms

161



Red Planet Hotel Bekasi

Jumlah Kamar
Number of Rooms

156



Red Planet Hotels Solo

Jumlah Kamar
Number of Rooms

152



Red Planet Hotel Surabaya

Jumlah Kamar
Number of Rooms

155



Red Planet Hotel Palembang

Jumlah Kamar
Number of Rooms

146



Red Planet Hotel Pekanbaru

Jumlah Kamar
Number of Rooms

139



Red Planet Hotel Makassar

Jumlah Kamar
Number of Rooms

144

Identitas Perusahaan
Company Identity

Nama Perusahaan Company Name

PT Red Planet Indonesia Tbk

Bidang Usaha
Business Sector

Perhotelan
Hotel

Dasar Hukum Pendirian
Legal Basis of Establishment

Didirikan dengan nama PT Mustika Manggilingan No. 93 tanggal 10 April 1989 oleh Notaris Yudo Paripurno, SH yang telah disahkan oleh Menteri Hukum dan Hak Asasi Manusia melalui Surat Keputusan No. C2-10971.HT.01.01.TH.89 tanggal 5 September 1989.
Established under the name of PT Mustika Manggilingan No. 93 dated 10 April 1989 by Notary Yudo Paripurno, SH. that has been approved by Minister of Law and Human Righs through Decree Letter No. C2-10971.HT.01.01. TH.89 dated 5 September 1989.

Sosial Media
Media Social

@redplanetindonesia
@redplanetid
@redplanethotelsindonesia

Tanggal Pendirian
Date of Establishment

10 April 1989

Kode Saham
Share Code

PSKT

Tanggal Pencatatan Saham
Share Listing Dates

19 September 1995

Alamat dan Kontak Kantor Pusat
Head Office Address and Contact

Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920
T : (6221) 2949 8800
F : (6221) 2949 8889
E : corporate.secretary.id@redplanethotels.com
W : www.redplanetindonesia.com

Dasar Hukum Perubahan Nama
Legal Basis for Name Change

PT Mustika Manggilingan
Didirikan dengan nama PT Mustika Manggilingan berdasarkan Akta No. 93 tanggal 10 April 1989 oleh Notaris Yudo Paripurno, SH.

PT Mustika Manggilingan
Established under the name PT Mustika Manggilingan based on Notarial Deed No. 93 dated 10 April 1989 of Notary Yudo Paripurno, SH.

PT Pusako Tarinka
Menjadi PT Pusako Tarinka berdasarkan Akta No. 72 tanggal 3 Februari 1990 oleh Notaris Yudo Paripurno, SH.

PT Pusako Tarinka
Became PT Pusako Tarinka based on Notarial Deed No. 72 dated 3 February 1990 of Notary Yudo Paripurno, SH.

PT Red Planet Indonesia
Menjadi PT Red Planet Indonesia berdasarkan Akta No. 99 tanggal 22 Mei 2014 oleh Notaris Aryanti Artisari, SH, MKn.

PT Red Planet Indonesia
Become PT Red Planet Indonesia based on Notarial Deed No. 99 dated 22 May 2014 of Notary Aryanti Artisari, SH, MKn.

PT Red Planet Indonesia Tbk
Menjadi PT Red Planet Indonesia Tbk berdasarkan Akta No. 99 tanggal 22 Mei 2014 oleh Notaris Aryanti Artisari, SH, MKn.

PT Red Planet Indonesia Tbk
Become PT Red Planet Indonesia Tbk based on Notarial Deed No. 99 dated 22 May 2014 of Notary Aryanti Artisari, SH, MKn.

Modal Dasar
Authorized Capital

Rp4,140,000,000,000

Modal Ditempatkan dan Disetor Penuh
Issued and Fully Paid-up Capital

Rp1,035,123,163,600

Lembaga Pencatatan Saham
Share Registar Institution

Bursa Efek Indonesia / Indonesia Stock Exchange
Jakarta Stock Exchange Building Tower I
Jl. Jenderal Sudirman Kav. 52-53
Jakarta, 12190

Kepemilikan Saham
Share Ownership

PT Basis Utama Prima	:	**31.23%**
Moh ARP Mangkuningrat	:	**29.77%**
PT Crio Indonesia	:	**9.60%**
Red Planet Holdings (Indonesia) Limited	:	**9.53%**
Masyarakat / Public (<5%)	:	**19.87%**

Jumlah Karyawan
Number of Employees

Karyawan Tetap / Permanent Employees : 149
Karyawan Kontrak / Contract Employees : 8

Lokasi Usaha
Business Location

- Red Planet Hotel Jakarta, Pasar Baru;
- Red Planet Hotel Bekasi;
- Red Planet Hotels Solo;
- Red Planet Hotel Surabaya;
- Red Planet Hotel Palembang;
- Red Planet Hotel Pekanbaru;
- Red Planet Hotel Makassar.

Perubahan Signifikan yang Terjadi pada Perseroan

Significant Changes on the Company

Pada tahun 2021, tidak terdapat perubahan signifikan yang terjadi pada Perseroan. Dengan demikian, Laporan Tahunan ini tidak menyajikan informasi mengenai penutupan atau pembukaan cabang baru, pembukaan atau penutupan unit usaha baru, maupun penggabungan usaha.

In 2021, there are no significant changes on the Company. Accordingly, this Annual Report does not provide information regarding the closing nor opening of new branches, opening nor closing of new business units, nor business mergers.

Riwayat Singkat

Brief History

1989

10 April / April

Perseroan pertama kali didirikan dengan nama PT Mustika Manggilingan berdasarkan Akta No. 93 oleh Notaris Yudo Paripurno, SH.

Company establishment under the name of PT Mustika Manggilingan based on Deed No. 93 by Notary Yudo Paripurno, SH.

1990

3 Februari / February

Perubahan nama Perseroan menjadi PT Pusako Tarinka berdasarkan Akta No. 72 oleh Notaris Yudo Paripurno, SH.

Company changed its name into PT Pusako Tarinka based on Deed No. 72 by Notary Yudo Paripurno, SH.

1995

19 September / September

Pencatatan Saham di Bursa Efek Surabaya.

Share Listed on the Surabaya Stock Exchange.

2012

12 Juli / July

Peresmian Red Planet Hotel Jakarta, Pasar Baru.

The opening of Red Planet Hotel Jakarta, Pasar Baru.

2013

18 Maret / March

Peresmian Red Planet Hotel Pekanbaru.

The opening of Red Planet Hotel, Pekanbaru.

31 Agustus / August

Peresmian Red Planet Hotels Solo.

The opening of Red Planet Hotel, Solo.

19 Desember / December

Peresmian Red Planet Hotel Bekasi.

The opening of Red Planet Hotel, Bekasi.

2014

27 Februari / February

Peresmian Red Planet Hotel Palembang.
The opening of Red Planet Hotel, Palembang.

1 Maret / March

Peresmian Red Planet Hotel Makassar.
The opening of Red Planet Hotel, Makassar.

22 Mei / May

Perubahan nama Perseroan menjadi PT Red Planet Indonesia Tbk berdasarkan Akta No. 99 oleh Notaris Aryanti Artisari, SH, MKn.

Company changed its name into PT Red Planet Indonesia Tbk based on Deed No. 99 by Notary Aryanti Artisari, SH, MKn.

4 Juni / June

Perseroan menjadi perusahaan terbuka dengan melaksanakan Penawaran Umum Terbatas (PUT) I dengan Hak Memesan Efek Terlebih Dahulu (HMETD) di Bursa Efek Indonesia.

The Company became a public company by organising Limited Public Offering I with Pre-emptive Rights on the Indonesia Stock Exchange.

2 Juli / July

Peresmian Red Planet Hotel Surabaya.
The opening of Red Planet Hotel, Surabaya.

19 Mei / May

Pelaksanaan Rapat Umum Pemegang Saham Tahunan dan Luar Biasa yang memiliki keputusan untuk melaksanakan pengambilalihan atas seluruh modal disetor pada PT Red Planet Hotels Indonesia, PT Red Planet Hotel Bekasi, PT Red Planet Hotels Solo, PT Red Planet Hotel Surabaya, PT Red Planet Hotel Palembang, PT Red Planet Hotel Pekanbaru, PT Red Planet Hotel Makassar, PT Solusi Bintang Cemerlang, PT Red Planet Hotels Tangerang, PT Planet Merah Depok, PT Planet Merah Sembilan, PT Planet Merah Delapan, dan PT Planet Merah Sepuluh.

Annual and Extraordinary General Meeting of Shareholders were organized with resolution to the acquisition of the entire paid-up capital of PT Red Planet Hotels Indonesia, PT Red Planet Hotel Bekasi, PT Red Planet Hotels Solo, PT Red Planet Hotel Surabaya, PT Red Planet Hotel Palembang, PT Red Planet Hotel Pekanbaru, PT Red Planet Hotel Makassar, PT Solusi Bintang Cemerlang, PT Red Planet Hotels Tangerang, PT Planet Merah Depok, PT Planet Merah Sembilan, PT Planet Merah Delapan, and PT Planet Merah Sepuluh.

2015

3 April / April

Perseroan meluncurkan merek terbaru, yaitu Red Planet, dan melaksanakan *rebranding* menjadi Red Planet Hotel guna mengukuhkan diri menjadi pemimpin yang inovatif pada segmen hotel ekonomis di Indonesia.

The Company launched a new brand, Red Planet, and rebranded Red Planet Hotels to reinforce its leadership in Indonesia's value hotel segment.

2016

14 Desember / December

Pelaksanaan Rapat Umum Pemegang Saham Luar Biasa dengan hasil keputusan menyetujui pemecahan nilai nominal saham Perseroan dari Rp500,- per saham menjadi Rp100,- per saham.

The Organization of Extraordinary General Meeting of Shareholders, which approved the Company stock split from Rp500 per share to become Rp100 per share.

2017

25 Januari / January

Pelaksanaan awal perdagangan saham dengan nilai nominal baru Rp100,- per saham di pasar reguler dan pasar negosiasi.

Initial share trading with new par value Rp100 per share in regular market and negotiation market.

30 Januari / January

Pelaksanaan awal perdagangan saham dengan nilai nominal baru Rp100,- per saham di pasar tunai.

Initial share trading with new par value Rp100 per share in cash market.

21–27 Februari / February

Perseroan melaksanakan PUT II dengan HMETD di Bursa Efek Indonesia.

The Company organized Limited Public Offering II with Pre-emptive Rights in Indonesian Stock Exchange.

2019

20 Juni / June

Peningkatan modal dasar Perseroan dari Rp1.391.000.000.000,- menjadi Rp4.140.000.000.000,-.

Increased the Company's authorized capital from Rp1,391,000,000,000 to Rp4,140,000,000,000.

Visi, Misi, dan Nilai Pokok Perusahaan
Vision, Mission, and Corporate Values

visi

VISION

Untuk secara cepat membangun dengan skala besar dan menjadi perusahaan hotel ekonomis yang terbesar di Indonesia sehingga memungkinkan para Pemegang Saham mendapatkan keuntungan dari pesatnya pertumbuhan industri wisata dan peningkatan jumlah masyarakat kelas menengah.

To rapidly build scale and become the largest value hotel owning company in Indonesia, allowing the Shareholders to benefit from the country's rapidly growing travel industry and expanding middle class.





misi

MISSION

Untuk menjembatani sesama wisatawan yang berpikiran ekonomis, dengan menggabungkan pengalaman menginap yang nyaman, bersih, berkualitas tinggi, dan konsisten dengan harga yang kompetitif, dan dilayani oleh orang-orang yang ramah, positif, dan profesional.

To achieve a value connection with economy-minded travelers, by combining a comfortable, clean, high-quality, and consistent lodging experience with a highly competitive price, staffed by friendly, positive, and professional people.

Nilai Pokok Perusahaan / Corporate Values



Tetap Sederhana dan Melakukan secara Tepat
Keep it Simple and Do it Properly

Kami berupaya agar mengerjakan pekerjaan secara sederhana. Kemudian kami fokus pada apa yang kami lakukan, secara tepat, dari awal.

We take the effort to keep what we do simple. We then focus on doing what we do, properly, first time.



Pragmatis, Positif, dan Profesional
Pragmatic, Positive, and Professional

Selalu mencari hal positif dalam segala situasi dan memperlakukan rekan kerja secara positif dan profesional. Di atas segalanya, selalu mengambil pendekatan yang paling praktis terhadap semua yang kami kerjakan.

Always seeing the positive in a situation and treating colleagues in a positive and professional manner. Above all, always taking the most practical approach to everything we do.



Menghormati, Mempertimbangkan, dan Berbagi
Respect, Consideration, and Sharing

Kami memperlakukan rekan kerja dan mitra kami sebagaimana kami ingin diperlakukan. Dengan memahami bahwa masalah rekan kerja kami adalah juga masalah kami, kami bisa memahami permasalahan dengan lebih baik dan memecahkan masalah tersebut bersama.

We treat our colleagues and partners as we would want to be treated ourselves. By understanding that any one of our colleagues problems are also our own, we can better understand them, share them, and solve them together.



Belajar dari Kesalahan
Learning from Our Mistakes

Kami mengerti bahwa kesalahan tidak dapat dielakkan (meskipun tidak diinginkan) dan kami menganggap bahwa kesalahan adalah kesempatan besar untuk memahami kesalahan yang telah terjadi dan mengambil pelajaran secara keseluruhan. Mengakui kesalahan sangat disarankan dan menyalahkan orang lain sangat tidak disarankan.

We understand that mistakes are inevitable (albeit undesirable) and we treat them as great opportunities to understand what has gone wrong and learn from them as a whole. Admitting to a mistake is encouraged, blaming people is absolutely discouraged.

Filosofi Logo
Logo Philosophy

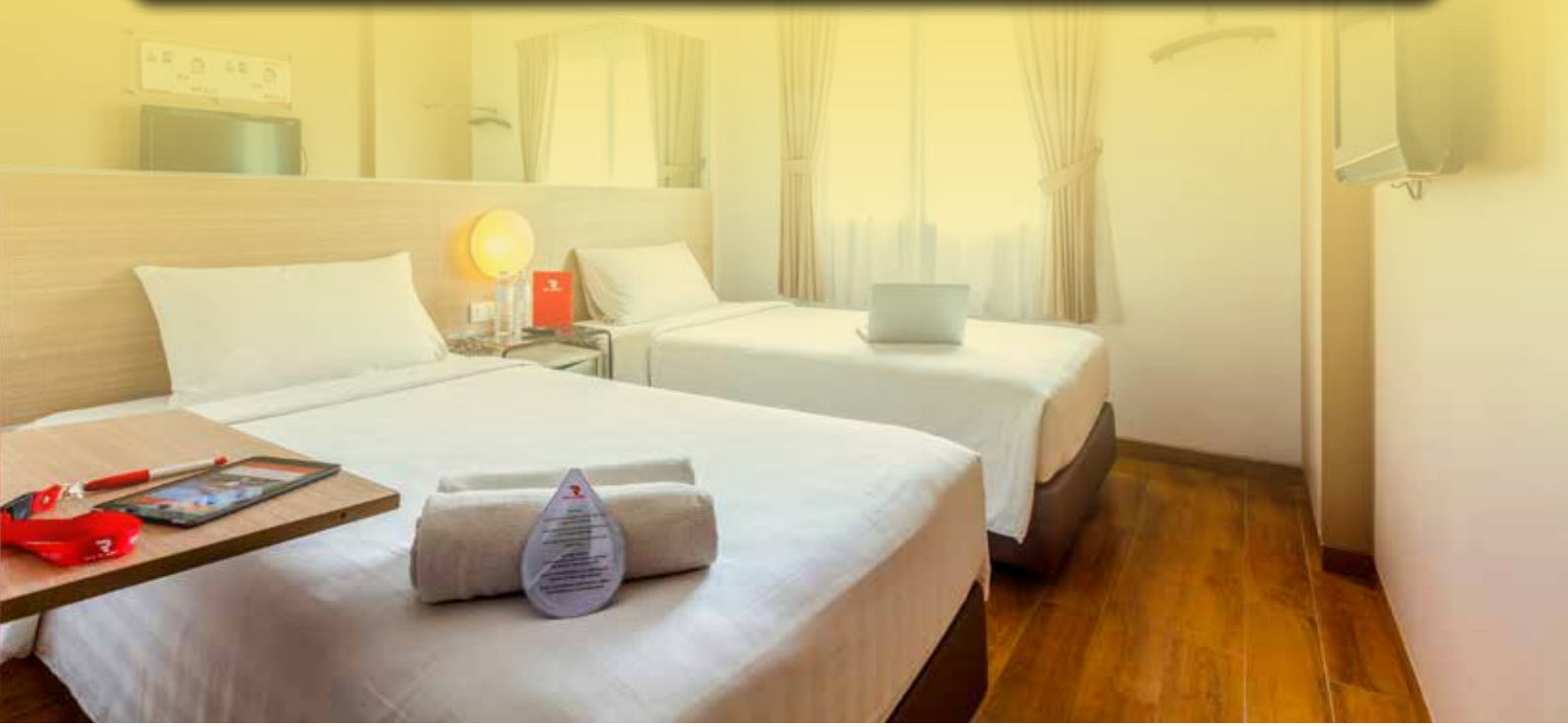
RED PLANET

Inisial "R" pada logo merupakan inisial dari nama Perseroan, yaitu Red Planet Indonesia.
The initial "R" in the logo is the initials of the name of the Company, namely Red Planet Indonesia.

Warna merah pada logo mempunyai arti memperkuat aspek identitas dan kepribadian Red Planet, yaitu "cerdas" dan "percaya diri". Warna logo tampak sederhana dan jelas, mempunyai arti "membuka kunci energi" dan "semangat".
The red colour on the logo has the meaning of strengthening Red Planet's identity and personality aspects, i.e. "smart" and "confident". The logo's colour looks simple and clear that means "to unlock energy" and "enthusiasm".

Visi, misi, nilai pokok perusahaan, dan filosofi logo telah ditinjau oleh Direksi beserta Dewan Komisaris bersamaan dengan evaluasi rencana kerja Perseroan untuk tahun 2021. Berdasarkan hasil tinjauan tersebut, visi, misi, nilai pokok perusahaan, dan filosofi logo masih relevan dengan kondisi saat ini.

The vision, mission, core values of the company, and logo philosophy have been reviewed by the Board of Directors and the Board of Commissioners along with an evaluation of the Company's work plan for 2021. Based on the results of the review, the vision, mission, core values of the company, and logo philosophy are still relevant to current conditions.



Bidang Usaha
Business Sector

Sebagaimana dinyatakan dalam Anggaran Dasar Perseroan terakhir, maksud dan tujuan Perseroan adalah menjalankan bisnis dalam bidang usaha perhotelan.

As stated in the latest Articles of Association, the Company's purpose and objective is to engage in the hospitality business.

Produk dan Jasa
Products and Services

Sebagai perusahaan yang bergerak di bidang perhotelan, Perseroan memiliki 7 hotel yang tersebar di wilayah Pulau Jawa, Sumatera, dan Sulawesi. Ketujuh hotel tersebut diuraikan sebagai berikut.

As a company operates in the hospitality sector, the Company has 7 hotels spread across the islands of Java, Sumatra, and Sulawesi. The seven hotels are presented as follows.



Red Planet Hotel Jakarta, Pasar Baru

Tanggal Pendirian Establishment Date	**Tanggal Peresmian** Opening Date
2 September 2010 2 September 2010	**12 Juli 2012** 12 July 2012

Jumlah Kamar Number of Rooms		
161	**Kamar *Double*** Double Bed Rooms	**118**
	Kamar *Twin* Twin Bed Rooms	**42**
	Kamar *Accessible* Accessible Room	**1**

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 8 menit dari Istana Kepresidenan;
- 10 menit dari Jakarta International Expo Kemayoran, Ancol Dream Park, Pasar Mangga Dua, Monumen Nasional (Monas), Balai Kota;
- 20 menit dari Stasiun Gambir;
- 55 menit dari Bandara Halim Perdanakusuma; dan
- 60 menit dari Bandara Internasional Soekarno-Hatta.

Within reach by car:
- 8 minutes away from the Presidential Palace;
- 10 minutes away from Jakarta International Expo Kemayoran, Ancol Theme Park, Pasar Mangga Dua (market), Monumen Nasional (Monas), City Hall;
- 20 minutes away from Gambir Station;
- 55 minutes away from Halim Perdanakusuma Airport; and
- 60 minutes away from Soekarno-Hatta International Airport.



Red Planet Hotel Bekasi

Tanggal Pendirian Establishment Date	Tanggal Peresmian Opening Date
21 September 2011 21 September 2011	19 Desember 2013 19 December 2013

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 10 menit dari Mall Metropolitan Bekasi;
- 15 menit dari Summarecon Mall Bekasi;
- 45 menit dari Waterboom Lippo Cikarang, Taman Mini Indonesia Indah, dan Bandara Halim Perdanakusuma; dan
- 90 menit dari Bandara Internasional Soekarno-Hatta.

Within reach by car:
- 10 minutes away from Mall Metropolitan Bekasi;
- 15 minutes away from Summarecon Mall Bekasi;
- 45 minutes away from Waterboom Lippo Cikarang, Taman Mini Indonesia Indah, and Halim Perdanakusuma Airport; and
- 90 minutes away from Soekarno-Hatta International Airport.

Jumlah Kamar Number of Rooms		
156	Kamar *Double* Double Bed Rooms	102
	Kamar *Twin* Twin Bed Rooms	53
	Kamar *Accessible* Accessible Room	1



Red Planet Hotels Solo

Tanggal Pendirian Establishment Date	Tanggal Peresmian Opening Date
6 Oktober 2011 6 October 2011	30 Agustus 2013 30 August 2013

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 10 menit dari Pasar Tradisional Klewer serta Keraton Kasunanan;
- 20 menit dari Kampoeng Batik Laweyan; dan
- 30 menit dari Bandara Internasional Adi Sumarmo.

Within reach by car:
- 10 minutes away from Klewer Traditional Market as well as Keraton Kasunanan;
- 20 minutes away from Kampoeng Batik Laweyan; and
- 30 minutes away from Adi Sumarmo International Airport.

Jumlah Kamar Number of Rooms		
152	Kamar *Double* Double Bed Rooms	115
	Kamar *Twin* Twin Bed Rooms	36
	Kamar *Accessible* Accessible Room	1

Ruang Rapat Meeting Rooms			
	U-Shape Style	25	orang people
	Class Room Style	35	orang people
	Theatre Style	70	orang people



Red Planet Hotel Surabaya

Tanggal Pendirian Establishment Date	Tanggal Peresmian Opening Date
11 Februari 2011 11 February 2011	6 Maret 2014 6 March 2014

Jumlah Kamar Number of Rooms	155		
Kamar *Double* Double Bed Rooms	106		
Kamar *Twin* Twin Bed Rooms	48		
Kamar *Accessible* Accessible Room	1		
Ruang Rapat Meeting Rooms	*Class Room Style*	20	orang person
	Theatre Style	30	orang person

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 10 menit dari Tunjungan Plaza;
- 15 menit dari Monumen Tugu Pahlawan dan Kebun Binatang Surabaya;
- 45 menit dari Jembatan Suramadu;
- 45 menit dari Bandara Domestik Juanda; dan
- 55 menit dari Bandara Internasional Juanda.

Within reach by car:
- 10 minutes away from Tunjungan Plaza;
- 15 minutes away from Tugu Pahlawan Monument and Surabaya Zoo;
- 45 minutes away from Suramadu Bridge;
- 45 minutes away from Juanda Domestic Airport; and
- 55 minutes away from Juanda International Airport.



Red Planet Hotel Palembang

Tanggal Pendirian Establishment Date	Tanggal Peresmian Opening Date
8 April 2011 8 April 2011	27 Februari 2014 27 February 2014

Jumlah Kamar Number of Rooms	146		
Kamar *Double* Double Bed Rooms	109		
Kamar *Twin* Twin Bed Rooms	36		
Kamar *Accessible* Accessible Room	1		
Ruang Rapat Meeting Rooms	*Class Room Style*	15	orang people
	Theatre Style	36	orang people

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 15 menit dari Masjid Agung Sultan Mahmud Badaruddin II Palembang, Benteng Kuto Besak, Jembatan Ampera dan Sungai Musi;
- 18 menit dari Stadion Gelora Sriwijaya; dan
- 40 menit dari Bandara Sultan Mahmud Badaruddin II.

Within reach by car:
- 15 minutes away from the Great Mosque of Sultan Mahmud Badaruddin II Palembang, Kuto Besak Fort, Ampera Bridge and Musi River;
- 18 minutes away from Sriwijaya Gelora Stadium; and
- 40 minutes away from Sultan Mahmud Badaruddin II Airport.



Red Planet Hotel Pekanbaru

Tanggal Pendirian Establishment Date	Tanggal Peresmian Opening Date
7 Januari 2011 7 January 2011	18 Maret 2013 18 March 2013

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 5 menit dari Masjid An-Nur;
- 10 menit dari Kantor Pemerintahan;
- 15 menit dari Pusat Seni Bandar Serai; dan
- 20 menit dari Bandara Sultan Sharif Kasim II.

Within reach by car:
- 5 minutes away from An-Nur Mosque;
- 10 minutes away from Government Office;
- 15 minutes away from Seni Bandar Serai; and
- 20 minutes away from Bandar Sultan Sharif Kasim II Airport.

Jumlah Kamar Number of Rooms			
139	**Kamar *Double*** Double Bed Rooms	99	
	Kamar *Twin* Twin Bed Rooms	39	
	Kamar *Accessible* Accessible Room	1	
Ruang Rapat Meeting Rooms	***Class Room Style***	25	orang people
	Theatre Style	40	orang people



Red Planet Hotel Makassar

Tanggal Pendirian Establishment Date	Tanggal Peresmian Opening Date
23 Desember 2010 23 December 2010	30 Desember 2013 30 December 2013

Lokasi
Location

Dapat ditempuh dengan berkendara:
- 10 menit dari Pantai Losari dan Pusat Kerajinan Somba Opu;
- 15 menit dari Fort Rotterdam, Trans Studio Mall Makasar, Celebes Convention Centre (CCC); dan
- 45 menit dari Bandara Internasional Sultan Hasanuddin.

Within reach by car:
- 10 minutes away from Pantai Losari (beach) and Somba Opu Art Centre;
- 15 minutes away from Fort Rotterdam, Trans Studio Mall Makassar, and Celebes Convention Centre (CCC); and
- 45 minutes away from Sultan Hasanuddin International Airport.

Jumlah Kamar Number of Rooms			
144	**Kamar *Double*** Double Bed Rooms	98	
	Kamar *Twin* Twin Bed Rooms	45	
	Kamar *Accessible* Accessible Room	1	
Ruang Rapat Meeting Rooms	***Class Room Style***	24	orang people
	Theatre Style	40	orang people

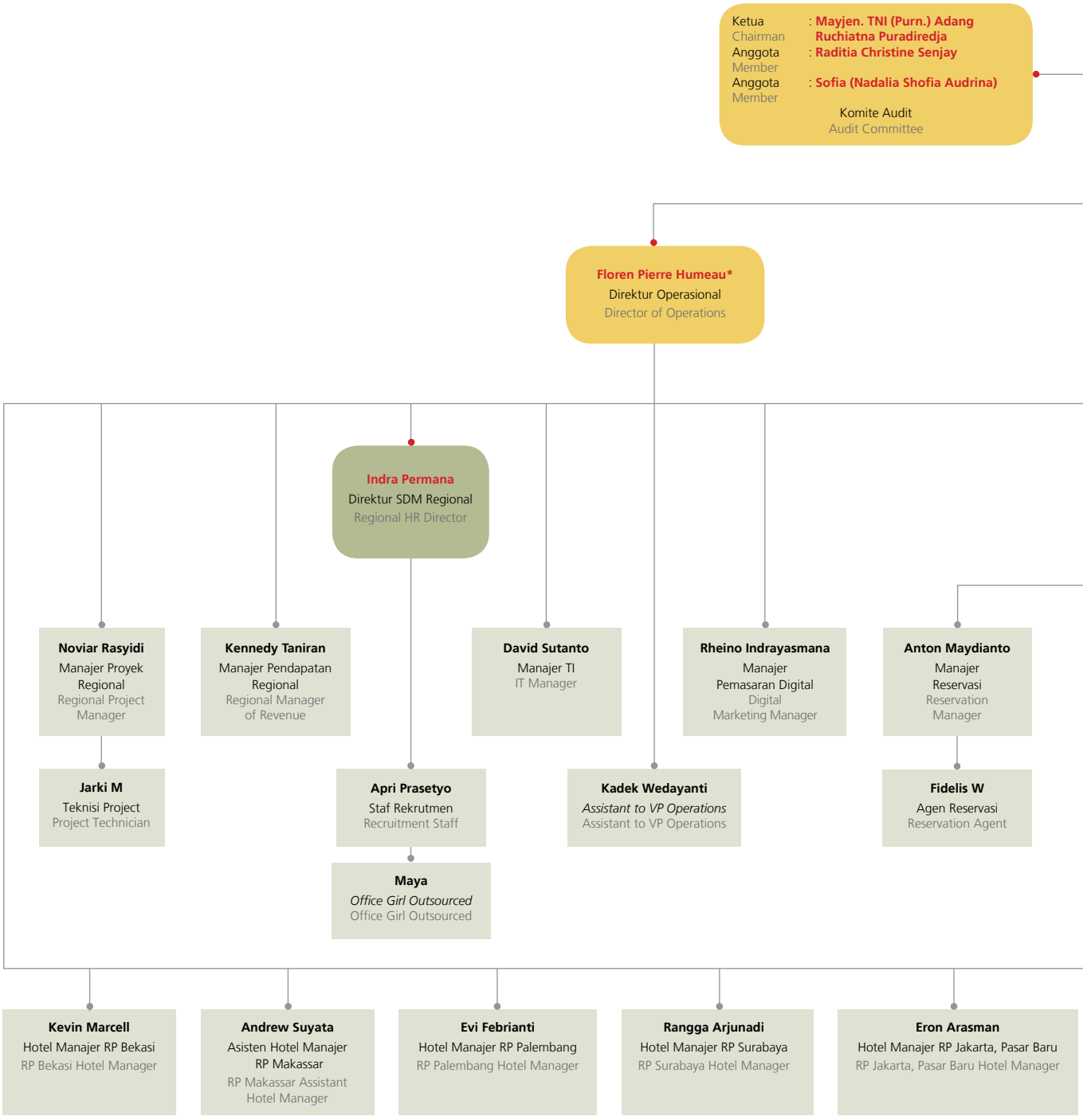

"The only constant
in life ...is change"
INDONESIA
Welcome To
Red Planet
Pasar Baru
RED PLANET
KIDS

Peta Wilayah Operasional
Operational Sitemap

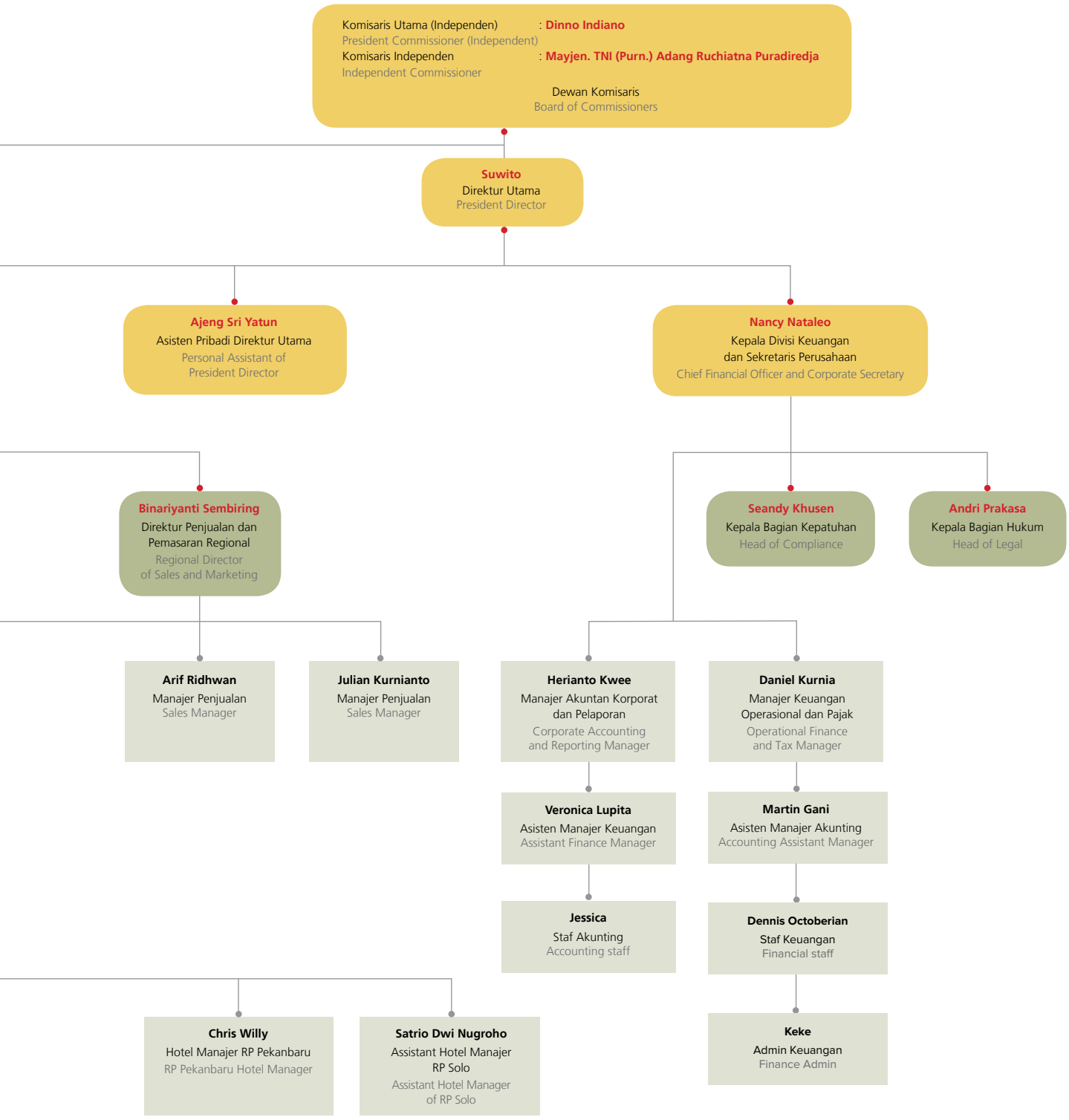



NORTH SULAWESI
CENTRAL SULAWESI
WEST SULAWESI
SOUTH SULAWESI
SOUTHEAST SULAWESI
HALMAHERA SEA
SERAM SEA
WEST PAPUA
PAPUA
MALUKU
Red Planet Hotel Surabaya
Red Planet Hotel Makassar

Struktur Organisasi
Organizational Structure



* Mengundurkan diri efektif per 1 April 2021.
* Resigned effective 1 April 2021.



Penyusunan struktur organisasi Perseroan telah mempertimbangkan efisiensi dalam pengelolaan aspek ekonomi, sosial, dan lingkungan secara terintegrasi. Dengan demikian, struktur organisasi ini juga merupakan struktur pelaksana prinsip keberlanjutan di Perseroan.

The composition of the Company's organization structure has taken into account efficiency in managing economic, social, and environmental aspects in an integrated manner. Therefore, this organization structure is also a structure for the implementation of sustainability principles in the Company.

Profil Dewan Komisaris
The Board of Commissioners Profile



Dinno Indiano*

Komisaris Utama (Independen) | **President Commissioner (Independent)**

Usia
Age
61 tahun
61 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

Sarjana Ekonomi jurusan Manajemen dari Universitas Padjajaran (1985).
Bachelor of Economy majoring in Management from Universitas Padjajaran (1985).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 71 tanggal 31 Agustus 2021 (2021-2023).
Deed of AGMS Resolution Statement No. 71 dated 31 August 2021 (2021-2023).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris lainnya, anggota Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with other members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *Account Officer* Bandung PT Bank CIMB Niaga Tbk (1987-1990);
- *Marketing Division Head* Bandung PT Bank CIMB Niaga Tbk (1990-1992);
- *Branch Manager* Solo PT Bank CIMB Niaga Tbk (1992-1994);
- *Branch Manager* Semarang PT Bank CIMB Niaga Tbk (1994-1997);
- *Remedial Management Head* PT Bank CIMB Niaga Tbk (1997-1998);
- Jakarta Kota *Commercial Banking Head* PT Bank CIMB Niaga Tbk (1998);
- *Commercial Credit Litigation Banking Head* PT Bank CIMB Niaga Tbk (1998-2000);
- Dewan Komisaris Niaga Management Company (1999-2000);
- *Commercial Division* PT Bank Danamon Indonesia Tbk (2000-2002);
- *Regional Manager Head* Sulawesi, Papua, Maluku PT Bank Danamon Indonesia Tbk (2002-2003);
- *Indonesia Head of Eastern Indonesia* Sulawesi, Papua, Maluku, Kalimantan PT Bank Danamon Indonesia Tbk (2003);
- *National Early Warning Head* PT Bank Danamon Indonesia Tbk (2003-2005);
- Komisaris Utama PT Bank Swaguna (2005-2006);
- Presiden Direktur PT Bank Kesawan Tbk (2006-2010);
- *General Management Commercial* PT Bank Negara Indonesia (Persero) Tbk (2010-2012);
- *General Management Commercial and Small* PT Bank Negara Indonesia (Persero) Tbk (2012);
- Presiden Direktur PT Bank Negara Indonesia Syariah (2012-2016);
- Komisaris Independen PT Kresna Insurance Tbk (2016-2018); dan
- Presiden Direktur PT Kredit Biro Indonesia Jaya (2018-2021).
- Account Officer in Bandung of PT Bank CIMB Niaga Tbk (1987-1990);
- Bandung Marketing Division Head of PT Bank CIMB Niaga Tbk (1990-1992);
- Solo Branch Manager of PT Bank CIMB Niaga Tbk (1992-1994);
- Semarang Branch Manager of PT Bank CIMB Niaga Tbk (1994-1997);
- Remedial Management Head of Bank CIMB Niaga Tbk (1997-1998);
- Jakarta Kota Commercial Banking Head of PT Bank CIMB Niaga Tbk (1998);
- Commercial Credit Litigation Banking Head of PT Bank CIMB Niaga Tbk (1998-2000);
- Board of Commissioners of Niaga Management Company (1999-2000);
- Commercial Division of PT Bank Danamon Indonesia Tbk (2000-2002);
- Regional Manager Head of Sulawesi, Papua, Maluku of PT Bank Danamon Indonesia Tbk (2002-2003);
- Indonesia Head of Eastern Indonesia of Sulawesi, Papua, Maluku, Kalimantan of PT Bank Danamon Indonesia Tbk (2003);
- National Early Warning Head of PT Bank Danamon Indonesia Tbk (2003-2005);
- President Commissioner of PT Bank Swaguna (2005-2006);
- President Director of PT Bank Kesawan Tbk (2006-2010);
- General Management Commercial of PT Bank Negara Indonesia (Persero) Tbk (2010-2012);
- General Management Commercial and Small of PT Bank Negara Indonesia (Persero) Tbk (2012);
- President Director of PT Bank Negara Indonesia Syariah (2012-2016);
- Independent Commissioner of PT Kresna Insurance Tbk (2016-2018); and
- President Director of PT Kredit Biro Indonesia Jaya (2018-2021).

Rangkap Jabatan
Concurrent Positions

- Komisaris Independen PT Majoris Asset Management (sejak 2021); dan
- Komisaris PT Cakra Motors (sejak 2021).
- Independent Commissioner of PT Majoris Asset Management (since 2021); and
- Commissioners of PT Cakra Motors (since 2021).

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
* Effectively serves since the end of the Annual GMS on 31 August 2021.



Hapsoro**

Komisaris Utama | President Commissioner

Usia
Age
50 tahun
50 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

SMA di Jakarta (1986).
High School in Jakarta (1986).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2021).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris lainnya, anggota Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with other members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Pekerjaan dan Rangkap Jabatan
Career History and Concurrent Position

- Direktur PT Pink Sport Indonesia (sejak 2005):
- Komisaris PT Odira Energy Persada (sejak 2007);
- Direktur Utama PT Odira Energy Buana (sejak 2007);
- Komisaris Utama PT Triguna Internusa Pratama (sejak 2007);
- Komisaris PT Prima Utama Mandiri (sejak 2008);
- Direktur PT Vetira Prima Perkasa (sejak 2009);
- Komisaris Utama PT Rukun Rahardja Tbk (sejak 2010); dan
- Komisaris PT Meteor Mitra Mandiri (sejak 2011).
- Director of PT Pink Sport Indonesia (since 2005):
- Commissioner of PT Odira Energy Persada (since 2007);
- President Director of PT Odira Energy Buana (since 2007);
- President Commissioner of PT Triguna Internusa Pratama (since 2007);
- Commissioner of PT Prima Utama Mandiri (since 2008);
- Director of PT Vetira Prima Perkasa (since 2009);
- President Commissioner of PT Rukun Rahardja Tbk (since 2010); and
- Commissioner of PT Meteor Mitra Mandiri (since 2011).

** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Effectively no longer served since the end of the Annual GMS on 31 August 2021.



Suganto Gunawan**

Komisaris Independen | **Independent Commissioner**

Usia
Age
50 tahun
50 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

- Sarjana Manajemen Pemasaran dari Northern Arizona University, Arizona, USA (1993); dan
- Magister Manajemen Internasional dari American Graduate School of International Management, Thunderbird Campus Arizona USA (1995).
- Bachelor of Marketing Management from Northern Arizona University, Arizona, USA (1993); and
- Masters in International Management from the American Graduate School of International Management, Thunderbird Campus Arizona USA (1995).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2021).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris lainnya, anggota Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with other members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *General Manager* Keuangan dan Administrasi PT Asia Electric Industries (2004-2007);
- *Associate Director Corporate Finance* PT Semesta Indovest (2007-2011);
- *Senior Vice President, Corporate Finance* PT Kim Eng Securities (2011-2014); dan
- Ketua Komite Audit Perseroan (2015-2020).
- General Manager of Finance and Administration of PT Asia Electric Industries (2004-2007);
- Associate Director Corporate Finance of PT Semesta Indovest (2007-2011);
- Senior Vice President, Corporate Finance of PT Kim Eng Securities (2011-2014); and
- Chairman of the Company's Audit Committee (2015-2020).

Rangkap Jabatan
Concurrent Positions

Tidak Ada.
None.



Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja

Komisaris Independen | **Independent Commissioner**

Usia
Age
79 tahun
79 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

Magister Hukum dari Universitas Gadjah Mada, Yogyakarta (2001).
Master of Law from Gadjah Mada University, Yogyakarta (2001).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2023).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2023).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris lainnya, anggota Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with other members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- Komandan Distrik Militer (Dandim) Daerah Padang (1982-1983);
- Komandan Militer Regional Komando Resort Militer (Danrem) Samarinda (1990-1992);
- Panglima Divisi Infanteri 1 Komando Cadangan Strategis Angkatan Darat (Pangdivif 1 Kostrad), Jakarta (1993-1994);
- Panglima Komando Daerah Militer (Pangdam) Udayana, Bali (1994-1995);
- Komandan Pusat Teritorial Angkatan Darat (Danpusterad), Jakarta (1995-1998);
- Inspektur Jenderal Kementerian Sosial (1998-1999); dan
- Anggota Komisi VIII Dewan Perwakilan Rakyat Republik Indonesia (2009-2014).
- Padang District Military Commander (Dandim) (1982-1983);
- Military Regional Commander of the Military Resort Command (Danrem) Samarinda (1990-1992);
- Commander of the 1st Infantry Division of the Army Strategic Reserve Command (Pangdivif 1 Kostrad), Jakarta (1993-1994);
- Commander of the Udayana Regional Military Command (Pangdam), Bali (1994-1995);
- Commander of the Army Territorial Center (Danpusterad), Jakarta (1995-1998);
- Inspector General of the Ministry of Social Affairs (1998-1999); and
- Member of Commission VIII of the People's Representatives Council of the Republic of Indonesia (2009-2014).

Rangkap Jabatan
Concurrent Positions

Ketua Komite Audit Perseroan (sejak 2020).
Chairman of the Audit Committee (since 2020).

Keaktifan dalam Organisasi
Active in various Organization with the following positions

- Ketua Legiun Veteran Republik Indonesia (LVRI) wilayah Kalimantan Timur (1991);
- Penasehat Komite Olahraga Nasional Indonesia (KONI) wilayah Kalimantan Timur (1991);
- Penasehat Persatuan Atletik Seluruh Indonesia (PASI) wilayah Kalimantan Timur (1991);
- Ketua Persatuan Tinju Amatir Indonesia (PERTINA) wilayah Kalimantan Timur (1992); dan
- Ketua Legiun Veteran Republik Indonesia (LVRI) untuk wilayah Bali (1994).
- Chairman of the Veterans Legion of the Republic of Indonesia (LVRI) in East Kalimantan region (1991);
- Advisor of the Indonesian National Sports Committee (KONI) East Kalimantan region (1991);
- Advisor of the Indonesian Athletic Association (PASI) East Kalimantan region (1991);
- Chairman of the Indonesian Amateur Boxing Association (PERTINA) East Kalimantan region (1992); and
- Chairman of the Veterans Legion of the Republic of Indonesia (LVRI) for the Bali region (1994).

Perubahan Komposisi Anggota Dewan Komisaris dan Alasan Perubahan

Changes in the Composition of the Board of Commissioners and Reasons for Changes

Berdasarkan Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020, susunan komposisi Dewan Komisaris Perseroan yaitu:

Komisaris Utama	:	Hapsoro
Komisaris Independen	:	Suganto Gunawan
Komisaris Independen	:	Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja

Selanjutnya, pada 31 Agustus 2021, Perseroan merubah komposisi anggota Dewan Komisaris. Alasan perubahan komposisi Dewan Komisaris dikarenakan Hapsoro sebagai Komisaris Utama dan Suganto Gunawan sebagai Komisaris Independen mengundurkan diri dan mengangkat Dinno Indiano sebagai Komisaris Utama (Independen). Berdasarkan Akta Pernyataan Keputusan RUPS Tahunan No. 71 tanggal 31 Agustus 2021, susunan komposisi Dewan Komisaris Perseroan menjadi:

Komisaris Utama (Independen)	:	Dinno Indiano
Komisaris Independen	:	Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja

Based on the Deed of Resolutions of the Annual GMS No. 104 dated 25 August 2020, the composition of the Board of Commissioners was:

President Commissioner	:	Hapsoro
Independent Commissioner	:	Suganto Gunawan
Independent Commissioner	:	Major General. TNI (Ret.) Adang Ruchiatna Puradiredja

Afterwards, on 31 August 2021, the Company changed the composition of the Board of Commissioners. The reason for changes in the composition of the Board of Commissioners was because Hapsoro as the President Commissioner and Suganto Gunawan as an Independent Commissioner has resigned and the Company appointed Dinno Indiano as the President Commissioner (Independent). Based on the Deed of Resolutions of the Annual GMS No. 71 dated 31 August 2021, the composition of the Board of Commissioners is:

President Commissioner (Independent)	:	Dinno Indiano
Independent Commissioner	:	Major General. TNI (Ret.) Adang Ruchiatna Puradiredja

Profil Direksi
The Board of Directors Profile



Suwito
Direktur Utama | President Director

Usia
Age
51 tahun
51 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

- Bachelor of Science in Accounting dari University of Missouri, Kansas City, Amerika Serikat (1993); dan
- Master of Business Administration in Finance dari University of Missouri, Kansas City, Amerika Serikat (1994).
- Bachelor of Science in Accounting from University of Missouri, Kansas City, United States (1993); and
- Master of Business Administration in Finance from University of Missouri, Kansas City, United States (1994).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2023).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2023).

Hubungan Afiliasi
Affiliation Relationship

Memiliki hubungan kepengurusan dengan Pemegang Saham Pengendali (PT Crio Indonesia dan Red Planet Holdings (Indonesia) Limited), namun tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.
Has a management relationship with the Controlling Shareholders (PT Crio Indonesia and Red Planet Holdings (Indonesia) Limited), but has no affiliation relationship with other members of the Board of Commissioners and Board of Directors.

Riwayat Jabatan Sebelumnya
Previous Positions

- Manajer Keuangan CBRE/KOLL Asia Pacific Limited Newport Beach Amerika Serikat dan Jakarta (1995-1997);
- Direktur Keuangan CBRE Limited Hong Kong (1998-1999);
- *Chief Executive Officer* untuk Greater Asia dari CBRE Limited Hong Kong (2000-2006);
- Komisaris Utama PT Red Planet Hotels Indonesia (2010-2013); dan
- Direktur tidak terafiliasi PT Pusako Tarinka Tbk (2013-2014).
- Finance Manager of CBRE/KOLL Asia Pacific Limited Newport Beach United States and Jakarta (1995-1997);
- Finance Director of CBRE Limited Hong Kong (1998-1999);
- Chief Executive Officer for Greater Asia of CBRE Limited Hong Kong (2000-2006);
- President Commissioner of PT Red Planet Hotels Indonesia (2010-2013); and
- Unaffiliated Director of PT Pusako Tarinka Tbk (2013-2014).

Rangkap Jabatan
Concurrent Positions

- *Founder* dan *Chief Executive Officer* Republik Capital Management Limited Hong Kong (sejak 2007);
- Komisaris PT Red Planet Hotel Bekasi (sejak 2011);
- Komisaris PT Red Planet Hotels Indonesia (sejak 2011);
- Komisaris PT Planet Merah Sepuluh (sejak 2012);
- Komisaris PT Planet Merah Delapan (sejak 2012);
- Komisaris PT Planet Merah Sembilan (sejak 2012);
- Komisaris PT Planet Merah Depok (sejak 2012);
- Komisaris PT Red Planet Hotels Tangerang (sejak 2012);
- Komisaris PT Solusi Bintang Cemerlang (sejak 2012);
- Komisaris PT Red Planet Hotels Solo (sejak 2012);
- Komisaris PT Red Planet Hotel Makassar (sejak 2012);
- Komisaris PT Red Planet Hotel Palembang (sejak 2012);
- Komisaris PT Red Planet Hotel Pekanbaru (sejak 2012); dan
- Komisaris PT Red Planet Hotel Surabaya (sejak 2012).
- Founder and Chief Executive Officer of Republik Capital Management Limited Hong Kong (since 2007);
- Commissioner of PT Red Planet Hotel Bekasi (since 2011);
- Commissioner of PT Red Planet Hotels Indonesia (since 2011);
- Commissioner of PT Planet Merah Sepuluh (since 2012);
- Commissioner of PT Planet Merah Delapan (since 2012);
- Commissioner of PT Planet Merah Sembilan (since 2012);
- Commissioner of PT Planet Merah Depok (since 2012);
- Commissioner of PT Red Planet Hotels Tangerang (since 2012);
- Commissioner of PT Solusi Bintang Cemerlang (since 2012);
- Commissioner of PT Red Planet Hotels Solo (since 2012);
- Commissioner of PT Red Planet Hotel Makassar (since 2012);
- Commissioner of PT Red Planet Hotel Palembang (since 2012);
- Commissioner of PT Red Planet Hotel Pekanbaru (since 2012); and
- Commissioner of PT Red Planet Hotel Surabaya (since 2012).



Rivolinggo Pamudji

Direktur Pengembangan Usaha | **Business Development Director**

Usia
Age
49 tahun
49 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

- Sarjana Psikologi dari Universitas Indonesia (1997); dan
- *Master of Business Management* dari IPMI Business School, Jakarta (2005).
- Bachelor of Psychology from Universitas Indonesia (1997); and
- Master of Business Management from IPMI Business School, Jakarta (2005).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2023).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2023).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Direksi lainnya, Dewan Komisaris, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with other members of the Board of Director, members of the Board of Commissioner, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *Human Resources Officer* Prasetio Utomo – Arthur Andersen (1998-1999);
- *Human Resources Assistant Manager* Badan Penyehatan Perbankan Nasional (IBRABPPN) (1999-2003);
- *Senior Manager Human Resources Organization Effectiveness* PT Bank Mandiri Tbk (2003-2004);
- Konsultan dan Fasilitator Senior Teknologi Organisasi di Andrew Tani & Co (2004-2006);
- *Managing Director* PT Wendy Citrarasa (2006-2011); dan
- Direktur Operasional PT Accolades Lakhsmi Resort (2011-2014).
- Human Resources Officer of Prasetio Utomo – Arthur Andersen (1998-1999);
- Human Resources Assistant Manager of the Indonesian Bank Restructuring Agency (IBRABPPN) (1999-2003);
- Senior Manager of Human Resources Organization Effectiveness of PT Bank Mandiri Tbk (2003-2004);
- Senior Consultant and Facilitator of Organizational Technology at Andrew Tani & Co (2004-2006);
- Managing Director of PT Wendy Citrarasa (2006-2011); and
- Operational Director of PT Accolades Lakhsmi Resort (2011-2014).

Rangkap Jabatan
Concurrent Positions

- Direktur Operasional PT Deyon Resources (sejak 2009); dan
- Presiden Direktur PT Graha Multi International (sejak 2011).
- Director of Operations at PT Deyon Resources (since 2009); and
- President Director of PT Graha Multi International (since 2011).



Astini Bernawati Oudang*

Direktur Investasi | **Investment Director**

Usia
Age
51 tahun
51 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

- Bachelor of Science Manufacturing Engineering dari Boston University, Amerika Serikat (1994);
- Master of Science Operations Research dari Stanford University, Amerikat Serikat (1996); dan
- Master of Business Administration dari Georgetown University, Amerika Serikat (2000).
- Bachelor of Science Manufacturing Engineering from Boston University, USA (1994);
- Master of Science Operations Research from Stanford University, United States (1996); and
- Master of Business Administration from Georgetown University, United States (2000).

Keanggotaan Profesional
Professional Membership

- Anggota Indonesian Ship-owners Association (INSA); dan
- Anggota SKK Migas – KKKS Vendors.
- Member of the Indonesian Ship-owners Association (INSA); and
- Members of SKK Migas – KKKS Vendors.

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 71 tanggal 31 Agustus 2021 (2021-2023).
Deed of AGMS Resolution Statement No. 71 dated 31 August 2021 (2021-2023).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Direksi lainnya, Dewan Komisaris, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Has no affiliation with other members of the Board of Directors, Board of Commissioners, as well as Major and Controlling Shareholders, either directly or indirectly to individual owners.

Riwayat Jabatan Sebelumnya
Previous Positions

- Direktur PT Sapta Krida Kita (1995-1998);
- Dewan Komisaris PT Sriyaniasti (1996-2010);
- Presiden Komisaris PT Pelayaran Intilintas Tirtha Nusantara (1997-2014);
- *Associate* PT Trimegah Scurities (2000);
- *Senior Consultant* PT Booz Allen Hamilton Indonesia (2000-2001);
- *Associate* PT Booz Allen Hamilton Indonesia (2002-2004); dan
- *Contractor* Booz & Co (2005-2006).
- Director of PT Sapta Krida Kita (1995-1998);
- Board of Commissioners of PT Sriyaniasti (1996-2010);
- President Commissioner of PT Pelayaran Inti Lintas Tirtha Nusantara (1997-2014);
- Associate of PT Trimegah Securities (2000);
- Senior Consultant of PT Booz Allen Hamilton Indonesia (2000-2001);
- Associate of PT Booz Allen Hamilton Indonesia (2002-2004); and
- Contractors of Booz & Co (2005-2006).

Rangkap Jabatan
Concurrent Positions

- Dewan Komisaris PT Sapta Krida Kita (sejak 1998);
- Presiden Direktur PT Sapta Limani Nusantara (sejak 2013);
- Direktur PT Pelayaran Intilintas Tirtha Nusantara (sejak 2014);
- *Executive Director* PT Basis Utama Prima (sejak 2018); dan
- Dewan Komisaris PT Arrayan Nusantara Development (sejak 2020).
- Board of Commissioners of PT Sapta Krida Kita (since 1998);
- President Director of PT Sapta Limani Nusantara (since 2013);
- Director of PT Pelayaran Inti Lintas Tirtha Nusantara (since 2014);
- Executive Director of PT Basis Utama Prima (since 2018); and
- Board of Commissioners of PT Arrayan Nusantara Development (since 2020).

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
* Effectively serves since the end of the Annual GMS on 31 August 2021.



Mark Michael Reinecke**

Direktur Keuangan Korporat | Direktur Keuangan Korporat

Usia
Age
53 tahun
53 years old

Kewarganegaraan
Nationality
Jerman
German

Domisili
Domicile
Bangkok
Bangkok

Riwayat Pendidikan
Educational Background

Bachelor of Laws dari London School of Economics, London (1990).
Bachelor of Laws from London School of Economics, London (1990).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2021).

Hubungan Afiliasi
Affiliation Relationship

Merupakan salah satu pendiri perusahaan Pemegang Saham Pengendali (Red Planet Holdings (Indonesia) Limited), namun tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi lainnya.
One of the founders of the Controlling Shareholder company (Red Planet Holdings (Indonesia) Limited), but has no affiliation with other members of the Board of Commissioners and Board of Directors.

Riwayat Jabatan Sebelumnya
Previous Positions

- JM Sassoon & Co, Singapura (1989-1990);
- *Sales, Trading and Dealing* Baring Securities, London untuk wilayah Asia Tenggara (1990-1992);
- *Sales, Trading and Dealing* Baring Securities, Bangkok, Thailand (1992-1996);
- *Partner, Senior Vice President and Head of Sales Asset* Plus Securities, Bangkok, Thailand (1996-2000);
- *Managing Director* Indosuez WI Carr Securities, Bangkok, Thailand (2000-2001);
- *Founding Partner and Director* Kudu Company Limited, Bangkok, Thailand (2002-2007); dan
- Direktur Utama PT Red Planet Hotels Indonesia (2011-2021).
- JM Sassoon & Co, Singapore (1989-1990);
- Sales, Trading and Dealing at Baring Securities, London for Southeast Asia (1990-1992);
- Sales, Trading and Dealing at Baring Securities, Bangkok, Thailand (1992-1996);
- Partner, Senior Vice President and Head of Sales Asset at Plus Securities, Bangkok, Thailand (1996-2000);
- Managing Director of Indosuez WI Carr Securities, Bangkok, Thailand (2000-2001);
- Founding Partner and Director of Kudu Company Limited, Bangkok, Thailand (2002-2007); and
- President Director PT Red Planet Hotels Indonesia (2011-2021).

Rangkap Jabatan
Concurrent Positions

- *Founding Partner and Director* BRAC EPL Investments Limited, Dhaka - Bangladesh (sejak 2000);
- *Chief Executive Officer* dan *Chief Investment Officer* Evolution Capital Public Company Limited, Bangkok, Thailand (sejak 2007); dan
- *Senior Vice President* Red Planet Hotels Limited (sejak 2010).
- Founding Partner and Director of BRAC EPL Investments Limited, Dhaka - Bangladesh (since 2000);
- Chief Executive Officer and Chief Investment Officer of Evolution Capital Public Company Limited, Bangkok, Thailand (since 2007); and
- Senior Vice President of Red Planet Hotels Limited (since 2010).

** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Effectively no longer served since the end of the Annual GMS on 31 August 2021.



Timothy John Hansing**

Direktur Investasi | **Investment Director**

Usia
Age
54 tahun
54 years old

Kewarganegaraan
Nationality
Inggris
England

Domisili
Domicile
Bangkok
Bangkok

Riwayat Pendidikan
Educational Background

- Diploma BTEC Hotel, Katering dan Operasi Institusional dari High Peak College, Buxton, United Kingdom (1982);
- Diploma Bisnis, Administrasi Hotel dan Restoran dari Niagara College of Applied Arts and Technology, Canada (1985); dan
- HCIMA part B dari University of East Anglia, United Kingdom (1989).
- Diploma in BTEC Hotel, Catering and Institutional Operations from High Peak College, Buxton, United Kingdom (1982);
- Diploma in Business, Hotel and Restaurant Administration from Niagara College of Applied Arts and Technology, Canada (1985); and
- HCIMA part B from University of East Anglia, United Kingdom (1989).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021).
Deed of AGMS Resolution Statement No. 104 dated 25 August 2020 (2020-2021).

Hubungan Afiliasi
Affilation Relationship

Merupakan salah satu pendiri perusahaan Pemegang Saham Pengendali (Red Planet Holdings (Indonesia) Limited), namun tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris dan Direksi.
One of the founders of the Controlling Shareholder company (Red Planet Holdings (Indonesia) Limited), but has no affiliation with members of the Board of Commissioners and Board of Directors.

Riwayat Jabatan Sebelumnya
Previous Positions

- Berbagai jabatan operasional di Whitbread Hotel Group, Thistle Hotels, Canadian Pacific, and Forte (1989-1993);
- Konsultan Senior Pannell Kerr Forster Associates London (1993-1996);
- Direktur *Real Estate and Hospitality Services* Group Middle East & Africa Arthur Andersen (1996-1999);
- *Senior Vice President Corporate Development* Movenpick Hotels and Resorts (1999-2002);
- *Senior Vice President* Acquisition Kingdom Hotel Investments (2002-2010); dan
- Komisaris Perseroan (2014-2017).
- Various operational positions of Whitbread Hotel Group, Thistle Hotels, Canadian Pacific, and Forte (1989-1993);
- Senior Consultant of Pannell Kerr Forster Associates London (1993-1996);
- Director of Real Estate and Hospitality Services Group Middle East & Africa at Arthur Andersen (1996-1999);
- Senior Vice President of Corporate Development of Movenpick Hotels and Resorts (1999-2002);
- Senior Vice President of Acquisition Kingdom Hotel Investments (2002-2010); and
- Commissioner of the Company (2014-2017).

Rangkap Jabatan
Concurrent Positions

Founder dan *Chief Executive Officer* Red Planet Hotels Limited (sejak 2010).
Founder and Chief Executive Officer of Red Planet Hotels Limited (since 2010).

** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Effectively no longer served since the end of the Annual GMS on 31 August 2021.

Perubahan Komposisi Anggota Direksi dan Alasan Perubahan
Changes in the Composition of the Board of Directors and Reasons for Changes

Berdasarkan Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020, susunan komposisi Direksi Perseroan yaitu:

Direktur Utama	: Suwito
Direktur Keuangan Korporat	: Mark Michael Reinecke
Direktur Investasi	: Timothy John Hansing
Direktur Pengembangan Usaha	: Rivolinggo Pamudji

Based on the Deed of Resolutions of the Annual GMS No. 104 dated 25 August 2020, the composition of the Board of Directors is:

President Director	: Suwito
Corporate Finance Director	: Mark Michael Reinecke
Investment Director	: Timothy John Hansing
Business Development Director	: Rivolinggo Pamudji

Selanjutnya, pada 31 Agustus 2021, Perseroan merubah komposisi anggota Direksi. Alasan perubahan komposisi Direksi dikarenakan Mark Michael Reinecke sebagai Direktur Keuangan Korporat dan Timothy John Hansing sebagai Direktur Investasi mengundurkan diri dan mengangkat Astini Bernawati Oudang sebagai Direktur Investasi. Berdasarkan Akta Pernyataan Keputusan RUPS Tahunan No. 71 tanggal 31 Agustus 2021, susunan komposisi Direksi Perseroan menjadi:

Direktur Utama	: Suwito
Direktur Pengembangan Usaha	: Rivolinggo Pamudji
Direktur Investasi	: Astini Bernawati Oudang

Afterwards, on 31 August 2021, the Company changed the composition of the Board of Directors. The reason for changes in the composition of the Board of Directors was because Mark Michael Reinecke as Corporate Finance Director and Timothy John Hansing as Investment Director has resigned and the Company appointed Astini Bernawati Oudang as the Investment Director. Based on the Deed of Resolutions of the Annual GMS No. 71 dated 31 August 2021, the composition of the Board of Directors is:

President Director	: Suwito
Business Development Director	: Rivolinggo Pamudji
Investment Director	: Astini Bernawati Oudang

Profil Komite Audit
Audit Committee Profile



Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja

Ketua Komite Audit
Chairman of the Audit Committee

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Keputusan Dewan Komisaris No. 008/RPI/SK-KOM/VIII/2020 tanggal 26 Agustus 2020 (2020-2023).
Decree of the Board of Commissioners No. 008/RPI/SK-KOM/VIII/2020 dated 26 August 2020 (2020-2023).

Uraian lengkap terkait Profil Ketua Komite Audit dapat dilihat pada bagian Profil Dewan Komisaris dalam Laporan Tahunan ini.
A complete description of the Profile of the Chairman of the Audit Committee can be found in the Board of Commissioners Profile section of this Annual Report.



Raditia Christine Senjaya

Anggota Komite Audit | **Committee Audit Member**

Usia
Age
53 tahun
53 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

Sarjana Ekonomi jurusan Akuntansi dari Universitas Trisakti (1991).
Bachelor of Economy majoring in Accounting from Universitas Trisakti (1991).

Sertifkasi Keahlian
Expertise Certification

- Kursus Pelatihan Teknis Internal KPMG; dan
- Kursus Pelatihan Teknis Internal PricewaterhouseCoopers.
- KPMG Internal Technical Training Course; and
- PricewaterhouseCoopers Internal Technical Training Course.

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Keputusan Dewan Komisaris No. 008/RPI/SK-KOM/VIII/2020 tanggal 26 Agustus 2020 (2020-2023).
Decree of the Board of Commissioners No. 008/RPI/SK-KOM/VIII/2020 dated 26 August 2020 (2020-2023).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris lainnya, anggota Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *Temporary Accounting Staff* Phillip Morris Representative Office – Jakarta (1991-1992);
- *Temporary Accounting Staff* PT Itochu Export Indonesia (1992);
- *Senior Auditor* KPMG Drs. Hanadi Soejendro & Rekan (1993-1995);
- *Assistant Manager* PricewaterhouseCoopers – Jakarta (1995-2000);
- *Independent Consultant* (2000-2001);
- *Regional Financial Controller* PT Eye Corp (2002-2003);
- *Regional Financial Controller* PT Haura Media Raya dan PT Insite Media (2003-2007);
- *Independent Consultant* (2007);
- *General Manager Finance and Accounting* PT Mediatama Anugrah Citra (Emtek Group) (2007-2010);
- *Chief Financial Officer* PT Mediatama Anugrah Citra (Emtek Group) (2011-2013);
- *Performance Monitoring Senior Manager* PT Mitrabahtera Segara Sejati Tbk (2013-2014);
- *Deputy Chief Financial Officer* PT Mitrabahtera Segara Sejati Tbk (2015); dan
- *Advisor* PT Mitrabahtera Segara Sejati Tbk (2016).
- Temporary Accounting Staff of Phillip Morris Representative Office – Jakarta (1991-1992);
- Temporary Accounting Staff of PT Itochu Export Indonesia (1992);
- Senior Auditor of KPMG Drs. Hanadi Soejendro & Partners (1993-1995);
- Assistant Manager of PricewaterhouseCoopers – Jakarta (1995-2000);
- Independent Consultant (2000-2001);
- Regional Financial Controller of PT Eye Corp (2002-2003);
- Regional Financial Controller of PT Haura Media Raya and PT Insite Media (2003-2007);
- Independent Consultant (2007);
- General Manager Finance and Accounting of PT Mediatama Anugrah Citra (Emtek Group) (2007-2010);
- Chief Financial Officer of PT Mediatama Anugrah Citra (Emtek Group) (2011-2013);
- Performance Monitoring Senior Manager of PT Mitrabahtera Segara Sejati Tbk (2013-2014);
- Deputy Chief Financial Officer of PT Mitrabahtera Segara Sejati Tbk (2015); and
- Advisor of PT Mitrabahtera Segara Sejati Tbk (2016).

Rangkap Jabatan
Concurrent Positions

Independent Consultant (sejak 2017).
Independent Consultant (since 2017).



Sofia (Nadalia Shofia Audrina)

Anggota Komite Audit | Audit Committee Member

Usia
Age
57 tahun
57 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

- Sarjana Ekonomi bidang Akuntansi dari Universitas Gadjah Mada (1989); dan
- *Master of Applied Finance* dari Macquarie University, Sydney (1999).
- Bachelor of Economy majoring in Accounting from Universitas Gadjah Mada (1989); and
- Master of Applied Finance from Macquarie University, Sydney (1999).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Keputusan Dewan Komisaris No. 008/RPI/SK-KOM/VIII/2020 tanggal 26 Agustus 2020 (2020-2023).
Decree of the Board of Commissioners No. 008/RPI/SK-KOM/VIII/2020 dated 26 August 2020 (2020-2023).

Hubungan Afiliasi
Affiliation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with members of the Board of Commissioner, members of the Board of Director nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- PricewaterhouseCoopers – Jakarta dan PricewaterhouseCoopers – Perth, Australia (1990-1999);
- Manajer Senior PricewaterhouseCoopers – Jakarta (2000-2003);
- Konsultan Senior Tata Kelola Perusahaan dan Kewajiban Pelayanan Publik untuk Kementerian Badan Usaha Milik Negara oleh The Asian Development Bank (2003);
- Konsultan The British International School, Jakarta (2003-2005);
- Konsultan TAMF (sebuah Badan Bantuan Australia) (2006);
- *General Manager* dan Kepala Tata Kelola & Audit PT Rajawali Corpora (2006-2008);
- *General Manager* dan Kepala Audit Internal PT Rajawali Corpora (2009-2011);
- Direktur dan *Chief Financial Officer* PT Triaryani (2011-2015);
- *Chief Financial Officer* dan *Corporate Secretary* PT Express Transindo Utama Tbk (2015-2016); dan
- Direktur dan Kepala Tata Kelola dan Proses Bisnis PT Express Transindo Utama Tbk (2016-2018).
- PricewaterhouseCoopers – Jakarta and PricewaterhouseCoopers – Perth, Australia (1990-1999);
- PricewaterhouseCoopers Senior Manager – Jakarta (2000-2003);
- Senior Consultant for Corporate Governance and Public Service Obligations for the Ministry of State-Owned Enterprises by The Asian Development Bank (2003);
- Consultant for The British International School, Jakarta (2003-2005);
- TAMF Consultant (an Australian Aid Agency) (2006);
- General Manager and Head of Governance & Audit of PT Rajawali Corpora (2006-2008);
- General Manager and Head of Internal Audit of PT Rajawali Corpora (2009-2011);
- Director and Chief Financial Officer of PT Triaryani (2011-2015);
- Chief Financial Officer and Corporate Secretary of PT Express Transindo Utama Tbk (2015-2016); and
- Director and Head of Governance and Business Process of PT Express Transindo Utama Tbk (2016-2018).

Rangkap Jabatan
Concurrent Positions

Anggota Komite Risiko PT China Life Insurance Indonesia (sejak 2019).
Risk Committee Member of PT China Life Insurance Indonesia (since 2019).

Profil Sekretaris Perusahaan
Corporate Secretary Profile



Nancy Nataleo

Sekretaris Perusahaan | Corporate Secretary

Usia
Age
52 tahun
52 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

Sarjana Ekonomi jurusan Akuntansi dari Universitas Indonesia (1993).
Bachelor of Economy majoring in Accounting from Universitas Indonesia (1993).

Sertifkasi Keahlian
Expertise Certification

- Certified Management Accountant Australia (2008);
- Chartered Accountant Indonesia (2013);
- Certified Practising Accountant Australia (2015); dan
- Certified Audit Committee Practices (2018).
- Certified Management Accountant Australia (2008);
- Chartered Accountant Indonesia (2013);
- Certified Practising Accountant Australia (2015); and
- Certified Audit Committee Practices (2018).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Keputusan Direktur Utama No. 217/RPI-PD/XII/2014 tanggal 15 Desember 2014 (2014-sekarang).
President Director Decree No. 217/RPI-PD/XII/2014 dated 15 December 2014 (2014-present).

Hubungan Afiliasi
Affiliation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with members of the Board of Commissioner, members of the Board of Director nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *Auditor* Pricewaterhouse Coopers Jakarta (1992-2005);
- *Country Controller* PT Ecolab Indonesia (2006-2008);
- *Group Chief Financial Officer* ISS Group di Indonesia (2008-2009);
- *General Manager Finance and Accounting* PT Elang Mahkota Teknologi Tbk (2009-2010);
- *Country Director and Controller* Ecolab & Nalco Indonesia (2010-2013); dan
- Direktur dan *Chief Financial Officer* Perusahaan Portofolio Ancora Capital (2013-2014).
- Auditor of Pricewaterhouse Coopers Jakarta (1992-2005);
- Country Controller of PT Ecolab Indonesia (2006-2008);
- Group Chief Financial Officer of the ISS Group in Indonesia (2008-2009);
- General Manager of Finance and Accounting of PT Elang Mahkota Teknologi Tbk (2009-2010);
- Country Director and Controller of Ecolab & Nalco Indonesia (2010-2013); and
- Director and Chief Financial Officer of Ancora Capital Portfolio Company (2013-2014).

Rangkap Jabatan
Concurrent Positions

- Kepala Divisi Keuangan Perseroan (sejak 2014);
- Direktur PT Red Planet Hotels Indonesia (sejak 2014);
- Direktur PT Red Planet Hotel Surabaya (sejak 2014);
- Direktur PT Red Planet Hotel Pekanbaru (sejak 2014);
- Direktur PT Red Planet Hotel Palembang (sejak 2014);
- Direktur PT Red Planet Hotel Makassar (sejak 2014);
- Direktur PT Red Planet Hotel Bekasi (sejak 2014);
- Direktur PT Red Planet Hotels Solo (sejak 2014);
- Direktur PT Solusi Bintang Cemerlang (sejak 2014);
- Direktur PT Red Planet Hotels Tangerang (sejak 2014);
- Direktur PT Planet Merah Depok (sejak 2014);
- Direktur PT Planet Merah Delapan (sejak 2014);
- Direktur PT Planet Merah Sembilan (sejak 2014); dan
- Direktur PT Planet Merah Sepuluh (sejak 2014).
- Head of the Company's Finance Division (since 2014);
- Director of PT Red Planet Hotels Indonesia (since 2014);
- Director of PT Red Planet Hotel Surabaya (since 2014);
- Director of PT Red Planet Hotel Pekanbaru (since 2014);
- Director of PT Red Planet Hotel Palembang (since 2014);
- Director of PT Red Planet Hotel Makassar (since 2014);
- Director of PT Red Planet Hotel Bekasi (since 2014);
- Director of PT Red Planet Hotels Solo (since 2014);
- Director of PT Solusi Bintang Cemerlang (since 2014);
- Director of PT Red Planet Hotels Tangerang (since 2014);
- Director of PT Planet Merah Depok (since 2014);
- Director of PT Planet Merah Delapan (since 2014);
- Director of PT Planet Merah Sembilan (since 2014); and
- Director of PT Planet Merah Sepuluh (since 2014).

Profil Kepala Audit Internal
Head of Internal Audit Profile



Daniel Kurnia

Kepala Audit Internal | Head of Internal Audit

Usia
Age
43 tahun
43 years old

Kewarganegaraan
Nationality
Indonesia
Indonesia

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

Sarjana Ekonomi bidang Akuntansi dari Universitas Methodist Indonesia (1999).
Bacheor of Economy majoring in Accounting from Universitas Methodist Indonesia (1999).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Keputusan Direktur Utama No. 029/RPI-CS/III/2016 tanggal 1 Maret 2016 (2016-sekarang).
President Director Decree No. 029/RPI-CS/III/2016 dated 1 March 2016 (2016-present).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *Chief Accounting* PT Rolimex Kimia Nusamas (2004-2007);
- *Financial Controller* PT Putra Baja Deli (2007-2011);
- *Accounting Manager* PT Medici Graha Indonesia (2011-2012); dan
- *Finance and Accounting Manager* PT Samudra Tunggal Utama (2013-2015).
- Chief Accounting at PT Rolimex Kimia Nusamas (2004-2007);
- Financial Controller of PT Putra Baja Deli (2007-2011);
- Accounting Manager of PT Medici Graha Indonesia (2011-2012); and
- Finance and Accounting Manager of PT Samudra Tunggal Utama (2013-2015).

Rangkap Jabatan
Concurrent Positions

Tidak ada.
None.

Profil Pejabat Eksekutif
Executive Officer Profile



Florent Pierre Humeau
Direktur Operasional | Operational Director

Usia
Age
38 tahun
38 years old

Kewarganegaraan
Nationality
Perancis
France

Domisili
Domicile
Jakarta
Jakarta

Riwayat Pendidikan
Educational Background

- *Advanced Vocational Diploma* di bidang *Hospitality Catering Tourism* dari Lycée Saint Anne, Saint Nazaire, Perancis (2007); dan
- *Bachelor of Arts (Honors)* di bidang Hospitality Management dari Ecole de Savignac, Perancis (2008).
- Advanced Vocational Diploma in the Hospitality Catering Tourism sector from Lycée Saint Anne, Saint Nazaire, France (2007); and
- Bachelor of Arts (Honors) in Hospitality Management sector from Ecole de Savignac, France (2008).

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Perjanjian Kerja 27 November 2017 (2017-1 April 2021).
Work Agreement Letter 27 November 2017 (2017-1 April 2021).

Hubungan Afiliasi
Affilation Relationship

Tidak memiliki hubungan afiliasi dengan anggota Dewan Komisaris, Direksi, serta Pemegang Saham Utama dan Pengendali, baik langsung maupun tidak langsung sampai kepada pemilik individu.
Does not have any affiliation relationship with members of the Board of Commissioner, members of the Board of Director, nor with the Major and Controlling Shareholders, either directly or indirectly to the individual owner.

Riwayat Jabatan Sebelumnya
Previous Positions

- *Restaurant and Bar Manager* Shanghai Grand Mercure, Cina (2008-2010);
- *Beach Club Manager* Karma Kandara, Bali (2011);
- *Assistant Food and Beverage Manager* Domaine de l'Orangeraie, Seiselensa (2011-2013);
- *Food and Beverage Manager* Novotel Vintage Park, Thailand (2011-2013);
- *Food and Beverage Manager* Crimson Resort and Spa, Filipina (2013-2015);
- *Hotel Manager* Grandkemang Hotel Jakarta (2015-2017); dan
- *General Manager* Grandkemang Hotel Jakarta (2017).
- Restaurant and Bar Manager of Shanghai Grand Mercure, China (2008-2010);
- Beach Club Manager of Karma Kandara, Bali (2011);
- Assistant Food and Beverage Manager of Domaine de l'Orangeraie, Seiselensa (2011-2013);
- Food and Beverage Manager of Novotel Vintage Park, Thailand (2011-2013);
- Food and Beverage Manager of Crimson Resort and Spa, Philippines (2013-2015);
- Hotel Manager of Grandkemang Hotel Jakarta (2015-2017); and
- General Manager of Grandkemang Hotel Jakarta (2017).

Rangkap Jabatan
Concurrent Positions

Tidak ada.
None.



Nancy Nataleo

Kepala Divisi Keuangan
Head of the Finance Division

Dasar Pengangkatan dan Periode Jabatan
Legal Basis Appointment and Office Term

Surat Perjanjian Kerja 1 September 2014 (2014-sekarang).
Work Agreement dated 1 September 2014 (2014–present).

Uraian lengkap terkait Profil Kepala Divisi Keuangan dapat dilihat pada Profil Sekretaris Perusahaan dalam Laporan Tahunan ini.
A complete description of the Head of the Finance Division Profile can be found in the Corporate Secretary Profile in this Annual Report.

Komposisi Pemegang Saham
Shareholders Composition

Uraian Description	31 Desember 2021 31 December 2021			1 Januari 2021 1 January 2021		
	Jumlah Saham (Lembar Saham) Total of Shares (Shares)	Kepemilikan Saham (%) Share Ownership (%)	Jumlah Modal Disetor (Rp) Total Paid-in Capital (Rp)	Jumlah Saham (Lembar Saham) Total of Shares (Shares)	Kepemilikan Saham (%) Share Ownership (%)	Jumlah Modal Disetor (Rp) Total Paid-in Capital (Rp)
Kepemilikan 5% atau Lebih Ownership of 5% or More						
PT Basis Utama Prima	3,232,882,111	31.23	323,288,211,100	2,054,054,054	19.84	205,405,405,400
Moh A R P Mangkuningrat	3,081,081,078	29.77	308,108,107,800	648,648,646	6.27	64,864,864,600
PT Crio Indonesia	994,207,500	9.60	99,420,750,000	1,024,675,000	9.90	102,467,500,000
Red Planet Holdings (Indonesia) Limited	986,943,487	9.53	98,694,348,700	4,838,203,976	46.74	483,820,397,600
Kepemilikan di Bawah 5% Ownership Below 5%						
Masyarakat (masing-masing di bawah 5%) Public (each below 5%)	2,056,117,460	19.87	205,611,746,000	1,785,649,960	17.25	178,564,996,000
Total	**10,351,231,636**	**100.00**	**1,035,123,163,600**	**10,351,231,636**	**100.00**	**1,035,123,163,600**

Komposisi Pemegang Saham berdasarkan Status Kepemilikan
Company Shareholders Composition based on Ownership Status

Uraian Description	31 Desember 2021 31 December 2021			1 Januari 2021 1 January 2021		
	Jumlah Saham (Lembar Saham) Total of Shares (Shares)	Kepemilikan Saham (%) Share Ownership (%)	Jumlah Investor Total Investor	Jumlah Saham (Lembar Saham) Total of Shares (Shares)	Kepemilikan Saham (%) Share Ownership (%)	Jumlah Investor Total Investor
Institusi Lokal Local Institutions	4,897,133,761	47.31	8	3,621,785,254	34.98	9
Institusi Asing Foreign Institutions	1,945,103,287	18.79	4	5,629,513,326	54.39	4
Individu Lokal Local Individual	3,508,331,888	33.89	1,617	1,099,270,356	10.62	1,456
Individu Asing Foreign Individual	662,700	0.01	2	662,700	0.01	2
Total	**10,351,231,636**	**100.00**	**1,631**	**10,351,231,636**	**100.00**	**1,471**

Komposisi Saham Dewan Komisaris dan Direksi

Composition of the Board of Commissioners and Board of Directors Share

Kebijakan Pengungkapan Informasi

Berdasarkan Peraturan Otoritas Jasa Keuangan No. 11/POJK.04/2017 tentang Laporan Kepemilikan atau Setiap Perubahan Kepemilikan Perusahaan Terbuka, setiap anggota Dewan Komisaris dan Direksi diwajibkan untuk menyampaikan informasi kepada Perseroan mengenai kepemilikan dan setiap perubahan kepemilikannya atas saham Perseroan paling lambat 3 hari kerja setelah terjadinya transaksi. Selanjutnya, Perseroan menyampaikan laporan kepada Otoritas Jasa Keuangan atas transaksi tersebut paling lambat 10 hari sejak terjadinya transaksi. Terkait hal tersebut, Perseroan telah menyampaikan laporan bulanan atas kepemilikan saham anggota Dewan Komisaris dan Direksi selama 2021 melalui *e-reporting* kepada Otoritas Jasa Keuangan dan Bursa Efek Indonesia.

Information Disclosure Policy

Pursuant to the Financial Services Authority Regulation No. 11/POJK.04/2017 concerning Report on Ownership or Any Change in Ownership of a Public Company, each member of the Board of Commissioners and Board of Directors is required to submit information to the Company regarding ownership and any change in ownership of the Company's shares no later than 3 working days after the transaction. Furthermore, the Company submits a report to the Financial Services Authority on the transaction no later than 10 days after the transaction occurred. In this regard, the Company has submitted a monthly report on the share ownership of members of the Board of Commissioners and Board of Directors for 2021 through e-reporting to the Financial Services Authority and the Indonesia Stock Exchange.

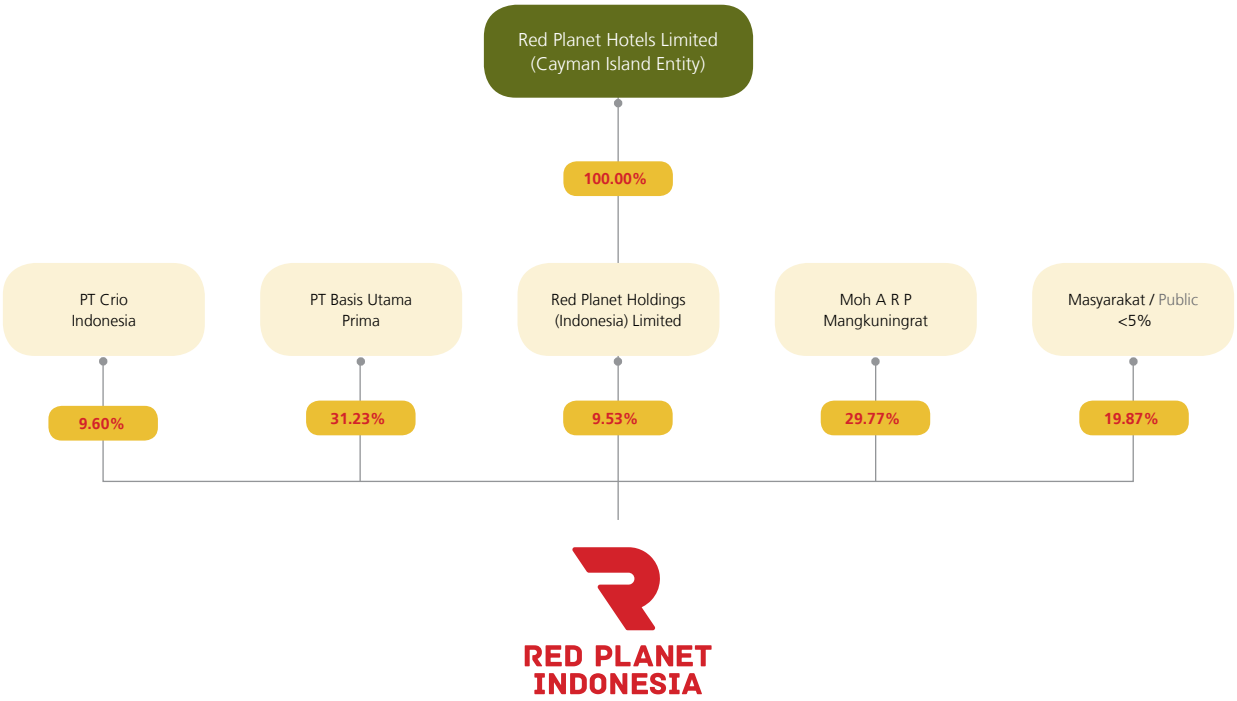
Nama Name	Jabatan Position	31 Desember 2021 31 December 2021		1 Januari 2021 1 January 2021	
		Jumlah Saham (Lembar Saham) Total of Shares (Shares)	Kepemilikan Saham (%) Share Ownership (%)	Jumlah Saham (Lembar Saham) Total of Shares (Shares)	Kepemilikan Saham (%) Share Ownership (%)
Dewan Komisaris Board of Commissioners					
Dinno Indiano*	Komisaris Utama (Independen) President Commissioner (Independent)	-	-	-	-
Hapsoro**	Komisaris Utama President Commissioner	101,600,000	0.98	101,600,000	0.98
Suganto Gunawan**	Komisaris Independen Independent Commissioner	-	-	-	-
Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja	Komisaris Independen Independent Commissioner	-	-	-	-
Direksi Board of Directors					
Suwito	Direktur Utama President Director	-	-	-	-
Rivolinggo Pamudji	Direktur Pengembangan Usaha Business Development Director	-	-	-	-
Astini Bernawati Oudang*	Direktur Investasi Investment Director	-	-	-	-
Mark Michael Reinecke**	Direktur Keuangan Korporat Corporate Finance Director	-	-	-	-
Timothy John Hansing**	Direktur Investasi Investment Director	-	-	-	-

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the Annual GMS on 31 August 2021.
** Effectively no longer served since the end of the Annual GMS on 31 August 2021.

Struktur Pemegang Saham Utama dan Pengendali

Structure of Major and Controlling Shareholders



Pemegang Saham Pengendali Perseroan adalah Red Planet Holdings (Indonesia) Limited, Entitas Induk yang berkedudukan di Hongkong dan PT Crio Indonesia.

The Company's Controlling Shareholders are Red Planet Holdings (Indonesia) Limited, a Parent Entity domiciled in Hongkong and PT Crio Indonesia.

Kronologi Pencatatan Saham
Chronology of Stock Listing

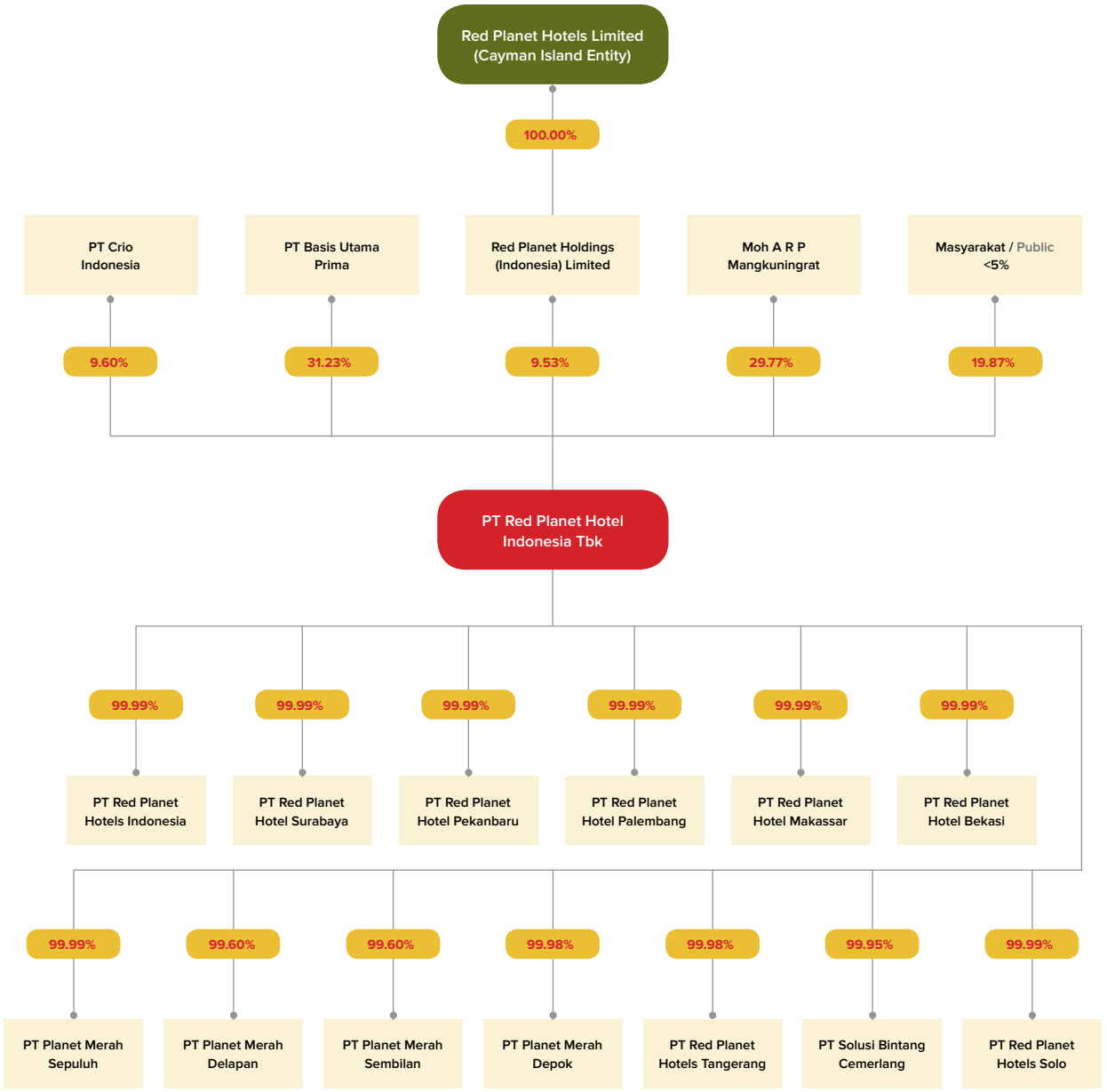
Uraian Description	**Tanggal Pelaksanaan** Listing Date	**Penambahan Jumlah Saham (Lembar Saham)** Additional Share (Shares)	**Harga Nominal** Nominal Price **(Rp)**	**Harga Penawaran** Offering Price **(Rp)**	**Jumlah Saham Beredar (Lembar Saham)** Number of Outstanding Shares (Shares)	**Bursa Pencatatan Saham** Saham Stock Exchange
Penawaran Umum Saham Perdana Initial Public Offering	19 September 1995	82,000,000	500	650	82,000,000	Bursa Efek Surabaya Surabaya Stock Exchange
Penawaran Umum Terbatas I (PUT I) Limited Public Offering I	19 Mei 2014 19 May 2014	1,271,000,000	500	500	1,353,000,000	Bursa Efek Indonesia Indonesia Stock Exchange
Konversi Waran Seri 1 Warrant Conversion Series 1	2014	41,500	500	0	1,353,041,500	
Konversi Waran Seri 1 Warrant Conversion Series 1	2015	51,300	500	0	1,353,092,800	
Konversi Waran Seri 1 Warrant Conversion Series 1	2016	9,668,227			1,362,761,027	
Pemecahan Nilai Nominal Saham (*stock split*) dengan Rasio 1:5 Stock Split with 1:5 Ratio	25 Januari 2017 25 January 2017	-	100	-	6,813,805,135	
Penawaran Umum Terbatas II (PUT II) Limited Public Offering II	21 Februari 2017 21 February 2017	3,537,426,501	100	100	10,351,231,636	

Kronologi Pencatatan Efek Lainnya
Chronology of Other Stocks Listing

Sampai dengan akhir tahun 2021, Perseroan tidak menerbitkan efek selain saham, baik dalam bentuk obligasi, obligasi konversi, ataupun sukuk. Dengan demikian, tidak terdapat informasi mengenai nama efek, tahun penerbitan, tingkat suku bunga/imbal hasil, tanggal jatuh tempo, nilai penawaran, dan peringkat efek.

Until the end of 2021, the Company does not issue securities other than shares, either in the form of bonds, convertible bonds, or sukuk. Therefore, there is no information regarding the name of the securities, issuance year, interest rate/yield, maturity date, offering value, and rating of securities.

Struktur Korporasi
Corporate Structure



Entitas Anak, Entitas Asosiasi, dan Perusahaan Ventura Bersama

Subsidiaries, Associate Entities, and Joint Venture Companies

Hingga akhir tahun 2021, Perseroan memiliki 13 Entitas Anak yang bergerak dalam bidang usaha terkait perhotelan, konstruksi, serta perdagangan dan jasa, namun tidak memiliki Perusahaan Asosiasi dan Perusahaan Ventura Bersama. Uraian tentang Entitas Anak Perseroan dijelaskan sebagai berikut.

Until the end of 2021, the Company has 13 Subsidiaries which are engaged in business related to hospitality, construction, as well as trade and services, but do not have any Associate Companies and Joint Venture Companies. The description of the Company's Subsidiaries is described as follows.

PT Red Planet Hotels Indonesia

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp77,402,058,226
Tahun Beroperasi / Operating Since : 2012

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. KH Samanhudi No. 25 RT 005 RW 005
Kel. Pasar Baru, Kec. Sawah Besar
Jakarta Pusat, 10710
Telepon / Phone : (6221) 3890 2222

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotel Surabaya

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp67,548,465,475
Tahun Beroperasi / Operating Since : 2014

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. Arjuna No. 64–66
Kel. Sawahan, Kec. Sawahan
Surabaya, 60251
Telepon / Phone : (6231) 5358 500

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotel Pekanbaru

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp62,059,158,624
Tahun Beroperasi / Operating Since : 2013

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. Tengku Zainal Abidin No. 23
Kel. Kota Tinggi, Kec. Pekanbaru Kota
Pekanbaru, 28112
Telepon / Phone : (62761) 851 008

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotel Palembang

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp74,691,309,876
Tahun Beroperasi / Operating Since : 2014

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. Jenderal Sudirman KM 3,5 Ilir Timur I
Kel. 20 Ilir D-III, Kec. Ilir Timur I
Palembang, 30129
Telepon / Phone : (62711) 315 222

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotel Makassar

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp65,637,369,355
Tahun Beroperasi / Operating Since : 2014

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. Dr. Ratulangi No. 136A
Kel. Mario, Kec. Mariso
Makassar, 90112
Telepon / Phone : (62411) 8117 421

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotel Bekasi

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp51,904,809,100
Tahun Beroperasi / Operating Since : 2014

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. Chairil Anwar No. 27–36 Kav. 28–36
Kel. Margahayu, Kec. Bekasi Timur
Bekasi, 17113
Telepon / Phone : (6221) 2968 9222

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotels Solo

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp51,620,689,141
Tahun Beroperasi / Operating Since : 2013

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Alamat Hotel / Hotel Address:
Jl. Dr. Soepomo No. 49 RT 001 RW 013
Kel. Mangkubumen, Kec. Banjarsari
Surakarta, 57139
Telepon / Phone : (62271) 7889 333

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Solusi Bintang Cemerlang

Bidang Usaha / Business Sector : Konstruksi / Construction
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.95%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp1,529,118,552
Tahun Beroperasi / Operating Since : Belum Beroperasi Not Yet Operational

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Red Planet Hotels Tangerang

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.98%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp2,447,891,043
Tahun Beroperasi / Operating Since : Belum Beroperasi Not Yet Operational

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Planet Merah Depok

Bidang Usaha / Business Sector : Perdagangan dan Jasa / Trading and Services
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.98%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp4,555,463,203
Tahun Beroperasi / Operating Since : Belum Beroperasi Not Yet Operational

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Planet Merah Sembilan

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.60%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp18,381,580
Tahun Beroperasi / Operating Since : Belum Beroperasi Not Yet Operational

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Planet Merah Delapan

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.60%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp15,241,883
Tahun Beroperasi / Operating Since : Belum Beroperasi Not Yet Operational

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

PT Planet Merah Sepuluh

Bidang Usaha / Business Sector : Perhotelan / Hotel
Domisili / Domicile : Jakarta
Kepemilikan Saham / Share Ownership : 99.99%
Jumlah Aset Sebelum Eliminasi / Total Assets Before Elimination : Rp54,498,461
Tahun Beroperasi / Operating Since : Belum Beroperasi Not Yet Operational

Alamat Kantor Pusat / Head Office Address:
Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Susunan Komisaris dan Direksi / Board of Commissioners and Board of Directors' Composition:
Komisaris / Commissioner : Suwito
Direktur / Director : Nancy Nataleo
Direktur / Director : Andri Prakasa

Lembaga dan Profesi Penunjang Pasar Modal
Capital Market Supporting Institutions and Profession

Lembaga/Profesi Penunjang Supporting Institutions/Profession	Nama Lembaga Institution Name	Alamat Address	Jasa yang diberikan Service provided	Periode Penugasan Assignment Period	Biaya Cost (Rp)
Regulator	Otoritas Jasa Keuangan Financial Service Authority	Gedung Soemitro Djojohadikusumo Jl. Lapangan Banteng Timur No. 2-4 Jakarta, 10710	Meninjau kegiatan usaha Perseroan. Monitoring on the Company's business activities.	2021	150,000,000
Pencatatan Efek Listing of Securities	PT Bursa Efek Indonesia	Indonesia Stock Exchange Building Tower I Lt. 6 Jl. Jenderal Sudirman Kav. 52-53 Jakarta, 12190	Pencatatan kepemilikan efek dan pendistribusian hak yang berkaitan dengan efek. Listing of securities ownership and distribution of rights related to securities.	2021	275,000,000
Kantor Akuntan Publik Public Accountant Firm	Kanaka, Puradiredja, Suhartono (jaringan Nexia KPS) Akuntan Publik Aris Suryanta, Ak, CA, CPA	The Royal Palace Jl. Prof. Dr. Soepomo No. 178A-C29 Jakarta, 12810	Jasa Audit: Audit Laporan Keuangan Perseroan. Jasa Non-Audit: Tidak Ada. Audit Services: Audit of the Company's Financial Statements. Non-Audit Services: None.	2021	Jasa Audit: Audit Services: 666,500,000 Jasa Non-Audit: Non-Audit Services: Tidak Ada None
Penyimpanan Surat Berharga Depository and Settlement Institution	PT Kustodian Sentral Efek Indonesia	Indonesia Stock Exchange Building Tower I Lt. 5 Jl. Jenderal Sudirman Kav. 52-53 Jakarta, 12190	Jasa kustodian saham. Stocks custodian service.	2021	11,000,000
Biro Administrasi Efek Bureau of Securities Administration	PT Raya Saham Registra	Gedung Plaza Sentral Lt. 2 Jl. Jenderal Sudirman Kav. 47-48 Jakarta, 12190	Pengelolaan administrasi dan pencatatan para Pemegang Saham Perseroan. Administrative management and listing of the Company's Shareholders.	2021	16,500,000
Notaris Notary	Yulia, SH	Multivision Tower Lt. 3 Suite 05 Jl. Kuningan Mulia Kav. 9B Jakarta Selatan, 12980	Pemeriksaan segi hukum Perseroan. Examination of Company's legal matters.	2021	26,000,000

Akses Informasi
Access to Information

Dalam rangka meningkatkan transparansi sekaligus meningkatkan akses bagi Pemegang Saham serta pemangku kepentingan lainnya, Perseroan telah menyediakan akses informasi aktual dan terkini, sebagai berikut.

To improve transparency while increasing access for the Shareholders and other stakeholders, the Company has provided access to actual and up-to-date information as follows.



Informasi lebih lanjut, dapat menghubungi:

For further information, please contact:

Sekretaris Perusahaan / Corporate Secretary
Nancy Nataleo

Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26
Jakarta Selatan, 12920

Telepon / Phone : (6221) 2949 8800
Faksimili / Fax : (6221) 2949 8889
Email : corporate.secretary.id@redplanethotels.com

Informasi lain khususnya mengenai perkembangan saham dan permodalan, serta aksi korporasi Perseroan juga dapat diakses melalui situs web Bursa Efek Indonesia (www.idx.co.id) dengan kode saham: PSKT.

Other information, especially regarding the development of shares and capital, as well as the Company's corporate actions, can also be accessed through the Indonesia Stock Exchange's website (www.idx.co.id) with ticker code: PSKT.

Informasi pada Situs Web Perusahaan
Information on the Company's Website

Perseroan dalam upaya mematuhi ketentuan yang tercantum dalam Peraturan Otoritas Jasa Keuangan No. 8/POJK.04/2015 tentang *Website* Emiten atau Perusahaan Publik, telah melengkapi situs web perusahaan yang beralamat www.redplanetindonesia.com dalam dua bahasa yakni Bahasa Indonesia dan Bahasa Inggris dengan menampilkan berbagai informasi penting sebagai berikut.

In an effort to comply with the provisions stated in the Financial Services Authority Regulation No. 8/POJK.04/2015 concerning Websites of Issuers or Public Companies, the Company has provided its website at www.redplanetindonesia.com in two languages, namely Indonesian and English by posted various important information as follows.




Red Planet Hotel
Jakarta, Pasar Baru
49.26%
Red Planet Hotel
Bekasi
64.69%
Red Planet Hotel
Surabaya
52.21%
Tingkat Penghuni
Kamar (TPK)
Tahun 2021
Room Occupancy Rate
(ROR)
Year 2021
Red Planet Hotels
Solo
58.24%
Red Planet Hotel
Palembang
78.05%
Red Planet Hotel
Makassar
56.56%
Red Planet Hotel
Pekanbaru
54.33%


PASAR BARU
RED PLANET
PASAR BARU



RED PLANET

Analisis dan Pembahasan Manajemen
Management Discussion and Analysis

Kilas Kinerja 2021
2021 Performance Highlights

Laporan Manajemen
Management Report

Profil Perusahaan
Company Profile

Analisis dan Pembahasan Manajemen
Management Discussion and Analysis

Tata Kelola Perusahaan
Corporate Governance

Tanggung Jawab Sosial dan Lingkungan
Social and Environmental Responsibility

Tinjauan Ekonomi
Economic Review

Perbaikan ekonomi global terus berlanjut sepanjang tahun 2021 meskipun masih dibayangi oleh gangguan rantai pasok serta adanya kenaikan kasus Covid-19. Perekonomian global tumbuh sesuai proyeksi sekitar 5,7% pada tahun 2021. Pertumbuhan ekonomi global berlangsung lebih seimbang, tidak hanya bertumpu pada pemulihan ekonomi Amerika Serikat dan Tiongkok, namun juga disertai dengan perbaikan ekonomi Eropa, Jepang, dan India. Perkembangan tersebut didorong oleh akselerasi tingkat vaksinasi, stimulus kebijakan, dan pemulihan kegiatan usaha secara bertahap. Berbagai indikator ekonomi antara lain, Purchasing Managers' Index (PMI), keyakinan konsumen, dan penjualan ritel, menunjukkan pemulihan yang terus berlangsung di tengah indikator waktu transportasi (PMI *Suppliers' Delivery Times Index*) barang global yang masih tertahan. Namun, ketidakpastian pasar keuangan global masih berlanjut di tengah penyebaran Covid-19 varian Omicron dan pengumuman siklus pengetatan kebijakan moneter the Fed yang lebih cepat. Hal tersebut mengakibatkan terbatasnya aliran modal dan tekanan nilai tukar negara berkembang, termasuk Indonesia.

Global economy improvement has continued throughout 2021 although it was still overshadowed by supply chain disruptions and an increase in Covid-19 cases. The global economy grew as projected around 5.7% in 2021. Global economic growth is more balanced, not only relying on the United States and China economic recovery, but also accompanied by the economic recovery of Europe, Japan, and India. These developments were driven by the acceleration of vaccination rates, stimulus policy, and the gradual recovery of business activities. A number of economic indicators, including the Purchasing Managers Index (PMI), consumer confidence, and retail sales showed an ongoing recovery amidst stagnant Suppliers Delivery Times Index (PMI) of global goods. However, global financial market uncertainty still continued amidst the spread of the Covid-19 Delta variant and the announcement of the Fed's faster monetary policy tightening cycle. This resulted in limited capital flows and pressure on the exchange rate of developing countries, including Indonesia.

Membaiknya perekonomian global terus memberikan imbas positif terhadap pertumbuhan ekonomi Indonesia. Di tahun 2021, perekonomian Indonesia tumbuh sebesar 3,69% sejalan dengan meningkatnya mobilitas pasca langkah-langkah penanganan yang ditempuh Pemerintah dalam pengendalian Covid-19. Kinerja konsumsi swasta, investasi, serta konsumsi Pemerintah diprakirakan terus meningkat, di tengah tetap terjaganya kinerja ekspor. Dari sisi lapangan usaha, pertumbuhan tertinggi diperoleh jasa kesehatan dan kegiatan sosial 10,46%, diikuti informasi dan komunikasi sebesar 6,81%, serta pengadaan listrik dan gas sebesar 5,55%. Sementara itu, dari sisi pengeluaran pertumbuhan tertinggi terjadi pada komponen ekspor barang dan jasa sebesar 24,04%, diikuti komponen pengeluaran konsumsi pemerintah (PK-P) sebesar 4,17%, komponen pembentukan modal tetap bruto (PMTB) sebesar 3,80%, komponen pengeluaran konsumsi rumah tangga (PK-RT) sebesar 2,02%, dan komponen pengeluaran konsumsi lembaga nonprofit yang melayani rumah tangga (PK-LNPRT) sebesar 1,59%.

Global economy recovery continues to have a positive impact on Indonesia's economic growth. In 2021, Indonesian economy grew by 3.69% in line with increased mobility after measures taken by the Government in controlling Covid-19. The performance of private consumption, investment and Government consumption is predicted to continue to increase, amid controlled export performance. In terms of business sector, the highest growth was recorded by health services and social activities at 10.46%, followed by information and communication sectors at 6.81%, as well as electricity and gas procurement at 5.55%. Meanwhile, from the expenditure side, the highest growth occurred in the goods and services export component at 24.04%, followed by the Government consumption expenditure (PK-P) at 4.17%, the gross fixed capital formation (PMTB) at 3.80%, the household consumption expenditure (PK-RT) at 2.02%, and the consumption expenditure for non-profit institutions serving households (PK-LNPRT) at 1.59%.

Selain itu, sejumlah indikator hingga Desember 2021 telah menunjukkan proses pemulihan yang berlanjut, seperti peningkatan mobilitas masyarakat di berbagai daerah, kenaikan penjualan eceran, penguatan keyakinan konsumen, serta ekspansi PMI Manufaktur.

In addition, a number of indicators until December 2021 have shown a continuing recovery process such as increased mobility in various regions, increased retail sales, strengthened consumer confidence, and the expansion of the Manufacturing PMI.

Sumber:
- Bank Indonesia - Tinjauan Kebijakan Moneter Desember 2021; dan
- Badan Pusat Statistik - Pertumbuhan Ekonomi Indonesia Triwulan IV-2021 BRS No. 14/02/Th. XXV, 7 Februari 2022.

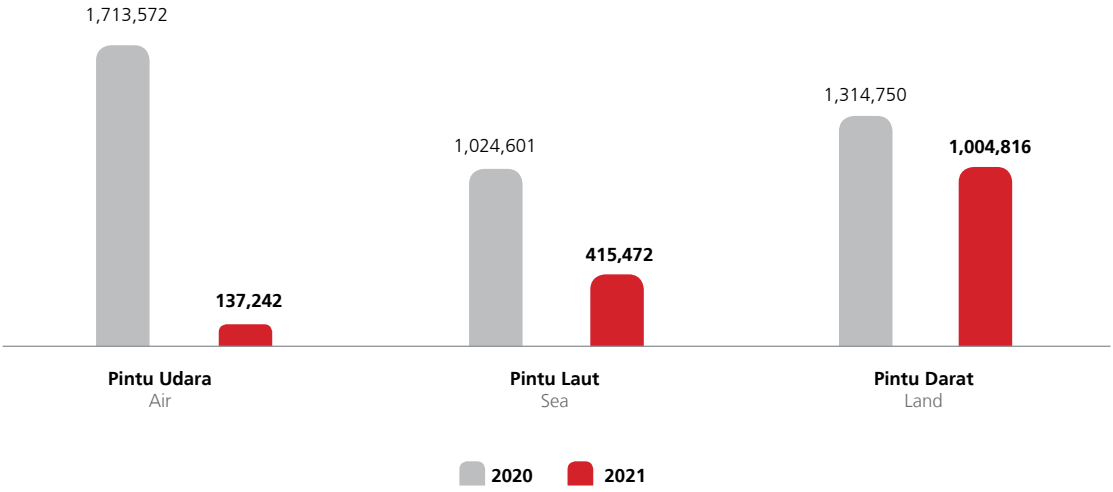
Source:
- Bank Indonesia - Monetary Policy Review December 2021; and
- Statistics Indonesia - Indonesia's Economic Growth Growth 4th Quarter 2021 BRS No. 14/02/Th. XXV, 7 February 2022.

Tinjauan Industri
Industrial Review

Pandemi Covid-19 yang masih berlanjut di tahun 2021, memberikan dampak pada penurunan jumlah wisatawan mancanegara (wisman) yang akan berkunjung ke Indonesia. Hal tersebut dikarenakan masih adanya pembatasan mobilitas masyarakat sebagai upaya dalam memutus rantai penyebaran Covid-19. Berdasarkan Badan Pusat Statistik, jumlah kunjungan wisatawan mancanegara pada tahun 2021 mencapai 1,56 juta kunjungan, menurun drastis sebesar 61,57% dibandingkan dengan jumlah kunjungan wisman pada tahun 2020 mencapai 4,05 juta kunjungan.

Covid-19 pandemic that was still continue in 2021 had an impact on declining foreign tourists visiting Indonesia. This is because there were still restrictions on community mobility as an effort to break the chain of the spread of Covid-19. According to Statistics Indonesia, the number of foreign tourist arrivals in 2021 reached 1.56 million visits, a drastic decrease by 61.57% compared to the number of foreign tourist arrivals in 2020 that reached 4.05 million visits.

Kunjungan Wisatawan Mancanegara Menurut Pintu Masuk
Foreign Tourist Visits According to the Entrance Gate



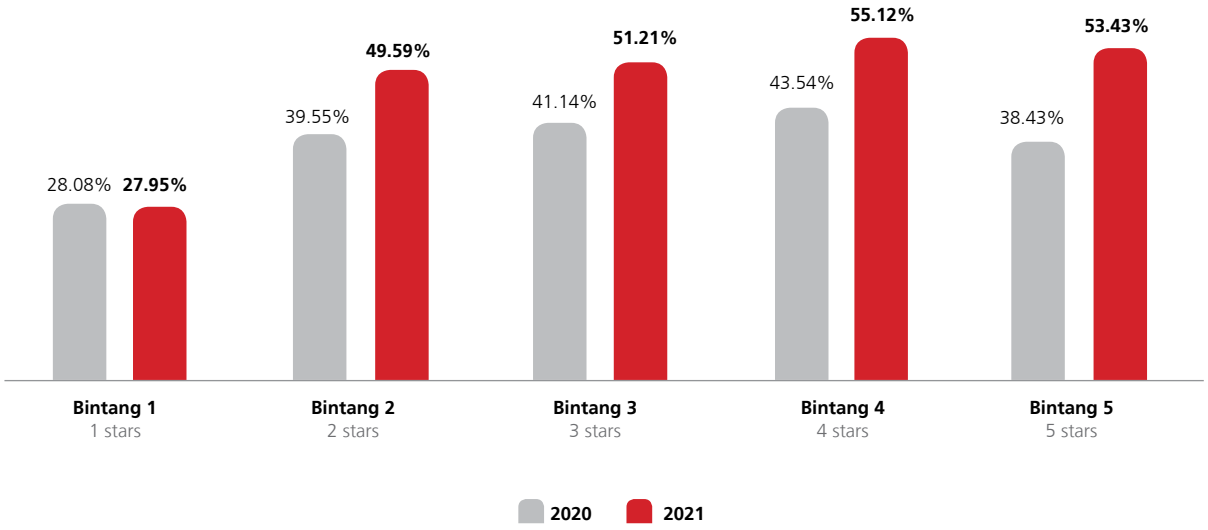
Sebagaian besar wisatawan mancanegara masuk ke Indonesia melalui pintu darat dengan total mencapai lebih dari 1 juta kunjungan atau setara 64,51% dari total kunjungan, sedangkan yang terendah adalah melalui pintu masuk udara yang hanya mencapai 137,24 ribu kunjungan atau setara 8,81% dari total kunjungan.

Most foreign tourists entered Indonesia through land entrance gates with a total of more than 1 million visits or equivalent to 64.51% of total visits, while the lowest was through air entrance gates that only reached 137.24 thousand visits or 8.81%. of the total visits.

Berbanding terbalik dengan jumlah wisatawan mancanegara yang menurun, lapangan usaha penyediaan akomodasi dan makan minum mengalami pertumbuhan sebesar 3,89% pada tahun 2021, setelah mengalami kontraksi pertumbuhan yang mendalam di tahun sebelumnya. Hal tersebut memberikan dampak positif pada tingkat penghunian kamar (TPK) hotel klasifikasi bintang di Indonesia yang mengalami peningkatan di tahun 2021 menjadi 51,57%, dibandingkan tahun sebelumnya sebesar 40,79%.

In contrast to the declining number of foreign tourists, the accommodation and food & beverages supply business sector grew by 3.89% in 2021, after experiencing a massive contraction in the previous year. This has a positive impact on the Room Occupancy Rate (ROR) for star-classified hotels in Indonesia, which enjoying an increase in 2021 to 51.57%, compared to only 40.79% in the previous year.

TPK menurut Klasifikasi Bintang di Indonesia
ROR based on Star Classification in Indonesia



Berdasarkan klasifikasi hotel, TPK tertinggi pada tahun 2021 tercatat pada hotel bintang 4 dengan 55,12%, sedangkan TPK terendah masih tercatat pada hotel bintang 1 dengan 27,95%. Sementara itu, rata-rata lama menginap tamu asing dan Indonesia pada hotel klasifikasi bintang di Indonesia tahun 2021 mencapai 1,61 hari, sama dengan rata-rata menginap tamu pada tahun 2020. Umumnya, rata-rata lama menginap tamu asing lebih tinggi dibandingkan dengan rata-rata lama menginap tamu Indonesia, masing-masing sebesar 3,24 hari dan 1,59 hari.

Sumber: Badan Pusat Statistik - Perkembangan Pariwisata dan Transportasi Nasional Desember 2021 BRS No. 12/02/Th. XXV, 2 Februari 2022.

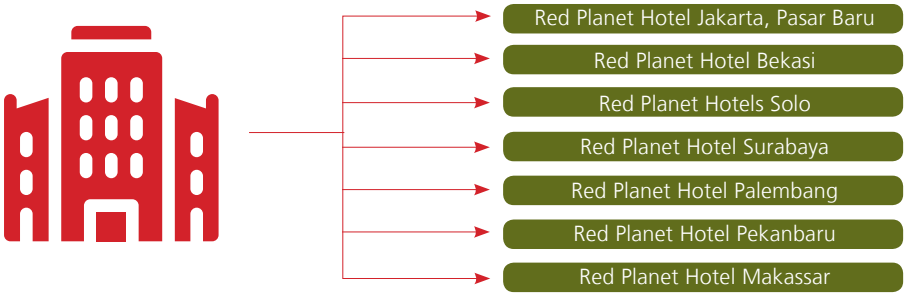
Based on hotel classification, the highest ROR in 2021 was recorded in 4-star hotels at 55.12%, while the lowest ROR was still recorded in 1-star hotels at 27.95%. Meanwhile, the average length of stay of foreign and Indonesian guests at star-classified hotels in Indonesia in 2021 reached 1.61 days, the same as the average length of stay of guests in 2020. In general, the average length of stay of foreign guests is longer than the average length of stay of Indonesian guests at 3.24 days and 1.59 days, respectively.

Source: Statistics Indonesia – The Development of National Tourism and Transportation in December 2021 BRS No. 12/02/Th. XXV, 2 February 2022.

Tinjauan Operasional
Operational Review

Lini usaha Perseroan berupa usaha pada bidang perhotelan yang menyediakan layanan penyedia kamar dengan unit fasilitas operasionalnya berjumlah 1.053 kamar yang terbagi pada 7 Red Planet Hotel. Hotel-hotel tersebut meliputi:

The Company's business line is in hotel business that provides rooms along with operational facility units totaling 1,053 rooms which are spread into 7 Red Planet Hotels. These hotels include:



Tingkat Penghunian Kamar

Kemajuan industri perhotelan dapat diikuti perkembangannya melalui indikator Tingkat Penghunian Kamar (TPK) hotel. TPK hotel merupakan perbandingan antara banyaknya malam kamar yang terpakai dengan banyaknya malam kamar yang tersedia. semakin tinggi TPK maka semakin banyak pula jumlah kamar yang dapat dijual. Pada tahun 2021, TPK yang diperoleh Perseroan sebagai berikut.

Room Occupancy Rates

We can follow the development of the hotel industry through the Room Occupancy Rate (ROR) indicator. Hotel ROR is the comparison between the number of room nights are used and the number of available room nights. The higher the rate of ROR means more rooms that were sold. ROR for Company's hotels in 2021 is presented as follows.

Red Planet Hotel Jakarta, Pasar Baru
2021 : 49.26%
2020 : 41.75%

Red Planet Hotel Bekasi
2021 : 64.69%
2020 : 63.74%

Red Planet Hotels Solo
2021 : 58.24%
2020 : 54.16%

Red Planet Hotel Surabaya
2021 : 52.21%
2020 : 47.05%

Red Planet Hotel Palembang
2021 : 78.05%
2020 : 65.13%

Red Planet Hotel Pekanbaru
2021 : 54.33%
2020 : 47.34%

Red Planet Hotel Makassar
2021 : 56.56%
2020 : 48.59%

Rata-Rata TPK Average ROR
2021 : 58.93%
2020 : 52.49%

Rata-rata TPK hotel Perseroan pada tahun 2021 mencapai 58,93%, tercatat lebih tinggi 12,27% dibandingkan tahun 2020 yang tercatat sebesar 52,49%. Meningkatnya TPK hotel Perseroan terutama didukung oleh berangsur pulihnya kegiatan ekonomi dan bisnis di Indonesia disertai dengan gencarnya program vaksinasi Covid-19 bagi masyarakat. Hal ini menghasilkan pertumbuhan pendapatan usaha di tahun 2021 dibandingkan dengan tahun 2020.

Secara keseluruhan, TPK tertinggi tercatat di Red Planet Hotel Palembang yang mencapai 78,05%, sedangkan TPK terendah tercatat di Red Planet Hotel Jakarta, Pasar Baru yang hanya mencapai 49,26%.

The average ROR of the Company's hotels in 2021 reached 58.93%, which was 12.27% higher than 52.49%. recorded in 2020. The increase in the ROR of the Company's hotels is mainly due to gradual recovery of economic and business activities in Indonesia accompanied by the accelerated Covid-19 vaccination program for the public. This resulted in growth in revenues in 2021 compared to 2020.

Overall, the highest ROR was achieved by Red Planet Hotel Palembang that reached 78.05%, while the lowest ROR was recorded at Red Planet Hotel Jakarta, Pasar Baru that only reached 49.26%.

Rata-Rata Harga Kamar Hotel per Hari dan Pendapatan per Kamar Hotel

Average Daily Rate (ADR) merupakan indikator yang digunakan di industri perhotelan untuk mengetahui rata-rata harga jual kamar berdasarkan jumlah kamar yang terjual. Semakin tinggi ADR, menunjukkan bahwa hotel meningkatkan penghasilan dari menyewakan kamar. Sedangkan, *Revenue per Available Room* (RevPAR) merupakan indikator untuk mengukur kemampuan

Average Hotel Room Price per Day and Revenue per Hotel Room

Average Daily Rate (ADR) is an indicator used in the hotel industry to determine the average room sales price based on the number of rooms sold. The higher the ADR is, indicates that the hotel is increasing its income through room rentals. Meanwhile, Revenue per Available Room (RevPAR) is an indicator to calculate the ability of the hotel to generate revenue, and evaluate annual hotel

hotel dalam menghasilkan pendapatan, serta mengevaluasi kinerja hotel per tahunnya. Untuk pendapatan yang diperoleh di luar dari penjualan kamar tidak termasuk ke dalam RevPAR. Informasi terkait ADR dan RevPAR yang diperoleh Perseroan pada tahun 2021 sebagai berikut.

performance. As for revenue derived from outside room sales, this figure is not included in the RevPAR. Information regarding the ADR and RevPAR for hotels managed by the Company during 2020 are as follows.

(dalam Rupiah / in Rupiah)

Hotel	ADR		RevPAR	
	2021	2020	2021	2020
Red Planet Hotel Jakarta, Pasar Baru	189,631	201,322	93,413	84,053
Red Planet Hotel Bekasi	198,975	204,181	128,712	130,148
Red Planet Hotels Solo	150,451	150,772	87,616	81,660
Red Planet Hotel Surabaya	157,010	169,960	81,967	79,962
Red Planet Hotel Palembang	203,145	197,462	158,555	128,600
Red Planet Hotel Pekanbaru	173,729	172,456	94,393	81,635
Red Planet Hotel Makassar	166,034	170,066	93,912	82,642
Rata-Rata / Average	**178,758**	**182,113**	**105,350**	**95,599**

Perseroan memperoleh nilai rata-rata ADR hotel sebesar Rp178.758,- pada tahun 2021, mengalami penurunan sebesar 1,84% dibandingkan tahun sebelumnya sebesar Rp182.113,-. ADR tertinggi dicapai oleh Red Planet Hotel Palembang sebesar Rp203.145,-, sedangkan ADR terendah dicapai oleh Red Planet Hotels Solo sebesar Rp150.451,-.

The Company recorded an average hotel ADR of Rp178,758 in 2021, a decrease by 1.84% compared to Rp182.113 in the previous year of. The highest ADR was achieved by Red Planet Hotel Palembang at Rp203,145, while the lowest ADR was recorded by Red Planet Hotels Solo at Rp150.451.

Sedangkan nilai RevPAR Perseroan, pada tahun 2021 tercatat mengalami peningkatan sebesar 10,20% menjadi Rp105.350,- dari tahun sebelumnya sebesar Rp95.599,-. RevPAR tertinggi dicapai oleh Red Planet Hotel Palembang sebesar Rp158.555,- sedangkan RevPAR terendah dicapai oleh Red Planet Hotel Surabaya sebesar Rp81.967,-.

Meanwhile, the Company's RevPAR in 2021 increased by 10.20% to Rp105,350 from Rp95,599 in the previous year. The highest RevPAR was achieved by Red Planet Hotel Palembang at Rp158,555, while the lowest RevPAR was recorded by Red Planet Hotel Surabaya at Rp81,967.

Kinerja Pendapatan Segmen Hotel

Revenue Performance of Hotel Segment

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian Description	2021	2020	Kenaikan (Penurunan) Increase (Decrease)	
			(Rp)	(%)
Red Planet Hotel Jakarta, Pasar Baru	5,814,073	5,411,147	402,926	7.45
Red Planet Hotel Bekasi	7,764,626	8,025,640	(261,014)	(3.25)
Red Planet Hotels Solo	5,127,692	4,771,214	356,478	7.47
Red Planet Hotel Surabaya	4,930,640	4,943,312	(12,672)	(0.26)
Red Planet Hotel Palembang	9,246,274	7,599,222	1,647,052	21.67
Red Planet Hotel Pekanbaru	5,025,016	4,525,943	499,073	11.03
Red Planet Hotel Makassar	5,238,331	4,696,043	542,288	11.55
Hotel Pusako	4,122,638	2,454,865	1,667,773	67.94
Jumlah Total	**47,269,289**	**42,427,386**	**4,841,903**	**11.41**

Di tengah berbagai tantangan yang dihadapi, pada tahun 2021 Perseroan berhasil membukukan pendapatan usaha sebesar Rp47,27 miliar, meningkat sebesar Rp4,84 miliar atau 11,41% dari tahun sebelumnya Rp42,43 miliar. Peningkatan tersebut

In the midst of various challenges, the Company managed to record total revenues amounted to Rp47.27 billion in 2021, an increase of Rp4.84 billion or 11.41% from Rp42.43 billion in the previous year. This was due to the increase in revenue at

bersumber dari meningkatnya pendapatan pada Red Planet Hotel Pusako sebesar Rp1,67 miliar dan Red Planet Hotel Palembang sebesar Rp1,65 miliar.

Red Planet Hotel Pusako by Rp1.67 billion and Red Planet Hotel Palembang by Rp1.65 billion.

Profitabilitas

Profitability

(dalam % / in %)

Uraian	2021	2020	Description
Rasio Rugi Periode Berjalan terhadap Jumlah Aset (ROA)	(2.86)	(6.65)	Current Year Return on Assets (ROA) Ratio
Rasio Rugi Periode Berjalan terhadap Jumlah Ekuitas (ROE)	(3.39)	(7.86)	Current Year Return on Euity (ROE) Ratio
Rasio Rugi Periode Berjalan terhadap Pendapatan Usaha	(25.67)	(68.40)	Current Year Profit Margin Ratio

Secara keseluruhan rasio profitabilitas Perseroan pada tahun 2021 mengalami perbaikan dibandingkan tahun sebelumnya. Hal tersebut dikarenakan menurunnya rugi tahun berjalan dan jumlah rugi komprehensif tahun berjalan Perseroan. Ke depannya, Perseroan berupaya untuk terus meningkatkan kinerja operasional dengan memaksimalkan aset dan ekuitas yang dimiliki guna memperoleh pendapatan yang lebih optimal.

Overall, the Company's profitability ratio in 2021 has improved compared to the previous year. This was due to a decrease in the loss for current year and the Company's total comprehensive loss for the year. Going forward, the Company strives to continuously improve its operational performance by maximizing its assets and equity to obtain more optimal income.

Aspek Pemasaran
Market Aspects

Aspek pemasaran memiliki peran penting dalam membangun citra perusahaan. Citra *brand* yang positif akan membuat produk yang dimiliki Perseroan menjadi lebih dikenal, sehingga berpotensi menguasai pangsa pasar dan dapat memperluas bisnis Perseroan. Oleh karena itu, Perseroan menyiapkan berbagai strategi bisnis melalui pencetusan inovasi-inovasi baru serta melakukan berbagai terobosan strategi dalam memasarkan produk yang dimiliki. Hal tersebut dilakukan sebagai upaya untuk meningkatkan market share, meningkatkan kepuasan dan loyalitas pelanggan, sehingga tercipta bisnis yang berkelanjutan.

The marketing aspect has an important role in building a company's image. A positive brand image will make the Company's products more well known, so they have the potential to dominate market share and can expand the Company's business. Therefore, the Company has prepared various business strategies by creating new innovations and carrying out various strategic breakthroughs in marketing its products. This is done as an effort to increase market share, improve customer satisfaction and loyalty, thus creating a sustainable business.

Strategi Pemasaran

Strategi pemasaran yang diterapkan Perseroan pada tahun 2021 yaitu melalui media *online*, baik sosial media maupun situs web Perseroan.

Market Strategy

The marketing strategy implemented by the Company in 2021 is through online media, both social media and the Company's website.

Pangsa Pasar

Berdasarkan data dari Bursa Efek Indonesia, pada tahun 2021, Perseroan masuk dalam sektor layanan konsumen dengan pangsa pasar sebesar 0,29%, meningkat dibandingkan dengan pangsa pasar tahun lalu sebesar 0,25%. Meskipun demikian, Perseroan berusaha untuk terus meningkatkan penjualan dengan menawarkan harga yang kompetitif terhadap pelanggannya.

Market Share

Based on data from the Indonesia Stock Exchange, the Company entered the consumer service sector in 2021 with a market share of 0.29%, an increase compared to last year's market share of 0.25%. Nevertheless, the Company will strive to continue increasing sales by offering competitive prices to its customers.

Aktivitas Penjualan dan Pemasaran

Dalam menjalankan aktivitas penjualan dan pemasaran, Perseroan menggunakan media sebagai berikut.

Sales and Marketing Activities

In carrying out its sales and marketing activities, the Company uses the following media.

1 Internet

a. Situs web;
b. Media sosial; dan
c. Aplikasi yang dapat diunduh pada App Store dan Google Play.

a. Website;
b. Sosial media; and
c. App Store and Google Play downloadable applications.

2 Iklan
Advertising

a. Majalah;
b. Berita *online*;
c. Radio;
d. LED; dan
e. Publikasi kegiatan *Corporate Social Responsibility* (CSR).

a. Magazines;
b. Online News;
c. Radio;
d. LED; and
e. Publication of Corporate Social Responsibility (CSR).

3 Program ReferRed

Loyalty program khusus bagi pelanggan yang merekomendasikan Red Planet bagi orang-orang terdekatnya.

A special loyalty program for customers who recommend Red Planet to the people closest to them.

4 *Joint* Promo Kartu Kredit dan Debit
Credit and Debit Cards Joint Promotion

Joint promo bersama beberapa kartu kredit dan debit, seperti Bank CIMB Niaga, Bank Mandiri, BNI, dan BCA dengan memberikan potongan diskon langsung melalui pembayaran kartu kredit dan debit.

Joint promotion with several credit and debit card providers, such as Bank CIMB Niaga, Bank Mandiri, BNI, and BCA by providing direct discount through credit and debit card payments.

5 Kampanye kehumasan
PR campaign

a. Lokakarya;
b. *Sales call*;
c. *Customer gathering*; dan
d. Kegiatan khusus.

a. Workshops;
b. Sales call;
c. Customer gathering; and
d. Special events.

6 *Online Travel Agent* (OTA)

a. Traveloka;
b. Trip Advisor;
c. Agoda;
d. Booking.com;
e. Ctrip;
f. Hotels.com;
g. Pegi-Pegi; dan / and
h. Tiket.com.

Selain itu, Perseroan juga melaksanakan kegiatan pemasaran dan penjualan lainnya di sepanjang tahun 2021 sebagai berikut.

In addition, the Company also carries out other marketing and sales activities throughout 2021 as follows.

Aktivitas Activity	Lokasi Location	Pelaksanaan Implementation
Sales Call Visit	Muara Enim, Sumatera Selatan	Januari / January
Sales Call Visit	Lahat, Sumatera Selatan	April
KAI Online Hotel Expo	Jakarta	April - Mei / May
Sales Call Visit	Prabumulih, Sumatera Selatan	Oktober / October
Sales Call Visit	Bandung, Jawa Barat	November
Automotive Community Gathering	Mojokerto, Jawa Timur	November
Sales Call Visit	Yogyakarta – Salatiga	Desember / December
Travel Agent Gathering	Yogyakarta	Desember / December

Strategi Pengembangan Bisnis

Perseroan telah menetapkan strategi pertumbuhan bisnis Perseroan secara selektif dan bertahap dengan mempertimbangkan kemudahan implementasi serta dampak yang dihasilkan bagi Perseroan. Beberapa strategi pengembangan bisnis yang telah ditempuh Perseroan sebagai berikut.

Business Development Strategy

The Company has established its business growth strategies selectively and gradually by considering the ease of implementation and the resulting impact for the Company. Some of the business development strategies that have been implemented by the Company are as follows.

Fokus Kepada Kebutuhan dan Kepuasan Konsumen

Focus on Customer Needs and Satisfaction

Perseroan berfokus pada kebutuhan dan kepuasan pelanggan melalui umpan balik yang diberikan karena pendapat pelanggan akan membangun reputasi Perseroan.
The Company focuses on customer needs and satisfaction through feedback provided by them because the customer's opinion will build the Company's reputation.

Perseroan menggunakan pengalaman pelanggan sebagai bahan evaluasi untuk mengembangkan bisnis dan strategi pemasaran.
The Company uses the customer's experience as an evaluation to develop business and marketing strategies.

Meningkatkan Pemasaran melalui *Offline* Media, Sosial Media dan Partnership

Improving Marketing through Offline Media, Social Media and Partnerships

Perseroan menggunakan media sosial seperti Instagram, Twitter, Youtube dan lainnya sebagai media pemasaran.
The Company uses social media such as Instagram, Twitter, Youtube and others as its marketing media.

Pemasaran melalui media sosial mempermudah Perseroan menjangkau para pelanggan dan memberikan informasi terkini terkait perusahaan.
Marketing through social media make it easier for the Company to reach more customers and provides updated information related to the Company.

Mengarahkan Bisnis ke *Platform* Sendiri

Drive Business to Own Platform

Perseroan telah memiliki distribusinya sendiri dalam menjalankan kegiatan bisnis, yakni melalui platform Red Planet.
The Company has its own distribution channel in carrying out its business activitites, namely through the Red Planet platform.

Keunggulan yang ditawarkan pemesanan hotel melalui platform Red Planet: bebas biaya komisi, tawaran promosi, dan tersedianya berbagai fitur menarik dengan konten yang *fresh*.
The advantages offered by hotel booking via Red Planet platform are: free commission charge, promotional offers, and availability of interesting features with fresh content.

Tinjauan Keuangan
Financial Review

Laporan Laba Rugi dan Penghasilan Komprehensif Lain Konsolidasian

Consolidated Statement of Profit or Loss and Other Comprehensive Income

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Kenaikan (Penurunan) Increase (Decrease)		Description
			(Rp)	(%)	
Pendapatan Usaha	47,269,289	42,427,386	4,841,903	11.41	Revenues
Beban Langsung	(22,730,389)	(21,274,783)	1,455,607	6.84	Direct Costs
Laba Kotor	24,538,900	21,152,603	3,386,296	16.01	Gross Profit
Beban Usaha	(34,586,151)	(43,227,161)	(8,641,011)	(19.99)	Operating Expenses
Rugi Operasi	(10,047,251)	(22,074,558)	(12,027,307)	(54.48)	Loss from Operation
Beban Lain-lain	(1,454,771)	(888,615)	566,156	63.71	Other Expenses
Rugi Sebelum Pajak	(11,502,022)	(22,963,173)	(11,461,151)	(49.91)	Loss Before Tax
Manfaat (Beban) Pajak	(631,401)	(6,058,535)	(5,427,134)	(89.58)	Tax Benefit (Expense)
Rugi Periode Berjalan yang Dapat Diatribusikan kepada:	**(12,133,423)**	**(29,021,708)**	**(16,888,285)**	**(58.19)**	**Loss for the Period Attributable to:**
Pemilik Entitas Induk	(12,133,695)	(29,020,768)	(16,887,072)	(58.19)	Parent Entity
Kepentingan Nonpengendali	272	(940)	1,212	128.95	Non-controlling Interests
Pendapatan Komprehensif Lain	340,101	(161,008)	501,109	311.23	Other Comprehensive Income
Jumlah Rugi Komprehensif Periode Berjalan yang Dapat Diatribusikan kepada:	**(11,793,322)**	**(29,182,716)**	**(17,389,394)**	**(59.59)**	**Total Comprehensive Loss for the Period Attributable to:**
Pemilik Entitas Induk	(11,793,573)	(29,181,791)	(17,388,217)	(59.59)	Parent Entity
Kepentingan Nonpengendali	251	(926)	1,176	127.09	Non-controlling Interests
Rugi per Saham Dasar (Rupiah penuh)	(1.17)	(2.80)	(1.63)	(58.21)	Basic Loss per Share (in full Rupiah)

Pendapatan Usaha

Perseroan berhasil membukukan pendapatan usaha pada tahun 2021 sebesar Rp47,27 miliar. Pencapaian ini mengalami kenaikan sebesar 11,41% atau setara Rp4,84 miliar dari Rp42,43 miliar pada tahun 2020. Kenaikan pendapatan usaha Perseroan terutama disebabkan oleh kenaikan jumlah pendapatan kamar yang didukung oleh berangsur pulihnya kegiatan ekonomi dan bisnis di Indonesia disertai dengan gencarnya program vaksinasi Covid-19 bagi masyarakat.

Revenues

The Company managed to record revenues in 2021 amounted to Rp47.27 billion. This was an increase by 11.41% or equivalent to Rp4.84 billion from Rp42.43 billion in 2020. The increase in the Company's revenues was mainly due to an increase in the room revenues as a result of gradual recovery of economic and business activities in Indonesia accompanied by accelerated Covid-19 vaccination programs for the public.

Beban Langsung

Pada tahun 2021, beban langsung Perseroan mengalami kenaikan sebesar Rp1,46 miliar atau 6,84% menjadi Rp22,73 miliar dari semula Rp21,27 miliar. Kenaikan beban langsung terutama terdiri

Direct Costs

In 2021, the Company's direct costs has increased by Rp1.46 billion or 6.84% to Rp22.73 billion from Rp21.27 billion in 2020. The increase in direct costs mainly consisted of increases

dari kenaikan biaya langsung, biaya hotel, serta biaya makanan dan minuman masing-masing sebesar Rp745,08 juta, Rp508,67 juta, dan Rp210,24 juta. Kenaikan beban langsung sejalan dengan kenaikan pendapatan usaha, tetapi dengan pengelolaan yang baik, kenaikan beban langsung hanya sebesar 6,84% dalam mendukung kenaikan pendapatan usaha sebesar 11,41%.

Laba Kotor

Laba kotor Perseroan tercatat sebesar Rp24,54 miliar pada akhir tahun 2021, mengalami kenaikan sebesar 16,01% atau Rp3,39 miliar dibandingkan tahun 2020 sebesar Rp21,15 miliar. Hal ini sejalan dengan meningkatnya pendapatan usaha Perseroan dan efisiensi pengelolaan beban langsung ditahun 2021.

Beban Usaha

Perseroan mencatatkan penurunan beban usaha pada tahun 2021 sebesar 19,99%, dari Rp43,23 miliar pada tahun 2020 menjadi Rp34,59 miliar pada 2021. Penurunan beban usaha terutama disebabkan oleh pengelolaan dan penghematan beban usaha di tahun 2021, dan di tahun sebelumnya terdapat beban penghapusan piutang tak tertagih sebesar Rp3,90 miliar, sementara di tahun 2021 tidak ada beban penghapusan piutang.

Rugi Operasi

Pada tahun 2021, Perseroan masih mengalami rugi operasi sebesar Rp10,05 miliar. Meskipun demikian, Perseroan berhasil menurunkan rugi operasi sebesar 54,48% atau setara Rp12,03 miliar dari tahun sebelumnya sebesar Rp22,07 miliar. Hal ini dipengaruhi oleh peningkatan pendapatan usaha sebesar Rp4,84 miliar, efisiensi beban langsung, dan penurunan beban usaha sebesar Rp8,64 miliar.

Beban Lain-lain

Beban lain-lain Perseroan di tahun 2021 mengalami kenaikan sebesar 63,71% atau setara Rp566,16 juta dari Rp888,62 juta di tahun 2020 menjadi Rp1,45 miliar di tahun 2021. Hal ini dikarenakan pada tahun 2020 Perseroan menerima dana hibah dari Dinas Pariwisata sebesar Rp485,72 juta yang dicatat sebagai pendapatan lain-lain, sedangkan di tahun 2021 tidak ada penerimaan dana tersebut.

Rugi Sebelum Pajak

Hingga akhir tahun 2021, Perseroan mencatatkan penurunan rugi sebelum pajak sebesar Rp11,46 miliar atau 49,91% menjadi Rp11,50 miliar, dibandingkan tahun 2020 sebesar Rp22,96 miliar. Penurunan tersebut dikontribusikan oleh penurunan rugi operasi sebesar Rp12,03 miliar atau 54,48%.

Rugi Periode Berjalan

Pada tahun 2021, Perseroan mencatatkan rugi periode berjalan sebesar Rp12,13 miliar, menurun 58,19% dibandingkan

in direct expenses, hotel expenses, and food and beverage expenses of Rp745.08 million, Rp508.67 million, and Rp210.24 million, respectively. The increase in direct costs was in line with the increase in revenues, but with good cost management, the increase in direct costs was only 6.84% to support an 11.41% increase in revenues.

Gross Profit

The Company's gross profit was recorded at Rp24.54 billion at the end of 2021, an increase by 16.01% or Rp3.39 billion compared to Rp21.15 billion in 2020. This is in line with the increase in the Company's revenues in 2021.

Operating Expenses

The Company recorded a decrease in operating expenses in 2021 by 19.99%, from Rp43.23 billion in 2020 to Rp34.59 billion in 2021. The decrease in operating expenses was mainly due to good cost management and savings in operating expenses in 2021, and there was a write-off of bad debt expense amounted to Rp3.90 billion in the previous year, whereas there was no write-off bad debt expense in 2021.

Loss from Operation

In 2021, the Company still experienced loss from operation that reached Rp10.05 billion. Nevertheless, the Company managed to reduce it by 54.48% or equivalent to Rp12.03 billion from Rp22.07 billion in the previous year. This was due to an increase in revenues amounted to Rp4.84 billion and a decrease in operating expenses of Rp8.64 billion.

Other Expenses

The Company's other expenses in 2021 increased by 63.71% or equivalent to Rp566.16 million from Rp888.62 million in 2020 to Rp1.45 billion in 2021. This is because the Company received grants from the Tourism Office of the Republic of Indonesia in 2020 amounted to Rp485.72 million which was recorded as other income, whereas there was no such grant fund received in 2021.

Loss Before Tax

Until the end of 2021, the Company recorded a decrease in loss before tax of Rp11.46 billion or 49.91% to Rp11.50 billion from Rp22.96 billion in 2020. The decrease was mainly due to a decrease in loss from operation of Rp12.03 billion or 54.48%.

Loss for the Period

The Company recorded a loss for the period at the end of 2021 amounted to Rp12.13 billion, a decrease by 58.19% compared to

dengan tahun 2020 yang memperoleh rugi sebesar Rp29,02 miliar. Penurunan ini menyebabkan rugi periode berjalan yang diatribusikan kepada pemilik Entitas Induk mengalami penurunan sebesar Rp16,89 miliar.

Pendapatan Komprehensif Lain

Pada akhir periode 2021, pendapatan komprehensif lain tercatat sebesar Rp340,10 juta, mengalami peningkatan sebesar Rp501,11 juta dibandingkan tahun 2020 yang mencatatkan beban sebesar Rp161,01 juta. Peningkatan tersebut disebabkan oleh naiknya pendapatan yang berasal dari pengukuran kembali atas imbalan kerja jangka panjang 311,23% atau Rp642,45 juta.

Jumlah Rugi Komprehensif Periode Berjalan

Perseroan mencatatkan jumlah rugi komprehensif periode berjalan di tahun 2021 sebesar Rp11,79 miliar, menurun 59,59% dibandingkan dengan tahun 2020 sebesar Rp29,18 miliar. Penurunan ini menyebabkan jumlah rugi komprehensif periode berjalan yang diatribusikan kepada pemilik Entitas Induk mengalami penurunan Rp17,39 miliar dari Rp29,18 miliar menjadi Rp11,79 miliar.

2020 which recorded a loss of Rp29.02 billion. This resulted in a decrease of loss for the period attributable to owners of the Parent Entity by Rp16.89 billion.

Other Comprehensive Income

Other comprehensive income was recorded at Rp340.10 million at the end of the 2021, an increase by Rp501.11 million compared to 2020 which recorded an expense of Rp161.01 million. This was due to an increase in income from the remeasurement of long-term employee benefits by 311.23% or Rp642.45 million.

Total Comprehensive Loss for the Period

The Company recorded a total comprehensive loss for the current period of Rp11.79 billion in 2021, a decrease by 59.59% compared to Rp29.18 billion in 2020. This condition resulted in a decrease of total comprehensive loss for the period attributable to owners of the Parent Entity by Rp17.39 billion from Rp29.18 billion in 2020 to Rp11.79 billion in 2021.

Laporan Posisi Keuangan Konsolidasian

Consolidated Statements of Financial Position

Aset

Assets

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Kenaikan (Penurunan) Increase (Decrease)		Description
			(Rp)	(%)	
Aset Lancar					**Current Assets**
Kas dan Bank	7,750,884	9,279,101	(1,528,217)	(16.47)	Cash and Banks
Piutang Usaha, Bersih Pihak Ketiga	1,520,897	1,527,173	(6,275)	(0.41)	Trade Receivables, Net – Third Parties
Persediaan	308,122	251,568	56,554	22.48	Inventories
Biaya Dibayar Dimuka	3,158,870	2,543,416	615,455	24.20	Prepaid Expenses
Uang Muka	883,464	1,069,851	(186,387)	(17.42)	Advances
Jumlah Aset Lancar	**13,622,237**	**14,671,109**	**(1,048,871)**	**(7.15)**	**Total Current Assets**
Aset Tidak Lancar					**Non-Current Assets**
Piutang Lain-lain					Other Receivables
Pihak Berelasi	4,333,068	4,333,068	0	0.00	Related Parties
Pihak Ketiga	40,000,000	40,000,000	0	0.00	Third Parties
Aset Tetap setelah Dikurangi Akumulasi Penyusutan	364,813,854	375,894,027	(11,080,173)	(2.95)	Fixed Assets – Net of Accumulated Depreciation
Aset Pajak Tangguhan	1,577,698	1,505,602	72,096	4.79	Deferred Tax Assets
Aset Tidak Lancar Lainnya	16,225	26,740	(10,515)	(39.32)	Other Non-Current Assets
Jumlah Aset Tidak Lancar	**410,740,844**	**421,759,436**	**(11,018,591)**	**(2.61)**	**Total Non-Current Assets**
Jumlah Aset	**424,363,081**	**436,430,544**	**(12,067,463)**	**(2.77)**	**Total Assets**

Jumlah Aset

Jumlah aset Perseroan pada tahun 2021 mencapai Rp424,36 miliar, menurun 2,77% atau setara Rp12,07 miliar dari tahun sebelumnya sebesar Rp436,43 miliar. Penurunan tersebut dipengaruhi oleh jumlah aset lancar dan jumlah aset tidak lancar yang mengalami penurunan masing-masing sebesar Rp1,05 miliar dan Rp11,02 miliar.

Total Assets

The Company's total assets reached Rp424.36 billion in 2021, a decrease by 2.77% or equivalent to Rp12.07 billion from Rp436.43 billion in the previous year. The was due to a decrease in the amount of current assets and non-current assets by Rp1.05 billion and Rp11.02 billion, respectively.

Jumlah Aset Lancar

Per 31 Desember 2021, Perseroan mencatatkan penurunan jumlah aset lancar sebesar 7,15%, menjadi Rp13,62 miliar dari Rp14,67 miliar per 31 Desember 2020. Penurunan jumlah aset lancar terutama berasal dari kas dan bank yang menurun sebesar Rp1,53 miliar dari sebelumnya Rp9,28 miliar menjadi Rp7,75 miliar.

Total Current Assets

As of 31 December 2021, the Company recorded a decrease in total current assets by 7.15% to Rp 13.62 billion from Rp14.67 billion as of 31 December 2020. The decrease in total current assets was mainly due to a decrease in cash and banks by Rp1.53 billion from Rp9.28 billion in 2020 to Rp7.75 billion in 2021.

Jumlah Aset Tidak Lancar

Pada akhir periode 2021, jumlah aset tidak lancar Perseroan tercatat sebesar Rp410,74 miliar, menurun 2,61% atau Rp11,02 miliar dari tahun 2020 yang sebesar Rp421,76 miliar. Hal ini dipengaruhi oleh penurunan aset tetap - setelah dikurangi akumulasi penyusutan sebesar Rp11,08 miliar atau 2,95% yang disebabkan oleh penyusutan aset tetap selama tahun 2021.

Total Non-Current Assets

The Company's total non-current assets were recorded at Rp410.74 billion at the end of the 2021, a decrease by 2.61% or Rp11.02 billion from Rp421.76 billion in 2020. This was due to a decrease in fixed assets – net of accumulated depreciation amounted to Rp11.08 billion or 2.95%.

Liabilitas

Liabilities

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Kenaikan (Penurunan) Increase (Decrease)		Description
			(Rp)	(%)	
Liabilitas Jangka Pendek					**Short-Term Liabilities**
Utang Usaha Pihak Ketiga	380,846	713,020	(332,174)	(46.59)	Trade Payables – Third Parties
Utang Akrual	23,834,435	23,606,152	228,284	0.97	Accrued Payables
Utang Pajak	869,639	1,049,718	(180,079)	(17.15)	Taxes Payables
Pendapatan Diterima Dimuka	2,327,798	2,336,515	(8,718)	(0.37)	Unearned Income
Utang Bank - Bagian Jatuh Tempo dalam 1 Tahun	3,612,319	4,334,783	(722,464)	(16.67)	Bank Loan - Current Maturities
Utang Lain-lain					Other Payables
Pihak Ketiga	1,524,206	1,524,206	0	0.00	Third Parties
Pihak Berelasi	1,751	1,751	0	0.00	Related Parties
Jumlah Liabilitas Jangka Pendek	**32,550,995**	**33,566,145**	**(1,015,150)**	**(3.02)**	**Total Short-Term Liabilities**
Liabilitas Jangka Panjang					**Long Term Liabilities**
Utang Bank - Bagian Jatuh Tempo Lebih dari 1 Tahun	16,616,667	16,977,899	(361,232)	(2.13)	Bank Loan - Current Maturities
Liabilitas Imbalan Pasca Kerja	9,180,402	8,867,925	312,477	3.52	Post Employee Benefits Obligation
Liabilitas Pajak Tangguhan	8,647,380	7,857,616	789,765	10.05	Deferred Tax Liabilities
Jumlah Liabilitas Jangka Panjang	**34,444,449**	**33,703,439**	**741,010**	**2.20**	**Total Long-Term Liabilities**
Jumlah Liabilitas	**66,995,443**	**67,269,584**	**(274,141)**	**(0.41)**	**Total Liabilities**

Jumlah Liabilitas

Hingga akhir tahun 2021, liabilitas Perseroan mencapai Rp67,00 miliar, menurun 0,41% atau setara Rp274,14 juta dibandingkan tahun sebelumnya sebesar Rp67,27 miliar. Penurunan ini bersumber dari liabilitas jangka pendek yang menurun sebesar Rp1,02 miliar atau 3,02%.

Total Liabilities

Until the end of 2021, the Company's liabilities reached Rp67.00 billion, a decrease by 0.41% or equivalent to Rp274.14 million compared to Rp67.27 billion in the previous year. This slight decrease was due to a decrease in short-term liabilities by Rp1.02 billion or 3.02%.

Jumlah Liabilitas Jangka Pendek

Liabilitas jangka pendek Perseroan per 31 Desember 2021 dibukukan senilai Rp32,55 miliar, mengalami penurunan sebesar 3,02% dari tahun sebelumnya yang dibukukan sebesar Rp33,57 miliar. Kondisi ini terutama dipengaruhi oleh penurunan pada utang bank - bagian jatuh dalam 1 tahun karena pelunasan pokok utang dan penurunan utang usaha - pihak ketiga masing-masing sebesar Rp722,46 juta dan Rp332,17 juta.

Total Short-Term Liabilities

The Company's short-term liabilities were recorded at Rp32.55 billion as of 31 December 2021, a decrease by 3.02% from the previous year which was recorded at Rp33.57 billion. This was mainly due to a decrease in bank loans–current portion and trade payables-third parties amounted to Rp722.46 million and Rp332.17 million, respectively.

Jumlah Liabilitas Jangka Panjang

Per 31 Desember 2021, liabilitas jangka panjang Perseroan meningkat sebesar 2,20% menjadi Rp34,44 miliar dibandingkan dengan Rp33,70 miliar per 31 Desember 2020. Peningkatan tersebut berasal dari liabilitas pajak tangguhan dan liabilitas imbalan pasca kerja yang mengalami peningkatan masing-masing sebesar Rp789,77 juta dan Rp312,48 juta.

Total of Long-Term Liabilities

The Company's long-term liabilities increased by 2.20% to Rp34.44 billion as of 31 December 2021 compared to Rp33.70 billion as of 31 December 2020. This was due to an increase in deferred tax liabilities and post-employment benefit liabilities by Rp789.77 million and Rp312.48 million respectively.

Ekuitas

Equity

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Kenaikan (Penurunan) Increase (Decrease)		Description
			(Rp)	(%)	
Modal Saham	1,035,123,164	1,035,123,164	0	0.00	Share Capital
Tambahan Modal Disetor	(376,251,013)	(376,251,013)	0	0.00	Additional Paid Up Capital
Tambahan Modal Disetor – dari Aset Pengampunan Pajak	10,000	10,000	0	0.00	Additional Paid Up Capital from Tax Amnesty
Pendapatan Komprehensif Lainnya	979,174	639,051	340,122	53.22	Other Comprehensive Income
Defisit:					Deficit:
Belum Ditentukan Penggunaannya	(302,469,676)	(290,335,980)	12,133,695	4.18	Un-apprpriated
Ekuitas yang Dapat Diatribusikan kepada Pemilik Entitas Induk	**357,391,649**	**369,185,222**	**(11,793,573)**	**(3.19)**	**Equity Attributable to the Owners of the Parent Entity**
Kepentingan Nonpengendali	**(24,011)**	**(24,262)**	**(251)**	**(1.03)**	**Non-Controlling Interest**
Jumlah Ekuitas	**357,367,638**	**369,160,960**	**(11,793,322)**	**(3.19)**	**Total Equity**

Jumlah Ekuitas

Jumlah ekuitas Perseroan hingga akhir tahun 2021 mengalami penurunan sebesar 3,19% atau sebesar Rp11,79 miliar, dari Rp369,16 miliar pada tahun 2020 menjadi Rp357,37 miliar pada tahun 2021. Penurunan tersebut berasal dari rugi periode berjalan.

Total Equity

The Company's total equity until the end of 2021 decreased by 3.19% or Rp11.79 billion, from Rp369.16 billion in 2020 to Rp357.37 billion in 2021. The decrease was due to comprehensive loss for the year.

Laporan Arus Kas Konsolidasian

Consolidated Statements of Cash Flows

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Kenaikan (Penurunan) Increase (Decrease)		Description
			(Rp)	(%)	
Kas Bersih dari (untuk) Aktivitas Operasi	576,692	(3,806,215)	4,382,907	(115.15)	Net Cash from (for) Operating Activities
Kas Bersih dari (untuk) Aktivitas Investasi	(1,021,213)	(2,569,576)	1,548,363	(60.26)	Net Cash from (for) Investing Activities
Kas Bersih (untuk) dari Aktivitas Pendanaan	(1,083,696)	(1,681,669)	597,974	(35.56)	Net Cash (for) from Financing Activities
Kenaikan (Penurunan) Bersih Kas	(1,528,217)	(8,057,460)	6,529,243	(81.03)	Net Increase (Decrease) In Cash
Kas pada Awal Periode	9,279,101	17,336,562	(8,057,460)	(46.48)	Cash at the Beginning of the Period
Kas pada Akhir Periode	7,750,884	9,279,101	(1,528,217)	(16.47)	Cash at the End of the Period

Kas Bersih dari (untuk) Aktivitas Operasi

Per 31 Desember 2021, arus kas bersih yang diperoleh dari aktivitas operasi Perseroan tercatat sebesar Rp576,69 miliar. Sedangkan, pada tahun 2020, arus kas bersih yang digunakan untuk aktivitas operasi tercatat sebesar Rp3,81 miliar. Perbaikan arus kas bersih yang diperoleh dari aktivitas operasi di tahun 2021 terutama disebabkan oleh peningkatan penerimaan dari pelanggan (sejalan dengan kenaikan pendapatan usaha) dan pengelolaan biaya yang lebih efisien.

Net Cash from (for) Operating Activities

As of 31 December 2021, the net cash flow obtained from the Company's operating activities was recorded at Rp576.69 billion. Meanwhile, in 2020, the net cash flow used for operating activities was recorded at Rp3.81 billion. The improvement in net cash flow obtained from operating activities in 2021 was mainly due to an increase in receipts from customers (in line with an increase in operating income) and more efficient expenses management.

Kas Bersih dari (untuk) Aktivitas Investasi

Pada tahun 2021, arus kas bersih yang digunakan untuk aktivitas investasi mengalami penurunan sebesar Rp1,55 miliar atau 60,26%, dari sebelumnya Rp2,57 miliar menjadi Rp1,02 miliar yang digunakan untuk perolehan aset tetap.

Net Cash from (for) Investing Activities

In 2021, net cash flow used for investing activities decreased by Rp1.55 billion or 60.26%, from Rp2.57 billion in previous year to Rp1.02 billion that was mainly used to acquire fixed assets.

Kas Bersih (untuk) dari Aktivitas Pendanaan

Kas bersih yang digunakan untuk aktivitas pendanaan mencapai Rp1,08 miliar pada akhir tahun 2021, mengalami penurunan sebesar 35,56% dibandingkan tahun 2020 sebesar Rp1,68 miliar. Penurunan tersebut dipengaruhi oleh menurunnya pembayaran pinjaman bank.

Net Cash (for) from Financing Activities

Net cash used for financing activities reached Rp1.08 billion at the end of 2021, a decrease by 35.56% compared to Rp1.68 billion in 2020. The decrease was mainly due to the decrease in bank loan payments.

Kemampuan Membayar Utang

Ability to Pay Debt

(dalam % / in %)

Uraian	2021	2020	Description
Rasio Likuiditas			**Liquidity Ratio**
Rasio Lancar	41.85	43.71	Current Ratio
Rasio Solvabilitas			**Solvency Ratios**
Rasio Jumlah Liabilitas terhadap Jumlah Ekuitas	18.75	18.22	Total Liabilities to Total Equity Ratio
Rasio Jumlah Liabilitas terhadap Jumlah Aset	15.79	15.41	Total Liabilities to Total Assets Ratio

Rasio Likuiditas

Pada tahun 2021, rasio lancar perseroan mencapai 41,85%, mengalami penurunan dibandingkan tahun sebelumnya yang mencapai 43,71%. Kondisi ini sejalan dengan penurunan komponen aset lancar yaitu kas dan bank pada tahun 2021.

Rasio Solvabilitas

Pada tahun 2021, jumlah liabilitas terhadap jumlah ekuitas meningkat menjadi 18,75% dari sebelumnya 18,22%. Sedangkan, rasio jumlah liabilitas terhadap jumlah aset meningkat menjadi 15,79% dari sebelumnya 15,41%. Meskipun rasio solvabilitas mengalami peningkatan, kemampuan Perseroan dalam membayar utang tetap terjaga dengan baik. Perseroan mampu memenuhi kewajiban-kewajiban jangka panjangnya secara tepat waktu.

Liquidity Ratio

In 2021, the Company's current ratio was recorded at 41.85%, a decrease compared to the previous year at 43.71%. This was in line with the decrease in the current asset component, namely cash and banks in 2021.

Solvency Ratio

In 2021, the total liabilities to total equity increased to 18.75% from 18.22% in previous year. Meanwhile, the total liabilities to total assets ratio increased to 15.79% from 15.41% in the previous year. Although the solvency ratio has increased, the Company's ability to pay debts is well maintained. The Company is able to fulfill its long-term obligations in a timely manner.

Tingkat Kolektibilitas Piutang

Collectability of Receivables

Uraian	2021	2020	Description
Rasio Perputaran Piutang (%)	3,107.99	2,778.17	Receivables Turnover Ratio (%)
Rata-rata Periode Penagihan (Hari)	12	13	Average Collection Period (Days)

Di tahun 2021, rata-rata periode penagihan piutang terhitung selama 12 hari, lebih cepat dari tahun sebelumnya 13 hari. Hal ini menunjukkan kemampuan Perseroan dalam mengelola piutang usaha sangat baik. Dengan mempertimbangkan sejarah kredit serta penelaahan terhadap akun piutang debitur, Perseroan meyakini bahwa seluruh piutang dapat tertagih, sehingga tidak diperlukan pembentukan cadangan kerugian penurunan nilai piutang.

In 2021, the average receivable collection period was 12 days, faster than the previous year of 13 days. This shows the Company's ability to manage trade receivables was very good. By considering the credit history and review of the debtor's accounts, the Company believes that all receivables are collectible, so there is no need to record any allowance for impairment losses on receivables.

Struktur Modal

Capital Structure

Kebijakan Manajemen atas Struktur Modal

Perseroan memiliki kebijakan mengelola permodalan dengan tujuan untuk melindungi kemampuannya dalam mempertahankan kelangsungan usaha, sehingga Perseroan dapat tetap memberikan imbal hasil bagi Pemegang Saham serta memberikan nilai manfaat lebih terhadap pemangku kepentingan lainnya. Perseroan secara konsisten melakukan *monitoring* modal dengan menggunakan analisa *gearing ratio* (rasio utang terhadap modal), yakni membagi utang bersih terhadap jumlah modal.

Management Policy on Capital Structure

The Company has a capital management policy with the purpose to protect its ability to maintain business continuity, so the Company can continue to provide returns for the Shareholders as well as provide added value to other stakeholders. The Company consistently monitors its capital by using gearing ratio analysis (debt to equity ratio), which divides net debt to total capital.

Struktur Modal

Struktur Modal Perseroan per 31 Desember 2021 dan 31 Desember 2020 sebagai berikut.

Capital Structure

The Company's capital structure as of 31 December 2021 and 31 December 2020 is as follows.

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Description
Utang Bank	20,228,985	21,312,681	Bank Loan
Dikurangi: Kas	(7,750,884)	(9,279,101)	Less: Cash
Utang Bersih	12,478,101	12,033,580	Net Debt
Jumlah Ekuitas	357,367,638	369,160,960	Total Equity
Rasio Utang Bersih terhadap Ekuitas (%)	**3.49**	**3.26**	**Net Debt to Equity Ratio (%)**

Investasi Barang Modal

Perseroan melakukan investasi barang modal dengan tujuan untuk mendukung kelancaran operasional perusahaan. Adapun sumber dana yang digunakan untuk melakukan investasi barang modal adalah modal milik perusahaan. Rincian terkait nilai investasi barang modal diuraikan sebagai berikut.

Investment in Capital Goods

The Company made investment in capital goods with the purpose of supporting a smooth operation. The source of funds used to make investment in capital goods is the Company's capital. The details regarding the investment amount of capital goods are presented as follows.

(dalam ribuan Rupiah / in thousand Rupiah)

Uraian	2021	2020	Description
Bangunan	35,349	288,100	Building
Peralatan Mekanik	289,409	173,243	Mechanical Equipment
Perabotan dan Perlengkapan	696,456	2,108,233	Furniture and Equipment
Jumlah	**1,021,213**	**2,569,576**	**Total**

Ikatan Material terkait Investasi Barang Modal

Sepanjang tahun 2021, Perseroan tidak memiliki ikatan material terkait investasi barang modal, sehingga tidak menyajikan informasi mengenai nama pihak yang melakukan ikatan, tujuan ikatan, sumber dana diharapkan untuk memenuhi ikatan-ikatan tersebut, mata uang yang menjadi denominasi dan langkah-langkah yang direncanakan Perseroan untuk melindungi risiko dari posisi mata uang asing yang terkait.

Material Commitments related to Capital Goods Investment

Throughout 2021, the Company has no material commitments related to capital goods investment, so it does not provide information regarding the party's name that making the commitment, the purpose of the commitment, the source of funds expected to fulfill these commitments, the currency to be denominated and the measures planned by the Company to hedge the risk of related foreign currency positions.

Informasi Material terkait Investasi, Ekspansi, Divestasi, Penggabungan/ Peleburan Usaha, Akuisisi, dan Restrukturisasi Utang/Modal

Pada tahun 2021, tidak terdapat informasi material mengenai investasi, ekspansi, divestasi, penggabungan usaha, akuisisi, dan/ atau restrukturisasi utang/modal. Dengan demikian, Perseroan tidak dapat menyajikan informasi terkait tanggal transaksi, nilai transaksi, objek transaksi, sifat hubungan afiliasi, alasan dilakukannya transaksi, penjelasan mengenai kewajaran transaksi, pemenuhan ketentuan terkait transaksi, serta pernyataan Dewan Komisaris dan Direksi untuk kegiatan tersebut.

Material Information related to Investment, Expansion, Divestment, Business Merger/ Consolidation, Acquisition, and Debt/ Capital Restructuring

There was no material information related to investment, expansion, divestment, business merger, acquisition, and/or debt/capital restructuring in 2021. As such, the Company cannot provide information related to the transaction date, transaction value, transaction object, nature of affiliation relationship, reason for the transaction, explanation of the fairness of the transaction, compliance with provisions related to the transaction, as well as statements from the Board of Commissioners and Board of Directors for these activities.

Informasi Transaksi Material dengan Pihak Afiliasi dan Transaksi yang Mengandung Benturan Kepentingan

Di tahun 2021, tidak ada transaksi material dengan pihak afiliasi yang dilakukan oleh Perseroan, sebagaimana diatur dalam Peraturan Otoritas Jasa Keuangan No. 42/POJK.04/2020 tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan. Selain itu, Perseroan tidak memiliki transaksi yang mengandung benturan kepentingan.

Information on Material Transactions with Affiliated Parties and Transactions Containing Conflict of Interest

In 2021, there were no material transactions with affiliated parties conducted by the Company, as regulated in the Financial Services Authority Regulation No. 42/POJK.04/2020 concerning Affiliated Transactions and Conflict of Interest Transactions. In addition, the Company did not have any transactions that contain conflicts of interest.

Informasi Transaksi Material dengan Pihak Berelasi

Adapun informasi sifat hubungan dan transaksi dengan pihak berelasi dijelaskan sebagai berikut.

Information on Material Transactions with Related Parties

Information on the nature of relationships and transactions with related parties is presented as follows.

Pihak-pihak Berelasi Red Planet Hotels Limited **Sifat dari Hubungan** Asosiasi **Sifat dari Transaksi** Utang Lain-lain **Related Parties** Red Planet Hotels Limited **Nature of the Relationship** Association **Nature of the Transaction** Other Payables	**Pihak-pihak Berelasi** Red Planet Holdings (Indonesia) Limited **Sifat dari Hubungan** Pemegang Saham **Sifat dari Transaksi** Utang Lain-lain **Related Parties** Red Planet Holdings (Indonesia) Limited **Nature of the Relationship** Shareholders **Nature of the Transaction** Other Payables	**Pihak-pihak Berelasi** PT Crio Indonesia **Sifat dari Hubungan** Pemegang Saham **Sifat dari Transaksi** Piutang Lain-lain **Related Parties** PT Crio Indonesia **Nature of the Relationship** Shareholders **Nature of the Transaction** Other Receivables
Pihak-pihak Berelasi Red Planet Hotels Philippines **Sifat dari Hubungan** Asosiasi **Sifat dari Transaksi** Piutang Lain-lain **Related Parties** Red Planet Hotels Philippines **Nature of the Relationship** Association **Nature of the Transaction** Other Receivables	**Pihak-pihak Berelasi** Red Planet Hotel Japan **Sifat dari Hubungan** Asosiasi **Sifat dari Transaksi** Utang Lain-lain **Related Parties** Red Planet Hotel Japan **Nature of the Relationship** Association **Nature of the Transaction** Other Payables	**Pihak-pihak Berelasi** Dyakso Lokesworo **Sifat dari Hubungan** Pemegang Saham **Sifat dari Transaksi** Piutang Lain-lain **Related Parties** Dyakso Lokesworo **Nature of the Relationship** Shareholders **Nature of the Transaction** Other Receivables

Realisasi transaksi berupa saldo transaksi dengan pihak-pihak berelasi yang dilakukan oleh Perseroan pada tahun 2021 dan 2020 diuraikan sebagai berikut.

The realization of transactions in the form of balance transactions with related parties carried out by the Company in 2021 and 2020 is presented as follows.

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian	2021	2020	Description
Jumlah Piutang Lain-lain Pihak Berelasi	4,333,068	4,333,068	Total Other Receivables to Related Parties
Jumlah Aset	424,363,081	436,430,544	Total Assets
Persentase terhadap Jumlah Aset (%)	**1.02**	**0.99**	**Percentage to Total Assets (%)**

Manajemen berkeyakinan bahwa piutang lain-lain kepada pihak berelasi dapat tertagih, sehingga tidak diperlukan adanya cadangan kerugian penurunan nilai.

Kewajaran dan Alasan Dilakukan Transaksi dengan Pihak Berelasi

Dalam melaksanakan transaksi dengan pihak berelasi, Perseroan tidak memiliki tujuan khusus yang berpotensi melanggar ketentuan yang berlaku, termasuk tidak menimbulkan benturan kepentingan bagi Perseroan maupun Pemegang Saham mayoritas ataupun minoritas. Transaksi telah dilakukan secara wajar sesuai dengan kepentingan Perseroan (*Arm's Length Transaction*). Seluruh transaksi dengan pihak berelasi dilaksanakan atas dasar alasan kebutuhan usaha serta ditujukan untuk meningkatkan kinerja Perseroan.

Pemenuhan Peraturan dan Ketentuan Terkait

Perseroan telah memenuhi peraturan dan ketentuan terkait:
1. Peraturan Otoritas Jasa Keuangan No. 17/POJK.04/2020 tentang Transaksi Material dan Perubahan Kegiatan Usaha; dan
2. Peraturan Otoritas Jasa Keuangan No. 42/POJK.04/2020 tentang Transaksi Afiliasi dan Transaksi Benturan Kepentingan.

Pernyataan Dewan Komisaris dan Direksi

Dewan Komisaris dan Direksi Perseroan menyatakan bahwa transaksi yang dilakukan Perseroan dengan pihak berelasi tidak mengandung benturan kepentingan dan telah sesuai dengan praktik bisnis yang berlaku umum.

The Management believes that the other receivables due from related parties can be collected, hence there was no impairment provision required.

Fairness and Reasons for Transactions with Related Parties

In carrying out transactions with related parties, the Company does not have a specific purpose that has the potential to violate applicable regulations, including not causing a conflict of interest for the Company and the majority or minority Shareholders. The transaction has been carried out fairly in accordance with the Company's interests (Arm's Length Transaction). All transactions with related parties are carried out on the basis of business needs and are aimed at improving the Company's performance.

Fulfillment of Relevant Rules and Regulations

The Company has complied with the relevant rules and regulations:
1. Financial Services Authority Regulation No. 17/POJK.04/2020 concerning Material Transactions and Changes in Business Activities; and
2. Financial Services Authority Regulation No. 42/POJK.04/2020 concerning Affiliated Transactions and Conflict of Interest Transactions.

Statements of the Board of Commissioners and the Board of Directors

The Board of Commissioners and Board of Directors of the Company state that the transactions conducted by the Company with related parties do not contain conflicts of interest and are in accordance with generally accepted business practices.

Perbandingan Target dan Realisasi

Comparison of Targets and Realization

(dalam ribuan Rupiah, kecuali dinyatakan lain / in thousand Rupiah, unless stated otherwise)

Uraian / Description	2021		2020		2019	
	Realisasi / Realization	Pencapaian Target / Target Achievement (%)	Realisasi / Realization	Pencapaian Target / Target Achievement (%)	Realisasi / Realization	Pencapaian Target / Target Achievement (%)
Kinerja Operasional berdasarkan Segmen Operasi / Operational Performance by Operating Segment						
Red Planet Hotel Jakarta, Pasar Baru	5,814,073	68.63	5,411,147	44.37	11,516,799	88.61
Red Planet Hotel Bekasi	7,764,626	84.13	8,025,640	73.29	10,364,622	89.24
Red Planet Hotels Solo	5,127,692	74.80	4,771,214	57.20	8,176,260	103.23
Red Planet Hotel Surabaya	4,930,640	70.94	4,943,312	60.19	8,195,885	87.40
Red Planet Hotel Palembang	9,246,274	98.43	7,599,222	65.48	10,786,308	79.12
Red Planet Hotel Pekanbaru	5,025,016	89.96	4,525,943	68.82	6,180,698	91.87
Red Planet Hotel Makassar	5,238,331	94.25	4,696,043	69.52	6,316,631	90.92

Uraian Description	2021		2020		2019	
	Realisasi Realization	Pencapaian Target Target Achievement (%)	Realisasi Realization	Pencapaian Target Target Achievement (%)	Realisasi Realization	Pencapaian Target Target Achievement (%)
Hotel Pusako	4,122,638	97.45	2,454,865	35.97	6,632,325	114.31
Total	**47,269,289**	**84.00**	**42,427,386**	**59.37**	**68,169,529**	**90.87**
Kinerja Keuangan **Financial Performance**						
Pendapatan Usaha Revenue	47,269,289	84.00	42,427,386	59.37	68,169,529	90.87
Rugi Periode Berjalan Loss for the Period	(12,133,423)	122.68	(29,021,708)	(219.66)	(14,268,411)	(131.39)
Rugi per Saham Dasar (Rupiah penuh) Basic Loss per Share (Full Rupiah)	(1.17)	123.08	(2.80)	(218.75)	(1.38)	(131.43)
Struktur Permodalan **Capital Structure**						
Utang Bersih Net Liabilities	12,478,101	100.00	12,033,580	(200.00)	6,143,511	100,00
Jumlah Ekuitas Total Equity	357,367,638	100.85	369,160,960	95.89	398,343,677	99,15
Rasio Utang Bersih terhadap Ekuitas (%) Ratio of Net Liabilities to Equity (%)	3.49	92.84	3.26	(222.29)	1.54	100,65
Kebijakan Dividen **Dividend Policy**						
Dividen yang Dibagikan Distributed Dividend	-	-	-	-	-	-

Pada tahun 2021, pencapaian kinerja Perseroan secara umum tidak memenuhi target yang ditetapkan. Hal ini antara lain dapat dilihat dari pencapaian pendapatan usaha sebesar Rp47,27 miliar atau mencapai 84,00% dari target, namun rugi periode berjalan Perseroan mengalami perbaikan dari rugi yang telah dianggarkan (realisasi rugi bersih sebesar Rp12,13 miliar, atau perbaikan sebesar 122,68% dari anggaran yang telah ditetapkan). Kenaikan pendapatan usaha Perseroan terutama disebabkan oleh kenaikan jumlah pendapatan kamar yang didukung oleh berangsur pulihnya kegiatan ekonomi dan bisnis di Indonesia disertai dengan gencarnya program vaksinasi Covid-19 bagi masyarakat.

Sementara itu, rasio utang bersih terhadap ekuitas Perseroan pada tahun 2021 sebesar 3,49%, atau mencapai 92,84% dari target yang telah ditetapkan. Selain itu, Perseroan juga memutuskan untuk tidak melakukan pembagian dividen kepada para Pemegang Saham dikarenakan Perseroan belum membukukan laba bersih untuk tahun buku 2021.

Sedangkan, untuk tahun 2020, Perseroan memperoleh pendapatan usaha sebesar Rp42,43 miliar atau mencapai 59,37% dari target yang telah ditentukan. Dari sisi rugi bersih Perseroan adalah sebesar Rp29,02 miliar, dibawah anggaran rugi bersih sebesar Rp13,21 miliar. Sementara itu, struktur modal Perseroan pada tahun 2020 mencapai 95,89% dari target yang telah ditentukan. Secara umum, Perseroan belum berhasil mencapai anggaran terutama disebabkan pandemi Covid-19 sejak Maret 2020 yang sangat berdampak pada bisnis Perseroan.

In 2021, the Company's performance achievements in general did not meet the predetermined targets. This can be attested, among other things, from the achievement of revenues of Rp47.27 billion or only reached 84.00% of the target. However, the Company's loss for the period was better than its budget (realized net loss of Rp12.13 billion or an improvement of 122.68% of the predetermined budget). The increase in the Company's revenues was mainly due to an increase in the room revenues supported by the gradual recovery of economic and business activities in Indonesia accompanied by the accelerated Covid-19 vaccination program for the public.

Meanwhile, the Company's net debt to equity ratio in 2021 was 3.49%, or 92.84% of the predetermined target. In addition, the Company has also decided not to distribute any dividends to the Shareholders because the Company has not recorded a net profit for the 2021 financial year.

Meanwhile, in 2020, the Company recorded revenues of Rp42.43 billion or 59.37% of the predetermined target. The Company's net loss was Rp29.02 billion, below its budgeted of Rp13.21 billion. Meanwhile, the Company's capital structure in 2020 reached 95.89% of the predetermined target. In general, the Company did not achieve its budget mainly due to the Covid-19 pandemic that has been ravaging since March 2020 which has greatly impacted the Company's business.

Prospek Usaha

Pertumbuhan ekonomi global tahun 2022 diperkirakan masih berada pada tingkat yang relatif tinggi, yakni 4,4%. Hal ini sejalan dengan meningkatnya volume perdagangan global yang diperkirakan tumbuh tinggi, sebesar 6,5%. Kondisi ini didukung oleh penanganan pandemi Covid-19 yang terkendali dan besarnya stimulus yang diberikan oleh berbagai pemerintah negara dunia. Namun, meningkatnya kasus Covid-19 seiring dengan berkembangnya varian baru virus Covid-19 serta kendala pada proses vaksinasi berpotensi menyebabkan terhambatnya pemulihan aktivitas ekonomi global.

Dari sisi moneter, prospek pemulihan ekonomi Amerika Serikat yang diperkirakan lebih cepat, serta rencana normalisasi kebijakan moneter di beberapa negara berpotensi meningkatkan risiko tekanan terhadap nilai tukar rupiah pada tahun 2022, yang ditransmisikan melalui arus modal keluar (*capital outflow*) dari emerging markets, termasuk salah satunya Indonesia. Pertumbuhan ekonomi Indonesia pada tahun 2022 diharapkan akan mampu tumbuh 5,2%–5,8%. Akselerasi pertumbuhan ekonomi Indonesia ditopang oleh meningkatnya investasi, yang diperkirakan tumbuh 5,4%–6,9% dan ekspor barang dan jasa yang tumbuh sebesar 4,3%–6,8%. Peningkatan investasi dan ekspor akan meningkatkan kapasitas produktif dan produktivitas perekonomian, yang sempat turun karena dampak Covid-19. Sedangkan dari sisi lapangan usaha, pencapaian pertumbuhan ekonomi akan didorong oleh sektor penyediaan akomodasi dan makan minum yang diprediksi dapat menciptakan pertumbuhan sebesar 6,0%–6,7%. Selain itu, Pemerintah juga memproyeksikan jumlah kunjungan wisatawan mancanegara sebesar 8,5 juta –10,5 juta kunjungan pada tahun 2022.

Sebagai upaya akselerasi pertumbuhan sektor pariwisata di tahun 2022, Pemerintah telah menetapkan stategi-strategi, antara lain:

1. Pemulihan pasar wisatawan melalui pemberian insentif paket wisata, MICE pemerintah, dan pengembangan *travel bubble/ corridor* bilateral dan regional;
2. Pemulihan lapangan kerja melalui pemulihan tenaga kerja, pemulihan jam kerja, serta *re-hiring* tenaga kerja;
3. Pemulihan industri pariwisata melalui hibah pemulihan dunia usaha, penerapan standar *Cleanliness, Health, Safety and Environmental Sustainability* (CHSE) di destinasi dan industri pariwisata, serta penyelesaian pembangunan lima Destinasi Pariwisata Super Prioritas (DPSP); dan
4. Pemulihan pariwisata Bali dan destinasi pariwisata unggulan lainnya (Batam-Bintan, Bandung, dan Banyuwangi).

Sedangkan dalam rangka transformasi ekonomi, strategi yang akan dilaksanakan mencakup:

1. Penguatan pasar pariwisata yang didukung pengembangan *tourism hub*, *niche tourism package*, pembuatan film di sebuah destinasi, *bidding event* minat khusus, MICE, *sport tourism*, dan pemanfaatan big data;
2. Perluasan ekspor gastronomi melalui Indonesia *Spice Up the World*;

Business Prospects

Global economic growth in 2022 is estimated to still be at a relatively high level at 4.4%. This is in line with increasing global trade volume which is estimated to grow at 6.5%. This condition is supported by a more controlled Covid-19 pandemic condition and the magnitude of the stimulus provided by a number of Governments of the world. However, the increase in Covid-19 cases along with the development of new variants of the Covid-19 virus as well as obstacles in the vaccination process have the potential to cause delays in the recovery of global economic activity.

From the monetary side, the prospect of faster economic recovery in the United States, as well as plans to normalize monetary policy in several countries have the potential to increase the risk of pressure on the Rupiah exchange rate in 2022, which is realized through capital outflows from emerging markets, including Indonesia. On a positive note, Indonesia's economic growth in 2022 is expected to grow 5.2%-5.8%. The acceleration of Indonesia's economic growth is supported by increased investment, which is estimated to grow by 5.4%–6.9% and exports of goods and services, that expected to grow by 4.3%–6.8%. Increased investment and exports will increase the productive capacity and economy productivity, which had fallen due to the impact of Covid-19. Meanwhile, in terms of the business field, economic growth achievement will be driven by the accommodation and food and beverage sector which is predicted to create growth of 6.0%–6.7%. In addition, the Government also projects the number of foreign tourist arrivals at 8.5 million–10.5 million visits in 2022.

As an effort to accelerate growth in the tourism sector in 2022, the Government has set a number of strategies, including:

1. Recovery of the tourist market through the provision of incentives for tour packages, Government MICE, and the development of bilateral and regional travel bubbles/corridors;
2. Recovery in the employment sector through labor recovery, restoration of working hours, and re-hiring of workers;
3. Recovery of the tourism industry by providing grants for business recovery, implementation of Cleanliness, Health, Safety and Environmental Sustainability (CHSE) standards in tourism destinations and industries, and completion the construction of five Super Priority Tourism Destinations (DPSP); and
4. Restoration of tourism in Bali and other leading tourism destinations (Batam-Bintan, Bandung, and Banyuwangi).

Meanwhile, in the context of economic transformation, the strategies to be implemented include:

1. Strengthening the tourism market supported by the development of tourism hubs, niche tourism packages, movie production in a destination, bidding for special interest events, MICE, sport tourism, and the use of big data;
2. Expansion of gastronomic exports through Indonesia Spice Up the World program;

3. Peningkatan kualitas pariwisata melalui penataan destinasi dan desa wisata, *re-skilling* dan *upskilling* tenaga kerja pariwisata dan ekonomi kreatif;
4. Regenerasi kota warisan yang mendukung aktivitas pariwisata dan ekonomi kreatif;
5. Penguatan konten dan kemasan dengan dukungan ekonomi kreatif; serta
6. Peningkatan vokasi geowisata untuk mendukung pengembangan geopark sebagai destinasi pariwisata.

Sumber: Badan Perencanaan Pembangunan Nasional (Bappenas) - Rencana Kerja Pemerintah Tahun 2022

3. Improving the quality of tourism through structuring tourist destinations and villages, re-skilling and upskilling tourism workforce and creative economy;
4. Regeneration of heritage cities that support tourism activities and creative economy;
5. Strengthening content and packaging with the support of creative economy; and
6. Improving geotourism vocations to support the development of geoparks as tourism destinations.

Source: National Development Planning Agency (Bappenas) - Government Work Plan 2022

Proyeksi 2022

Perseroan telah menyusun proyeksi kinerja keuangan tahun 2022 sebagai dasar pelaksanaan seluruh aktivitas operasional di tahun berikutnya. Penyusunan proyeksi keuangan dilakukan dengan mempertimbangkan kondisi ekonomi, industri, prospek usaha, serta kinerja operasional dan keuangan. Perseroan menargetkan pertumbuhan pendapatan tahun 2022 sebesar 15% dari tahun 2021, serta penurunan rugi bersih sebesar kurang lebih 38% dari tahun 2021.

2022 Projections

The Company has prepared financial performance projections for 2022 as the basis for the implementation of all operational activities in the following year. Financial projections are prepared by taking into account economic conditions, industry, business prospects, as well as operational and financial performance. The company targets revenue growth in 2022 by 15% from 2021, as well as a decrease in net loss by approximately 38% from 2021.

Perubahan Kebijakan Akuntansi

Dalam tahun berjalan, Perseroan telah menerapkan sejumlah pernyataan standar akuntansi keuangan (PSAK), amandemen PSAK dan interpretasi standar akuntansi keuangan (ISAK) yang relevan dengan operasional Perseroan dan efektif untuk periode akuntansi yang dimulai pada 1 Januari 2021, sebagai berikut.

Changes in Accounting Policies

In the current year, the Company has implemented a number of statements of financial accounting standards (PSAK), amendments to PSAK and interpretation of financial accounting standards (ISAK) that are relevant to the Company's operations and effective for the accounting period starting on 1 January 2021, as follows.

ISAK/Amandemen PSAK ISAK/PSAK Amendments	Dampak terhadap Perseroan Impact on the Company
Amandemen PSAK No. 22 "Kombinasi Bisnis" Amendment to PSAK No. 22 "Business Combinations"	Tidak memiliki dampak signifikan terhadap Perseroan. Did not have any significant impact on the Company.
PSAK No. 71 (Penyesuaian) "Instumen Keuangan" PSAK No. 71 (Adjustment) "Financial Instruments"	Tidak memiliki dampak signifikan terhadap Perseroan. Did not have any significant impact on the Company.
PSAK No. 73 (Penyesuaian) "Sewa" PSAK No. 73 (Adjustment) "Leases"	Tidak memiliki dampak signifikan terhadap Perseroan. Did not have any significant impact on the Company.
PSAK No. 112 "Akuntansi Wakaf" PSAK No. 112 "Accounting for Waqf"	Tidak memiliki dampak signifikan terhadap Perseroan. Did not have any significant impact on the Company.

Perubahan Peraturan Perundang-undangan yang Berdampak Signifikan terhadap Perusahaan

Pada tahun 2021, tidak ada perubahan terhadap peraturan perundang-undangan yang dapat berdampak bagi kegiatan usaha Perseroan.

Changes in Laws and Regulations which has Significant Impact on the Company

There were no changes to prevailing laws and regulations in 2021 that may impact the Company's business activities.

Informasi dan Fakta Material Setelah Tanggal Laporan Akuntan

Informasi dan fakta material setelah tanggal laporan akuntan diuraikan sebagai berikut.

1. Pada 4 Februari 2022, Red Planet Holdings (Indonesia) Limited, yang merupakan entitas pengendali Perseroan, menjual kepemilikan sahamnya di Perseroan sebanyak 986.943.487 lembar saham. Setelah transaksi penjualan, persentase kepemilikan saham Red Planet Holdings (Indonesia) Limited menjadi 0%. Sejak tanggal tersebut Red Planet Holdings (Indonesia) Limited tidak lagi menjadi pengendali atas Perseroan; dan
2. Pada 1 Maret 2022, Perseroan telah menerima sebagian pembayaran atas piutang lain-lain dari PT Soros Samudera Sejahtera sebesar Rp5,2 miliar.

Material Information and Facts After the Date of the Accountant's Report

Material information and facts after the date of the accountant's report are described as follows.

1. On 4 February 2022, Red Planet Holdings (Indonesia) Limited, the controlling entity of the Company, sold 986,943,487 shares in the Company. After the transaction, the percentage shares ownership of Red Planet Holdings (Indonesia) Limited was 0%. Since that date Red Planet Holdings (Indonesia) Limited does not control the Company anymore; and
2. On 1 March 2022, the Company has received partial payment for other receivables from PT Soros Samudera Sejahtera of Rp5,20 billion.

Kebijakan dan Pembagian Dividen

Kebijakan Dividen

Perseroan berusaha untuk memberikan nilai yang maksimal kepada Pemegang Saham, salah satunya berupa pembagian dividen yang dilaksanakan setiap tahunnya dengan memperhatikan keuntungan pada tahun yang bersangkutan tanpa mengabaikan tingkat kesehatan Perseroan. Pembagian dividen dilakukan melalui mekanisme Rapat Umum Pemegang Saham (RUPS) tanpa mengurangi hak dari RUPS untuk memutuskan lain, sesuai dengan ketentuan yang tercantum dalam Anggaran Dasar Perseroan. Perseroan memiliki kebijakan pembagian dividen tunai sebesar 20% dari jumlah modal yang ditempatkan dan disetor penuh.

Pembagian Dividen

Pada tahun 2021 dan 2020, Perseroan memutuskan untuk tidak melakukan pembagian dividen kepada Pemegang Saham dikarenakan Perseroan belum membukukan laba bersih untuk tahun buku 2021 dan 2020.

Dividend Policy and Distribution

Dividend Policy

The Company endeavors to provide maximum value to its Shareholders, one form of which being the annual distribution of dividends, carried out with attention paid to yearly profits, yet mindful not to neglect the Company's health status. The distribution of dividends is carried out through the mechanism of the General Meeting of Shareholders (GMS) without depriving the right of the GMS to decide otherwise, in accordance with the provisions stated in the Company's Articles of Association. The Company has a cash dividend distribution policy of 20% of the total issued and fully paid capital.

Dividend Distribution

In both 2021 and 2020, the Company decided not to distribute any dividend to the Shareholders because the Company was unable to record a positive net income for the 2021 and 2020 financial year.

Program Kepemilikan Saham oleh Karyawan dan/atau Manajemen

Sejak berdirinya Perseroan sampai saat ini, Perseroan belum melaksanakan program kepemilikan saham bagi karyawan (*Employee Share Ownership Plan*/ESOP) maupun bagi manajemen (*Management Share Ownership Plan*/ MSOP).

Employees and/or Management Share Ownership Program

Since the establishment of the Company until now, the Company has not implemented a share ownership program for employees (*Employee Share Ownership Plan*/ESOP) or for the Management (Management Share Ownership Plan/MSOP).

Realisasi Penggunaan Dana Hasil Penawaran Umum

Aksi korporasi Perseroan terakhir telah dilaksanakan di tahun 2017 terkait Penawaran Umum Terbatas II dengan Hak Memesan Efek Terlebih Dahulu. Dana hasil penawaran umum tersebut telah

Realization of Allocation of Public Offering Proceeds

The last corporate action made by the Company was in 2017 related to the Limited Public Offering II with Pre-emptive Rights. The proceeds from the public offering have been fully utilized

digunakan sepenuhnya di tahun 2017 dan telah disampaikan dalam Laporan Tahunan tahun tersebut. Dengan demikian, Perseroan tidak memiliki informasi dan kewajiban pelaporan penggunaan dana hasil penawaran umum.

Informasi Kelangsungan Usaha

Perseroan terkena dampak langsung atas pandemi Covid-19 yang dapat terlihat dari penurunan tingkat hunian hotel. Pada tahun 2021, Perseroan telah mengalami rugi sebesar Rp11,79 miliar, sedangkan pada tahun 2020 Perseroan mengalami rugi sebesar Rp29,18 miliar. Hal tersebut menyebabkan saldo rugi (defisit) per 31 Desember 2021 dan 2020 masing-masing sebesar Rp302,47 miliar dan Rp290,34 miliar.

Kondisi tersebut mempengaruhi kemampuan Perseroan dalam melangsungkan usahanya. Untuk mengatasi kondisi tersebut, manajemen telah dan akan mengambil tindakan-tindakan, antara lain sebagai berikut.

1. Mengoptimalkan upaya-upaya pemasaran untuk meningkatkan pendapatan Perseroan, dengan meningkatkan sarana teknologi aplikasi internet, meningkatkan aktivitas periklanan baik di media cetak maupun radio, meningkatkan eksistensinya di media sosial, serta aktivitas kehumasan lainnya seperti *sales call* dan *customer gathering*;
2. Melakukan efisiensi biaya dengan cara memonitor biaya aktual versus *budget*;
3. Mendapatkan persetujuan permohonan kepada Bank untuk menunda pembayaran pokok hutang selama periode 1 April 2021-31 Maret 2022;
4. Mengurangi biaya gaji;
5. Mengurangi remunerasi Dewan Komisaris dan Direksi;
6. Mengurangi tenaga *outsourced housekeeping* di hotel-hotel; serta
7. Mendapatkan pengurangan biaya sewa kantor dari manajemen gedung.

Dengan upaya-upaya tersebut, Manajemen yakin bahwa Perseroan akan dapat mempertahankan kelangsungan usahanya.

in 2017 and have been submitted in the Annual Report for that year. Thus, the Company does not have information and reporting obligations on the use of proceeds from the public offering.

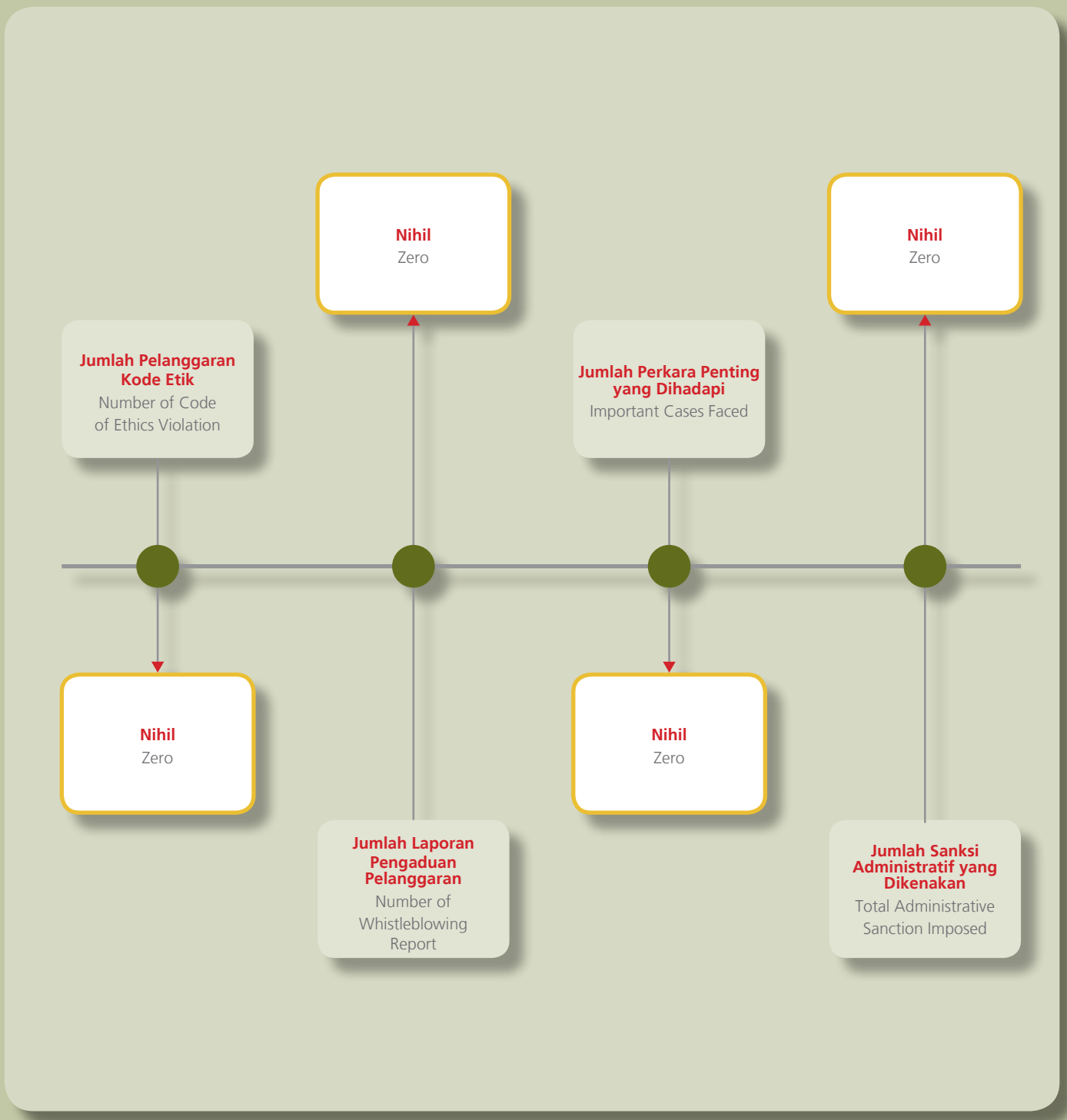
Information on Business Continuity

The Company was directly affected by the Covid-19 pandemic which can be found from the decline in hotel occupancy rates. In 2021, the Company has suffered a loss of Rp11.79 billion, while in 2020 the Company has experienced a loss of Rp29.18 billion. This resulted in a loss balance (deficit) as of 31 December 2021 and 2020 amounting to Rp302.47 billion and Rp290.34 billion, respectively.

This condition affected the Company's ability to carry on its business. To overcome this condition, the Management has and will take the following actions.

1. Optimizing marketing efforts to increase the Company's revenues by improving internet application technology facilities, increasing advertising activities in printed and radio media, increasing their presence on social media, as well as other as sales calls and customer gatherings;
2. Perform cost efficiency by monitoring actual costs versus budget;
3. Obtain an approval of the request to the Bank to postpone the payment of the principal debt for the 1 April 2021–31 March 2022 period;
4. Reducing salary costs;
5. Reducing the remuneration of the Board of Commissioners and the Board of Directors;
6. Reducing outsourced housekeeping staff in hotels; and
7. Submit a request for a reduction in office rental fees to the building management.

With these efforts, the Management believes that the Company will be able to maintain its business continuity.


Jumlah Pelanggaran Kode Etik
Number of Code of Ethics Violation
Nihil
Zero
Jumlah Perkara Penting yang Dihadapi
Important Cases Faced
Nihil
Zero
Nihil
Zero
Nihil
Zero
Jumlah Laporan Pengaduan Pelanggaran
Number of Whistleblowing Report
Jumlah Sanksi Administratif yang Dikenakan
Total Administrative Sanction Imposed


PASAR BARU
RED PLANET
PASAR BARU



RED PLANET

Tata Kelola Perusahaan
Corporate Governance

Kilas Kinerja 2021
2021 Performance Highlights

Laporan Manajemen
Management Report

Profil Perusahaan
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Analisis dan Pembahasan Manajemen
Management Discussion and Analysis

Tata Kelola Perusahaan
Corporate Governance

Tanggung Jawab Sosial dan Lingkungan
Social and Environmental Responsibility

Komitmen dan Tujuan Penerapan GCG
Commitment and Purpose of GCG Implementation

Penerapan tata kelola perusahaan yang baik (*good corporate governance*/GCG) secara konsisten dan berkelanjutan dipercaya dapat meningkatkan kinerja perusahaan, serta memberikan nilai tambah bagi pemangku kepentingan. Berdasarkan hal tersebut, Perseroan berkomitmen untuk terus meningkatkan kualitas penerapan GCG secara konsisten dan berkesinambungan yang sejalan dengan nilai-nilai yang dianut Perseroan, perundang-undangan yang berlaku, serta pedoman standar GCG lainnya.

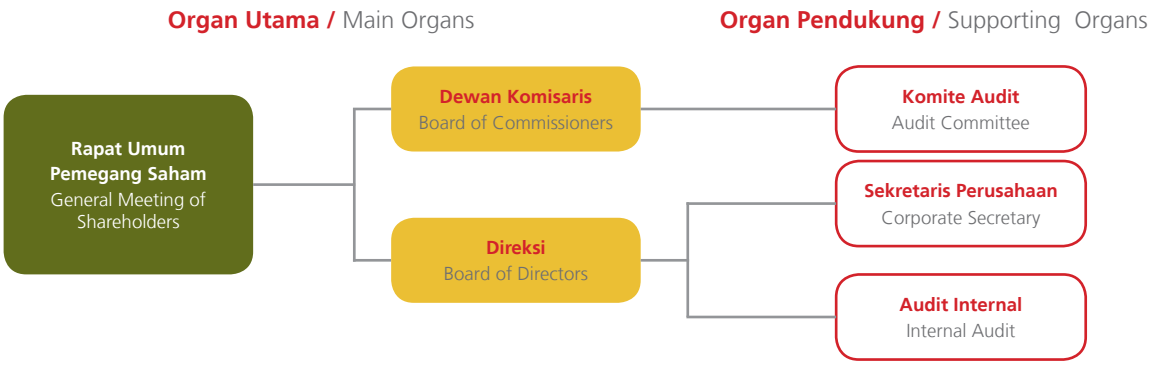
Secara khusus, penerapan GCG di Perseroan ditujukan untuk:
1. Membantu tercapainya kesinambungan perusahaan melalui pengelolaan yang didasarkan pada azas transparansi, akuntabilitas, responsibilitas, independensi, serta kewajaran dan kesetaraan;
2. Menggerakkan pemberdayaan fungsi dan kemandirian setiap organ Perseroan, baik Dewan Komisaris, Direksi, dan Rapat Umum Pemegang Saham;
3. Mendorong Pemegang Saham, anggota Dewan Komisaris dan Direksi dalam membuat keputusan dan menerapkan tindakannya dengan berlandaskan nilai moral yang tinggi serta kepatuhan terhadap peraturan perundang-undangan;
4. Meningkatkan pelaksanaan tanggung jawab sosial perusahaan;
5. Memaksimalkan nilai perusahaan bagi Pemegang Saham dengan tetap memperhatikan pemangku kepentingan lainnya; serta
6. Mendorong daya saing perusahaan secara nasional maupun internasional, sehingga meningkatkan kepercayaan pasar yang dapat memperkuat arus investasi dan pertumbuhan ekonomi nasional yang berkelanjutan.

Consistent and sustainable implementation of Good Corporate Governance (GCG) is believed to be able to improve a company performance and provide added value for the stakeholders. Therefore, the Company is committed to continuously improving the quality of GCG implementation in a consistent manner, in line with the corporate values, prevailing laws and regulations, and other GCG standard guidelines.

Specifically, the GCG implementation has the following objectives:
1. Helps the achievement of Company's sustainability through management based on the principles of transparency, accountability, responsibility, independence, as well as fairness and equality;
2. Drives function empowerment and independence of each Company's body, namely the Board of Commissioners, Board of Directors and General Meeting of Shareholders;
3. Encourages the Shareholders, members of the Board of Commissioners and Directors in making decisions and carrying out their actions based on high moral values and compliance with laws and regulations;
4. Improves the implementation of corporate social responsibility;
5. Optimizes corporate value for the Shareholders while still considering other stakeholders; and
6. Supports the Company's competitiveness nationally and internationally to increase market confidence that can further strengthen investment flows and sustainable national economic growth.

Struktur dan Mekanisme Penerapan GCG
Structure and Mechanism of GCG Implementation

Struktur GCG
GCG Structure



Mekanisme Penerapan GCG

Dalam menjalankan kegiatan usaha, Perseroan senantiasa menerapkan 5 prinsip GCG, yaitu transparansi, akuntabilitas, pertanggungjawaban, independensi, serta kewajaran dan kesetaraan.

GCG Implementation Mechanism

In carrying out its business activities, the Company always implement the 5 GCG principles, namely transparency, accountability, responsibility, independence, as well as fairness and equality.

Transparansi Transparency
Akses dalam memperoleh informasi secara mudah dan cepat. Informasi mengenai Perseroan dapat diakses melalui situs web Perseroan dan situs web Bursa Efek Indonesia. Easy and quick access to obtain information. The Company's information can be accessed through the Company's website and the Indonesia Stock Exchange's website.
Akuntabilitas Accountability
Memastikan seluruh Organ Perseroan telah memiliki fungsi, tugas, dan wewenang yang berjalan dengan tertib serta sesuai dengan peraturan-perundang undangan yang berlaku. Ensures that all of the Company's bodies have functions, duties and authorities that carried out in an orderly manner and in accordance with applicable laws and regulations.
Pertanggungjawaban Responsibility
Perseroan menjalankan tanggung jawab sosial terhadap masyarakat, kelestarian lingkungan, karyawan, serta pelanggan untuk menciptakan kesinambungan usaha dalam jangka panjang. The Company carries out its social responsibility to the community, environmental sustainability, employees as well as the customers to create long-term business sustainability.
Independensi Independence
Seluruh Organ Perseroan menjalankan fungsi dan tugasnya secara mandiri dan objektif, tanpa benturan kepentingan dan intervensi pihak lain. All of the Company's bodies carry out their functions and duties independently and objectively, without conflict of interest and intervention from other parties.
Kewajaran dan Kesetaraan Fairness and Equality
Perseroan memberikan perlakuan yang sama dan wajar kepada seluruh pemangku kepentingan berdasarkan azas kewajaran dan kesetaraan serta prinsip korporasi yang sehat. The Company provides equal and fair treatment to all stakeholders based on the principle of fairness and equality as well as sound corporate principles.

Penerapan Pedoman Tata Kelola Perusahaan Terbuka

Implementation of Good Corporate Governance Guidelines for Public Companies

Perseroan telah menerapkan Surat Edaran Otoritas Jasa Keuangan No. 32/SEOJK.04/2015 sebagai standar penerapan GCG. Peraturan tersebut terdiri dari 5 aspek, 8 prinsip, dan 25 rekomendasi penerapan aspek dan prinsip GCG yang harus dilaksanakan oleh Perseroan. Adapun uraian penerapannya dijelaskan sebagai berikut.

The Company has implemented the Financial Services Authority Circular No. 32/SEOJK.04/2015 as the standard for GCG implementation. The regulation consists of 5 aspects, 8 principles, and 25 recommendations for the implementation of GCG aspects and principles that must be implemented by the Company. The description of its application is explained as follows.

	Aspek/Prinsip/Rekomendasi Aspects/Principles/Recommendations	Pemenuhan Fulfillment	Keterangan Information
I.	**Hubungan Perusahaan Terbuka dengan Pemegang Saham dalam Menjamin Hak-Hak Pemegang Saham** **Public Company Relations with Shareholders in Ensuring Shareholders' Rights**		
1.	Meningkatkan Nilai Penyelenggaraan Rapat Umum Pemegang Saham (RUPS). Increasing the Value of the General Meeting of Shareholders (GMS).		
a.	Perusahaan terbuka memiliki cara atau prosedur teknis pengumpulan suara *(voting)*, baik secara terbuka maupun tertutup yang mengedepankan independensi, dan kepentingan Pemegang Saham.	Terpenuhi	Perseroan memiliki prosedur pengumpulan suara dalam RUPS sebagaimana diatur dalam Anggaran Dasar yang telah disesuaikan dengan Peraturan Otoritas Jasa Keuangan No. 32/POJK.04/2014 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka.
	A public company has a technical method or procedure for voting, both openly and privately, that prioritizes independence and the interests of Shareholders.	Fulfilled	The Company has a voting procedure in the GMS as regulated in the Articles of Association which has been adjusted to the Financial Services Authority Regulation No. 32/POJK.04/2014 concerning the Plan and Implementation of the General Meeting of Shareholders of a Public Company.
b.	Seluruh anggota Direksi dan anggota Dewan Komisaris perusahaan terbuka hadir dalam RUPS Tahunan.	Penjelasan	RUPS Tahunan dihadiri oleh 2 anggota Direksi namun tidak dihadiri Dewan Komisaris karena adanya pembatasan dan larangan penerbangan. Selain itu, Perseroan juga menyelenggarakan RUPS secara terbatas, mengikuti aturan protokol kesehatan dari pemerintah. Pertanggungjawaban tugas Dewan Komisaris dan anggota Direksi yang tidak hadir telah dilaksanakan oleh anggota Direksi yang menghadiri RUPS Tahunan.
	All members of the Board of Directors and members of the Board of Commissioners of a publicly listed company attend the Annual GMS.	Explanation	The Annual GMS was attended by 2 members of the Board of Directors but was not attended by the Board of Commissioners due to flight restrictions and restrictions. In addition, the Company also holds a limited GMS, following the health protocol rules from the government. Responsibilities of the duties of the Board of Commissioners and members of the Board of Directors who are not present have been carried out by members of the Board of Directors who attended the Annual GMS.
c.	Ringkasan risalah RUPS tersedia dalam situs *web* perusahaan terbuka paling sedikit selama 1 tahun.	Terpenuhi	Ringkasan risalah RUPS telah dimuat dalam situs web Perseroan pada laman Berita Terkini.
	The summary of the minutes of the GMS is available on the website of the public company for at least 1 year.	Fulfilled	The summary of the minutes of the GMS has been published on the Company's website on the Latest News page.
2.	Meningkatkan Kualitas Komunikasi Perusahaan Terbuka dengan Pemegang Saham atau Investor. Improving the Quality of Public Company Communication with Shareholders or Investors.		
a.	Perusahaan terbuka memiliki suatu kebijakan komunikasi dengan Pemegang Saham atau investor.	Terpenuhi	Perseroan telah memiliki kebijakan komunikasi dengan Pemegang Saham atau investor sebagaimana diatur dalam Anggaran Dasar.
	A public company has a communication policy with Shareholders or investors.	Fulfilled	The Company has a communication policy with Shareholders or investors as stipulated in the Articles of Association.
b.	Perusahaan terbuka mengungkapkan kebijakan komunikasi perusahaan terbuka dengan Pemegang Saham atau investor dalam situs *web*.	Terpenuhi	Pengungkapan terkait kebijakan komunikasi kepada Pemegang Saham atau investor disampaikan pada Laporan Tahunan Perseroan yang telah dimuat dalam situs web Perseroan.
	A public company discloses the public company's communication policy with Shareholders or investors on the website.	Fulfilled	Disclosures related to communication policies to Shareholders or investors are submitted in the Company's Annual Report which has been published on the Company's website.
II.	**Fungsi dan Peran Dewan Komisaris** **Functions and Roles of the Board of Commissioners**		
3.	Memperkuat Keanggotaan dan Komposisi Dewan Komisaris. Strengthening the Membership and Composition of the Board of Commissioners.		
a.	Penentuan jumlah anggota Dewan Komisaris mempertimbangkan kondisi perusahaan terbuka.	Terpenuhi	Jumlah anggota Dewan Komisaris telah mempertimbangkan kondisi Perseroan saat ini dan rencana pengembangan usaha yang akan dilaksanakan.
	Determination of the number of members of the Board of Commissioners takes into account the condition of a public company.	Fulfilled	The number of members of the Board of Commissioners has taken into account the current condition of the Company and the business development plans that will be implemented.
b.	Penentuan komposisi anggota Dewan Komisaris memperhatikan keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan.	Terpenuhi	Komposisi anggota Dewan Komisaris telah disesuaikan dengan keberagaman keahlian, pengetahuan, dan pengalaman yang sesuai dengan bidang tugas yang diembannya guna mendukung efektivitas pengambilan keputusan.
	Determination of the composition of the members of the Board of Commissioners takes into account the diversity of expertise, knowledge, and experience required.	Fulfilled	The composition of the members of the Board of Commissioners has been adjusted to the diversity of expertise, knowledge, and experience in accordance with the field of duty they carry out in order to support the effectiveness of decision making.

Aspek/Prinsip/Rekomendasi Aspects/Principles/Recommendations	Pemenuhan Fulfillment	Keterangan Information
4. Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Dewan Komisaris. Improving the Quality of Duties and Responsibilities of the Board of Commissioners.		
a. Dewan Komisaris mempunyai kebijakan penilaian sendiri *(self assessment)* untuk menilai kinerja Dewan Komisaris.	Terpenuhi	Dewan Komisaris telah memiliki kebijakan penilaian kinerja sendiri yang dilaksanakan secara konsisten setiap tahun.
The Board of Commissioners has a self-assessment policy to assess the performance of the Board of Commissioners.	Fulfilled	The Board of Commissioners already has a self-assessment policy which is implemented consistently every year.
b. Kebijakan penilaian sendiri *(self assessment)* untuk menilai kinerja Dewan Komisaris, diungkapkan melalui Laporan Tahunan perusahaan terbuka.	Terpenuhi	Pelaksanaan penilaian kinerja sendiri oleh Dewan Komisaris telah diungkapkan dalam pembahasan Tata Kelola Perusahaan ini.
Self-assessment policy to assess the performance of the Board of Commissioners, disclosed through the Annual Report of a public company.	Fulfilled	The implementation of the Board of Commissioners' own performance appraisal has been disclosed in this discussion on Corporate Governance.
c. Dewan Komisaris mempunyai kebijakan terkait pengunduran diri anggota Dewan Komisaris apabila terlibat dalam kejahatan keuangan.	Terpenuhi	Anggaran Dasar Perseroan telah mengatur kebijakan pengunduran diri Dewan Komisaris apabila terlibat benturan kepentingan.
The Board of Commissioners has a policy related to resignation of members of the Board of Commissioners if involved in financial crime.	Fulfilled	The Board of Commissioners has a policy regarding the resignation of members of the Board of Commissioners if they are involved in financial crimes.
d. Dewan Komisaris atau Komite yang menjalankan Fungsi Nominasi dan Remunerasi menyusun kebijakan suksesi dalam proses nominasi anggota Direksi.	Terpenuhi	Dewan Komisaris sebagai pelaksana fungsi nominasi dan remunerasi telah memiliki kebijakan suksesi dalam proses nominasi Direksi.
The Board of Commissioners or the Committee that carries out the Nomination and Remuneration Function formulates a succession policy in the nomination process for members of the Board of Directors.	Fulfilled	The Board of Commissioners as the executor of the nomination and remuneration function has a succession policy in the nomination process for the Board of Directors.
III. Fungsi dan Peran Direksi Functions and Roles of the Board of Directors		
5. Memperkuat Keanggotaan dan Komposisi Direksi. Strengthening the Membership and Composition of the Board of Directors.		
a. Penentuan jumlah anggota Direksi mempertimbangkan kondisi perusahaan terbuka, serta efektifitas dalam pengambilan keputusan.	Terpenuhi	Jumlah anggota Direksi telah mempertimbangkan kondisi Perseroan saat ini dan rencana pengembangan usaha yang akan dilaksanakan.
Determination of the number of members of the Board of Directors takes into account the condition of the public company, as well as effectiveness in decision making.	Fulfilled	The number of members of the Board of Directors has taken into account the current condition of the Company and the business development plans to be implemented.
b Penentuan komposisi anggota Direksi memperhatikan, keberagaman keahlian, pengetahuan, dan pengalaman yang dibutuhkan.	Terpenuhi	Komposisi anggota Direksi telah disesuaikan dengan keberagaman keahlian, pengetahuan, dan pengalaman yang sesuai dengan bidang tugas yang diembannya guna mendukung efektivitas pengambilan keputusan.
The decision on the composition of the Board of Directors members shall consider the diversity of expertise, knowledge, and experience needed.	Fulfilled	The composition of the Board of Directors members has considered the diversity of expertise, knowledge, and experience according to their field of duties to support the effectiveness of decision making.
c. Anggota Direksi yang membawahi bidang akuntansi atau keuangan memiliki keahlian dan/atau pengetahuan di bidang akuntansi.	Terpenuhi	Anggota Direksi yang bertanggung jawab terhadap akuntansi dan keuangan telah memiliki pengetahuan dan pengalaman di bidang tersebut.
Members of the Board of Directors in charge of accounting or finance have expertise and/or knowledge in accounting.	Fulfilled	Members of the Board of Directors who are responsible for accounting and finance have knowledge and experience in these fields.
6. Meningkatkan Kualitas Pelaksanaan Tugas dan Tanggung Jawab Direksi. Improving the Quality of Implementation of the Duties and Responsibilities of the Board of Directors.		
a. Direksi mempunyai kebijakan penilaian sendiri *(self assessment)* untuk menilai kinerja Direksi.	Terpenuhi	Direksi telah memiliki kebijakan penilaian kinerja sendiri yang dilaksanakan secara konsisten setiap tahun.
The Board of Directors has a self-assessment policy to assess the performance of the Board of Directors.	Fulfilled	The Board of Directors has its own performance appraisal policy which is implemented consistently every year.
b. Kebijakan penilaian sendiri *(self assessment)* untuk menilai kinerja Direksi diungkapkan melalui Laporan Tahunan perusahaan terbuka.	Terpenuhi	Pelaksanaan penilaian kinerja sendiri oleh Direksi telah diungkapkan dalam pembahasan Tata Kelola Perusahaan ini.
The self-assessment policy to assess the performance of the Board of Directors is disclosed through the Annual Report of a public company.	Fulfilled	The implementation of the Board of Directors' own performance appraisal has been disclosed in this Corporate Governance discussion.

	Aspek/Prinsip/Rekomendasi Aspects/Principles/Recommendations	Pemenuhan Fulfillment	Keterangan Information
c.	Direksi mempunyai kebijakan terkait pengunduran diri anggota Direksi apabila terlibat dalam kejahatan keuangan.	Terpenuhi	Anggaran Dasar Perseroan telah mengatur kebijakan pengunduran diri Direksi apabila terlibat benturan kepentingan.
	The Board of Directors has a policy regarding the resignation of members of the Board of Directors if they are involved in financial crimes.	Fulfilled	The Company's Articles of Association has set out a policy for the resignation of the Board of Directors in the event of a conflict of interest.
IV.	**Partisipasi Pemangku Kepentingan** **Stakeholder Participation**		
7.	Meningkatkan Aspek Tata Kelola Perusahaan melalui Partisipasi Pemangku Kepentingan. Improving Corporate Governance Aspects through Stakeholder Participation.		
a.	Perusahaan terbuka memiliki kebijakan untuk mencegah terjadinya *insider trading*.	Terpenuhi	Kebijakan terkait pencegahan insider trading telah menjadi bagian yang terintegrasi dengan kebijakan internal Perseroan.
	Public companies have policies to prevent insider trading.	Fulfilled	Policies related to the prevention of insider trading have become an integrated part of the Company's internal policies.
b.	Perusahaan terbuka memiliki kebijakan anti korupsi dan anti *fraud*.	Terpenuhi	Perseroan telah memiliki kebijakan anti korupsi dan anti *fraud*.
	Public companies have anti-corruption and anti-fraud policies.	Fulfilled	The Company has an anti-corruption and anti-fraud policy.
c.	Perusahaan terbuka memiliki kebijakan tentang seleksi dan peningkatan kemampuan pemasok atau *vendor*.	Terpenuhi	Kebijakan terkait seleksi dan peningkatan kemampuan pemasok atau vendor telah menjadi bagian yang terintegrasi dengan kebijakan internal Perseroan.
	Public companies have policies regarding the selection and capacity building of suppliers or vendors.	Fulfilled	Policies related to the selection and capacity building of suppliers or vendors have become an integrated part of the Company's internal policies.
d.	Perusahaan terbuka memiliki kebijakan tentang pemenuhan hak-hak kreditur.	Terpenuhi	Kebijakan terkait pemenuhan hak-hak kreditur telah menjadi bagian yang terintegrasi dengan kebijakan internal Perseroan.
	Public companies have policies regarding the fulfillment of creditor rights.	Fulfilled	Policies related to the fulfillment of creditor rights have become an integrated part of the Company's internal policies.
e.	Perusahaan terbuka memiliki kebijakan sistem *whistleblowing*.	Terpenuhi	Perseroan telah memiliki kebijakan whistleblowing system sebagaimana diuraikan dalam pembahasan Tata Kelola Perusahaan ini.
	Public companies have a whistleblowing system policy.	Fulfilled	The Company has a whistleblowing system policy as described in this discussion on Corporate Governance.
f.	Perusahaan terbuka memiliki kebijakan pemberian insentif jangka panjang kepada Direksi dan karyawan.	Terpenuhi	Kebijakan insentif jangka panjang telah menjadi bagian yang terintegrasi dengan kebijakan internal Perseroan.
	Public companies have a policy of providing long-term incentives to the Board of Directors and employees.	Fulfilled	The long-term incentive policy has become an integrated part of the Company's internal policies.
V.	**Keterbukaan Informasi** **Information Disclosure**		
8.	Meningkatkan Pelaksanaan Keterbukaan Informasi. Improving the Implementation of Information Disclosure.		
a.	Perusahaan terbuka memanfaatkan penggunaan teknologi informasi secara lebih luas selain situs web sebagai media keterbukaan informasi.	Terpenuhi	Perseroan telah menggunakan teknologi informasi sebagai media keterbukaan informasi, seperti buletin The Red Letter, situs web, sosial media, dan lain-lain.
	Public companies utilize the use of information technology more broadly than the website as a medium for information disclosure.	Fulfilled	The Company has used information technology as a medium for information disclosure, such as The Red Letter bulletin, website, social media, and others.
b.	Laporan Tahunan perusahaan terbuka mengungkapkan pemilik manfaat akhir dalam kepemilikan saham perusahaan terbuka paling sedikit 5%, selain pengungkapan pemilik manfaat akhir dalam kepemilikan saham perusahaan terbuka melalui Pemegang Saham Utama dan Pengendali.	Terpenuhi	Perseroan telah mengungkapkan komposisi 10 besar Pemegang Saham Red Planet Hotels Limited, sebagai pemilik manfaat akhir dalam kepemilikan saham Perseroan, pada pembahasan Informasi bagi Pemodal di dalam Laporan Tahunan ini.
	The Annual Report of a public company discloses the ultimate beneficial owner in the ownership of shares of a public company at least 5%, in addition to the disclosure of the ultimate beneficial owner in the ownership of shares of a public company through the Major and Controlling Shareholders.	Fulfilled	The Company has disclosed the composition of the top 10 Shareholders of Red Planet Hotels Limited, as the ultimate beneficial owner in the Company's shareholding, in the discussion of Information for Investors in this Annual Report.

Rapat Umum Pemegang Saham
General Meeting of Shareholders

Rapat Umum Pemegang Saham (RUPS) merupakan otoritas tertinggi dalam Perseroan yang mempunyai kewenangan yang tidak diberikan kepada Dewan Komisaris atau Direksi dalam batas-batas yang ditentukan dalam Undang-undang Perseroan Terbatas dan/atau Anggaran Dasar. RUPS menjadi media komunikasi antara Direksi dan Dewan Komisaris dengan para Pemegang Saham melalui kesempatan tanya jawab yang diberikan kepada seluruh Pemegang Saham yang hadir pada setiap mata acara RUPS.

Berdasarkan Peraturan Otoritas Jasa Keuangan No. 15/POJK.04/2020 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka, pelaksanaan RUPS terbagi 2 yaitu, RUPS Tahunan dan RUPS Luar Biasa. RUPS Tahunan wajib dilaksanakan paling lambat 6 bulan setelah tahun buku berakhir. Sedangkan RUPS Luar Biasa bersifat kondisional, artinya dapat diadakan sewaktu-waktu berdasarkan kebutuhan. .

General Meeting of Shareholders (GMS) is the highest organ in the Company with non-transferable authority to the Board of Commissioners of Board of Directors within the limits specified in the Limited Liability Companies Law and/or Articles of Association. The GMS is a communication forum between the Board of Directors and the Board of Commissioners with the Shareholders through question-and-answer opportunities given to all Shareholders who are present at each GMS agenda.

Based on the Financial Services Authority Regulation No. 15/POJK.04/2020 concerning the Plan and Implementation of the General Meeting of Shareholders of a Public Company, the implementation of the GMS is divided into 2, namely, the Annual GMS and the Extraordinary GMS. The Annual GMS must be held no later than 6 months after the end of the financial year. Meanwhile, the Extraordinary GMS is conditional, meaning that it can be held at any time based on need.

Pelaksanaan RUPS Tahun 2021

Sepanjang tahun 2021, Perseroan telah menyelenggarakan 1 kali RUPS Tahunan pada 31 Agustus 2021 dan tidak menyelenggarakan RUPS Luar Biasa. Pelaksanaan RUPS tahun 2021 diuraikan sebagai berikut.

Implementation of 2021 GMS

In 2021, the Company held 1 AGMS on 31 August 2021 and did not organize an EGMS. The implementation of the 2021 GMS is described as follows.

Tahapan RUPS Tahunan 2021

Stages of 2021 AGMS

Pengumuman
Announcement

Diumumkan pada 23 Juli 2021 melalui situs web Bursa Efek Indonesia, situs web PT Kustodian Sentral Efek Indonesia (eASY.KSEI), serta situs web Perseroan.
Announced on 23 July 2021 through the Indonesia Stock Exchange's website, PT Kustodian Sentral Efek Indonesia (eASY.KSEI) website, and the Company's website.

Pemanggilan
Invitation

Diumumkan pada 9 Agustus 2021 melalui situs web Bursa Efek Indonesia, situs web PT Kustodian Sentral Efek Indonesia (eASY.KSEI), serta situs web Perseroan.
Announced on 9 August 2021 through the Indonesia Stock Exchange's website, PT Kustodian Sentral Efek Indonesia (eASY.KSEI) website, and the Company's website.

Pelaksanaan
Execution

Dilaksanakan pada Selasa, 31 Agustus 2021 pukul 10.06–10.34 WIB di Gedung Graha Iskandarsyah Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, Jakarta Selatan.
Held on Tuesday, 31 August 2021 at 10.06-10.34 WIB at the Graha Iskandarsyah Building, Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, South Jakarta.

Hasil RUPS
GMS Result

Diumumkan pada 2 September 2021 melalui situs web Bursa Efek Indonesia dan situs web Perseroan.
Announced on 2 September 2021 through the Indonesia Stock Exchange's website and the Company's website.

Kehadiran RUPS Tahunan 2021

2021 AGMS Attendance

Pemegang Saham / Shareholders
RUPS Tahunan 2021 dihadiri oleh Pemegang Saham yang mewakili 8.714.381.676 saham atau 84,19% dari seluruh saham dengan hak suara yang sah yang telah dikeluarkan oleh Perseroan. The 2021 AGMS was attended by the Shareholders representing 8,714,381,676 shares or 84.19% of all shares with valid voting rights issued by the Company.

Dewan Komisaris / Board of Commissioners			
Dinno Indiano* Komisaris Utama (Independen) President Commissioner (Independent)	Hapsoro** Komisaris Utama President Commissioner	Suganto Gunawan** Komisaris Independen Independent Commissioner	Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja Komisaris Independen Independent Commissioner
Tidak Hadir Not Present	Tidak Hadir Not Present	Tidak Hadir Not Present	Tidak Hadir Not Present

Direksi / Board of Directors				
Suwito Direktur Utama President Director	Rivolinggo Pamudji Direktur Pengembangan Usaha Business Development Director	Astini Bernawati Oudang* Direktur Director	Mark Michael Reinecke** Direktur Keuangan Korporat Corporate Finance Director	Timothy John Hansing** Direktur Investasi Investment Director
Hadir Present	Hadir Present	Tidak Hadir Not Present	Tidak Hadir Not Present	Tidak Hadir Not Present

Pihak Independen / Independent Parties
Yulia, SH Notaris Notary

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the AGMS on 31 August 2021.
** Effectively no longer served since the end of the AGMS on 31 August 2021.

Keputusan RUPS Tahunan 2021

2021 AGMS Resolutions

Agenda Pertama / First Agenda	
Keputusan	Menyetujui dan menerima dengan baik laporan Direksi mengenai jalannya usaha Perseroan dan tata usaha keuangan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2020, menyetujui dan mengesahkan laporan keuangan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2020 yang telah diaudit oleh akuntan publik independen dan laporan tahunan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2020 serta memberikan pelunasan dan pembebasan tanggung jawab sepenuhnya (*acquit et de charge*) kepada seluruh anggota Direksi dan Dewan Komisaris Perseroan atas tindakan pengurusan dan pengawasan yang telah dilakukan dalam tahun buku yang berakhir pada 31 Desember 2020, sepanjang tindakan-tindakan tersebut tercermin dalam laporan tahunan Direksi Perseroan dan laporan pelaksanaan tugas pengawasan Dewan Komisaris Perseroan dalam tahun buku 2020.
Resolution	Approved and accepted the Board of Directors' report regarding the management of the Company's business and the Company's financial administration for the financial year ended 31 December 2020, approved and ratified the Financial Statements for the financial year ended 31 December 2020 which has been audited by an Independent Public Accountant and the Annual Report for the financial year ended on 31 December 2020 and granted full release and discharge of responsibility (acquit et de charge) to all members of the Board of Commissioners and Board of Directors for management and supervision actions that have been carried out in the financial year ending in 31 December 2020, as long as these actions are reflected in the Board of Directors Annual Report and the Board of Commissioners Report on the Implementation of Supervisory Duties in the 2020 financial year.
Realisasi Realization	Keputusan RUPS bersifat mutlak dan tidak memerlukan tindak lanjut. GMS resolutions are absolute and do not require follow-up.

Agenda Kedua / Second Agenda	
Keputusan	1. Menunjuk kembali Kantor Akuntan Publik Kanaka Puradiredja, Suhartono yang akan melakukan audit atas buku-buku Perseroan untuk tahun buku yang akan berakhir pada 31 Desember 2021; dan 2. Memberikan wewenang kepada Direksi Perseroan untuk menetapkan jumlah honorarium Akuntan Publik Independen tersebut serta persyaratan lain penunjukannya.
Resolution	1. Appointed Kanaka, Puradiredja, Suhartono Public Accountant Firm to conduct an audit of the Company's books for the financial year ending on 31 December 2021; and 2. Granted authority to the Board of Directors to determine the honorarium for the Independent Public Accountant and other terms of appointment.
Realisasi	Telah dilaksanakan sepenuhnya oleh Dewan Komisaris melalui penetapan jumlah honorarium pekerjaan audit Laporan Keuangan Perseroan tahun buku 2021 sebesar Rp666.500.000,-.
Realization	Fully implemented by the Board of Commissioners through the determination of fee for the audit work of the Company's Financial Statements for 2021 financial year amounted to Rp666,500,000.

Agenda Ketiga / Thrid Agenda

Keputusan	1. Menerima pengunduran diri sekaligus memberhentikan dengan hormat Mark Michael Reinecke dan Timothy John Hansing masing-masing selaku Direktur Perseroan, serta Hapsoro selaku Komisaris Utama dan Suganto Gunawan selaku Komisaris Independen dan memberikan pembebasan dan pelunasan sepenuhnya (*acquit et de charge*) atas tindakan pengurusan dan pengawasan mereka sepanjang tindakan tersebut tercermin dalam buku Perseroan; dan 2. Mengangkat Astini Bernawati Oudang sebagai Direktur Perseroan dan Dinno Indiano sebagai Komisaris Utama merangkap Komisaris Independen dengan masa jabatan mengikuti masa jabatan Direksi dan Dewan Komisaris lainnya, dengan tidak mengurangi hak RUPS untuk memberhentikannya sewaktu-waktu dan dengan memperhatikan ketentuan peraturan perundang-undangan yang berlaku, sehingga terhitung sejak rapat ditutup, susunan anggota Dewan Komisaris dan Direksi Perseroan akan menjadi sebagai berikut. **Dewan Komisaris** Komisaris Utama (Independen) : Dinno Indiano Komisaris Independen : Mayjen. TNI (Purn.) Raden Adang Ruchiatna Puradiredja **Direksi** Direktur Utama : Suwito Direktur : Rivolinggo Pamudji Direktur : Astini Bernawati Oudang
Resolution	1. Accepted the resignation and respectfully dismissed Mark Michael Reinecke and Timothy John Hansing as Directors, as well as Hapsoro as the President Commissioner and Suganto Gunawan as an Independent Commissioners and granted full release and discharge of responsibilities (acquit et de charge) for the management and their supervision to the extent that such actions are reflected in the Company's books; and 2. Appointed Astini Bernawati Oudang as a Director and Dinno Indiano as the President Commissioner concurrently serving as an Independent Commissioner with office term following the terms of office of the Board of Directors and other Board of Commissioners, without prejudice to the right of the GMS to dismiss them at any time and with due observance of the provisions of the applicable laws and regulations, so that as of the closing of the meeting, the composition of the Board of Commissioners and Board of Directors will be as follows. **Board of Commissioners** President Commissioner (Independent) : Dinno Indiano Independent Commissioner : Mayjen. TNI (Purn.) Raden Adang Ruchiatna Puradiredja **Board of Directors** President Director : Suwito Director : Rivolinggo Pamudji Director : Astini Bernawati Oudang
Realisasi Realization	Telah direalisasikan sepenuhnya. Fully realized.

Agenda Keempat / Fourth Agenda

Keputusan Resolution	Memberikan kuasa dan melimpahkan wewenang kepada Dewan Komisaris Perseroan untuk menentukan besarnya gaji atau honorarium dan tunjangan lainnya bagi anggota Dewan Komisaris Perseroan serta menentukan besarnya gaji atau honorarium dan tunjangan lainnya bagi seluruh anggota Direksi Perseroan untuk tahun buku 2021. Gave the power and delegated authority to the Board of Commissioners to determine the amount of salary or honorarium and other benefits for members of the Board of Commissioners and determine the amount of salary or honorarium and other benefits for all members of the Board of Directors for the 2021 financial year.
Realisasi Realization	Telah dilaksanakan sepenuhnya oleh Dewan Komisaris dengan menentukan besarnya remunerasi yang diterima oleh Dewan Komisaris dan Direksi untuk tahun buku 2021 sebesar Rp1.199.709.676,-. Fully implemented by the Board of Commissioners by determining the remuneration amount received by the Board of Commissioners and Board of Directors for 2021 financial year amounted to Rp1,199,709,676.

Agenda Kelima / Fifth Agenda

Keputusan Resolution	1. Menyetujui perubahan Anggaran Dasar Perseroan dalam rangka menyesuaikan dengan Peraturan Otoritas Jasa Keuangan No. 15/POJK.04/2020 tentang Rencana dan Penyelenggaraan Rapat Umum Pemegang Saham Perusahaan Terbuka; dan 2. Menyetujui untuk menunjuk dan memberi kuasa dengan hak substitusi, kepada Direksi Perseroan atau kuasa yang ditunjuk untuk menyusun kembali seluruh Anggaran Dasar Perseroan sehubungan dengan perubahan tersebut dan melakukan segala tindakan yang diperlukan, termasuk namun tidak terbatas untuk menghadap pihak berwenang, mengadakan pembicaraan, memberi dan/atau meminta keterangan, mengajukan permohonan persetujuan dari dan/atau pemberitahuan atas perubahan Anggaran Dasar Perseroan kepada Menteri Hukum dan Hak Asasi Manusia, dan untuk maksud tersebut melakukan perubahan dan/atau penambahan dalam bentuk bagaimanapun yang diperlukan dan/atau disyaratkan oleh Menteri Hukum dan Hak Asasi Manusia dan/atau Peraturan Otoritas Jasa Keuangan No. 15/2020, membuat atau suruh membuat serta menandatangani akta-akta dan surat-surat maupun dokumen-dokumen lainnya yang diperlukan atau dianggap perlu, hadir di hadapan notaris dan melaksanakan hal-hal lain yang harus dan/atau dapat dijalankan, tidak ada yang dikecualikan. 1. Approved changes to the Company's Articles of Association to comply with Financial Services Authority Regulation No. 15/POJK.04/2020 concerning Planning and Organization of the General Meeting of Shareholders of Public Companies; and 2. Approved to appoint and authorize with the right of substitution, to the Board of Directors or the appointed proxy to rearrange the entire Articles of Association in connection with such changes and take all necessary actions, including but not limited to meeting the authorities, holding talks, giving and/or requesting information, applying for approval from and/or notification of amendments to the Articles of Association to the Minister of Law and Human Rights, and for that purpose making changes and/or additions in any form required and/or required by the Minister of Law and Human Rights and/or Financial Services Authority Regulation No. 15/2020, make or order to make and sign deeds and letters or other documents that are needed or deemed necessary, appear before a notary and carry out other things that must and/or can be carried out, nothing is excluded .
Realisasi Realization	Telah direalisasikan sepenuhnya. Fully realized.

Pelaksanaan RUPS Tahun 2020

Sepanjang tahun 2020, Perseroan telah menyelenggarakan 1 kali RUPS Tahunan pada 25 Agustus 2020 dan tidak menyelenggarakan RUPS Luar Biasa. Pelaksanaan RUPS tahun 2020 diuraikan sebagai berikut.

Implementation of 2020 GMS

In 2020, the Company held 1 AGMS on 25 August 2020 and did not organize an EGMS. The implementation of the 2020 GMS is described as follows.

Tahapan RUPS Tahunan 2020

Pengumuman
Announcement

Diumumkan pada 17 Juli 2020 melalui situs web Bursa Efek Indonesia, situs web PT Kustodian Sentral Efek Indonesia (eASY.KSEI), serta situs web Perseroan.
Announced on 17 July 2020 through the Indonesia Stock Exchange's website, PT Kustodian Sentral Efek Indonesia (eASY.KSEI) website, and the Company's website.

Pemanggilan
Invitation

Diumumkan pada 3 Agustus 2020 melalui situs web Bursa Efek Indonesia, situs web PT Kustodian Sentral Efek Indonesia (eASY.KSEI), serta situs web Perseroan.
Announced on 3 August 2020 through the Indonesia Stock Exchange's website, PT Kustodian Sentral Efek Indonesia (eASY.KSEI) website, and the Company's website.

Pelaksanaan
Execution

Dilaksanakan pada Selasa, 25 Agustus 2020 pukul 09.06-09.36 WIB di Hotel Four Points, Ruang Meeting Venezia 2, Jl. MH Thamrin No. 9, Menteng, Jakarta Pusat, 10350.
Held on Tuesday, 25 August 2020 at 09.06-09.36 WIB at the Four Points Hotel, Venezia Meeting Room 2, Jl. MH Thamrin No. 9, Menteng, Central Jakarta, 10350.

Hasil RUPS
GMS Result

Diumumkan pada 26 Agustus 2020 melalui situs web Bursa Efek Indonesia dan situs web Perseroan.
Announced on 26 August 2020 through the Indonesia Stock Exchange's website and the Company's website.

Stages of 2020 AGMS

Kehadiran RUPS Tahunan 2020

2020 AGMS Attendance

Pemegang Saham / Shareholders

RUPS Tahunan 2020 dihadiri oleh Pemegang Saham yang mewakili 9.004.039.276 saham atau 86,99% dari seluruh saham dengan hak suara yang sah yang telah dikeluarkan oleh Perseroan.

The 2020 AGMS was attended by the Shareholders representing 9,004,039,276 shares or 86.99% of all shares with valid voting rights issued by the Company.

Dewan Komisaris / Board of Commissioners

Hapsoro Komisaris Utama President Commissioner	Suganto Gunawan Komisaris Independen Independent Commissioner	Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja Komisaris Independen Independent Commissioner
Tidak Hadir Not Present	Hadir Present	Hadir Present

Direksi / Board of Directors

Suwito Direktur Utama President Director	Mark Michael Reinecke Direktur Director	Timothy John Hansing Direktur Director
Hadir Present	Tidak Hadir Not Present	Tidak Hadir Not Present
Rivolinggo Pamudji Direktur Director	Simon Morris Gerovich* Direktur Director	Kern Miang Chan* Direktur Independen Independent Director
Hadir Present	Tidak Hadir Not Present	Tidak Hadir Not Present

Pihak Independen / Independent Parties

Yulia, SH Notaris Notary

* Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 25 Agustus 2020.

* Effectively no longer served since the end of the AGMS on 25 August 2020.

Tindak Lanjut Keputusan RUPS Tahun 2020

Hingga Desember 2021, seluruh keputusan RUPS Tahunan 2020 yang dilaksanakan pada 25 Agustus 2020, telah direalisasikan sepenuhnya dan diuraikan sebagai berikut.

Hasil Keputusan RUPS Tahunan 25 Agustus 2020

1. Laporan Direksi mengenai jalannya usaha Perseroan dan tata usaha keuangan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2019, laporan keuangan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2019 yang telah diaudit oleh Akuntan Publik Independen dan laporan tahunan Perseroan untuk tahun buku yang berakhir pada 31 Desember 2019 serta laporan pelaksanaan tugas pengawasan Dewan Komisaris Perseroan dalam tahun buku 2019;
2. Penunjukan Kantor Akuntan Publik Independen yang akan melakukan audit atas buku-buku Perseroan untuk tahun buku yang akan berakhir pada 31 Desember 2020;
3. Penetapan paket remunerasi anggota Dewan Komisaris dan Direksi Perseroan untuk tahun buku 2020;
4. Perubahan susunan Direksi dan Komisaris Perseroan;
5. Persetujuan atas penghapusan piutang Perseroan yang timbul dari pembatalan dividen yang sudah terlanjur dibagikan kepada Pemegang Saham Perseroan; Persetujuan atas peningkatan modal dasar Perseroan;
6. Perubahan Pasal 3 Anggaran Dasar Perseroan perihal Maksud dan Tujuan serta Kegiatan Usaha dalam rangka penyesuaian Pengumuman Bersama Kementerian Hukum dan Hak Asasi Manusia Republik Indonesia dan Kementerian Koordinator Bidang Perekonomian Republik Indonesia tentang penyesuaian Maksud dan Tujuan Kegiatan Usaha Perseroan (Pasal 3 Anggaran Dasar) sesuai dengan Klasifikasi Baku Lapangan Usaha Indonesia (KBLI) 2017, Perubahan Pasal 15 ayat 3 perihal Masa Jabatan Direksi dan Pasal 18 ayat 3 perihal Masa Jabatan Dewan Komisaris.

Follow Up on 2020 AGMS Resolutions

As of December 2021, all resolutions of the 2020 AGMS conducted on 25 August 2020, have been fully realized and are described as follows.

AGMS Resolutions on 25 August 2020

1. The Board of Directors' Report on the Company's business operations and financial administration for the financial year ending on 31 December 2019, the Financial Statements for the financial year ending on 31 December 2019 audited by an Independent Public Accountant and the Annual Report for the financial year ending on 31 December 2019, as well as a report on the implementation of supervisory duties of the Board of Commissioners for 2019 financial year;
2. Appointment of an Independent Public Accounting Firm that will audit the Company's books for the financial year ending on 31 December 2020;
3. Determination of remuneration package for the Boards of Commissioners and Board of Directors for the 2020 financial year;
4. Changes in the composition of the Boards of Directors and Board of Commissioners;
5. Approval for the write-off of the Company's receivables due to the cancellation of dividends that have already been distributed to the Shareholders; Approval for the increase in the Company's authorized capital;
6. Amendment to Article 3 of the Articles of Association on the Purpose and Objectives as well as Business Activities to adjust the Joint Announcement of the Ministry of Law and Human Rights of the Republic of Indonesia and the Coordinating Ministry for Economic Affairs of the Republic of Indonesia regarding the adjustment of the Company's Business Activities Purpose and Objectives (Article 3 of the Articles of Association) in accordance with 2017 Indonesian Standard Industrial Classification (KBLI); Amendment to Article 15 paragraph 3 on the Office Term of the Board of Directors and Article 18 paragraph 3 on the Office Term of the Board of Commissioners.



Dewan Komisaris
The Board of Commissioners

Sebagai salah satu organ utama Perseroan, Dewan Komisaris memiliki tanggung jawab bersama untuk mengawasi kinerja Direksi dan memberikan rekomendasi kepada Direksi terkait strategi, kebijakan dan kegiatan operasional Perseroan, termasuk melakukan penilaian risiko dan pengawasan audit.

As one of the Company's main organs, the Board of Commissioners has a shared responsibility to supervise the performance of the Board of Directors and provide recommendations to the Board of Directors regarding the Company's strategies, policies, and operational activities, including risk assessment and audit supervision.

Pedoman Kerja Dewan Komisaris

Dewan Komisaris telah memiliki pedoman dan tata tertib kerja termasuk pengaturan etika kerja, waktu kerja, dan rapat yang diatur tersendiri dalam Pedoman Kerja Dewan Komisaris yang telah efektif berlaku sejak tahun 2015.

Board of Commissioners Work Guidelines

The Board of Commissioners has guidelines and work rules including work ethics, working hours, and meetings which are regulated separately in the Board of Commissioners Work Guidelines which have been effective since 2015.

Komposisi Dewan Komisaris

Anggota Dewan Komisaris diangkat oleh RUPS untuk jangka waktu sampai dengan ditutupnya RUPS Tahunan yang ke 3 setelah pengangkatan anggota Dewan Komisaris yang dimaksud, dengan tidak mengurangi hak RUPS untuk memberhentikannya sewaktu-waktu. Komposisi Dewan Komisaris per 31 Desember 2021 sebagai berikut.

Composition of the Board of Commissioners

Members of the Board of Commissioners are appointed by the GMS for a period until the closing of the 3rd AGMS after the appointment without prejudice to the right of the GMS to dismiss them at any time. Composition of the Board of Commissioners per 31 December 2021 is as follows.

Dinno Indiano*
Komisaris Utama (Independen)
President Commissioner (Independent)
Akta Pernyataan Keputusan RUPS Tahunan No. 71 tanggal 31 Agustus 2021 (2021-2023)
Deed of Resolutions of AGMS No. 71 dated 31 August 2021 (2021-2023)

Hapsoro**
Komisaris Utama
President Commissioner
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2021)

Suganto Gunawan**
Komisaris Independen
Independent Commissioner
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2021)

Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja
Komisaris Independen
Independen Commissioner
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2021)

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the AGMS on 31 August 2021.
** Effectively no longer served since the end of the AGMS on 31 August 2021.

Komisaris Independen

Komposisi Dewan Komisaris Perseroan pada tahun 2021 berjumlah 4 orang anggota dengan 1 orang sebagai Komisaris Utama yang merangkap jabatan sebagai Komisaris Independen,

Independent Commissioner

The composition of the Board of Commissioners in 2021 consists of 4 members with 1 President Commissioner concurrently serving as an Independent Commissioner and 2 Independent

dan 2 orang sebagai Komisaris Independen yang berarti 75% dari total Komisaris yang ada. Komposisi anggota Dewan Komisaris tersebut telah memenuhi ketentuan Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris Emiten atau Perusahaan Publik, yang mengatur bahwa paling kurang 30% dari jumlah anggota Dewan Komisaris adalah Komisaris Independen.

Commissioners, equal to 75% of the total existing Commissioners. The composition of the Board of Commissioners has complied with the provisions of the Financial Services Authority Regulation No. 33/POJK.04/2014 on the Board of Directors and Board of Commissioners of Issuers or Public Companies, which stipulates that at least 30% of the total members of the Board of Commissioners are Independent Commissioners.

Pernyataan Independensi

Keberadaan Komisaris Independen bertujuan untuk menciptakan jalannya kegiatan usaha yang lebih obyektif dan independen, dan juga untuk menjaga *fairness* serta mampu memberikan keseimbangan antara kepentingan Pemegang Saham Mayoritas dan perlindungan terhadap kepentingan Pemegang Saham Minoritas termasuk pemangku kepentingan lainnya. Adapun pemenuhan kriteria independensi bagi masing-masing Komisaris Independen Perseroan sebagai berikut.

Declaration of Independence

The presence of Independent Commissioners has a purpose to create a more objective and independent course of business activities, to maintain fairness, and to provide a balance among the interests of the Majority Shareholders and protection to the interests of the Minority Shareholders including other stakeholders. The fulfillment of the independence criteria for each Independent Commissioner is as follows.

Pernyataan Independensi Declaration of Independence	Dinno Indiano*	Suganto Gunawan**	Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja
Bukan orang yang dalam waktu 6 bulan terakhir bekerja atau mempunyai wewenang dan tanggung jawab untuk merencanakan, memimpin, mengendalikan, atau mengawasi kegiatan Perseroan, kecuali untuk pengangkatan kembali sebagai Komisaris Independen pada periode berikutnya. Not a person who within the last 6 months has worked or has the authority and responsibility to plan, lead, control, or supervise the Company's activities, except for reappointment as an Independent Commissioner in the following period.	√	√	√
Tidak mempunyai saham, baik langsung maupun tidak langsung pada Perseroan. Does not own the Company's shares, either directly or indirectly.	√	√	√
Tidak memiliki hubungan afiliasi dengan Perseroan atau Pemegang Saham Mayoritas/Saham Utama atau salah satu anggota Dewan Komisaris atau Direksi. Has no affiliation relationshop with the Company or Majority Shareholders or one of the members of the Board of Commissioners or Directors.	√	√	√
Tidak memiliki hubungan usaha, baik langsung maupun tidak langsung, yang berkaitan dengan kegiatan usaha Perseroan. Does not have a business relationship, directly or indirectly, related to the Company's business activities.	√	√	√

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the AGMS on 31 August 2021.
** Effectively no longer served since the end of the AGMS on 31 August 2021.

Tugas dan Tanggung Jawab Dewan Komisaris

Sebagaimana diatur dalam Pedoman Kerja Dewan Komisaris, Dewan Komisaris menjalankan tugas dan tanggung jawab sebagai berikut.

Duties and Responsibilities of the Board of Commissioners

As stipulated in the Board of Commissioners Work Guidelines, the Board of Commissioners carries out the following duties and responsibilities.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Mengawasi kinerja dan memberikan nasihat kepada Direksi dalam mengelola kegiatan usaha Perseroan. Supervises the Board of Directors' performance and provides advice in managing the Company's business activities.	Telah mengawasi kinerja dan memberikan nasihat kepada Direksi melalui rapat gabungan ataupun surat keputusan Dewan Komisaris terkait pelaksanaan pengurusan Perseroan yang mencakup pengelolaan keuangan, operasional, rencana pengembangan usaha maupun isu-isu penting terkait dinamika industri. Dewan Komisaris memandang bahwa Direksi telah menjalankan tugas di tengah tantangan yang dihadapi industri perhotelan pada tahun 2021. Has supervised the Board of Directors' performance and provided advices to them through joint meetings or issuance of the Board of Commissioners Decision Letter regarding the implementation of the Company's management which includes financial management, operations, business development plans as well as important issues related to industrial dynamics. The Board of Commissioners believes that the Board of Directors has appropriately carried out its duties amidst challenges faced by the hospitality industry in 2021.
Mengawasi pelaksanaan manajemen risiko dan kepatuhan terhadap peraturan yang berlaku. Supervises the implementation of risk management and compliance with applicable regulations.	Telah menelaah secara berkala dan memberikan arahan kepada Direksi atas laporan yang disampaikan, menerapkan manajemen risiko dan prinsip-prinsip GCG dalam setiap kegiatan usaha Perseroan pada seluruh tingkatan organisasi. Has regularly reviewed and provided direction to the Board of Directors on the reports submitted, the implementation of risk management and GCG principles in every Company's business activities at all organization levels.
Menentukan tugas, program kerja, dan target kinerja Dewan Komisaris. Determines the duties, work programs, and performance targets of the Board of Commissioners.	Telah menentukan beberapa tugas, program kerja, dan target kinerja Dewan Komisaris. Has determined several tasks, work programs, and performance targets for the Board of Commissioners.
Menyusun cara meyampaikan informasi dari Dewan Komisaris ke pemangku kepentingan. Develops means to convey information from the Board of Commissioners to the stakeholders.	Telah menyusun cara menyampaikan informasi dari Dewan Komisaris kepada pemangku kepentingan. Has developed a way to convey information from the Board of Commissioners to stakeholders.
Menyelenggarakan RUPS Tahunan dan RUPS Luar Biasa sesuai dengan Anggaran Dasar Perseroan dan peraturan perundangan yang terkait. Organizing AGMS and EGMS in accordance with the Articles of Association and related laws and regulations.	RUPS Tahunan telah dilaksankaan pada Selasa, 31 Agustus 2021 pukul 10.06–10.34 WIB di Gedung Graha Iskandarsyah Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, Jakarta Selatan. The AGMS was held on Tuesday, 31 August 2021 at 10.06–10.34 WIB at the Graha Iskandarsyah Building, Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, South Jakarta.
Memberikan pendapat kepada RUPS mengenai masalah strategis atau yang dianggap penting, termasuk pendapat mengenai kelayakan visi dan misi Perseroan. Provides opinions to the GMS regarding strategic issues or any issues deemed important, including opinions regarding the feasibility of the Company's vision and mission.	Rencana strategis Perseroan untuk tahun 2021, antara lain terkait: a. Meningkatkan pelayanan dengan mengikuti standar protokol kesehatan yang berlaku; dan b. Meningkatkan kerja sama promosi dengan sistem *partnership*, baik *online* maupun *offline*. The Company's strategic plan for 2021, among others, relates to: a. Improving services by following applicable health protocol standards; and b. Increase promotion cooperation with the partnership system, both online and offline.
Membentuk Komite Audit dan dapat membentuk komite lainnya. Establish an Audit Committee and may establish other committees.	Telah membentuk Komite Audit yang saat ini diketuai oleh Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja. Has established an Audit Committee which is currently chaired by Major General. TNI (Purn.) Adang Ruchiatna Puradiredja.
Melakukan evaluasi terhadap kinerja komite yang membantu pelaksanaan tugas dan tanggung jawabnya setiap akhir tahun buku. Evaluating the performance of the committees that assist the Board of Commissioners in carrying out their duties and responsibilities at the end of each financial year.	Telah mengevaluasi kinerja komite dibawahnya dengan membantu Dewan Komisaris dalam melaksanakan tugas pengawasan dan penasehatan atas keandalan laporan dan informasi keuangan serta efektivitas sistem pengendalian internal Perseroan. Has evaluated the performance of the committees that assist the Board of Commissioners in carrying out their supervisory and advisory duties on the reliability of financial statements and information as well as the effectiveness of the Company's internal control system.

Rapat Dewan Komisaris

Kebijakan Rapat

Berdasarkan Anggaran Dasar Perseroan, Dewan Komisaris wajib mengadakan rapat internal paling sedikit 1 kali dalam 2 bulan dan rapat gabungan dengan Direksi paling sedikit 1 kali dalam 4 bulan. Sedangkan, untuk rapat tambahan dapat diadakan sesuai dengan kebutuhan Perseroan.

Board of Commissioners Meeting

Meeting Policy

As stated in the Articles of Association, the Board of Commissioners meetings must be held at least once every 2 months and joint meetings with the Board of Directors must be held at least once every 4 months. Furthermore, additional meetings can be held according to the Company's needs.

Pelaksanaan Rapat

Sepanjang tahun 2021, Dewan Komisaris telah menyelenggarakan 6 kali rapat internal dan 4 kali rapat gabungan dengan Direksi. Informasi mengenai tingkat kehadiran rapat ditunjukkan sebagai berikut.

Meetings

Throughout 2021, the Board of Commissioners held 6 internal meetings and 4 joint meetings with the Board of Directors. Information about the level of meetings attendance is presented as follows.

Nama dan Jabatan Name and Position	Rapat Internal Dewan Komisaris Board of Commissioners Internal Meeting	Rapat Gabungan dengan Direksi Joint Meeting with the Board of Directors
Dinno Indiano* Komisaris Utama (Independen) President Commissioner (Independent)	Jumlah Rapat / Number of Meeting : 3 Kehadiran / Attendance : 3 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 2 Kehadiran / Attendance : 2 Tingkat Kehadiran / Attendance Level : 100.00%
Hapsoro** Komisaris Utama President Commissioner	Jumlah Rapat / Number of Meeting : 3 Kehadiran / Attendance : 3 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 2 Kehadiran / Attendance : 2 Tingkat Kehadiran / Attendance Level : 100.00%
Suganto Gunawan** Komisaris Independen Independent Commissioner	Jumlah Rapat / Number of Meeting : 6 Kehadiran / Attendance : 4 Tingkat Kehadiran / Attendance Level : 66.67%	Jumlah Rapat / Number of Meeting : 2 Kehadiran / Attendance : 2 Tingkat Kehadiran / Attendance Level : 100.00%
Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja Komisaris Independen Independent Commissioner	Jumlah Rapat / Number of Meeting : 6 Kehadiran / Attendance : 6 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 4 Kehadiran / Attendance : 4 Tingkat Kehadiran / Attendance Level : 100.00%

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the AGMS on 31 August 2021.
** Effectively no longer served since the end of the AGMS on 31 August 2021.

Penilaian Kinerja Dewan Komisaris

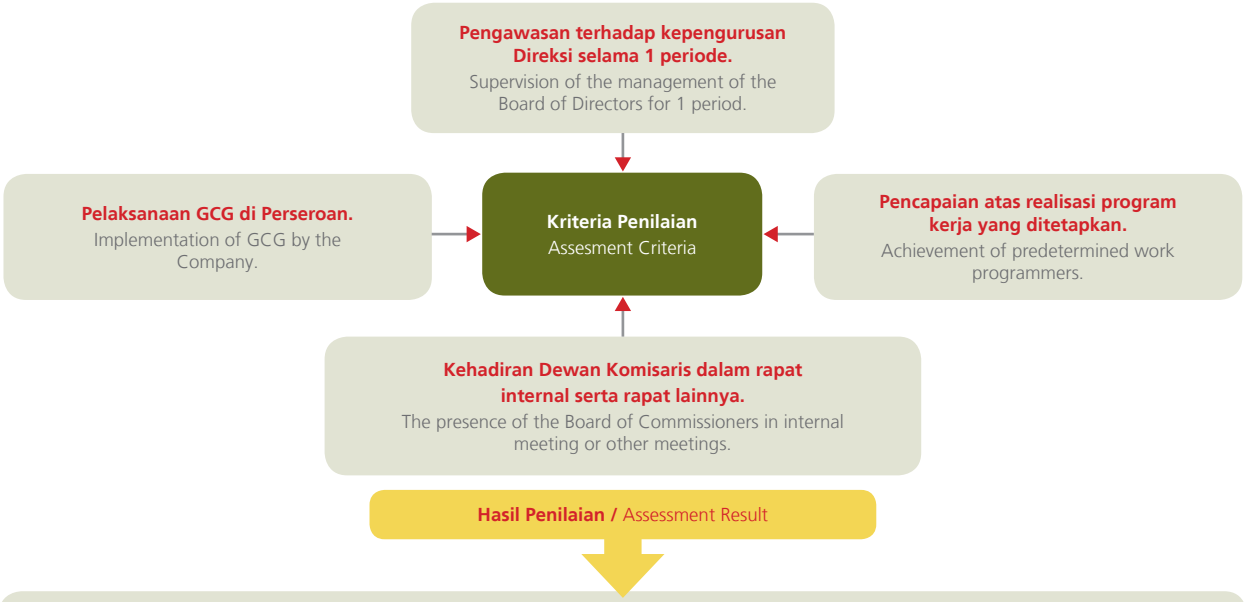
Performance Assessment of the Board of Commissioners Assessment

Prosedur, Kriteria, dan Pihak yang Melakukan Penilaian

Assessment Procedure, Criteria, and Assessor

Penilaian kinerja diaplikasikan melalui kebijakan penilaian sendiri (*self assessment*) yang dilakukan oleh Dewan Komisaris. Adapun kriteria penilaian meliputi:

Performance assessment is carried out through a self-assessment policy conducted by the Board of Commissioners. The assessment criteria include:



Hasil *self assessment* yang dilakukan Dewan Komisaris Perseroan untuk tahun 2021 menunjukkan bahwa pemenuhan tugas dan tanggung jawab telah dilakukan dengan baik, sesuai dengan peraturan yang berlaku. Hasil penilaian ini akan dilaporkan oleh Dewan Komisaris saat RUPS sebagai bentuk pertanggungjawaban pelaksanaan tugas di sepanjang tahun berjalan.

The results of the self-assessment conducted by the Board of Commissioners for 2021 showed that the duties and responsibilities have been performed properly in accordance with applicable regulations. The results of this assessment will be reported by the Board of Commissioners at the GMS as a form of accountability for the implementation of duties throughout the current year.

Penilaian Kinerja Komite di bawah Dewan Komisaris

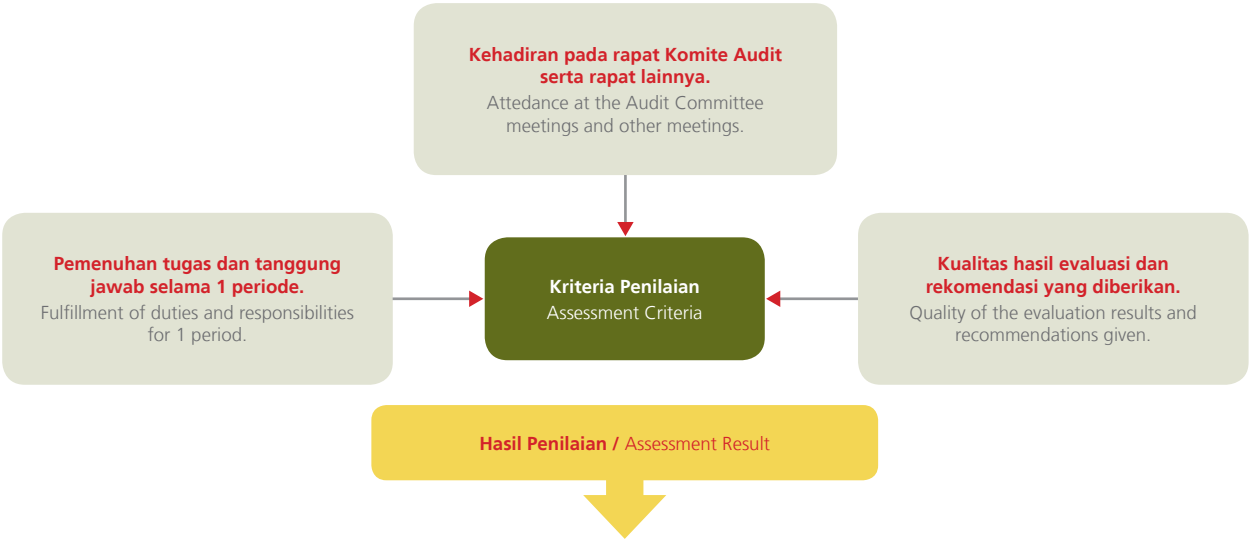
Prosedur, Kriteria, dan Pihak yang Melakukan Penilaian

Dewan Komisaris juga mengevaluasi kinerja komite dibawahnya, yakni Komite Audit. Penilaian kinerja dilakukan secara mandiri (*self assessment*) oleh Dewan Komisaris dengan mempertimbangkan pencapaian kinerja serta peran masing-masing organ perusahaan tersebut. Penilaian kinerja akan dibahas pada rapat internal Dewan Komisaris dan rapat komite. Adapun kriteria penilaian kinerja meliputi:

Performance Assessment of Committee under the Board of Commissioners

Assessment Procedure, Criteria, and Assessor

The Board of Commissioners also evaluates the performance of the Committee under them, namely the Audit Committee. Performance assessment is carried out independently (self-assessment) by the Board of Commissioners by taking into account the performance achievement and the role of each Company's body. Performance assessment will be discussed at the Board of Commissioners internal meetings and committee meetings. The performance evaluation criteria include:



Secara umum, Dewan Komisaris memandang bahwa Komite Audit telah menjalankan tugasnya dengan efisien berdasarkan prinsip GCG dan tujuan Perseroan. Penilaian ini dilaksanakan berdasarkan laporan pelaksanaan tugas dan tanggung jawab yang disampaikan.

In general, the Board of Commissioners believes that the Audit Committee has carried out its duties efficiently based on the GCG principles and the Company's objectives. This assessment is carried out based on the report on the implementation of the duties and responsibilities submitted.

Direksi
The Board of Directors

Direksi bertanggung-jawab penuh dalam mengelola dan menetapkan arah strategis Perseroan, memanfaatkan dan menjaga aset Perseroan untuk tujuan dan kepentingan Perseroan, serta mewakili Perseroan, baik di dalam maupun di luar pengadilan sesuai dengan ketentuan Anggaran Dasar Perseroan.

The Board of Directors is fully responsible for managing and determining the Company's strategic direction, utilizing and maintaining the Company's assets for the Company's goals and interests, as well as representing the Company, both inside and outside the court in accordance with the provisions of the Articles of Association.

Pedoman Kerja Direksi

Direksi Perseroan telah memiliki Pedoman Kerja Direksi yang telah efektif berlaku sejak tahun 2015 yang disusun sebagai rujukan/pedoman bagi Direksi Perseroan dalam menjalankan tugasnya secara efektif dan efisien maupun pihak-pihak lain yang terkait dengan pelaksanaan tugas Direksi.

Board of Directors Work Guidelines

The Board of Directors already has a Board of Directors Work Guidelines which has been effective since 2015 which is prepared as a reference/guideline for the Board of Directors in carrying out their duties effectively and efficiently as well as other parties related to the implementation of the Board of Directors duties.

Komposisi Direksi

Pada tahun 2021, terdapat perubahan komposisi anggota Direksi, sesuai dengan keputusan RUPS Tahunan 2021. Berikut susunan anggota Direksi per 31 Desember 2021.

Composition of the Board of Directors

In 2021, there were some changes in the composition of the Board of Directors, in accordance with the decision of the 2021 AGMS. The composition of the Board of Directors as of 31 December 2021 is as follows.

Suwito
Direktur Utama
President Director
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2023)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2023)

Rivolinggo Pamudii
Direktur Pengembangan Usaha
Business Development Director
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2023)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2023)

Astini Bernawati Oudang*
Direktur Investasi
Investment Director
Akta Pernyataan Keputusan RUPS Tahunan No. 71 tanggal 31 Agustus 2021 (2021-2023)
Deed of Resolutions of AGMS No. 71 dated 31 August 2021 (2021-2023)

Mark Michael Reinecke**
Direktur Keuangan Korporat
Corporate Finance Director
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2021)

Timothy John Hansing**
Direktur Investasi
Invesment Director
Akta Pernyataan Keputusan RUPS Tahunan No. 104 tanggal 25 Agustus 2020 (2020-2021)
Deed of Resolutions of AGMS No. 104 dated 25 August 2020 (2020-2021)

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the AGMS on 31 August 2021.
** Effectively no longer served since the end of the AGMS on 31 August 2021.

Tugas dan Tanggung Jawab Direksi

Pembagian tugas dan tanggung jawab masing-masing Direksi dilakukan guna menjamin pelaksanaan dan kesinambungan pencapaian sasaran Perseroan pada masa mendatang secara lebih sistematis efisien dan efektif. Berikut bidang tugas dan tanggung jawab masing-masing Direksi.

Duties and Responsibilities of the Board of Directors

The division of duties and responsibilities for each Board of Directors is carried out to ensure the implementation and continuity of the Company's targets achievement in the future in a more systematic, efficient and effective manner. The duties and responsibilities of each Board of Directors are as follows.

Nama Name	Bidang Tugas Task field	Tugas dan Tanggung Jawab Duties and responsibilities	Realisasi 2021 2021 Realization
Suwito	Direktur Utama	Mengkoordinasikan seluruh fungsi Direksi serta dilaksanakannya mandat dari para Pemegang Saham.	Direktur Utama telah melakukan koordinasi kepada seluruh fungsi dalam Perseroan, termasuk dengan Entitas Anak yang menjalankan kegiatan operasional.
	President Director	Coordinate all functions of the Board of Directors and carry out the mandate of the Shareholders.	The President Director has coordinated with all functions within the Company, including with the Subsidiaries that carry out operational activities.
Rivolinggo Pamudji	Direktur Pengembangan Usaha	Pelaksanaan atau persiapan untuk proyek-proyek yang sedang/akan dilaksanakan oleh Perseroan, performa operasi, performa penjualan dan pemasaran, serta performa standar pelayanan.	Direktur Pengembangan Usaha telah melaksanakan kinerja operasi, kinerja penjualan dan pemasaran, serta kinerja standar pelayanan.
	Director Business Development	Implementation or preparation for projects that are being/will be implemented by the Company, operational performance, sales and marketing performance, and service standard performance.	The Director of Business Development has implemented operational performance, sales and marketing performance, as well as service standard performance.
Astini Bernawati Oudang*	Direktur Investasi	Pengembangan bisnis, strategi investasi modal, dan hubungan dengan investor.	Direktur Investasi telah menyusun strategi investasi permodalan dan hubungan dengan investor.
	Investment Director	Business development, capital investment strategy, and investor relations.	The Investment Director has developed a capital investment strategy and investor relations.
Mark Michael Reinecke**	Direktur Keuangan Korporat	Pengawasan dan perencanan di bidang keuangan dan akuntansi, Entitas Anak, serta strategi keuangan Perseroan.	Direktur Keuangan Korporat telah melakukan pengawasan dan perencanaan di bidang keuangan dan akuntansi, seperti pengawasan Laporan Keuangan kuartalan dan tahunan, serta perencanaan keuangan untuk tahun selanjutnya.
	Corporate Finance Director	Supervision and planning in finance and accounting, Subsidiaries, as well as the Company's financial strategy.	The Director of Corporate Finance has carried out supervision and planning in finance and accounting, such as supervision of quarterly and annual Financial Reports, as well as financial planning for the following year.
Timothy John Hansing**	Direktur Investasi	Pengembangan bisnis, strategi investasi modal, dan hubungan dengan investor.	Direktur Investasi telah menyusun strategi investasi permodalan dan hubungan dengan investor.
	Investment Director	Business development, capital investment strategy, and investor relations.	The Investment Director has developed a capital investment strategy and investor relations.

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effective since the end of the Annual GMS on 31 August 2021.
** Effective not serving since the end of the Annual GMS on 31 August 2021.

Rapat Direksi

Kebijakan Rapat

Sebagai bagian dari pelaksanaan tugas, Direksi wajib menyelenggarakan rapat secara berkala. Berdasarkan Pedoman Kerja Direksi, Direksi wajib menyelenggarakan rapat internal Direksi paling sedikit 1 kali dalam 1 bulan. Direksi juga wajib melaksanakan rapat gabungan dengan Dewan Komisaris paling sedikit 1 kali dalam 4 bulan untuk membahas perkembangan dari laporan kinerja Direksi.

Pelaksanaan Rapat

Sepanjang tahun 2021, Direksi telah melaksanakan rapat internal Direksi sebanyak 12 kali dan rapat gabungan dengan Dewan Komisaris sebanyak 4 kali. Berikut uraian tingkat kehadiran Direksi dalam rapat-rapat tersebut.

Board of Directors Meeting

Meeting Policy

As part of the implementation of their duties, the Board of Directors is required to hold regular meetings. Based on the Board of Directors Work Guidelines, the Board of Directors is required to hold an internal meeting at least once a month. The Board of Directors is also required to hold joint meetings with the Board of Commissioners at least once in 4 months to discuss the progress of the Board of Directors' performance reports.

Meetings

Throughout 2021, the Board of Directors held 12 internal meetings and 4 joint meetings with the Board of Commissioners. The description of the level of attendance of the Board of Directors in these meetings is described as follows.

Nama dan Jabatan Name and Position	Rapat Internal Direksi Board of Directors Internal Meeting	Rapat Gabungan dengan Dewan Komisaris Joint Meeting with the Board of Commissioners
Suwito Direktur Utama President Director	Jumlah Rapat / Number of Meeting : 12 Kehadiran / Attendance : 12 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 4 Kehadiran / Attendance : 4 Tingkat Kehadiran / Attendance Level : 100.00%
Rivolinggo Pamudji Direktur Pengembangan Usaha Business Development Director	Jumlah Rapat / Number of Meeting : 12 Kehadiran / Attendance : 12 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 4 Kehadiran / Attendance : 4 Tingkat Kehadiran / Attendance Level : 100.00%
Astini Bernawati Oudang* Direktur Investasi Investment Director	Jumlah Rapat / Number of Meeting : 4 Kehadiran / Attendance : 4 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 2 Kehadiran / Attendance : 2 Tingkat Kehadiran / Attendance Level : 100.00%
Mark Michael Reinecke** Direktur Keuangan Korporat Corporate Finance Director	Jumlah Rapat / Number of Meeting : 8 Kehadiran / Attendance : 8 Tingkat Kehadiran / Attendance Level : 100.00%	Jumlah Rapat / Number of Meeting : 2 Kehadiran / Attendance : 2 Tingkat Kehadiran / Attendance Level : 100.00%
Timothy John Hansing** Direktur Investasi Investment Director	Jumlah Rapat / Number of Meeting : 8 Kehadiran / Attendance : 6 Tingkat Kehadiran / Attendance Level : 75.00%	Jumlah Rapat / Number of Meeting : 2 Kehadiran / Attendance : 2 Tingkat Kehadiran / Attendance Level : 100.00%

* Efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.
** Efektif tidak menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

* Effectively serves since the end of the AGMS on 31 August 2021.
** Effectively no longer served since the end of the AGMS on 31 August 2021.

Penilaian Kinerja Direksi

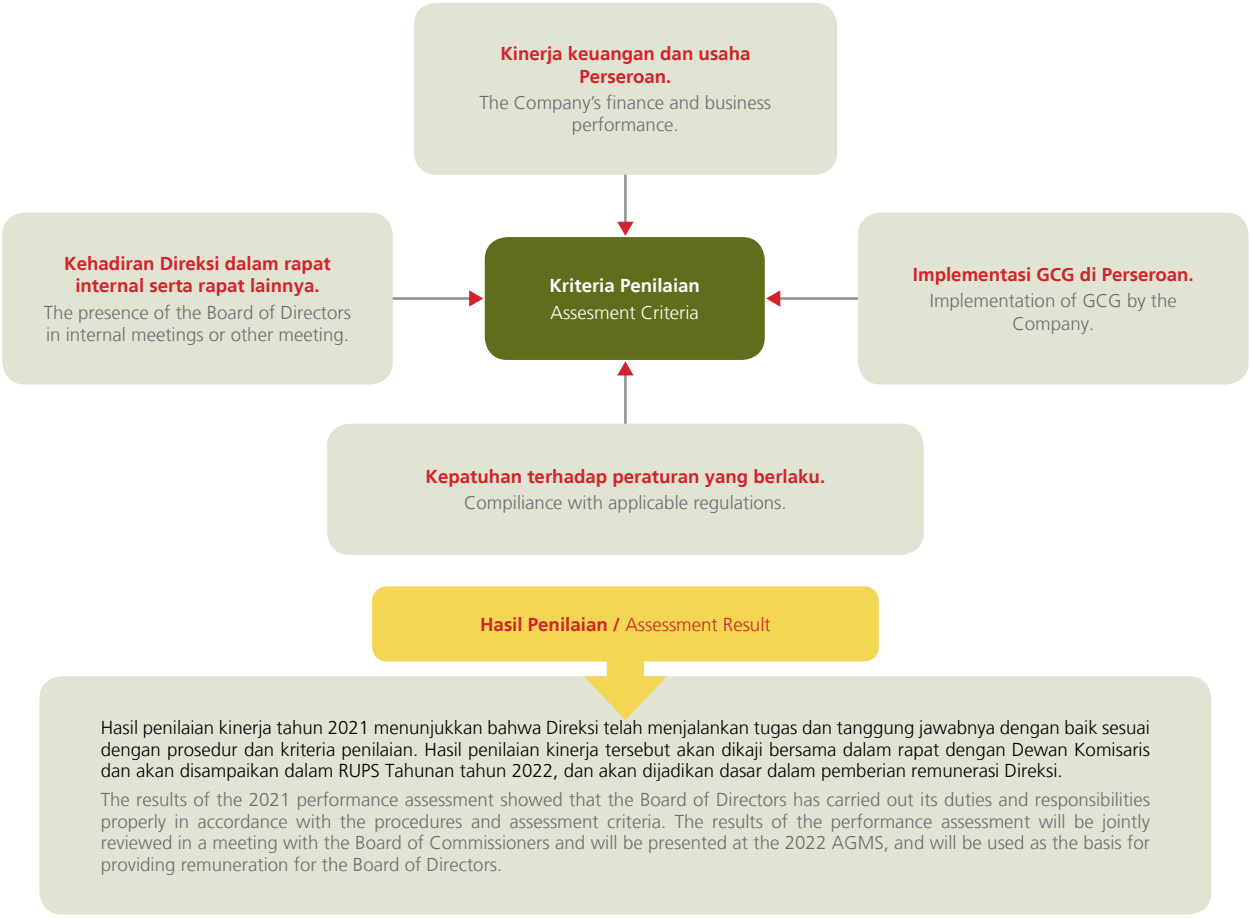
Prosedur, Kriteria, dan Pihak yang Melakukan Penilaian

Kinerja Direksi dinilai oleh Dewan Komisaris dengan cara mandiri (*self assessment*). Kriteria dari penilaian tersebut meliputi:

Performance Assessment of the Board of Directors

Assessment Procedure, Criteria, and Assessor

Board of Directors' performance assessed by the Board of Commissioners through a self-assessment mechanism. The assessment criteria include:



Penilaian Kinerja Organ Pendukung Direksi

Pemenuhan tugas dan tanggung jawab Direksi terkait pelaksanaan GCG dibantu oleh Sekretaris Perusahaan dan Audit Internal. Oleh karena itu, penilaian kinerja organ tersebut menjadi salah satu agenda yang perlu dilaksanakan setiap tahunnya oleh Direksi. Kriteria penilaian meliputi pemenuhan tugas dan tanggung jawab, serta kualitas pekerjaan.

Berdasarkan hasil penilaian, Sekretaris Perusahaan dan Audit Internal secara konsisten telah mendukung implementasi GCG, khususnya kepatuhan terhadap peraturan dan ketentuan. Di sisi lain, kualitas pelaksanaan GCG pada Perseroan juga dinilai mengalami peningkatan jika dibandingkan dengan tahun sebelumnya, khususnya dalam hal peninjauan terhadap prosedur operasi standar (SOP) yang berlaku dan penyusunan SOP baru yang dibutuhkan.

Performance Assessment of the Board of Directors Supporting Organs

Fulfillment of the duties and responsibilities of the Board of Directors regarding the GCG implementation is assisted by the Corporate Secretary and Internal Audit. Therefore, the performance assessment of these organs is one of the agendas to be annually conducted by the Board of Directors. The assessment criteria include the fulfillment of duties and responsibilities and work quality.

Based on the assessment results, the Corporate Secretary and Internal Audit have consistently supported the GCG implementation, particularly compliance with rules and regulations. On the other hand, the quality of the GCG implementation in the Company is also considered to have improved compared to the previous year, especially in terms of reviewing applicable standard operating procedures (SOP) and the preparation of new SOPs.

Informasi tentang Komite di bawah Direksi

Hingga akhir tahun 2021, Perseroan belum memiliki komite di bawah Direksi, sehingga tidak terdapat informasi terkait pelaksanaan tugas dan penilaian terhadap kinerja komite di bawah Direksi.

Information about Committees under the Board of Directors

Until the end of 2021, the Company did not have any committee under the Board of Directors, thus there was no information regarding the implementation of duties and an assessment of the performance of committees under the Board of Directors.

Pengembangan Kompetensi Dewan Komisaris dan Direksi

Competence Development of the Boards of Commissioners and Board of Directors

Untuk memfasilitasi terjadinya pengembangan kapasitas dan pemutakhiran pengetahuan Dewan Komisaris dan Direksi atas isu-isu terkini terkait Perseroan, maka anggota Dewan Komisaris dan Direksi berhak untuk mengikuti pelatihan, *workshop*, seminar, *conference*, dan lain sebagainya yang dapat bermanfaat dalam meningkatkan efektivitas fungsi Dewan Komisaris dan Direksi.

To facilitate competence development and update the knowledge of the Board of Commissioners and Board of Directors on the latest issues related to the Company, members of the Board of Commissioners and Board of Directors are entitled to attend training, workshops, seminars, conferences, and so forth that are useful in increasing the effectiveness of the Board of Commissioners and Board of Directors functions.

Kebijakan Pengembangan Kompetensi Dewan Komisaris dan Direksi

Kebijakan mengenai program pengembangan kompetensi Dewan Komisaris dan Direksi diuraikan sebagai berikut.

1. Program pengembangan kompetensi dilaksanakan guna meningkatkan efektivitas Dewan Komisaris dan Direksi.

2. Rencana pelaksanaan program pengembangan kompetensi diuraikan dalam Rencana Kerja dan Anggaran Dewan Komisaris serta Rencana Kerja dan Anggaran Direksi.
3. Anggota Dewan Komisaris yang mengikuti program pengembangan kompetensi berupa seminar dan pelatihan harus menyajikan presentasi untuk anggota Dewan Komisaris lain guna berbagi informasi dan pengetahuan. Begitu pula dengan anggota Direksi yang mengikuti program pengembangan kompetensi harus menyajikan presentasi untuk anggota Direksi lain.

4. Anggota Dewan Komisaris yang mengikuti pengembangan kompetensi bertanggung jawab membuat laporan tentang pelaksanaan program pengembangan kompetensi untuk disampaikan kepada Dewan Komisaris. Sama halnya dengan anggota Dewan Komisaris, anggota Direksi yang mengikuti

Competence Development Policy of the Boards of Commissioners and Board of Directors

The policy regarding the competence development programs for the Board of Commissioners and Board of Directors is described as follows.

1. The competence development programs are designed to increase the effectiveness of the Board of Commissioners and Board of Directors.
2. Plan for the implementation of competence development programs is described in the Board of Commissioners and Board of Directors Work Plan and Budget.
3. Members of the Board of Commissioners who participate in competence development programs in the form of seminars and training must give their presentations to other members of the Board of Commissioners to share information and knowledge. Likewise, members of the Board of Directors who participate in the competence development programs must give their presentations to other members of the Board of Directors.
4. Members of the Board of Commissioners who participate in the competence development are responsible for making reports on the implementation of such programs to be submitted to the Board of Commissioners. Also similarly, members of the Board of Directors who participate in

pengembangan kompetensi bertanggung jawab membuat laporan tentang pelaksanaan program peningkatan kompetensi untuk disampaikan kepada Direksi.

Pada tahun 2021, anggota Dewan Komisaris dan Direksi Perseroan tidak mengikuti pelatihan maupun pendidikan dari pihak eksternal, namun secara mandiri, anggota Dewan Komisaris dan Direksi melakukan peningkatan kompetensi melalui media buku dan/atau informasi digital.

competence development are responsible for making reports on the implementation of such programs to be submitted to the Board of Directors.

In 2021, members of the Board of Commissioners and Board of Directors of the Company will not participate in training or education from external parties, but independently, members of the Board of Commissioners and Board of Directors will improve their competence through the media of books and/or digital information.

Nominasi dan Remunerasi Dewan Komisaris dan Direksi

Nomination and Remuneration of the Boards of Commissioners and Board of Directors

Nominasi Dewan Komisaris dan Direksi

Prosedur Nominasi

Perseroan telah menyusun kebijakan mengenai nominasi Dewan Komisaris dan Direksi yang bertujuan untuk menjaga kesinambungan proses regenerasi atau kaderisasi kepemimpinan di Perseroan dalam rangka mempertahankan keberlanjutan bisnis dan tujuan jangka panjang Perseroan.

Adapun persyaratan untuk menjadi seorang anggota Dewan Komisaris dan Direksi Perseroan diuraikan sebagai berikut.

1. Memiliki karakter, moral, dan integritas yang baik.
2. Mampu melaksanakan tindakan hukum.
3. Dalam 5 tahun terakhir sebelum pemilihan dan selama masa jabatannya:
   a. Tidak pernah dinyatakan pailit;
   b. Tidak pernah menjadi bagian dari Direksi dan/atau Dewan Komisaris dari satu perusahaan yang telah dinyatakan pailit;
   c. Tidak pernah dihukum karena tindakan kejahatan yang melibatkan keuangan negara dan/atau sektor keuangan lain; dan
   d. Tidak pernah menjadi bagian dari Direksi dan/atau Dewan Komisaris dari suatu perusahaan yang:
      - Pernah tidak menyelenggarakan RUPS Tahunan;
      - Laporan pertanggungjawaban dari Direksi dan/atau Dewan Komisaris telah ditolak oleh RUPS atau tidak menyerahkan laporan pertanggungjawaban sebagai Direksi dan/atau Dewan Komisaris kepada RUPS; dan

Nominations of the Board of Commissioners and Directors

Nomination Procedure

The Company has prepared a policy regarding the nomination of the Board of Commissioners and Board of Directors which aims to maintain the continuity of the regeneration process or leadership regeneration to maintain the sustainability of the Company's business and long-term goals.

The requirements to become a member of the Board of Commissioners and Board of Directors are described as follows.

1. Has good characters, morals, and integrity.
2. Has competence in performing legal actions.
3. Within 5 years prior to appointment and during their term of office:
   a. Have never been declared bankrupt;
   b. Have never been a member of the Board of Directors and/or a member of the Board of Commissioners who was found guilty of causing a company to go bankrupt;
   c. Have never been convicted of committing a crime that caused losses to the State finances and/or related to the financial sector; and
   d. Have never been a member of the Board of Directors and/or a member of the Board of Commissioners who during their tenure:
      - Did not hold an AGMS;
      - Their accountability report as a member of the Board of Directors and/or a member of the Board of Commissioners was denied by the GMS or did not submit their accountability report as a member of the Board of Directors and/or members of the Board of Commissioners to the GMS; and

- Pernah menyebabkan perusahaan yang memperoleh izin, persetujuan atau pernyataan efektif dari Otoritas Jasa Keuangan gagal memenuhi penyerahan laporan keuangan dan/atau laporan keuangan tahunan kepada Otoritas Jasa Keuangan.

4. Memiliki komitmen untuk mematuhi peraturan yang berlaku.
5. Memenuhi persyaratan lain yang ditetapkan oleh perundang-undangan yang berlaku, selama tidak berlawanan dengan persyaratan yang disebutkan sebelumnya.
6. Anggota Direksi berdomisili di Indonesia.
7. Anggota Direksi dilarang memiliki hubungan keluarga sampai dengan derajat kedua dengan sesama anggota Direksi dan Dewan Komisaris.

Program Orientasi bagi Dewan Komisaris dan Direksi Baru

Program orientasi bagi anggota Dewan Komisaris dan Direksi yang baru diangkat dilaksanakan oleh Sekretaris Perusahaan dengan materi:

1. Pengenalan kegiatan operasional Perseroan;
2. Peraturan perundang-undangan terkait kegiatan usaha Perseroan;
3. Aspek GCG di Perseroan;
4. Program kerja/kegiatan Dewan Komisaris dan Direksi dalam tahun buku; serta
5. Mekanisme rapat dan pengambilan keputusan Dewan Komisaris dan Direksi.

Pada tahun 2021, Perseroan telah melaksanakan program orientasi bagi Dewan Komisaris dan Direksi baru yaitu Dinno Indiano selaku Komisaris Utama (Independen) dan Astini Bernawati Oudang selaku Direktur Investasi yang efektif menjabat sejak berakhirnya RUPS Tahunan pada 31 Agustus 2021.

Remunerasi Dewan Komisaris dan Direksi

Prosedur dan Dasar Penetapan Remunerasi

Setiap anggota Dewan Komisaris dan Direksi berhak untuk menerima remunerasi dari Perseroan. Setiap tahun, RUPS memberikan wewenang kepada Dewan Komisaris untuk menentukan jumlah remunerasi untuk Dewan Komisaris dan Direksi setiap tahun. Dalam penyusunan kebijakan, struktur, dan besaran remunerasi, terdapat beberapa indikator yang perlu diperhatikan, sebagai berikut.

- Caused a company that has obtained permit, approval or registration from Financial Services Authority fails to fulfill the obligation of submitting an Annual Report and/or Financial Statements to the Financial Services Authority.

4. Have the commitment to comply with the prevailing laws and regulations.
5. Fulfill other requirements stipulated by the applicable laws and regulations, as long as it does not conflict with the requirements previously stated.
6. Members of the Board of Directors are domiciled in Indonesia.
7. Members of the Board of Directors are prohibited from having family relationships up to the second degree with fellow members of the Board of Directors and the Board of Commissioners.

Orientation Program for New Member of the Board of Commissioners and Board of Directors

The orientation program for newly appointed members of the Board of Commissioners and Board of Directors is carried out by the Corporate Secretary with the following materials:

1. Introduction of the Company's operation activities;
2. Laws and regulations related to the Company's business activities;
3. GCG Aspects in the Company;
4. Work programs/activities of the Board of Commissioners and Board of Directors in the financial year; and
5. Meetings mechanism and decision making of the Board of Commissioners and Board of Directors.

In 2021, the Company has implemented an orientation program for the new Board of Commissioners and Directors, namely Dinno Indiano as the President Commissioner (Independent) and Astini Bernawati Oudang as the Investment Director who have been effective since the end of the Annual GMS on 31 August 2021.

Remuneration of the Board of Commissioners and Board of Directors

Procedures and Basis of Determination for Remuneration

Each member of the Board of Commissioners and Board of Directors is entitled to receive remuneration from the Company. Every year, the GMS authorizes the Board of Commissioners to determine the amount of remuneration for the Board of Commissioners and Board of Directors. In formulating policies, structures, and the amount of remuneration, there are several indicators to be considered, namely.

Besaran remunerasi di industri yang sejenis dengan kegiatan usaha dan skala usaha Perseroan.
The amount of remuneration in industries similar to the Company's business activities and scale.

Wewenang, tugas, dan tanggung jawab Direksi dan/atau Dewan Komisaris yang berhubungan dengan tujuan dan pencapaian kinerja Perseroan.
The authorities, duties and responsibilities of the Board of Directors and/or of the Board of Commissioners relating to the Company's objectives and performance achievements.

Pencapaian target kinerja dari masing-masing Direksi dan/atau Dewan Komisaris.
Achievement of performance targets of each Board of Directors and/or Board of Commissioners.

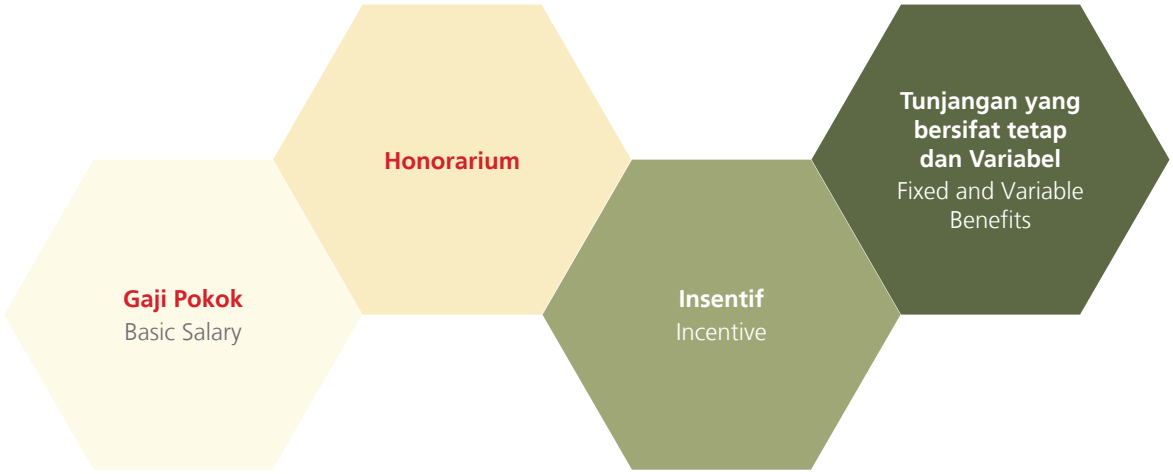
Kesesuaian antara remunerasi yang bersifat tetap dan bersifat variabel.
Conformity between fixed and variable remuneration.

Struktur Remunerasi

Struktur remunerasi yang diterima oleh Dewan Komisaris dan Direksi, terdiri dari:

Remuneration Structure

The remuneration structure received by the Board of Commissioners and Board of Directors, consists of:



Besaran Remunerasi

Pada tahun 2021, jumlah besaran remunerasi yang diberikan kepada Dewan Komisaris dan Direksi sebesar Rp1.199.709.676,-.

Remuneration Amount

In 2021, the total amount of remuneration given to the Board of Commissioners and Directors is Rp1,199,709,676.

Remunerasi yang Ditangguhkan atau Ditarik Kembali

Pada tahun 2021, tidak ada remunerasi Dewan Komisaris maupun Direksi Perseroan yang ditangguhkan atau ditarik kembali.

Deferred or Withdrawn Remuneration

In 2021, no remuneration for the Board of Commissioners or Board of Directors has been suspended or withdrawn.

Komite Audit
Audit Committee

Komite Audit memiliki tugas dan tanggung jawab untuk memberikan nasihat dan jaminan atas integritas pengungkapan keuangan Perseroan, melakukan pengawasan terhadap pengendalian internal, manajemen risiko dan audit eksternal, serta memantau kepatuhan terhadap peraturan perundang-undangan yang berlaku.

The Audit Committee has the duties and responsibilities to provide advice and assurance on the integrity of the Company's financial disclosures, perform a supervision on internal control, risk management, and external audit, and monitor compliance with applicable laws and regulations.

Pedoman Kerja Komite Audit

Dalam menjalankan tugas dan tanggung jawabnya, Komite Audit mengacu pada Piagam Komite Audit yang mengatur tentang keanggotaan, tugas dan tanggung jawab, wewenang dan tata cara pelaporan Komite Audit. Piagam Komite Audit telah disetujui oleh Dewan Komisaris pada 1 Juli 2016.

Audit Committee Work Guidelines

In performing its duties and responsibilities, the Audit Committee refers to the Audit Committee Charter which regulates the membership, duties and responsibilities, authorities, and reporting procedures of the Audit Committee. The Audit Committee Charter was approved by the Board of Commissioners on 1 July 2016.

Komposisi Komite Audit

Sesuai dengan Piagam Komite Audit, komposisi Komite Audit harus terdiri dari paling sedikit 1 Komisaris Independen Perseroan dan setidaknya 2 anggota lain yang tidak berafiliasi dengan Perseroan. Selain itu, anggota Komite Audit wajib mempunyai pengetahuan dan pengalaman dalam bidang akuntansi dan keuangan. Adapun komposisi Komite Audit tahun 2021 dijelaskan sebagai berikut.

Composition of the Audit Committee

In accordance with the Audit Committee Charter, the composition of the Audit Committee must consist of at least 1 Independent Commissioner and at least 2 other members who are not affiliated with the Company. In addition, members of the Audit Committee must have knowledge and experience in accounting and finance. The composition of the Audit Committee in 2021 is described as follows.

Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja
Ketua Komite Audit
Chairman of the Audit Committee
Surat Keputusan Dewan Komisaris No. 008/RPI/SK-KOM/VIII/2020 tanggal 26 Agustus 2020 (2020-2023)
Decree of the Board of Commissioners No. 008/RPI/SK-KOM/VIII/2020 dated 26 August 2020 (2020-2023)

Raditia Christine Senjaya
Anggota Komite Audit
Audit Committee Member
Surat Keputusan Dewan Komisaris No. 008/RPI/SK-KOM/VIII/2020 tanggal 26 Agustus 2020 (2020-2023)
Decree of the Board of Commissioners No. 008/RPI/SK-KOM/VIII/2020 dated 26 August 2020 (2020-2023)

Sofia (Nadalia Shofia Audrina)
Anggota Komite Audit
Audit Committee Member
Surat Keputusan Dewan Komisaris No. 008/RPI/SK-KOM/VIII/2020 tanggal 26 Agustus 2020 (2020-2023).
Decree of the Board of Commissioners No. 008/RPI/SK-KOM/VIII/2020 dated 26 August 2020 (2020-2023)

Independensi Komite Audit

Sesuai dengan Peraturan Otoritas Jasa Keuangan No. 55/POJK.04/2015 tentang Pembentukan dan Pedoman Pelaksanaan Kerja Komite Audit, Komite Audit bertindak secara independen dalam melaksanakan tugas dan tanggung jawabnya. Seluruh anggota Komite Audit Perseroan merupakan pihak

Audit Committee Independence

In accordance with the Financial Services Authority Regulation No. 55/POJK.04/2015 on the Establishment and Work Guidelines of the Audit Committee, the Audit Committee acts independently in performing its duties and responsibilities. All members of the Audit Committee are independent parties who are selected based

independen yang dipilih sesuai dengan kemampuan, serta latar belakang pengalaman dan pendidikannya. Aspek independensi Komite Audit dijelaskan sebagai berikut.

on their abilities, experiences, and educational backgrounds. The independence aspect of the Audit Committee is described as follows.

Aspek Independensi Independence Aspect	Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja	Raditia Christine Senjaya	Sofia (Nadalia Shofia Audrina)
Tidak memiliki hubungan keuangan dengan Dewan Komisaris dan Direksi. Does not have any financial relationship with the Board of Commissioners and Directors.	√	√	√
Tidak memiliki hubungan kepengurusan di perusahaan, Entitas Anak, maupun perusahaan afiliasi. Does not have any management relationship within the Company, Subsidiaries, or Affiliated companies.	√	√	√
Tidak memiliki hubungan kepemilikan saham di perusahaan. Does not have a share ownership relationship in the company.	√	√	√
Tidak memiliki hubungan keluarga dengan Dewan Komisaris, Direksi, dan/atau sesama anggota Komite Audit. Does not have any family relationship with the Board of Commissioners, Directors, and/or fellow members of the Audit Committee.	√	√	√
Tidak menjabat sebagai pengurus partai politik, pejabat dan pemerintah. Does not serve as a member of political parties, officials and government.	√	√	√

Tugas dan Tanggung Jawab Komite Audit

Duties and Responsibilities of the Audit Committee

Adapun tugas dan tanggung jawab Komite Audit beserta realisasi di tahun 2021 diuraikan sebagai berikut.

The duties and responsibilities of the Audit Committee and their realization in 2021 are described as follows.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Mengkaji Laporan Keuangan Perseroan tahun 2020 dan Laporan Keuangan Interim Perseroan tahun 2021. Reviews the 2020 Financial Statements and the 2021 Interim Financial Statements.	Komite Audit telah melakukan penelaahan atas Laporan Keuangan Perseroan secara berkala dalam rapat Komite Audit. The Audit Committee has reviewed the Financial Statements on a regular basis in the Audit Committee meetings.
Memberikan pendapat independen dalam hal terjadi perbedaan pendapat antara manajemen dan akuntan atas jasa yang diberikannya. Provides independent opinion in the event of disagreements between management and public accountant for the services they provide.	Sepanjang tahun 2021, tidak terdapat perbedaan pendapat antara manajemen dan akuntan atas jasa yang diberikannya yang memerlukan pendapat independen dari Komite Audit. Throughout 2021, there were no differences of opinion between the Management and accountants regarding the services provided which required an independent opinion from the Audit Committee.
Mengkaji ketaatan Perseron terhadap Undang-Undang dan peraturan yang berlaku yang terkait dengan kegiatan Perseroan. Reviews the Company's compliance with the applicable laws and regulations related to the Company's activities.	Komite Audit telah memantau dan memberikan masukan terkait pemenuhan ketentuan regulator atas setiap tindakan yang akan diambil Perseroan. The Audit Committee has monitored and provided input regarding compliance with regulatory provisions for any actions to be taken by the Company.
Memberikan saran kepada Dewan Komisaris mengenai penunjukan akuntan yang berlandaskan pada independensi, ruang lingkup penugasan dan biaya untuk diinformasikan kepada RUPS. Provides advice to the Board of Commissioners regarding the appointment of public accountant based on independence, scope of the assignment and fees to be informed to the GMS.	Komite Audit telah memberikan rekomendasi kepada Dewan Komisaris dalam hal penunjukan Kantor Akuntan Publik Kanaka, Puradiredja, Suhartono (jaringan Nexia KPS) yang akan melakukan audit atas buku-buku Perseroan untuk tahun buku yang akan berakhir pada 31 Desember 2021 dengan biaya sebesar Rp666.500.000,-. The Audit Committee has provided recommendations to the Board of Commissioners regarding the appointment of a Public Accounting Firm Kanaka, Puradiredja, Suhartono (network Nexia KPS) which will audit the Company's books for the financial year ending on 31 December 2021 at a fee of Rp666,500,000.
Mengkaji aktivitas pelaksanaan manajemen risiko yang dilakukan oleh Direksi. Reviews the activities in implementing risk management carried out by the Board of Directors.	Komite Audit telah melakukan penelaahan terhadap pelaksanaan manajemen risiko yang dilakukan oleh Direksi. The Audit Committee has reviewed the implementation of risk management carried out by the Board of Directors.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Mengkaji pengaduan yang berhubungan dengan proses akuntansi dan pelaporan keuangan Perseroan. Reviews complaints relating to the Company's accounting and financial reporting processes.	Selama tahun 2021, tidak terdapat pengaduan yang berkaitan dengan proses akuntansi dan pelaporan keuangan. In 2021, there were no complaints related to the accounting and financial reporting processes.
Mengkaji dan memberikan pendapat kepada Dewan Komisaris terkait dengan potensi adanya benturan kepentingan. Review and provides opinions to the Board of Commissioners regarding potential conflicts of interest.	Komite Audit telah menelaah dan tidak menemukan adanya potensi benturan kepentingan di sepanjang tahun 2021. The Audit Committee has reviewed and did not find any potential conflicts of interest throughout 2021.
Menjaga kerahasiaan semua dokumen, data, dan informasi Perseroan. Maintaining the confidentiality of Company's documents, data, and information.	Komite Audit tidak mengungkapkan kerahasian informasi untuk kepentingan pribadi atau dengan cara apapun yang bertentangan dengan hukum atau merugikan Perseroan. The Audit Committee did not disclose any confidential information for personal interests or in any way that is against the law or is detrimental to the Company.

Rapat Komite Audit

Kebijakan Rapat

Tata cara rapat Komite Audit telah diatur di dalam Pedoman Kerja Komite Audit, yaitu dipimpin oleh Ketua Komite Audit dan dihadiri oleh minimal 50% keanggotaan. Rapat diselenggarakan sekurang-kurangnya 1 kali dalam 3 bulan dengan pengambilan keputusan secara musyawarah untuk mufakat atau berdasarkan pemungutan suara terbanyak.

Pelaksanaan Rapat

Sepanjang tahun 2021, Komite Audit Perseroan telah melaksanakan 4 kali rapat dengan tingkat kehadiran sebagai berikut

Mayjen. TNI (Purn.) Adang Ruchiatna Puradiredja
Ketua Komite Audit
Chairman of the Audit Committee

Jumlah Rapat / Number of Meeting	: 4
Kehadiran / Attedance	: 4
Tingkat Kehadiran / Attedance Level	: 100.00%

Raditia Christine Senjaya
Anggota Komite Audit
Audit Committee Member

Jumlah Rapat / Number of Meeting	: 4
Kehadiran / Attedance	: 4
Tingkat Kehadiran / Attedance Level	: 100.00%

Sofia (Nadalia Shofia Audrina)
Anggota Komite Audit
Audit Committee Member

Jumlah Rapat / Number of Meeting	: 4
Kehadiran / Attedance	: 4
Tingkat Kehadiran / Attedance Level	: 100.00%

Pengembangan Kompetensi Komite Audit

Perseroan senantiasa memfasilitasi pelaksanaan program pengembangan kompetensi. Peningkatan ini diberikan untuk meningkatkan kinerja anggota Komite Audit dalam menjalankan tugas dan tanggung jawab yang dimiliki. Pada tahun 2021, Komite Audit tidak mengikuti pelatihan maupun pendidikan dari pihak eksternal, namun secara mandiri, anggota Komite Audit melakukan peningkatan kompetensi melalui media buku dan/atau informasi digital.

Audit Committee Meeting

Meeting Policy

The procedure of the Audit Committee meeting has been regulated in the Audit Committee Work Guidelines that the meeting must be chaired by the Chairperson of the Audit Committee and attended by at least 50% of its members. Meetings are held at least once in 3 months with resolutions made by deliberation for consensus or based on majority voting.

Meetings

In 2021, the Company's Audit Committee held 4 meetings with the level of attendance as follows.

Audit Committee Competency Development

The Company always facilitates the implementation of competency development programs. These programs are provided to improve the performance of the Audit Committee members in carrying out their duties and responsibilities. In 2021, the Audit Committee did not participate in any training or education programs from external parties, but independently, the Audit Committee members has improved their competence through books and/or digital information.

Fungsi Nominasi dan Remunerasi
Nomination and Remuneration Function

Fungsi nominasi dan remunerasi memiliki peran dalam membantu Dewan Komisaris dalam mengkaji dan memperbaharui kebijakan dan prosedur, serta memberikan rekomendasi terkait nominasi dan remunerasi anggota Dewan Komisaris, Direksi, dan karyawan. Hingga akhir tahun 2021, fungsi nominasi dan remunerasi dijalankan langsung oleh Dewan Komisaris. Hal ini didasarkan pada pertimbangan ukuran dan kemampuan Perseroan.

The nomination and remuneration function has a role in assisting the Board of Commissioners in reviewing and updating policies and procedures, as well as giving recommendations regarding the nomination and remuneration of members of the Board of Commissioners, Board of Directors, and employees. Until the end of 2021, the nomination and remuneration function has been carried out directly by the Board of Commissioners. This is based on consideration of the Company's size and capacity.

Pedoman Kerja Fungsi Nominasi dan Remunerasi

Pada 29 Januari 2016, Piagam Komite Nominasi dan Remunerasi telah diterbitkan berdasarkan Keputusan Dewan Komisaris. Piagam Dewan Komisaris menentukan latar belakang, struktur, keanggotaan, tugas, tanggung jawab, wewenang, serta prosedur rapat dan pelaporan Komite.

Nomination and Remuneration Function Work Guidelines

On 29 January 2016, the Nomination and Remuneration Committee Charter was issued based on the Decree of the Board of Commissioners. The Nomination and Remuneration Charter determines the background, structure, membership, duties, responsibilities, authorities, and procedures for Committee meetings and reporting.

Tugas dan Tanggung Jawab Fungsi Nominasi dan Remunerasi

Pada tahun 2021, tugas dan tanggung jawab fungsi nominasi dan remunerasi, beserta realisasinya diuraikan sebagai berikut.

Duties and Responsibilities of the Nomination and Remuneration Function

In 2021, the duties and responsibilities of the nomination and remuneration function and their realization are described as follows.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Lingkup Tugas dan Tanggung Jawab Fungsi Nominasi The Scope of Duties and Responsibilities of the Nomination Function	
Menyusun dan menetapkan komposisi serta proses nominasi anggota Dewan Komisaris dan/atau anggota Direksi.	Telah menentukan komposisi Dewan Komisaris dan Direksi Perseroan dengan selalu memperhatikan keberagaman, baik dari segi usia, pendidikan, dan pengalaman kerja untuk menunjang kinerja dalam Perseroan.
Prepares and determines the composition and nomination process of members of the Board of Commissioners and/or Board of Directors.	Has determined the composition of the Board of Commissioners and Board of Directors by always paying attention to its diversity, in terms of age, education, and work experience to support their performance.
Melakukan penilaian kinerja anggota Dewan Komisaris dan/atau anggota Direksi berdasarkan tolok ukur yang telah disusun sebagai bahan evaluasi.	Telah memantau, menelaah, dan memberikan rekomendasi kepada Dewan Komisaris terkait pencapaian kinerja Dewan Komisaris dan Direksi sepanjang tahun 2021.
Assesses the performance of members of the Board of Commissioners and/or Board of Directors of the based on the benchmarks that have been prepared as evaluation material.	Has monitored, reviewed, and provided recommendations to the Board of Commissioners regarding the performance achievements of the Board of Commissioners and Board of Directors throughout 2021.
Menetapkan kebijakan berkaitan dengan program pengembangan kemampuan anggota Dewan Komisaris dan/atau Direksi.	Dewan Komisaris dan Direksi telah memiliki kebijakan terkait dengan program pengembangan kemampuan, seperti: a. Mengikuti pelatihan dan seminar yang berhubungan dengan kegiatan usaha Perseroan; dan b. Mengikuti sosialisasi mengenai peraturan-peraturan serta informasi-informasi terkini yang berkaitan dengan Perseroan dan kegiatan usahanya.
Establish policies related to the capacity development program for members of the Board of Commissioners and/or Board of Directors.	The Board of Commissioners and the Board of Directors have policies related to capacity building programs, such as: a. Participate in training and seminars related to the Company's business activities; and b. Participate in the dissemination of the latest regulations and information related to the Company and its business activities.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Memutuskan calon yang memenuhi syarat sebagai anggota Dewan Komisaris dan/atau anggota Direksi yang akan disampaikan kepada RUPS. Decides on candidates who qualify as members of the Board of Commissioners and/or Board of Directors to be submitted to the GMS.	Seluruh Dewan Komisaris dan Direksi telah memenuhi syarat pada saat diangkat dan selama menjabat. Hal tersebut telah sesuai dengan Peraturan Otoritas Jasa Keuangan No. 33/POJK.04/2014 tentang Direksi dan Dewan Komisaris atau Perusahaan Publik. All of the Board of Commissioners and the Board of Directors have met the requirements at the time of their appointment and during their tenure. This is in accordance with the Financial Services Authority Regulation No. 33/POJK.04/2014 concerning the Board of Directors and the Board of Commissioners or Public Companies.
Lingkup Tugas dan Tanggung Jawab Fungsi Remunerasi The Scope of Duties and Responsibilities of the Remuneration Function	
Membuat dan menetapkan struktur remunerasi bagi anggota Dewan Komisaris dan/atau anggota Direksi, yang dapat berupa gaji, honorarium, insentif, dan/atau tunjangan yang bersifat tetap dan/atau variabel. Prepares and determines the remuneration structure for members of the Board of Commissioners and/or Board of Directors, which can be in the form of salaries, honorarium, incentives, and/or fixed and/or variable allowances.	Struktur remunerasi bagi Dewan Komisaris dan Direksi telah mempertimbangkan hasil penelaahan terhadap indikator-indikator yang mempengaruhi besaran remunerasi yang layak. The remuneration structure for the Board of Commissioners and Board of Directors has taken into account the results of a review of the indicators that affect the appropriate amount of remuneration.
Membuat dan menentukan kebijakan atas remunerasi bagi anggota Dewan Komisaris dan/atau anggota Direksi. Prepares and determines policies on remuneration for members of the Board of Commissioners and/or Board of Directors.	Dewan Komisaris dan Direksi telah memiliki kebijakan mengenai besaran remunerasi dengan memperhatikan beberapa indikator yaitu: a. Besaran remunerasi di industri yang sejenis dengan kegiatan usaha dan skala usaha Perseroan; b. Wewenang, tugas, dan tanggung jawab anggota Dewan Komisaris dan/atau Direksi yang berhubungan dengan tujuan dan pencapaian kinerja Perseroan; c. Pencapaian target kinerja dari masing-masing anggota Dewan Komisaris dan/atau Direksi; dan d. Kesesuaian antara remunerasi yang bersifat tetap dan bersifat variabel. The Board of Commissioners and Board of Directors have policies regarding the remuneration amount by taking into account several indicators, i.e.: a. Remuneration amount in an industry similar to the Company's business activities and business scale; b. The authority, duties, and responsibilities of members of the Board of Commissioners and/or Board of Directors related to the Company's goals and performance achievements; c. Achievement of the performance targets of each member of the Board of Commissioners and/or Board of Directors; and d. Conformity between fixed and variable remuneration.

Rapat Fungsi Nominasi dan Remunerasi

Uraian terkait rapat Fungsi Nominasi dan Remunerasi telah disampaikan pada rapat Dewan Komisaris.

Nomination and Remuneration Function Meeting

The description regarding the Nomination and Remuneration Function meeting has been submitted at the Board of Commissioners meeting.

Kebijakan Suksesi Direksi

Penyusunan kebijakan suksesi Direksi merupakan bagian dari tugas fungsi nominasi dan remunerasi agar Perseroan memiliki suatu sistem nominasi bagi anggota Komisaris dan Direksi.

Board of Directors Succession Policy

The preparation of the Board of Directors' succession policy is part of the duties of the Remuneration and Nomination function so that the Company has a nomination system for its Board of Commissioners and Directors.

Sekretaris Perusahaan
Corporate Secretary

Sebagai perusahaan terbuka, Perseroan wajib memiliki Sekretaris Perusahaan yang berfungsi sebagai penghubung yang menjembatani berbagai kepentingan antara Perseroan dengan Pemegang Saham, regulator, dan pemangku kepentingan lainnya, serta memastikan kepatuhan Perseroan terhadap peraturan dan perundang-undangan, khususnya di bidang pasar modal.

As a public company, the Company is required to appoint a Corporate Secretary who will perform as a liaison that bridges interests between the Company and the Shareholders, regulators, and other stakeholders, and ensuring the Company's compliance with applicable laws and regulations, particularly in the capital market sector.

Pedoman Kerja Sekretaris Perusahaan

Pelaksanaan tugas dan tanggung jawab Sekretaris Perusahaan mengacu kepada Peraturan Otoritas Jasa Keuangan No. 35/POJK.04/2014 tentang Sekretaris Perusahaan Emiten atau Perusahaan Publik.

Corporate Secretary Work Guidelines

The implementation of the duties and responsibilities of the Corporate Secretary refers to the Financial Services Authority Regulation No. 35/POJK.04/2014 on Corporate Secretary of Issuers or Public Companies.

Tugas dan Tanggung Jawab Sekretaris Perusahaan

Pelaksanaan tugas dan tanggung jawab Sekretaris Perusahaan mengacu pada Pedoman Kerja Sekretaris Perusahaan. Berikut uraian tugas dan tanggung jawab yang diemban oleh Sekretaris Perusahaan.

Duties and Responsibilities of the Corporate Secretary

The implementation of the duties and responsibilities of the Corporate Secretary refers to the Corporate Secretary Work Guidelines. The description of the duties and responsibilities of the Corporate Secretary is as follows.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Mengikuti perkembangan pasar modal, khususnya peraturan perundang-undangan yang berlaku di bidang pasar modal. . Follows the development of the capital market, particularly the laws and regulations applicable in the capital market.	Sekretaris Perusahaan telah memantau perkembangan regulasi yang berlaku, serta mengikuti berbagai seminar dan *workshop* yang dilaksanakan oleh regulator terkait pemaparan regulasi terbaru. The Corporate Secretary has monitored the development of applicable regulations, and attended various seminars and workshops organized by the regulator regarding the exposure of the latest regulations.
Mengkoordinir RUPS Tahunan. Coordinates AGMS.	Sekretaris Perusahaan mengkoordinir jalannya RUPS Tahunan pada Selasa, 31 Agustus 2021 pukul 10.06–10.34 WIB di Gedung Graha Iskandarsyah Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, Jakarta Selatan, sehingga setiap tahapan pelaksanaannya sesuai dengan ketentuan yang berlaku. The Corporate Secretary has organized the AGMS on Tuesday, 31 August 2021 at 10.06–10.34 WIB at the Graha Iskandarsyah Building, Lt. 2 Jl. Sultan Iskandarsyah Raya No. 66C, South Jakarta, so that each stage of its implementation is in accordance with applicable regulations.
Sebagai penghubung antara Perseroan dengan Pemegang Saham, regulator, dan pemangku kepentingan lainnya. As a liaison between the Company and the Shareholders, regulators, and other stakeholders.	Sekretaris Perusahaan melaksanakan keterbukaan informasi penting perusahaan yang diperlukan oleh Pemegang Saham, regulator, dan pemangku kepentingan lainnya dengan mengungkapkan informasi keuangan, aksi korporasi, dan kegiatan Perseroan lainnya melalui situs web Perseroan, situs web Bursa Efek Indonesia, surat kabar harian berperedaran nasional, serta paparan publik. The Corporate Secretary has disclosed important Company's information as required by the Shareholders, regulators, and other stakeholders by disclosing financial information, corporate actions, and other Company activities through the Company's website, Indonesia Stock Exchange's website, daily newspapers with national circulation, as well as public expose.
Membantu anggota Dewan Komisaris dan/atau anggota Direksi dalam pelaksanaan tata kelola perusahaan yang baik. Assists members of the Board of Commissioners and/or Board of Directors in implementing good corporate governance.	Sekretaris Perusahaan membantu Dewan Komisaris dalam menyempurnakan kebijakan-kebijakan terkait GCG, menyediakan dokumen dan risalah rapat, serta hal-hal lainnya. The Corporate Secretary has assisted the Board of Commissioners in improving policies related to GCG, providing documents and minutes of meetings, as well as other matters.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Melakukan susunan administrasi dokumen Perseroan, termasuk Daftar Pemegang Saham, Daftar Khusus, serta risalah rapat Dewan Komisaris dan Direksi maupun RUPS. Organizes the administration of the Company's documents, including the Register of Shareholders, Special Register, as well as the minutes of the meetings of the Board of Commissioners and Board of Directors as well as the GMS.	Sekretaris Perusahaan dan dibantu oleh Biro Administrasi Efek yang telah ditunjuk oleh Perseroan, senantiasa memantau perkembangan Daftar Pemegang Saham dan Daftar Khusus. Selain itu, setiap risalah rapat Dewan Komisaris, Direksi, dan RUPS telah didokumentasikan dengan baik. The Corporate Secretary with assistance of the Securities Administration Bureau appointed by the Company, has continuously monitored the development of the Shareholders Register and the Special Register. In addition, the minutes of every meeting of the Board of Commissioners, Board of Directors, and the GMS have been well documented.

Keterbukaan Informasi

Sekretaris Perusahaan bertugas mengelola akses dan menyebarkan informasi mengenai Perseroan. Penyampaian informasi tersebut dilakukan melalui situs web Perseroan (www.redplanetindonesia.com) serta di situs web Bursa Efek Indonesia (www.idx.co.id) dan diperbarui secara berkala.

Sekretaris Perusahaan juga telah melaksanakan korespondensi kepada regulator di bidang pasar modal, sebagaimana diungkapkan berikut.

Information Disclosure

The Corporate Secretary is in charge of managing access and disclosing information about the Company. The information is disclosed through the Company's website (www.redplanetindonesia.com) and the Indonesia Stock Exchange's website (www.idx.co.id) and is updated regularly.

The Corporate Secretary has also been in correspondence with regulators in the capital market sector, as disclosed below.

Jenis Laporan Type of Report	Pihak yang Dituju Intended Party	Frekuensi Pelaporan Reporting Frequency
Laporan Bulanan Registrasi Pemegang Efek Monthly Report Securities Holder Registration	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Bulanan Monthly
Penyampaian Laporan Keuangan Tahunan 2020 Submission 2020 Annual Financial Report	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Tahunan Annual
Penyampaian Laporan Keuangan Submission Financial Reports	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Kuartal Quarter
Laporan Hasil Evaluasi Komite Audit atas Kantor Akuntan Publik Report of the Audit Committee's Evaluation of the Public Accounting Firm	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Tahunan Annual
Penyampaian Laporan Tahunan Annual Report Submission	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Tahunan Annual
Pengumuman RUPS GMS Announcement	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Sebelum RUPS Before GMS
Risalah RUPS GMS Minutes	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Setelah RUPS After AGM
Rencana Penyelenggaraan *Public Expose* Public Expose Organizing Plan	Bursa Efek Indonesia Indonesia Stock exchange	Sebelum *Public Expose* Before Public Expose
Penyampaian Hasil *Public Expose* Submission of Public Expose Results	Bursa Efek Indonesia Indonesia Stock exchange	Sebelum *Public Expose* Before Public Expose
Laporan Penunjukan Akuntan Publik/Kantor Akuntan Publik Public Accountant Appointment Report/Public Accounting Firm	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Tahunan Annual
Laporan Kepemilikan atau Setiap Perubahan Kepemilikan Saham Perusahaan Terbuka Ownership Report or Any Change in Share Ownership Public company	Otoritas Jasa Keuangan dan Bursa Efek Indonesia Financial Services Authority and Indonesia Stock Exchange	Setiap ada perubahan Every time there's a change

Pengembangan Kompetensi

Perseroan senantiasa memfasilitasi pelaksanaan program pengembangan kompetensi. Peningkatan ini diberikan untuk meningkatkan kinerja Sekretaris Perusahaan dalam menjalankan tugas dan tanggung jawab yang dimiliki. Kegiatan pengembangan kompetensi yang dilakukan Sekretaris Perusahaan di tahun 2021 diungkapkan sebagai berikut.

Competence Development

The Company always facilitates the implementation of competence development programs. This program is provided to improve the Corporate Secretary's performance in carrying out their duties and responsibilities. The competence development activities carried out by the Corporate Secretary in 2021 are described as follows.

Materi Pengembangan Kompetensi Competence Development Material	Penyelenggara Organizer	Tempat Venue	Waktu Time
Utilizing Capital Market to Boost the Business Growth	Chief Financial Officer Club Indonesia	Webinar	1 Februari 2021 1 February 2021
2021 Market Outlook & Omnibus Law Impacts on Investment & HR	CPA Australia	Webinar	18 Februari 2021 18 February 2021
Omnibus Law: Manpower, Investment List and Licensing Based on Risk and Environment Cluster	Chief Financial Officer Club Indonesia	Webinar	24 Maret 2021 24 March 2021
Exclusive Virtual Session with BENIH BAIK: Supporting Social Entrepreneurship and Social Responsibility	Chief Financial Officer Club Indonesia	Webinar	5 April 2021
Anti-Bribery Management System – ISO37001	CPA Australia	Webinar	8 April 2021
Economic Outlook	Chief Financial Officer Club Indonesia dan MUFG & Danamon	Webinar	15 April 2021
Small & Medium Practices: How Digitalization Bring Impact, Challenge, & Opportunity During – Post Pandemic	Ikatan Akuntan Indonesia, CPA, Ikatan Ahli Pengadaan Indonesia, dan AFA	Webinar	24 Juni 2021 24 June 2021
Storytelling with Data - CPA Australia and MBS Academy Confirmation	CPA Australia	Webinar	16 September 2021
Leadership Workshop: Coaching As A Leader In The New Normal	Chief Financial Officer Club Indonesia	Webinar	23 September 2021
Corporate Action - HMETD & Non HMETD, IPO	Indonesia Corporate Secretary Association	Webinar	22 Oktober 2021 22 October 2021



Audit Internal
Internal Audit

Audit Internal merupakan organ pendukung Direksi yang dibentuk dengan tujuan memberikan dukungan kepada Direksi dalam hal pengawasan implementasi tata kelola perusahaan, efektivitas proses manajemen risiko, serta pengendalian internal untuk memastikan penerapan praktik GCG berjalan dengan baik sesuai peraturan perundang-undangan yang berlaku. Selain itu, Audit Internal juga melaksanakan fungsi audit dan memberikan konsultasi melalui penyampaian saran dan rekomendasi yang bersifat independen, profesional, dan objektif yang bertujuan untuk meningkatkan nilai dan memperbaiki operasional Perseroan.

Internal Audit is the Board of Directors' supporting organ that was established with the purpose of providing support to the Board of Directors in supervising the implementation of corporate governance, the effectiveness risk management process and internal control to ensure the implementation of GCG practices runs properly in accordance with applicable laws and regulations. In addition, Internal Audit also carries out an audit function and provides consultation through the conveyance of independent, professional, and objective advices and recommendations that has the purpose to add value and improve the Company's operations.

Pedoman Kerja Audit Internal

Dalam melaksanakan tugasnya, Audit Internal berpedoman pada Piagam Internal Audit yang yang disahkan oleh Direksi pada tanggal 15 Oktober 2014. Piagam Internal Audit merupakan pedoman tata laksana kerja Audit Internal Perseroan yang memuat fungsi dan ruang lingkup kerja, kedudukan, tanggung jawab, kewenangan, serta kode etik Audit Internal.

Internal Audit Work Guidelines

In carrying out its duties, Internal Audit refers to the Internal Audit Charter which approved by the Board of Directors on 15 October 2014. The Internal Audit Charter is a work guidelines for the Internal Audit that contains the functions and scope of work, position, responsibility, authority, and code of conduct, as well as Internal Audit ethics.

Struktur dan Kedudukan Audit Internal

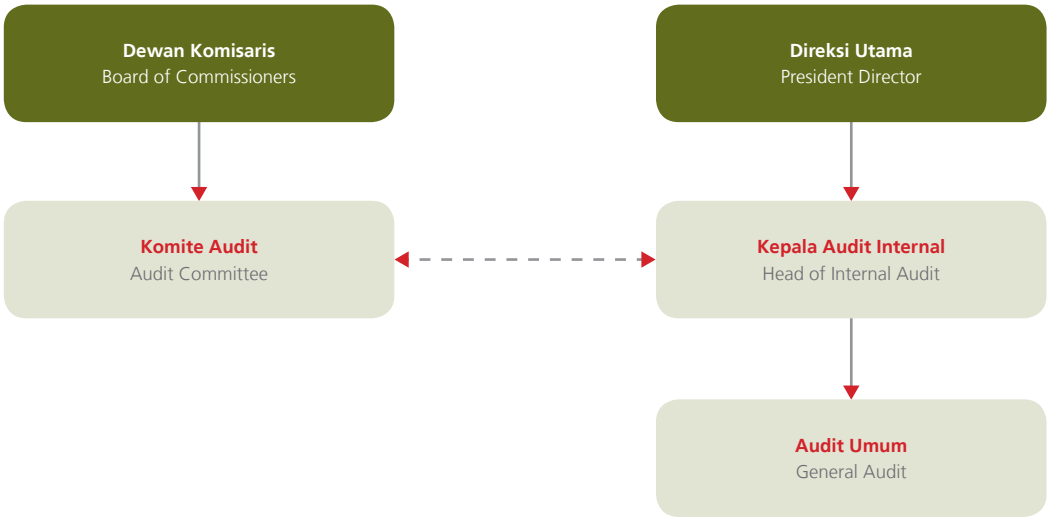
Audit Internal diangkat dan diberhentikan oleh Direksi dengan persetujuan Dewan Komisaris. Audit Internal berkedudukan langsung di bawah Direksi sehingga setiap pelaksanaan tugasnya dipertanggungjawabkan langsung kepada Direksi Perseroan.

Dalam melaksanakan tugasnya, Audit Internal dapat berkomunikasi langsung dengan Komite Audit. Hasil tinjauan dari pelaksanaan tugas Internal Audit dilaporkan kepada Direktur Utama dan kepada Dewan Komisaris, melalui Komite Audit. Adapun struktur Internal Audit Perseroan ditunjukkan sebagai berikut.

Internal Audit Structure and Position

Internal Audit is appointed and terminated by the Board of Directors with the approval of the Board of Commissioners. Internal Audit position is directly under the Board of Directors so that each implementation of its duties must be directly accounted to the Board of Directors.

In carrying out its duties, Internal Audit can communicate directly with the Audit Committee. The results of the review of the implementation of Internal Audit tasks are reported to the President Director and the Board of Commissioners, through the Audit Committee. The Company's Internal Audit structure is shown as follows.



Sampai akhir tahun 2021, Audit Internal didukung oleh 2 personil dengan komposisi sebagai berikut.

Until the end of 2021, Internal Audit is supported by 2 personnel with the following composition.

Kepala Audit Internal
Head of Internal Audit
1 Personil / Personnel

Audit Umum
General Audit
1 Personil / Personnel

Kode Etik Audit Internal

Dalam pelaksanaan fungsi dan tugasnya, selain mematuhi Kode Etik Perseroan yang berlaku secara umum, Audit Internal juga memiliki dan wajib mematuhi Kode Etik Audit Internal yang tercantum dalam Piagam Internal Audit sebagai berikut.

Internal Audit's Code of Ethics

In carrying out its functions and duties, aside from complying with the Code of Ethics which is generally applicable, Internal Audit also has and must comply with the Internal Audit's Code of Ethics as stated in the Internal Audit Charter as follows.

Integritas Integrity	Objektivitas Objectivity
Auditor internal harus menjalankan tugas dengan kejujuran, ketekunan, dan tanggung jawab, sesuai dengan hukum dan peraturan yang berlaku. The Internal Auditor has an obligation to perform its duties with honesty, diligence, and responsibility, in compliance with applicable laws and regulations.	Auditor internal menunjukan objektivitas profesional yang tinggi dalam mengumpulkan, mengevaluasi, dan mengomunikasikan informasi terkait aktivitas dan proses yang sedang diperiksa. Auditor internal menilai secara seimbang atas seluruh keadaan yang relevan dan tidak dipengaruhi oleh kepentingan pribadi atau pihak lainnya dalam memutuskan. The Internal Auditor must demonstrate high professional objectivity in collecting, evaluating, and communicating information related to the activities and process audited. The Internal Auditor shall assess on all relevant conditions in a balanced manner and will not be influenced by any personal interest or other parties' in making a decision.
Kerahasiaan **Confidentiality**	**Kompetensi** **Competency**
Auditor internal menghargai nilai dan kepemilikan informasi yang mereka dapatkan dan tidak membuka informasi tanpa kewenangan yang jelas, kecuali terdapat kewajiban hukum atau profesional yang mengharuskan untuk melakukannya. The Internal Auditor must respet the value and ownership of the information obtained and will not disclose the information without clear authority, unless there is a legal or professional obligation which require them to do so.	Auditor internal menerapkan pengetahuan, keterampilan, dan pengalaman yang diperlukan dalam pelaksanaan tugas-tugas audit internal. The Internal Auditor must implement knowledge, skills, and experience required in executing the internal audit duties.

Tugas dan Tanggung Jawab Audit Internal

Pada tahun 2021, Audit Internal telah melaksanakan tugas dan tanggung jawabnya sesuai dengan Piagam Internal Audit sebagaimana diuraikan berikut.

Internal Audit Duties and Responsibilities

In 2021, the Internal Audit has carried out its duties and responsibilities in accordance with the Internal Audit Charter as described below.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Menyusun dan melaksanakan rencana audit internal tahunan. Prepares and implements an annual internal audit plan.	Audit Internal telah melaksanakan audit di kantor pusat dan setiap Entitas Anak yang mengelola hotel milik Perseroan. Internal Audit has carried out audits at the head office and each Subsidiary that manages the hotel owned by the Company.

Tugas dan Tanggung Jawab Duties and Responsibilities	Realisasi 2021 Realization in 2021
Melaksanakan audit kepatuhan terhadap jalannya sistem pengendalian internal dan manajemen risiko. Carries out a compliance audit on the internal control system and risk management.	Audit Internal telah melakukan evaluasi secara berkala terhadap pelaksanaan kegiatan sesuai dengan Standar Operasional Prosedur (SOP) dan menyampaikan rekomendasi kepada unit terkait untuk meningkatkan kualitas penerapan pada periode selanjutnya. Internal Audit has conducted periodic evaluations of the implementation of activities in accordance with Standard Operating Procedures (SOP) and submitted recommendations to related units to improve the quality of implementation in the next period.
Mengukur tingkat efisiensi dan efektivitas seluruh kegiatan Perseroan. Measures the level of efficiency and effectiveness of all the Company's activities.	Pelaksanaan audit juga mencakup analisis dan evaluasi terhadap efisiensi dan efektivitas pengelolaan anggaran di masing-masing hotel milik Perseroan. The audit also includes analysis and evaluation of the efficiency and effectiveness of budget management in each of the Company's hotels.
Menyampaikan rekomendasi perbaikan dan informasi secara obyektif terkait kegiatan yang dinilai pada seluruh tingkat manajemen. Provides improvement recommendations and information objectively related to activities assessed at all levels of management.	Audit Internal telah memberikan penilaian, rekomendasi, dan konsultasi kepada manajemen beserta seluruh pelaksanaan kegiatan yang berkaitan dengan manajemen kas hotel, persediaan *merchandise*, dan penggunaan kamar. The Internal Audit has provided assessments, recommendations, and consultations to the Management as well as all activities related to hotel cash management, merchandise inventory, and room usage.

Lingkup Audit

Guna memastikan seluruh kegiatan usaha berjalan secara efektif dan efisien, pemeriksaan terhadap sistem dan prosedur audit perlu dilaksanakan. Ruang lingkup pemeriksaan meliputi ketaatan terhadap tata cara dan tata laksana kegiatan yang telah dibakukan (*Standard Operating Procedures*/SOP) serta kepatuhan terhadap ketentuan dan pelaksanaan pelayanan terhadap tamu.

Audit Scope

To ensure that all business activities run effectively and efficiently, an examination of the system and audit procedures needs to be carried out. The scope of the examination includes compliance to the procedures for standardised activities (Standard Operating Procedures/SOP) as well as compliance with the provisions and implementation of services to the guests.

Rapat

Kebijakan Rapat

Rapat Internal Audit dengan Dewan Komisaris, Direksi, dan Komite Audit wajib diadakan secara berkala, paling sedikit 4 kali dalam setahun.

Pelaksanaan Rapat

Sepanjang tahun 2021, Internal Audit dengan Dewan Komisaris, Direksi, dan Komite Audit telah melaksanakan rapat sebanyak 4 kali.

Meeting

Meeting Policy

Internal Audit meetings with the Board of Commissioners, Board of Directors and Audit Committee must be held regularly, at least 4 times a year.

Meetings Implementation

Throughout 2021, Internal Audit with the Board of Commissioners, Board of Directors and Audit Committee has held 4 meetings.

Pelaksanaan Audit Internal

Pada tahun 2021, Audit Internal telah melaksanakan kegiatan *assurance* terhadap unit operasional di kantor pusat dan di seluruh cabang Hotel Red Planet sebanyak 8 kali pemeriksaan. Berikut uraian pelaksanaan audit internal Perseroan.

Execution of Internal Audit

In 2021, the Internal Audit has carried out assurance activities for operational units at the Head Office and in all Red Planet Hotel branches as many as 8 times. The description of the execution of the internal audit is as follows.

Tanggal Pelaksanaan Execution Date	Lokasi Location
21 Juli 2021/ 21 July 2021	Red Planet Hotel Bekasi
22 Juli 2021/ 22 July 2021	Red Planet Hotel Bekasi
26 Juli 2021/ 26 July 2021	Red Planet Hotel Surabaya
27 Juli 2021/ 27 July 2021	Red Planet Hotel Surabaya

Tanggal Pelaksanaan Execution Date	Lokasi Location
12 Agustus 2021/ 12 August 2021	Red Planet Hotels Solo
13 Agustus 2021/ 13 August 2021	Red Planet Hotels Solo
18 Agustus 2021/ 18 August 2021	Red Planet Hotel Palembang
19 Agustus 2021/ 19 August 2021	Red Planet Hotel Palembang

Temuan dan Tindak Lanjut Hasil Audit

Perseroan telah menindaklanjuti hasil pemeriksaan Audit Internal selama tahun 2021 dengan tingkat presentase *follow up* sebesar 100%. Dalam rangka memberikan nilai tambah bagi Perseroan, Audit Internal juga telah memberikan rekomendasi perbaikan proses bisnis dan operasional sesuai hasil pemeriksaan yaitu:

1. Penyempurnaan aspek manajemen kas hotel;
2. Penyempurnaan persediaan *merchandise;* dan
3. Penyempurnaan standar operasional prosedur manajemen hotel.

Audit Findings and Follow-up

The Company has followed up on the Internal Audit examination results during 2021 with a follow-up percentage rate of 100%. To provide added value to the Company, the Internal Audit has also provided recommendations for improvement of business and operational processes according to the examination results, i.e.:

1. Improvement on hotel cash management aspect;
2. Improvement on merchandise inventory; and
3. Improvement on hotel management standard operating procedures.

Pengembangan Kompetensi

Dalam membangun dan meningkatkan kemampuan serta kecapakan Audit Internal, Perseroan memberikan kesempatan kepada anggota Audit Internal untuk mengikuti program pengembangan kompetensi. Sepanjang tahun 2021 Audit Internal telah mengembangkan kompetensi secara mandiri melalui media buku dan informasi digital.

Competence Development

In building and improving the internal audit capabilities and skills, the Company provides opportunities for members of the internal audit to participate in competency development programs. Throughout 2021 Internal Audit has developed competence independently through the media of books and digital information.

Tata Kelola Teknologi Informasi
Information Technology Governance

Perkembangan teknologi informasi (TI) dalam industri perhotelan memiliki peran yang sangat penting guna menjaga relevansi Perseroan di tengah persaingan industri yang semakin kompetitif. Tuntutan pelanggan yang menginginkan kecepatan, ketepatan, efisiensi, serta pelayanan yang optimal hanya dapat diwujudkan dengan dukungan TI yang kuat. Oleh karena itu, Perseroan terus mengembangkan TI khususnya dalam cakupan tingkat hunian dan kepuasan pelanggan.

The information technology (IT) development in the hotel industry has a very important role in maintaining the Company's relevance amidst an increasingly competitive industry. The demands of customers who want speed, accuracy, efficiency, and optimal service can only be realized with a strong IT support. Therefore, the Company continuously develop its IT, especially in the scope of occupancy rates and customer satisfaction.

Pemanfaatan TI di Perseroan tidak hanya terbatas pada penggunaan teknologi elektronik sebagai sarana komunikasi, tetapi juga pada penerapan sistem manajemen properti. Sistem manajemen properti akan membantu memantau kondisi setiap hotel secara umum, termasuk dari segi keamanan dan kenyamanan penggunaannya. Tidak hanya itu, Perseroan juga menerapkan *yield management system* yang memungkinkan manajemen dapat segera berinteraksi dan menyelesaikan hal-hal yang bersifat mendesak.

The use of IT in the Company is not only limited to the use of electronic technology as a means of communication, but also to the implementation of a property management system. The property management system will help monitor the condition of each hotel in general, including its safety and convenience. Not only that, the Company also implements a yield management system that enables the Management to immediately taking necessary measures and resolve urgent issues.

Pengelola TI

Penanggung jawab pengelolaan TI Perseroan adalah Manajer TI yang bertanggung jawab secara langsung kepada Direktur Utama untuk membantu Perseroan dalam hal-hal yang berkaitan dengan aspek TI.

Implementasi TI

Sepanjang tahun 2021, Perseroan telah mengimplementasikan TI untuk menunjang aktivitas operasional perusahaan, antara lain:

IT Manager

The person in charge of the Company's IT management is the IT Manager who is directly responsible to the President Director to assist the Company in matters relating to IT aspects.

IT Implementation

During 2021, the Company has implemented IT programs to support the Company's operational activities, among others:



1. **Red Planet *Website***
   Perseroan memperbaharui tampilan situs web perusahaan dengan mengkombinasikan modernisasi dengan tampilan yang lebih segar dan lebih interaktif, disertai dengan sistem navigasi situs web yang sederhana dan memudahkan proses pemesanan.

2. **Red Planet *Mobile App***
   Aplikasi pemesanan yang dapat diunduh langsung melalui *smartphone* dan perangkat lain, baik melalui Android ataupun iOS. Sebagai aplikasi pemesanan, terdapat fitur utama yang memberikan jaminan harga terendah, keanggotaan pada "REMEMBERED" dan tingkat harga khusus, konfirmasi reservasi yang interaktif, dan tombol "*Smart Locator*" untuk membantu menemukan hotel Red Planet terdekat di sekitar pengguna.

1. **Red Planet Website**
   The Company constantly updates its website by combining a modern and vibrant image with an easy-to-use interface, which simplifies navigating through the website and shortens the booking process.

2. **Red Planet Mobile App**
   This booking application can be downloaded via smartphone and any other device, whether Android or iOS. As a booking app, its key features include the lowest rate guarantee, the "REMEMBERED" membership and special rate, an interactive reservation confirmation, and a "Smart Locator" button to find the closest Red Planet hotel in the user's vicinity.

Aplikasi ini juga menyediakan pilihan bahasa agar pemesanan menjadi cepat dan responsif, seperti Bahasa Inggris, Thailand, Jepang, Indonesia, Cina Tradisional, Cina Sederhana, dan Korea. .

This application also provides choices of languages which make the booking process fast and responsive, such as English, Thai, Japanese, Indonesian, Traditional Chinese, Simplified Chinese, and Korean.

3. *In Stay Mode*

In-Stay Mode merupakan layanan *online concierge* bagi tamu hotel Perseroan. Fitur-fitur aplikasi ini meliputi:

a. Akses *online chat* dengan *front desk* terkait pertanyaan atau permintaan khusus, segera setelah pemesanan. Fungsi *chat* tersedia hingga tengah malam di hari *checkout*;
b. Akses untuk memanggil tamu lain dan *front desk* melalui *in-app calling*;
c. Petunjuk arah ke hotel melalui Google Maps atau Apple Maps;
d. Memperoleh informasi mengenai atraksi lokal dan acara yang didukung oleh Foursquare dan Eventful, dengan *push notification* untuk membuat rekomendasi dan diskon untuk anggota "REMEMBERED" pada mitra/ outlet terdekat;
e. Navigasi yang mudah untuk kembali ke hotel dengan tersedianya kartu taksi berbahasa lokal yang dapat ditunjukkan ke pengemudi; dan
f. Jaringan internet dengan konektivitas Wi-Fi yang lancar dan aman di seluruh hotel Perseroan dengan tombol sentuh yang sederhana.

3. In Stay Mode

In-Stay Mode is an online concierge service for the hotel guests. The features of this application include:

a. Access to an online chat with the front desk regarding any questions or special requests, immediately after booking. The chat function is available until midnight on the checkout day;
b. Access to call other guests and front desk through in-app calling;
c. Directions to the hotel via Google Maps or Apple Maps;
d. Obtain information on local attractions and events, supported by Foursquare and Eventful, with a push notification to provide any recommendations and discounts for "REMEMBERED" members at the closest partner/outlet;
e. Easy navigation back to the hotel with the availability of local language taxi cards to be shown to the driver; and
f. Internet network with seamless and secure Wi-Fi connectivity at all our hotels with a simple touch button.

4. *Hi Speed WiFi* dan *Instant WiFi*

Perseroan telah meningkatkan kecepatan jaringan internet sampai dengan 40 Mbps untuk menjamin kecepatan akses internet bagi pelanggan. Selain itu, Perseroan menyediakan Wi-Fi yang langsung dapat terhubung tanpa menggunakan *password*.

4. Hi Speed WiFi and Instant WiFi

The Company has increased the internet network speeds up to 40 Mbps to ensure fast internet access for the customers. In addition, the Company provides Wi-Fi that can be connected directly without using a password.

5. Proteksi Infrastruktur

Perseroan meningkatkan redundansi dan melindungi investasi TI melalui perlindungan terhadap perangkat keras dan perangkat lunak yang dimiliki.

5. Infrastructure Protection

The Company enhance system redundancy and protects its IT investment with hardware and software warranties.

6. *IT Security Enhancement*

Firewall baru dan canggih yang dilengkapi dengan antivirus diaplikasikan pada seluruh hotel, sehingga keamanan internet pelanggan terjamin.

6. IT Security Enhancement

A new and sophisticated firewall equipped with antivirus is applied to all of our hotels to guarantee internet security for the guests.

7. Keamanan Data

Perseroan menyediakan migrasi data perusahaan ke penyimpanan awan (Dropbox Business dan Office 365) untuk memastikan keamanan data.

7. Data Security

The Company provides migration of Company's data to cloud storage (Dropbox Business and Office 365) to ensure data security.

8. Pelayanan Pelanggan

a. *PhotoMe*

Mesin *selfie* khusus untuk mengambil foto tamu dengan latar belakang yang menarik.

b. *Internet Corner*

Fasilitas komputer selama 24 jam di setiap hotel yang diperuntukkan bagi pelanggan untuk berseluncur internet.

8. Customer Service

a. PhotoMe

A dedicated selfie machine for taking guests' photos with attractive backgrounds.

b. Internet Corner

24-hour computer facilities in every hotel for guests to surf the internet.

Pengembangan TI di Tahun 2021

Upaya pengembangan TI yang dilakukan Perseroan di tahun 2021 meliputi:

1. Migrasi sistem basis data menggunakan JumpCloud sebagai pengganti Microsoft Active Directory;
2. Migrasi *email* menggunakan layanan Google Mail;
3. Migrasi sistem penyimpanan data menggunakan Google Drive;
4. Pembaruan unit dan lisensi *Firewall*; dan
5. Pembaruan sistem operasi unit kerja menggunakan Windows 10 Pro.

Perseroan mengalokasikan dana untuk pengembangan TI di tahun 2021 sebesar Rp763.184.835,-.

IT Development in 2021

The Company's IT development efforts in 2021 include:

1. Migration of database systems using JumpCloud instead of Microsoft Active Directory;
2. Email migration using Google Mail service;
3. Migration of data storage systems using Google Drive;
4. Firewall unit and license renewal; and
5. Update the work unit operating system using Windows 10 Pro.

The Company allocated funds for IT development in 2021 amounting to Rp763,184,835.

Sistem Pengendalian Internal
Internal Control System

Perseroan menetapkan Sistem Pengendalian Intern (SPI) sebagai komponen pengawasan yang penting dalam pengelolaan perusahaan dan menjadi acuan kegiatan operasional yang sehat dan terkendali. Penerapan SPI di Perseroan ditujukan untuk mendukung pencapaian kinerja Perseroan, meningkatkan nilai bagi pemangku kepentingan, meminimalisir risiko kerugian dan menjaga kepatuhan terhadap ketentuan dan peraturan perundang-undangan yang berlaku.

Dalam pelaksanaannya, kegiatan SPI di Perseroan melibatkan seluruh pihak mulai dari Dewan Komisaris, Direksi, Komite Audit, dan Audit Internal melalui proses penyatuan tindakan serta kegiatan yang dilakukan secara berkesinambungan guna memberikan keyakinan atas tercapainya tujuan yang telah ditetapkan. .

Kesesuaian Sistem Pengendalian Internal dengan Kriteria *Committee of Sponsoring Organization* (COSO)

Dalam merancang SPI, Perseroan mengacu kepada kerangka yang diterbitkan oleh *Committee of Sponsoring Organization on Treadway Commission* (COSO) dengan memperhatikan 5 komponen, yaitu lingkungan pengendalian, penilaian risiko, aktivitas pengendalian, sistem informasi dan komunikasi, serta *monitoring*. Kesesuaian pelaksanaan pengendalian internal Perseroan dengan kerangka kerja pengendalian internal COSO sebagai berikut.

The Company establishes the Internal Control System (SPI) as an important supervisory component in the Company's management and as a reference for a healthy and controlled operational activity. The implementation of SPI in the Company has a purpose of supporting the achievement of the Company's performance, add value to the stakeholders, minimizes the risk of loss and maintains compliance to applicable laws and regulations.

In its implementation, SPI activities in the Company involve all parties starting from the Board of Commissioners, Board of Directors, Audit Committee, and Internal Audit through an integration process of continuous actions and activities to provide confidence in the achievement of the predetermined objectives.

The Conformity of the Internal Control System with the Criteria of the Committee of Sponsoring Organization (COSO)

In designing the SPI, the Company refers to the framework issued by the Committee of Sponsoring Organization of the Tradeway Commission (COSO) by taking into account 5 components, i.e. environmental control, risk assessment, risk control, information and communication system, and monitoring. The conformity of the implementation of Company's internal controls with the COSO internal control framework is as follows.

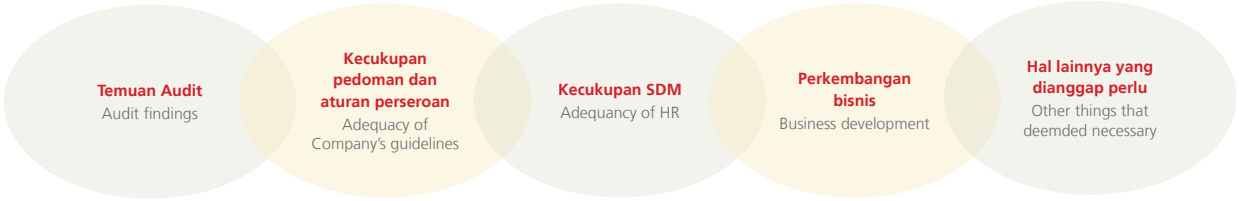
1	**Lingkungan Pengendalian** **Environmental Control**	Perseroan berusaha selalu menciptakan dan menjaga lingkungan kerja yang positif dengan diterapkannya Kode Etik, Nilai, dan Budaya Perusahaan. The Company always strives to continuously create and maintain a positive work environment by implementing the Code of Ethics, Value, and Corporate Culture.
2	**Pengendalian Risiko** **Risk Control**	Pengendalian risiko dilaksanakan dengan diterapkannya sistem manajemen risiko di Perseroan untuk meminimalisir dampak dari risiko yang berkaitan dengan kegiatan operasional. Sistem manajemen risiko ini juga melibatkan banyak pihak dalam mengidentifikasi, menganalisis dan menilai pengelolaan risiko yang relevan, baik internal maupun eksternal Perseroan. Risk control is carried out by implementing a risk management system in order to minimise the impact of risks related to operational activities. This risk management system also involves many parties in identifying, analysing, and assessing relevant risk management, both from internal and eksternal of the Company.
3	**Aktivitas Pengendalian** **Control Activities**	Pengendalian dilaksanakan di setiap tingkatan serta seluruh unit struktur organisasi Perseroan. Hal tersebut diterapkan dengan mengatur kewenangan, otoritas, penilaian kerja, pembagian tugas yang jelas dan pengamanan terhadap aset Perseroan. Control is carried out at every level throughout the Company's organisational structure. Control is implemented with arrangements ranging from authority, work assessment, clear division of tasks, and security of the Company's assets.
4	**Sistem Informasi dan Komunikasi** **Information and Communication Systems**	Perseroan menyusun laporan yang berhubungan dengan kegiatan operasional, finansial, serta pemenuhan atas kepatuhan perundang-undangan yang berlaku secara tepat waktu, akurat, jelas, dan objektif. The Company prepares reports related to operational and financial activities as well as compliance with applicable laws and regulations in a timely, accurate, clear, and objective manner.
5	***Monitoring***	*Monitoring* dilakukan secara berkala, salah satunya *monitoring* terhadap pelaksanaan fungsi audit pada setiap unit untuk mengembangkan dan meningkatkan pengendalian internal ke depannya. Monitoring is conducted regularly, including the implementation of an audit function in each unit to develop and improve internal control in the future.

Tinjauan atas Efektivitas Pengendalian Internal

Perseroan berupaya untuk terus melakukan evaluasi terhadap sistem pengendalian internal guna meningkatkan *self-control awareness* di setiap fungsi di Perseroan. Kriteria yang menjadi pertimbangan dalam evaluasi meliputi:

Review of the Effectiveness of Internal Control

The Company continuously evaluate the internal control system to improve self-control awareness in every Company's function. The criteria to be considered in the evaluation include:



Tinjauan atas efektivitas pengendalian internal dilakukan oleh Dewan Komisaris, Direksi, Komite Audit, dan Audit Internal melalui rapat bersama yang diadakan secara berkala.

A review of the effectiveness of internal control is carried out by the Board of Commissioners, Board of Directors, Audit Committee, and Internal Audit through joint meetings wich held regularly.

Pernyataan Dewan Komisaris dan Direksi atas Penerapan Sistem Pengendalian Internal

Dewan Komisaris dan Direksi menilai bahwa sistem pengendalian internal yang sudah berjalan di tahun 2021 telah memenuhi standar minimal untuk memastikan tingkat efektivitas, efisiensi, keandalan, keamanan dan kepatuhan terhadap peraturan. Meskipun demikian, masih terbuka ruang-ruang untuk terus melaksanakan perbaikan dan penyempurnaan terhadap sistem pengendalian internal.

Statement of the Board of Commissioners and Board of Directors on the Internal Control System Implementation

The Board of Commissioners and the Board of Directors acknowledge that the internal control implemented in 2021 has met the minimum standards to ensure the level of effectiveness, efficiency, reliability, security and compliance with regulations. Nevertheless, there is still room for improvement and refinement of the internal control system.

Sistem Manajemen Risiko
Risk Management System

Pesatnya perkembangan pasar yang sangat dinamis dan kompetitif menyebabkan risiko bisnis menjadi semakin kompleks. Oleh karena itu Perseroan harus menyiapkan diri dalam menghadapi beragam risiko yang mungkin timbul baik dikarenakan faktor eksternal maupun internal melalui penerapan sistem manajemen risiko. Implementasi manajemen risiko ini meliputi identifikasi, pengendalian, dan evaluasi risiko yang berpotensi menyebabkan gangguan terhadap aktivitas bisnis dan tujuan Perseroan.

The rapid development of a highly dynamic and competitive market causes business risks to become more complex. Therefore, the Company must prepare itself to face various risks that may arise due to both external and internal factors through the risk management system implementation. The implementation of this risk management includes identification, control, and evaluation of risks potentially to cause disruption to the Company's business activities and objectives.

Jenis dan Mitigasi Risiko

Secara garis besar, Perseroan menghadapi berbagai jenis risiko yang harus dikelola dengan baik. Adapun penjelasan mengenai risiko-risiko usaha yang dihadapi serta upaya mitigasi yang dilakukan oleh Perseroan diuraikan sebagai berikut:

Risk Types and Mitigation

Broadly speaking, the Company faces various risk types that must be managed properly. The description of the business risks and mitigation efforts carried out by the Company is described as follows:

Risiko Risk	Indikasi Indication	Mitigasi Mitigation
Risiko Ekonomi / Economic Risk		
Persaingan Usaha	Risiko yang timbul akibat adanya kehadiran pesaing-pesaing lain pada industri perhotelan.	a. Meningkatkan penawaran dan mengoptimalkan tingkat harga guna mempertahankan daya saing; dan b. Melakukan terobosan pasar dan membuka segmen pasar baru dengan meningkatkan nilai tambah dan promosi yang memadai.
Business Competition	Risks arising from the presence of other competitors in the hotel industry.	a. Increases offering and optimizing price levels in order to maintain competitiveness; and b. Seeking market breakthroughs and opening new market segments through improving added value and adequate promotion.
Gangguan Keamanan	Risiko yang timbul akibat ketidakstabilan kondisi keamanan dalam negeri.	Mengasuransikan seluruh aset Perseroan dari kerusakan dan klaim pihak ketiga (*public liabilities*).
Security Disturbance	Risks arising from instability in domestic security conditions.	Insuring all of the Company's assets from damage and claims of third parties (public liabilities).
Investasi atau Aksi Korporasi	Risiko yang timbul akibat kegagalan Perseroan dalam memperluas lingkup bisnisnya.	Menganalisis dan memperhitungkan biaya dan pendapatan yang ditimbulkan dari pelaksanaan investasi atau aksi korporasi.
Investment or Corporate Actions	Risks arising from the failure of the Company in expanding its business scope.	Analyzes and calculates the costs and revenues from the implementation of investments or corporate actions.
Kondisi Perekonomian Makro dan Global	Risiko yang timbul akibat perlambatan ekonomi dalam negeri maupun luar negeri.	Menganalisis kondisi ekonomi domestik dan global secara komprehensif dengan menggunakan data-data yang valid dari pemerintah ataupun lembaga statistik terpercaya.
Global and Macroeconomic Condition	Risks arising from the economic slowdown domestically and abroad.	Analyzes domestic and global economic conditions comprehensively using valid data from the Government or trusted statistical institutions.
Perubahan Teknologi	Ketidakmampuan Perseroan dalam menyeimbangkan perubahan teknologi saat ini dengan bisnis yang dijalani.	Mengembangkan dan menyesuaikan teknologi terkini dengan bisnis yang sedang dijalankan dengan memperkenalkan proses bisnis baru serta meningkatkan efisiensi waktu dalam pemesanan.
Technology Changes	The inability of the Company to balance current technological changes with its current business.	Develops and adapts the latest technology with current business by introducing new business processes as well as improving time efficiency in reservation.

Risiko Risk	Indikasi Indication	Mitigasi Mitigation
Kepatuhan terhadap Peraturan Perundangan-Undangan yang Berlaku terkait Bidang Usaha Perseroan	Risiko yang timbul akibat tidak dapat memenuhi kewajiban yang dipersyaratkan dalam peraturan perundang-undangan.	a. Memiliki unit kerja khusus untuk mengawasi perkembangan serta perubahan peraturan perundang-undangan yang berlaku; dan b. Mengevaluasi penerapan kepatuhan terhadap perundang-undangan dilaksanakan melalui audit umum dan audit khusus.
Compliance with the Applicable Laws and Regulations Related to Company Business Sector	Risks arising from not being able to fulfill the obligations required in the legislation.	a. Have special work units to monitor the development and changes in the applicable laws and regulations; and b. Evaluates the implementation of compliance with legislation through general audits and special audits.
Kebijakan Pemerintah	Risiko yang timbul akibat dikeluarkannya hukum dan peraturan perundang-undangan baru oleh institusi pemerintah.	Menyesuaikan sistem internal peraturan perusahaan untuk cepat tanggap dalam mengantisipasi kebijakan-kebijakan baru dari pemerintah.
Government Policy	Risks arising from the issuance of new laws and regulations by Government institutions.	Adjusts the Company's regulation internal system to be responsive in anticipating new policies from the Government.
Tuntutan atau Gugatan Hukum	Risiko yang timbul akibat adanya tuntutan atau gugatan hukum dari pihak lain.	Memiliki Bagian Hukum yang memberikan konsultasi terkait permasalahan yang dihadapi Perseroan dan pengukurannya.
Prosecution or Lawsuit	Risks arising from claims or lawsuits from other parties.	Establishes a Legal Department that provides legal consultation related to the Company's issues.
Likuiditas	Risiko yang timbul akibat ketidakmampuan Perseroan dalam menutupi liabilitas karena ketidakcukupan arus kas.	a. Memantau dan menjaga jumlah kas yang dianggap memadai untuk mendanai operasional perusahaan dan untuk mengatasi dampak fluktuasi arus kas; dan b. Manajemen melakukan evaluasi secara rutin atas proyeksi arus kas dan arus kas aktual dengan terus melakukan penelaahan pasar keuangan.
Liquidy	Risks arising from the Company's inability to cover liabilities due to insufficient cash flow.	a. Monitors and maintains a level of total cash considered adequate to finance the operations and to overcome the impact of cash flow fluctuations; and b. The Management conducts periodic evaluation of projected and actual cash flows by constantly reviewing the financial markets.
Risiko Sosial / Social Risk		
Kelangkaan Sumber Daya	Risiko yang timbul dari ketidakmampuan merekrut dan mempertahankan SDM yang kompeten, berbakat, dan terlatih.	Melakukan kerja sama dengan pihak ketiga yang memiliki reputasi terbaik dan berskala nasional untuk melakukan rekrutmen karyawan ataupun dengan menggunakan tenaga kerja *outsourcing*.
Scarcity Resources	Risks arising from the inability to recruit and retain competent, talented, and trained HR.	Enter a cooperation with third party with the best reputation and on a national scale to recruit employees or by using outsourced workers.
Kesehatan dan Keselamatan Kerja	Risiko yang timbul dari aktivitas operasional berpotensi menimbulkan kecelakaan kerja atau mempengaruhi kesehatan karyawan, seperti terpapar penyakit dan virus.	Membentuk tim pembina K3, menetapkan dan mengevaluasi program K3, menetapkan protokol kesehatan (termasuk prosedur pencegahan Covid-19, serta membentuk satuan tugas Covid-19), menyediakan sarana dan prasarana K3, membentuk tim tanggap darurat, serta mengasuransikan aset Perseroan.
Occupational Health and Safety	Risks arising from operational activities that have the potential to cause work accidents or affect employee's health, such as exposure to diseases and viruses.	Establishing an OHS supervisory team, establishing and evaluating OHS programs, establishing health protocols (including Covid-19 precautions procedures, as well as establishing a Covid-19 task force), providing OHS facilities and infrastructure, establishing an emergency response team, and insuring the Company's assets.
Kesehatan dan Keselamatan Pelanggan	Risiko yang timbul dari kegagalan hotel untuk memastikan kesehatan dan keselamatan pelanggan dapat mempengaruhi reputasi, daya tarik, dan tingkat okupansi hotel.	Menerapkan SOP terkait kesehatan dan keselamatan pelanggan serta protokol kesehatan secara ketat mulai dari area pintu masuk, *lobby*, kamar tamu, restoran, fasilitas hotel, area publik, dapur, dan ruang serbaguna.
Customer Health and Safety	Risks arising from a hotel's failure to ensure the health and safety of its customers can affect the reputation, attractiveness and the hotel occupancy rates.	Implementing SOPs related to customer health and safety as well as strict health protocols starting from the entrance area, lobby, guest rooms, restaurants, hotel facilities, public areas, kitchens, and multipurpose rooms.
Masyarakat Lokal	Risiko yang timbul dari ketidakpastian terkait aktivitas kegiatan yang berhubungan, baik langsung maupun tidak langsung, dengan masyarakat setempat.	Melakukan koordinasi dengan pemerintah daerah, aparat keamanan setempat, dan pemimpin kelompok masyarakat di wilayah operasional hotel.
Local Community	Risks arising from uncertainty related to activities that directly or indirectly affected the local community.	Coordinating with local Government, local security apparatus, and community group leaders in hotel operational areas.

Risiko Risk	Indikasi Indication	Mitigasi Mitigation
Risiko Lingkungan / Risk of Environment		
Pencemaran Lingkungan	Risiko yang timbul akibat adanya pencemaran lingkungan yang disebabkan oleh kegiatan operasional Perseroan.	a. Menjalankan kewajiban Upaya Kelola Lingkungan (UKL) dan Upaya Pemantauan Lingkungan (UPL) pada setiap properti perusahaan; dan b. Melakukan pemeriksaan secara rutin terhadap hotel-hotel Perseroan oleh unit layanan terkait.
Environmental Pollution	Risks arising from environmental pollution caused by the Company's operational activities.	a. Performs its obligations of Environment Managing Effort (Upaya Kelola Lingkungan/UKL) and Environment Monitoring Effort (Upaya Pemantauan Lingkungan/UPL) in every Company's property; and b. Conduct regular inspections of the Company's hotels by related service units.
Penurunan Kualitas Lingkungan di Sekitar Wilayah Operasional	Risiko yang timbul dari kegagalan perusahaan dalam mengupayakan pengelolaan dan pemantauan lingkungan hidup berpotensi menimbulkan degradasi lingkungan.	Melakukan upaya pengelolaan dan pemantauan lingkungan hidup, serta memastikan kadar limbah, polusi udara, dan tingkat kebisingan tidak melampaui standar baku mutu lingkungan.
Decreasing Environmental Quality Around Operational Area	Risks arising from the Company's failure to conduct environmental management and monitoring has the potential to cause environmental degradation.	Carry out environmental management and monitoring efforts, as well as ensuring that the levels of waste, air pollution, and noise levels do not exceed environmental quality standards.
Berkembangnya Vektor Penyakit	Potensi berkembangnya binatang pembawa penyakit, seperti lalat, kecoa, dan tikus.	a. Melakukan kerja sama dengan perusahaan yang bergerak di bidang pengendalian hama untuk melakukan penyemprotan secara rutin; b. Melakukan kerja sama dengan pihak pengelola sampah; c. Menyediakan tenaga kebersihan lingkungan; serta d. Mengimbau seluruh karyawan untuk melakukan kerja bakti guna menjaga kebersihan lingkungan hotel.
Disease Vector Development	Potential breeding of disease-carrying animals, such as flies, cockroaches, and rats.	a. Cooperating with pest control companies to carry out regular spraying; b. Cooperating with waste management companies; c. Providing cleaning personnel; as well as d. Urge all employees to work together to maintain the cleanliness of the hotel environment.

Tinjauan atas Efektivitas Penerapan Sistem Manajemen Risiko

Perseroan senantiasa berkomitmen untuk memperbaiki dan menyempurnakan manajemen risiko yang diterapkan agar dapat meningkatkan efektivitas pelaporan, kelancaran proses mitigasi, serta pengawasan tingkat risiko. Peninjauan dilakukan secara berkala oleh Dewan Komisaris dan Direksi, bersama dengan Organ Perseroan lainnya. Hasil rekomendasi dari kajian evaluasi kemudian disampaikan kepada setiap unit untuk ditindaklanjuti, dengan pengawasan tindak lanjut oleh Audit Internal.

Pernyataan Dewan Komisaris dan Direksi atas Penerapan Sistem Manajemen Risiko

Pada tahun 2021, Dewan Komisaris dan Direksi menilai bahwa upaya mitigasi yang telah disusun sudah tepat dalam menanggulangi risiko-risiko usaha yang dapat terjadi. Perseroan terus melakukan riset, identifikasi, penyusunan strategi serta evaluasi rutin untuk memastikan pelaksanaan sistem manajemen risiko dengan perkembangan dan kondisi usaha dari waktu ke waktu.

Review on the Effectiveness of Risk Management

The Company is always committed to improve and perfecting the risk management to improve the effectiveness of reporting, mitigation process, as well as risk level monitoring. Periodic reviews are carried out by the Board of Commissioners and Board of Directors, along with other Company's Organs. The recommendations from the evaluation study are then submitted to each unit for follow-up, with supervision of the follow-up conducted by the Internal Audit.

Statement of the Board of Commissioners and Directors on the Risk Management System Implementation

In 2021, the Board of Commissioners and Directors consider that implemented mitigation efforts already appropriate in overcoming business risks. The Company continues to perform research, identification, strategies preparation and routine evaluations to ensure the implementation of risk management system in conformity with the developments and business conditions over time.

Perkara Penting dan Sanksi Administratif yang Dihadapi

Important Cases and Administrative Sanctions Faced by the Company

Perkara Penting

Sepanjang tahun 2021, tidak terdapat perkara hukum perdata maupun pidana yang dihadapi oleh Perseroan, Entitas Anak, Dewan Komisaris maupun Direksi.

Important Cases

Throughout 2021, there were no civil or criminal cases faced by the Company, its Subsidiaries, the Board of Commissioners or the Board of Directors.

Sanksi Administratif

Sepanjang tahun 2021, Perseroan maupun anggota Dewan Komisaris dan Direksi Perseroan tidak dikenai sanksi administrasi oleh otoritas terkait (pasar modal, perbankan dan lainnya).

Administrative Sanctions

Throughout 2021, the Company and members of the Board of Commissioners and Board of Directors are not subject to administrative sanctions by relevant authorities (capital market, banking and others).

Kode Etik

Code of Ethics

Perseroan berkomitmen untuk menjalankan kegiatan usahanya sesuai dengan standar etika tertinggi dalam hal kejujuran, integritas dan profesional dalam berbisnis. Oleh karena itu, Perseroan telah membentuk Kode Etik Perseroan yang menjadi pedoman standar perilaku minimum yang wajib dipatuhi oleh segenap karyawan termasuk jajaran Direksi, Dewan Komisaris, dan organ-organ pendukung Perseroan.

The Company is committed to carrying out its business activities in accordance with the highest ethical standards in terms of honesty, integrity and professionalism in doing business. Therefore, the Company has established the Code of Ethics that became the guideline for minimum standards of behaviour that must be adhered to by all employees, including the Board of Directors, Board of Commissioners, and the Company's supporting organs.

Pokok-pokok Kode Etik

Adapun pokok-pokok Kode Etik Perseroan berisikan hal-hal sebagai berikut.

Main Points of the Code of Ethics

The main points of the Code of Ethics consist of the following aspect.



1	**Karyawan harus menjalankan bisnis dengan jujur dan profesional, dengan integritas tertinggi dalam kaitannya dengan sesama karyawan, tamu, pemasok, kontraktor, dan setiap orang lain yang memiliki hubungan dengan mereka.** Employees must conduct all their business in an honest and professional manner, with the highest integrity in relation to fellow employees, guests, suppliers, contractors, and any other parties having dealings with them.
2	**Karyawan mewakili Perseroan dan diharapkan untuk bertindak profesional. Karyawan harus menjunjung nilai-nilai filosofi perusahaan yang meliputi respek terhadap orang lain, jujur, dan memenuhi integritas.** Employees represent the Company and are expected to act in a highly professional manner. Respect, honesty, integrity, and fairness are at the core of the Company's philosophy and employees must uphold these values in support of the Company always.
3	**Karyawan tidak boleh melakukan tindakan apapun yang merugikan Perseroan atau maksud dan tujuannya.** Employees must not conduct themselves in any way that is detrimental to the Company, its goals, and its objectives.
4	**Karyawan tidak boleh terlibat dalam situasi di mana terdapat konflik kepentingan. Konflik kepentingan terjadi dalam situasi di mana seseorang mendapatkan keuntungan pribadi dari keputusan resmi yang dibuatnya. Jika konflik semacam itu terjadi, karyawan harus segera melaporkannya kepada Manajer SDM.** At no time shall an employee be involved in a situation wherein there is conflict of interest. Conflict of interest occurs when an employee stands to gain personal profit from a decision made in an official capacity. If such a conflict exists, the employee must notify the HR Manager immediately.
5	**Karyawan harus selalu memiliki semangat kerja sama, kejujuran, dan profesionalisme.** All employees must conduct themselves in the spirit of cooperation, truthfulness, honesty, and professionalism at all times.
6	**Setiap karyawan harus sepenuhnya bekerja sama dalam investigasi atau penyelidikan yang dilakukan oleh atau atas nama Perseroan.** Every employee is expected to fully cooperate in any investigation or inquiry conducted by, or on behalf of, the Company.
7	**Selama masa kerja, karyawan mungkin berhubungan dengan informasi yang bersifat rahasia. Karyawan tidak boleh mengungkapkan, menyebarkan atau menggunakan informasi rahasia tersebut selain dari yang diperlukan dalam kegiatan pekerjaan.** During their employment, employees may be exposed to confidential and/or proprietary information. Employees must never disclose, reveal or use such confidential or proprietary information other than as required in the normal course of their employment.
8	**Segala pelanggaran Kode Etik ini dan/atau nilai-nilai dan aturan Perseroan, dapat mengakibatkan tindakan pendisiplinan, termasuk pemutusan hubungan kerja. Jika pelanggaran tersebut melibatkan pelanggaran undang-undang, Perseroan dapat menghubungi pihak penegak hukum.** Any violation of this Code of Ethics and/or Company's values and rules, may result in disciplinary action, including termination. If such violation involves an infraction of a law, the appropriate law enforcement authorities may be contacted.

Penyebarluasan Kode Etik

Kode Etik Perseroan diperkenalkan ke seluruh tingkatan di dalam Perseroan melalui sosialisasi pada program pelatihan secara rutin. Salah satu program pelatihan tersebut, didistribusikan buku manual karyawan, yaitu "The Red Planet Way" yang berisikan Kode Etik Perseroan. Dengan adanya sosialisasi tersebut, diharapkan seluruh insan Perseroan dapat berperilaku sesuai nilai-nilai Perseroan serta menerapkan Kode Etik dalam kegiatan sehari-hari.

Dissemination of Code of Ethics

The Code of Ethics is introduced to all employee levels within the Company through dissemination in training programs regularly. In one of the training programs, an employee manual, i.e. "The Red Planet Way" which contains the Code of Ethics, is distributed to all participant. With this dissemination, it is expected that all Company's employees can behave in accordance with the Company's values and apply the Code of Ethics in their daily activities.

Keberlakuan Kode Etik bagi Seluruh Level Organisasi

Kode Etik berlaku bagi segenap insan Perseroan, mulai dari karyawan, jajaran manajemen, Direksi hingga Dewan Komisaris. Hal ini dilakukan guna memastikan seluruh kegiatan bisnis senantiasa sesuai dengan aturan yang berlaku.

Sanksi Pelanggaran Kode Etik

Setiap insan yang melakukan pelanggaran terhadap Kode Etik, Perseroan telah menyiapkan sanksi tegas terhadap pelaku yang disesuaikan dengan bobot pelanggarannya. Jenis sanksi terhadap pelanggaran Kode Etik meliputi:

1. Teguran lisan;
2. Surat peringatan pertama, kedua, sampai dengan ketiga;
3. Tidak memperoleh bonus umum tahunan dan/atau bonus prestasi;
4. Tidak memperoleh kenaikan gaji dan/atau kenaikan pangkat untuk periode waktu tertentu;
5. *Skorsing* (dirumahkan sementara);
6. Demosi (penuruan pangkat atau posisi); dan
7. Pemutusan Hubungan Kerja (PHK).

Jumlah Pelanggaran Kode Etik

Sepanjang tahun 2021, tidak terdapat adanya laporan pelanggaran Kode Etik yang dilakukan oleh Dewan Komisaris, Direksi, jajaran manajemen, dan seluruh karyawan Perseroan.

Applicability of Code of Ethics for All Organizational Levels

The Code of Ethics applies to all Company's employees, from employees, management, the Board of Directors to the Board of Commissioners. This is done to ensure that all business activities are always in accordance with applicable regulations.

Sanctions for Violating Code of Ethics

The Company has prepared strict sanctions against every personnel who violates the Code of Ethics according to the severity of the violation. Types of sanctions for violations of the Code of Ethics include:

1. Verbal warning;
2. First, second, up to third warning letters;
3. No annual general bonus and/or achievement bonus;
4. No raise and/or promotion for a certain period of time;
5. Suspension (temporarily laid off);
6. Demotion (downgrade of rank or position); and
7. Dismissal (PHK).

Number of Code of Ethics Violations

In 2021, there were no reports on violations of the Code of Ethics by the Board of Commissioners, Board of Directors, management, and all Company's employees.

Kebijakan Anti Korupsi
Anti-Corruption Policy

Perseroan berupaya untuk senantiasa menjunjung tinggi kejujuran dalam setiap kegiatan operasionalnya. Hal ini diwujudkan dengan dimilikinya kebijakan anti korupsi yang tertuang dalam kebijakan *Anti Bribery Policy for Business Partners and Third Parties* yang disahkan pada bulan November tahun 2016. Kebijakan tersebut telah disosialisasikan kepada seluruh karyawan, baik karyawan lama maupun baru, melalui berbagai pelatihan ataupun kegiatan yang dilaksanakan Perseroan. Adapun pelaksanaan dan pengelolaan kebijakan tersebut di Perseroan menjadi tanggung jawab Manajer SDM Perseroan.

Pada tahun 2021, Perseroan telah mengikuti program pendidikan dan pelatihan terkait pelatihan/sosialisasi anti korupsi kepada karyawan yang dihadiri oleh 1 orang peserta dengan tema *Anti-Bribery Management System* – ISO37001 yang diselenggarakan oleh CPA Australia.

The Company strives to always uphold the honesty principle in every operational activity. This is realized by establishing an anti-corruption policy contained in the Anti Bribery Policy for Business Partners and Third Parties ratified in November 2016. The Policy is regularly disseminated to all employees, old or new, through various trainings or activities carried out by the Company. The execution and management of this policy is the responsibility of the HR Manager.

In 2021, the Company has participated in education and training programs related to anti-corruption training/socialization to employees which was attended by 1 participant with the theme Anti-Bribery Management System – ISO37001 organized by CPA Australia.

Whistleblowing System
Whistleblowing System

Sistem Pelaporan Pelanggaran (*Whistleblowing System*/WBS) merupakan bentuk dari penerapan GCG yang dijalankan secara profesional, independen, dan sistematis. Pelaksanaan WBS di Perseroan sebagai upaya untuk memitigasi potensi risiko serta mewujudkan lingkungan kerja yang berintegritas dan bersih dari praktik korupsi, kolusi, dan nepotisme (KKN). Kebijakan WBS Perseroan ini telah ditetapkan dan diterapkan di Perseroan sejak tahun 2016.

The Whistleblowing System (WBS) is a form of GCG implementation that is carried out professionally, independently, and systematically. The implementation of WBS is an effort to mitigate potential risks and create a working environment with integrity and free from corruption, collusion, and nepotism (KKN) practices. The WBS policy has been established and implemented in the Company since 2016.

Ruang Lingkup Penerapan Kebijakan

Jenis-jenis pelanggaran yang dapat dilaporkan dalam WBS Perseroan meliputi:

Scope of Policy Implementation

The types of violations that can be reported in the Company's WBS include:



Pihak yang Mengelola Pelaporan

Perseroan menyediakan fasilitas penyampaian laporan pelanggaran, baik yang masih berupa dugaan maupun telah terbukti terjadi. Indikasi *fraud* atau *fraud* dapat disampaikan oleh pelapor dengan menghubungi:

Company's Personnel who Manage the Reports

The Company provides facilities for submitting violation reports, either alleged violation or those which have been proven to have occurred. Indications of fraud can be submitted by the whistleblower by contacting:

Direktur SDM Regional
Regional HR Director
Indra Permana

Sona Topas Tower Lt. 15A
Jl. Jenderal Sudirman Kav. 26,
Jakarta Selatan, 12920

indra@redplanetindonesia.com

Adapun pihak yang berwenang atas tindak lanjut terhadap pelaporan di Perseroan, yaitu:

The person that has the authorization to follow up on this reporting are:

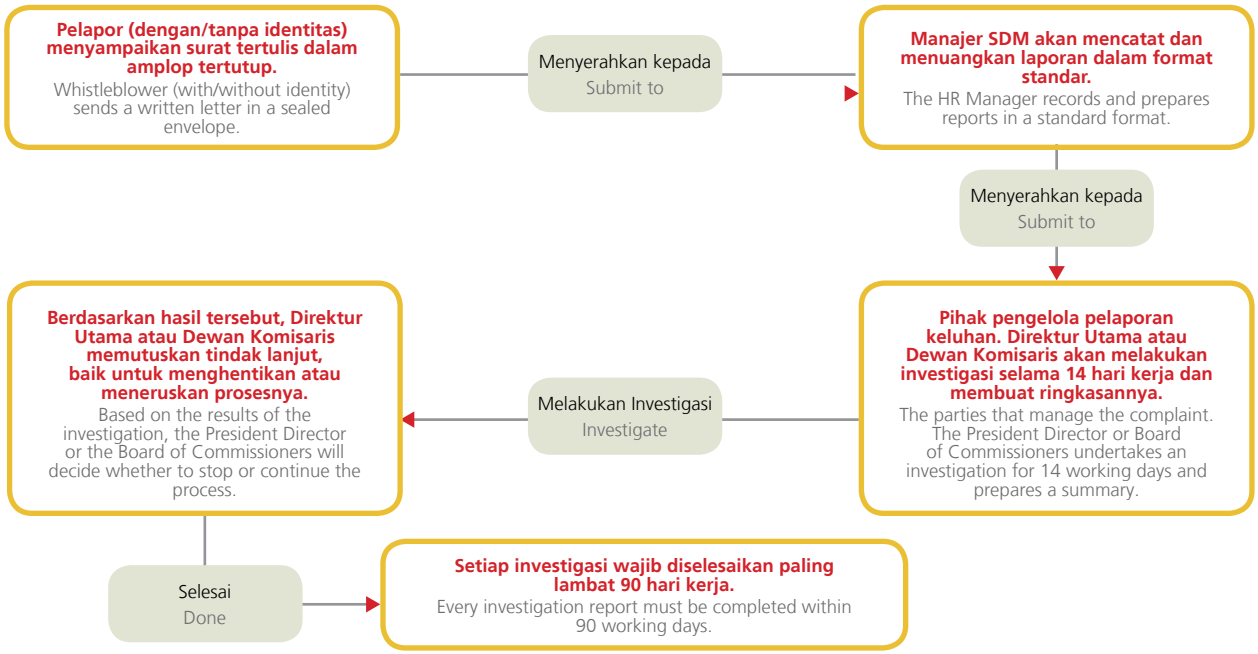
Direktur Utama, jika terlapor merupakan karyawan Perseroan selain Direksi.	Direktur Utama, jika terlapor merupakan anggota Dewan Komisaris.	Dewan Komisaris, jika terlapor merupakan salah satu dari Direksi.
President Director, if the reported person is the Company's employee other than the Board of Directors.	President Director, if the reported person is a member of the Board of Commissioners.	The Board of Commissioners, if the reported person is one of the Directors.

Cara Penyampaian dan Penanganan Pengaduan

Prosedur pelaporan dilakukan melalui Direktur SDM Regional dengan mengimplementasikan 2 prinsip dasar dalam mekanisme pelaporan pelanggaran, yaitu dilakukan dengan itikad baik, tanpa ada kepentingan pribadi, dan manfaat pelaporan semata-mata untuk kepentingan bersama. Adapun alur mekanisme pelaporan yang ada di Perseroan diuraikan sebagai berikut.

Procedure for Submission and Management of Whistleblowing Reports

The reporting procedure is carried out via the Regional HR Director by implementing 2 basic principles in the whistleblowing mechanism, namely carried out in good faith, without any personal interest, and the benefits of reporting must be for the common good. The flow of reporting mechanism in the Company is shown as follows.



Perlindungan Pelapor

Perseroan menerapkan perlindungan bagi pelapor dengan menjamin kerahasiaan dan keamanan identitas, informasi yang dilaporkan dijaga aman dan rahasia, serta memberikan perlindungan terhadap pelapor dari segala bentuk ancaman yang ditimbulkan terkait pelaporan yang disampaikan selama pelapor menjaga kerahasiaan kepada pihak-pihak lain. Dalam situasi pelapor diketahui identitasnya, Perseroan memberikan perlindungan dalam ruang lingkup pekerjaan dan dalam area operasional Perseroan.

Whistleblower Protection

The Company guarantee protection for the whistleblower by ensuring the confidentiality and security of their identity. The information reported is always kept safe and confidential and the Company provides protection to the whistleblower from all forms of threats because of their report as long as the whistleblower maintains their confidentiality from other parties. In a situation where the whistleblower's identity is revealed, the Company provides protection within their scope of work and in the Company's operational area.

Jumlah Laporan Pengaduan

Pada tahun 2021, tidak terdapat laporan mengenai pelanggaran yang terjadi di lingkup Perseroan.

Number of Reports

In 2021, there were no report on violation occurred within the Company.

Pengaduan Masalah Lingkungan
Environmental Issue Complaints

NIHIL / ZERO

Pengaduan Masalah Ketenagakerjaan
Employment Issue Complaints

NIHIL / ZERO

Pengaduan Masalah Pelanggan
Customer Issue Complaints

NIHIL / ZERO

Tingkat Kecelakaan Kerja
Occupational Accident Rate

NIHIL / ZERO


RED PLAN



RED PLANET

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Komitmen Keberlanjutan
Sustainability Commitment

Seluruh unit bisnis dan kegiatan operasional Perseroan senantiasa mengedepankan aspek-aspek keberlanjutan. Hal tersebut didasarkan atas kepedulian Perseroan terhadap kehidupan bagi generasi mendatang, sekaligus mendukung upaya-upaya pemerintah dalam mencapai Tujuan Pembangunan Berkelanjutan (*Sustainable Development Goals*/SDGs). Oleh karena itu, Perseroan berkomitmen untuk terus memberikan solusi berkelanjutan dalam mengatasi isu-isu sosial dan lingkungan, antara lain melalui implementasi pengelolaan ketenagakerjaan, pengendalian mutu produk dan jasa, program pemberdayaan masyarakat sekitar, strategi pengolahan limbah dan efluen, serta program efisiensi energi.

All Company'S business units and operational activities always prioritizes sustainability aspects. This is based on the Company's concern for the lives of future generations, as well as supporting the Government's efforts to achieve the Sustainable Development Goals (SDGs). Therefore, the Company is committed to continuously providing sustainable solutions in managing environmental and social issues, including through the implementation of labor management, quality control of products and services, empowerment programs for surrounding communities, waste and effluent treatment strategies, and energy efficiency programs.

Tata Kelola Keberlanjutan
Sustainability Governance

Komitmen Perseroan dalam melaksanakan prinsip keberlanjutan dilandasi dengan mengintegrasikan pengelolaan aspek ekonomi, sosial, dan lingkungan dalam sistem tata kelola perusahaan. Pihak yang bertanggung jawab atas pelaksanaannya juga telah ditetapkan, sebagaimana dijelaskan berikut.

1. Dewan Komisaris: berperan dalam melaksanakan pengawasan dan pemberian nasihat atas pengelolaan aspek keberlanjutan. Pelaksanaan fungsi ini akan dibantu oleh Komite Audit melalui penelaahan kebijakan dan laporan perusahaan.

2. Direksi: berwenang dan bertanggung jawab penuh untuk mengoordinasikan kebijakan dan pengelolaan aspek keberlanjutan. Pelaksanaan fungsi ini akan dibantu oleh divisi dan unit kerja di bawah Direksi, serta Audit Internal yang berperan dalam memastikan kesesuaian penerapan kebijakan terkait keberlanjutan dan kecukupannya.

The Company's commitment to implement sustainability principles is based on integrating the management of economic, social and environmental aspects into the corporate governance system. The party responsible for its implementation has also been determined, as explained below.

1. Board of Commissioners: plays a role in performing supervision and providing advice on the management of sustainability aspects. The implementation of this function will be assisted by the Audit Committee through the review of Company policies and reports.
2. Board of Directors: authorized and fully responsible for coordinating policies and management of sustainability aspects. The implementation of this function will be assisted by divisions and work units under the Board of Directors, as well as Internal Audit which plays a role in ensuring the corformity of the policies implementation related to sustainability and adequacy.

Kinerja Keberlanjutan Aspek Sosial
Social Aspect Sustainability Performance

Perseroan senantiasa menjaga dan meningkatkan manfaat sosial bagi pemangku kepentingan dalam hal pengelolaan sumber daya manusia, pengembangan masyarakat, serta pelayanan kepada pelanggan dan pemasok. Inisiatif pemenuhan tanggung jawab tersebut disesuaikan dengan kebutuhan kelompok pemangku kepentingan, baik internal maupun eksternal.

The Company always maintains and improves social benefits for the stakeholders in human resource management, community development, service to customers. The initiative to fulfill these responsibilities is tailored to each internal and external stakeholder group needs.

Ketenagakerjaan

Perseroan meyakini bahwa sumber daya manusia merupakan salah satu aset utama yang mendukung kelangsungan dan keberhasilan usaha, terutama dalam bidang usaha pelayanan perhotelan. Oleh sebab itu, Perseroan berkomitmen untuk senantiasa memenuhi hak ketenagakerjaan karyawan secara adil dan bertanggung jawab dengan terus memperhatikan hak asasi manusia.

Employment

The Company believes that human resources are one of the main assets that support business continuity and success, especially in the hospitality service business. Therefore, the Company is committed to always fulfill the employment rights in a fair and responsible manner by continuing to pay attention to human rights.

Kesetaraan Gender dan Kesempatan yang Setara

Perseroan melakukan rekrutmen terhadap karyawan tanpa adanya diskriminasi suku, gender, agama, stasus sosial, dan lainnya. Perseroan juga memastikan bahwa dalam pelaksanaan operasional tidak terdapat tenaga kerja anak ataupun tenaga kerja paksa. Hal ini dilakukan untuk menciptakan lingkungan kerja yang inklusif di Perseroan.

Gender Equality and Equal Opportunity

The Company conducts employee recruitment regardless of race, gender, religion, social status, and others. The Company also ensures that there is no child labor or forced labor in its implementation. This is done to create an inclusive work environment in the Company.

Rekrutmen Karyawan
Employee Recruitment

2021	2020	2019
4 orang / people	7 orang / people	22 orang / people

Komposisi SDM

Pada tahun 2021, jumlah karyawan Perseroan sebanyak 157 orang, menurun 5,42% dibandingkan tahun 2020 sebanyak 166 orang.

HR Composition

In 2021, the Company's employees was 157 people, a decrease of 5.42% compared to 166 people in 2020.

Komposisi Karyawan berdasarkan Status Kepegawaian

Employees Composition based on Employment Status

Uraian	2021	2020	2019	Description
Tetap	149	157	147	Permanent
Tidak Tetap	8	9	46	Contract
Jumlah	**157**	**166**	**193**	**Total**

Komposisi Karyawan berdasarkan Jenjang Manajemen

Employees Composition based on Management Level

Uraian	2021	2020	2019	Description
Manajemen Puncak	2	2	2	Top Management
Manajemen Madya	3	4	4	Middle Management
Manajemen Lini Pertama	22	22	24	First Line Management
Pegawai	122	130	117	Staff
Non Pegawai	8	8	46	Non Staff
Jumlah	**157**	**166**	**193**	**Total**

Komposisi Karyawan berdasarkan Tingkat Pendidikan

Employees Composition based on Education Level

Uraian	2021	2020	2019	Description
Pasca Sarjana	0	1	0	Postgraduate
Sarjana	32	34	37	Bachelor
Diploma I-III	42	42	48	Diploma I-III
SMA dan Sederajat	81	86	108	Senior High School
SMP	2	3	0	Junior High School
Jumlah	**157**	**166**	**193**	**Total**

Komposisi Karyawan berdasarkan Usia

Employees Composition based on Age

Uraian	2021	2020	2019	Description
>50 tahun	7	6	3	>50 years old
41-50 tahun	43	38	43	41-50 years old
31-40 tahun	66	68	75	31-40 years old
20-30 tahun	41	54	72	20-30 years old
Jumlah	**157**	**166**	**193**	**Total**

Komposisi Karyawan berdasarkan Gender

Employees Composition based on Gender

Uraian	2021	2020	2019	Description
Pria	119	128	148	Male
Wanita	38	38	45	Female
Jumlah	**157**	**166**	**193**	**Total**

Komposisi Karyawan berdasarkan Tenaga Kerja

Employees Composition based on Workforce

Uraian	2021	2020	2019	Description
Lokal	147	155	182	Local
Nasional	10	10	10	National
Asing	0	1	1	Foreign
Jumlah	**157**	**166**	**193**	**Total**

Pengembangan Kompetensi SDM

Dalam pelaksanaan tugas dan tanggung jawabnya, organ tata kelola beserta seluruh karyawan mengikuti berbagai bentuk program pengembangan kompetensi yang dapat menunjang pelaksanaan perannya secara efektif, termasuk dalam mengelola aspek keberlanjutan.

HR Competency Development

In carrying out their duties and responsibilities, the governance body and all employees participate in various forms of competency development programs that can support the implementation of their roles effectively, including in managing sustainability aspects.

Jenis Pengembangan Kompetensi Competency Development Type	Waktu Period	Penyelenggara Organizer	Jumlah Peserta Total Participant
Refresh Training Post Quarantine Standard Operating Procedure (SOP)	Januari - Februari January - February	Hotel Manager	20
Credit Card Type and Fraud	Januari January	Front Office Supervisor	4
Fire Drill Training	Januari January	Hotel Conduct	16
Housekeeping Product Knowledge	Januari January	Hotel Manager	7
HR Masterclass: Urgent HR Strategies for the New Normal	Februari – April February – April	Genashtim Malaysia	1
Refresh Training Check Out SOP	February February	Front Office Supervisor	4
Rooms Cleaning SOP	February February	HM and FOS	12
Inventory (Retail & Merchandise)	February February	Front Office Supervisor	4
New Registration Card	Maret March	Hotel Manager	6
Refresh Training OTA's Definition	Maret March	Front Office Supervisor	4
Refresh Training Check In/Out Procedure	Maret March	Front Office Supervisor	4
Refresh Training Conduct Monthly Inventory for Linen, Glass & Water Jug, Amenities, and Liquid Soap	Maret March	HM and FOS	4
How to Handling Complain	April	Front Office Supervisor	4
Housekeeping Room Cleaning SOP	April	Hotel Manager	7
Refresh Training Housekeeping Job Desc and Details Cleanliness	Mei May	Hotel Manager	8
Telephone Skills and Courtessy (pre-Check in - Inhouse - Check out)	Mei May	Front Office Supervisor	4
Refresh Training Using Cash and Card Receipt Payment	Mei May	FOS	5
Ledger Account	Juni June	Front Office Supervisor	4
Bank-in, Pettycash, and Monthly Report	Juni June	Hotel Manager	2
Refresh Training Inventory for Linen, Amenities, and Toiletries	Juli July	HM and FOS	5
Training Handle Fire Alarm	Juli July	HM and MTS	8
How to use Bin Card and Amenities Regulations	Agustus August	Hotel Manager	8
FO Formula - Revenue Potential Average Single Rate (RevPAR)	Agustus August	Front Office Supervisor	4
FO Staff Do's and Don't	Agustus August	Front Office Supervisor	4
HK Supervisor Room Check	Agustus August	Hotel Manager	2
Refresh Training Operating Genset	Agustus August	Maintenance Supervisor	7

Jenis Pengembangan Kompetensi Competency Development Type	Waktu Period	Penyelenggara Organizer	Jumlah Peserta Total Participant
Certification Human Capital Manager	Agustus – September August – September	Sahabat Karir Indonesia dan Badan Nasional Sertifikasi Profesi	1
Refresh Training Check in FIT/Group SOP	September	Front Office Supervisor	4
Refresh Training VDA System Troubleshooting	September	Maintenance Supervisor	7
Training Restart VDA System	September	HM and MTS	8
Hotel Hospitality	November	Hotel Manager	17
Total			**195**

Penilaian Kinerja SDM

Penilaian kinerja bertujuan untuk mengetahui kualitas kinerja karyawan dan memotivasi karyawan agar lebih produktif dalam bekerja. Penilaian kinerja SDM Perseroan dilaksanakan secara berkala setiap tahun oleh atasan langsung. Sedangkan, penilaian kinerja SDM pada Entitas Anak dilaksanakan setiap 4 bulan sekali. Hasil penilaian kinerja ini akan menjadi dasar bagi Perseroan untuk mengambil keputusan terkait pengembangan karier karyawan, termasuk pemberian penghargan dan sanksi jika diperlukan.

Salah satu wujud dari pemberian penghargaan bagi karyawan yang berprestasi yaitu dengan ditetapkannya sebagai *Employee of Quarter.* Karyawan yang menerima penghargaan ini diharapkan menjadi panutan dan teladan sekaligus menjadi stimulus bagi karyawan lainnya agar terus meningkatkan performa dalam bekerja.

HR Performance Assessment

The purpose of performance assessment is to determine the quality of employee performance and motivate employees to be more productive at work. The Human Resources performance assessment is conducted regularly every year by each employee's direct supervisor. Meanwhile, HR assessment at the Subsidiaries is carried out every 4 months. The results of this HR assessment will be used as the basis for the Company to make decisions related to employee's career development, including awards and sanctions, if necessary.

One way in giving recognition to outstanding employees is the appointment of Employee of Quarter. Employees who receive this award are expected to become role models and example as well as to motivate other employees to continuously improve their performance at work.

Uraian Description	2021*	2020*	2019
Employee of Quarter I	-	-	*Front Office Agent* dari Red Planet Hotel Surabaya Front Office Agent from Red Planet Hotel Surabaya
Employee of Quarter II	-	-	*Front Office Supervisor* dari Red Planet Hotel Makassar Front Office Supervisor from Red Planet Hotel Makassar
Employee of Quarter III	-	-	*Front Office Supervisor* dari Red Planet Hotel Jakarta, Pasar Baru Front Office Supervisor from Red Planet Hotel Jakarta, Pasar Baru
Employee of Quarter IV	-	-	*Front Office Agent* dari Red Planet Hotel Bekasi Front Office Agent from Red Planet Hotel Bekasi

* Perseroan tidak memberikan penghargaan *Employee of Quarter* dikarenakan adanya pandemi Covid-19.
* The Company did not give Employee of Quarter awards due to the Covid-19 pandemic.

Pengembangan Karier

Pengembangan karier merupakan salah satu bentuk penghargaan yang diberikan Perseroan kepada karyawan yang telah menunjukkan kinerja yang baik. Pengembangan karier dilakukan melalui promosi pada jenjang yang lebih tinggi atau mutasi pada jenjang yang sama.

Career Development

Career development is a form of appreciation given by the Company to employees who have shown good performance. Career development is carried out through promotion to a higher level or rotation at the same level.

Uraian	2021	2020	2019	Description
Promosi Jabatan	1	5	4	Promotion
Mutasi Jabatan	0	0	0	Job Transfer

Remunerasi yang Adil

Pemenuhan tanggung jawab dan apresiasi Perseroan terhadap karyawan diberikan melalui remunerasi yang adil dan kompetitif. Perseroan secara berkala mengevaluasi tingkat remunerasi yang berlaku agar sesuai dengan perkembangan Perseroan, industri sejenis, dan peraturan pemerintah.

Fair Remuneration

Fulfillment of the Company's responsibilities and appreciation for employees is provided through fair and competitive remuneration. The Company periodically evaluates the remuneration level to be in line with the development of the Company, similar industries, and Government regulations.

Wilayah Region	Upah Karyawan Tetap Terendah Lowest Permanent Employees Wages (Rp)	UMR (Rp)	Rasio Upah Karyawan Tetap Terendah dibandingkan UMR Ratio of Lowest Permanent Employees Wages To UMR (%)
Jakarta	4,416,186	4,416,186	100.00
Bekasi	4,783,936	4,782,935	100.02
Solo	2,313,923	2,035,720	113.67
Surabaya	4,300,479	4,300,479	100.00
Palembang	3,270,931	3,144,446	104.02
Pekanbaru	2,997,971	2,997,971	100.00
Makassar	3,255,403	3,254,908	100.02

Fasilitas Penunjang Kesejahteraan Karyawan

Selain pemenuhan remunerasi, Perseroan juga menyediakan berbagai fasilitas penunjang untuk meningkatkan kesejahteraan karyawan meliputi:

1. BPJS Kesehatan;
2. BPJS Ketenagakerjaan, meliputi jaminan kecelakaan kerja, jaminan kematian, jaminan hari tua, dan jaminan pensiun;
3. Asuransi kesehatan, meliputi rawat inap, rawat jalan, dan rawat gigi sesuai *benefit* yang berlaku; serta
4. *Service Charge*.

Employee Welfare Support Facilities

In addition to fulfilling remuneration, the Company also provides various supporting facilities to improve employee welfare, including:

1. BPJS Health;
2. BPJS Employment, including work accident insurance, death insurance, old age insurance, and pension insurance;
3. Health insurance covering inpatient, outpatient, and dental care according to the applicable benefits; and
4. Service Charges.

Kebebasan Berserikat

Perseroan memberikan kesempatan kepada karyawan dalam kebebasan berserikat, berkumpul, serta menyuarakan pendapat melalui serikat pekerja yang dibentuk karyawan yang dinamakan Federasi Serikat Pekerja Seluruh Indonesia.

Freedom of Association

The Company provides opportunities for employees to freedom of association, to assembly, and to voice opinions through a trade union established by employees called the Confederation of All Indonesian Workers Union.

Jumlah Karyawan Serikat Pekerja Number of Employees in the Workers Union		
2021	2020	2019
65 orang / people	72 orang / people	86 orang / people

Hak Cuti

Setiap karyawan diberikan hak untuk mengambil cuti dengan ketentuan:

Leave Entitlements

Every employee is given the right to take leave with the following conditions:

1. Cuti tahunan diberikan selama 12 hari kerja;
2. Cuti melahirkan diberikan selama 3 bulan kalender dengan uraian 1,5 bulan sebelum sampai dengan 1,5 bulan setelah melahirkan;
3. Cuti keguguran kandungan diberikan selama 1,5 bulan atau sesuai dengan surat keterangan dokter kandungan atau bidan;
4. Cuti melahirkan selama 2 hari bagi pekerja pria apabila pasangan melahirkan;
5. Cuti berkabung selama 2 hari bagi keluarga serumah (orang tua/orang tua pasangan, pasangan, anak, saudara sekandung);
6. Cuti menikah pekerja selama 3 hari dan anak pekerja selama 2 hari; serta
7. Cuti sunat dan cuti baptis selama 2 hari.

Izin Laktasi

Perseroan memberikan kesempatan bagi setiap karyawan wanita yang masih dalam fase menyusui untuk melakukan laktasi pada jam kerja. Ketentuan mengenai waktu ditentukan berdasarkan kebijakan dari Perseroan tanpa merugikan kedua belah pihak.

Anti Kerja Paksa

Untuk menghindari adanya praktik kerja paksa di perusahaan, Perseroan memberikan kejelasan waktu kerja bagi seluruh karyawan.

1. Annual leave is granted for 12 working days;
2. Maternity leave is granted for 3 calendar months with stipulation of 1.5 months before giving birth to 1.5 months after giving birth;
3. Miscarriage leave is given for 1.5 months or in accordance with a certificate from an obstetrician or midwife;
4. Maternity leave for 2 days for male workers if his spouse gives birth;
5. 2 days of mourning leave for household members (parents/parents of spouse, spouse, children, siblings);
6. Marriage leaves for employee is 3 days and leave for the worker's child marriage is for 2 days; and
7. Circumcision and baptismal leave for 2 days.

Lactation Permit

The Company provides an opportunity for every female employee who is still in the breastfeeding phase to perform lactation during working hours. Provisions regarding time are determined based on the Company policies without harming both parties.

Anti Forced Labor

To avoid forced labor practices, the Company gives clarity of working hours for all employees.

Uraian Description	Hari Kerja / Working Days						
	Senin Monday	Selasa Tuesday	Rabu Wednesday	Kamis Thursday	Jumat Friday	Sabtu Saturday	Minggu Sunday
Di Kantor Pusat / At the Head Office							
Jam Kerja Working Hours	08:00-17:00 dan 09:00-18:00 waktu setempat 08:00-17:00 and 09:00-18:00 local time					Libur Day Off	
Jam Istirahat Break time	12:00–13:00 waktu setempat 12:00–13:00 local time				11:30–13:00 waktu setempat 11:30–13:00 local time		
Di Hotel / At Hotels							
Jam Kerja Working Hours	07:00–16:00 atau 14:00–23:00 atau 23:00–08:00 waktu setempat 07:00–16:00 or 14:00–23:00 or 23:00–08:00 local time						

Kesehatan dan Keselamatan Kerja

Perseroan selalu menekankan kepada karyawan untuk mematuhi *standard operational procedure* (SOP) terkait kesehatan dan keselamatan kerja (K3) yang berlaku di kantor dan pabrik untuk mencegah dan meminimalkan terjadinya kecelakaan kerja.

Lingkungan Kerja yang Kondusif dan Aman

Untuk membentuk lingkungan kerja yang kondusif dan aman bagi karyawan, Perseroan menerapkan sistem manajemen K3 sesuai dengan standar dan ketentuan yang telah ditetapkan. Dalam penerapannya, Perseroan melakukan tinjauan secara berkala

Occupational Health and Safety

The Company always emphasizes to employees to adhere Standard Operating Pocedures (SOP) related to Occupational Health and Safety (OHS) applicable in offices and factories to prevent and minimize work accidents.

Safe and Conducive Work Environment

To establish a safe and conducive work environment for employees, the Company implements OHS management system in accordance with established standards and regulations. In its implementation, the Company conducts periodic reviews to

untuk meningkatkan sistem dan meminimalkan risiko kecelakaan kerja dalam kegiatan operasional perusahaan.

improve the system and minimize the risk of work accidents in the Company's operational activities.

Lokasi Location	Perlengkapan Keselamatan Safety Equipment (Unit)			
	Alat Pemadam Kebakaran Fire Extinguisher	P3K First Aid	Lampu Darurat Emergency Light	Informasi Prosedur Evakuasi Evacuation Procedure Information
PT Red Planet Indonesia Tbk	2	1	3	Di setiap ruangan In every room
Red Planet Hotel Jakarta, Pasar Baru	28	1	46	Di setiap ruangan In every room
Red Planet Hotel Bekasi	30	1	18	Di setiap ruangan In every room
Red Planet Hotels Solo	43	1	47	Di setiap ruangan In every room
Red Planet Hotel Surabaya	22	1	27	Di setiap ruangan In every room
Red Planet Hotel Palembang	27	1	65	Di setiap ruangan In every room
Red Planet Hotel Pekanbaru	29	1	59	Di setiap ruangan In every room
Red Planet Hotel Makassar	36	1	22	Di setiap ruangan In every room
Total	**217**	**8**	**287**	

Tingkat Kecelakaan Kerja

Penerapan sistem manajemen K3 diharapkan dapat menekan kecelakaan kerja. Hingga akhir tahun 2021, tidak terdapat kecelakaan kerja yang dialami oleh karyawan.

Upaya Pencegahan Penularan Covid-19

Perseroan telah mengikuti dan mengimplementasikan secara ketat prosedur-prosedur kesehatan yang berlandaskan pada *Post Quarantine Hotel Standard Operating Procedure* yang diterbitkan pada 8 Juni 2020. Prosedur kesehatan tersebut dilaksanakan di kantor pusat maupun lokasi hotel Perseroan yang diuraikan sebagai berikut.

1. **Standar Prosedur Operasi Karyawan Hotel, Mitra (*Housekeeping*, Keamanan, dan Vendor), dan Tamu**
   a. Setiap karyawan, mitra kerja, dan tamu yang tidak mengalami gejala pernafasan seperti pilek, batuk, atau sesak nafas diwajibkan untuk melakukan pemeriksaan suhu menggunakan *thermometer gun infrared* pada saat memasuki lokasi hotel;
   b. Staf Keamanan akan mencatat setiap pemeriksaan suhu dan gejala melalui formulir yang telah disiapkan bagi karyawan, mitra kerja, dan tamu serta menyimpan formulir pemeriksaan di meja keamanan;
   c. Tamu harus mengisi formulir riwayat perjalanan yang telah disediakan di meja resepsionis pada saat *check-in*, yang menunjukkan negara atau tempat yang telah

Occupational Accident Rate

The implementation of the OHS management system is expected to reduce occupational accidents. Until the end of 2021, there were zero accidents for the Company's employees.

Efforts to Prevent the Covid-19 Transmission

The Company has strictly followed and implemented health procedures based on the Post Quarantine Hotel Standard Operating Procedure issued on 8 June 2020. This health procedure was conducted at the head office and the hotel premises which are described as follows.

1. **Standard Operating Procedures for Hotel Employees, Partners (Housekeeping, Security, and Vendors), and Guests**
   a Every employee, work partner and guest who does not experience respiratory symptoms such as colds, coughs or shortness of breath are required to have their temperature checked using an infrared thermometer gun when entering the hotel premises;
   b Security Staffs will record every temperature and symptom checks using the forms prepared for employees, work partners and guests and keep the check forms at the security desk;
   c Guests must complete travel history form provided at the reception desk during check-in, which indicates the country or place they have visited 14 days prior to the

mereka kunjungi 14 hari sebelum kedatangan tamu di hotel. Untuk tamu asing, staf melakukan pemeriksaan lebih lanjut berbagai stempel imigrasi di paspor;

d. Setiap karyawan, mitra kerja, dan tamu diharuskan untuk mendisinfeksi tangan mereka berulang kali dengan pembersih tangan berbasis alkohol serta menggunakan masker selama berada di lokasi hotel;
e. Di Filipina, para tamu disarankan untuk mendisinfeksi sepatu mereka menggunakan alas pembersih yang disediakan di pintu masuk. Prosedur ini dapat diterapkan di negara lain jika diamanatkan oleh otoritas lokal;
f. Perseroan telah menyediakan masker di meja depan untuk digunakan oleh setiap karyawan, mitra kerja, dan tamu. Selain itu Perseroan juga menyediaan *face shield* yang tersedia di meja depan untuk digunakan apabila diperlukan. Untuk staf *housekeeping* selain menggunakan masker dan sarung tangan harus dilengkapi dengan *goggles* atau *face shield* saat membersihkan kamar. Untuk tamu telah disediakan *sanitation kit* termasuk 70% larutan alkohol atau pembersih berbasis alkohol, masker wajah, sarung tangan sekali pakai, kain lap, dan kantong sampah untuk alat pelindung diri;
g. Karyawan, mitra kerja, dan tamu dengan suhu tubuh mencapai 37,3° celsius ke atas tidak diperbolehkan memasuki lokasi hotel. Karyawan dan mitra dapat kembali bekerja dan memulai bisnis mereka (pemasok) dengan menunjukkan sertifikat kesehatan dari dokter/ rumah sakit;
h. Karyawan dan mitra yang telah melakukan kontak dengan orang yang terinfeksi Covid-19 dan/atau yang anggota keluarga dekatnya sedang melakukan isolasi, dan/atau telah melakukan perjalanan ke daerah/negara yang terinfeksi dalam 14 hari sebelumnya diwajibkan untuk segera memberitahu Manajer Hotel dan harus mendapatkan surat keterangan dokter/ rumah sakit yang menyatakan bahwa karyawan/mitra tersebut bebas dari infeksi Covid-19 sebelum kembali bekerja;
i. Mitra yang tidak memiliki bisnis di hotel tidak diizinkan memasuki lokasi hotel; dan
j. Seluruh vendor yang terkait dengan hotel perlu memastikan bahwa kendaraan pengiriman mereka, termasuk yang digunakan oleh pemasok acara, harus menjalani prosedur desinfeksi yang menyeluruh. Sopir atau petugas pengiriman harus mematuhi prosedur sanitasi yang benar. Pengiriman nirsentuh dianjurkan untuk mencegah penyebaran penyakit atau virus.

2. Standar Prosedur Operasi Penanganan Kasus Dugaan Covid-19

Jika tamu yang menunjukkan gejala Covid-19, maka setiap hotel harus mengikuti prosedur yang diarahkan oleh otoritas setempat yakni, penataan area karantina untuk kasus yang diduga dengan menyediakan 1 kamar untuk karantina yang paling dekat dengan area keluar dan jika memungkinkan tanpa menggunakan elevator, dan penetapan rute isolasi ke area karantina serta tersedianya area penjemputan transportasi. Selain itu, pihak hotel akan melakukan pencatatan data

guest's arrival at the hotel. For foreign guests, the staff conducts further checks of various immigration stamps on their passport;

d Every employee, work partner and guest are required to repeatedly washing their hands with alcohol-based hand sanitizer and uses a mask while on the hotel premises;

e In the Philippines, guests are advised to disinfect their shoes using cleaning pads provided at the hotel entrance. This procedure can be applied in other countries if required by local authorities;
f The Company has provided masks at the front desk to be used by every employee, work partner, and guest. In addition, the Company also provides a face shield at the front desk to be used when needed. For housekeeping staffs, aside from using masks and gloves, they must be equipped with goggles or face shields when cleaning the hotel room. A sanitation kit is provided for guests including 70% alcohol solution or alcohol-based cleanser, face masks, disposable gloves, rags and trash bags for personal protective equipment;

g Employees, work partners, and guests with a body temperature of 37.3° celcius and above are prohibited to enter the hotel premises. Employees and partners can return to work and continue with their business (suppliers) by presenting a medical certificate from a doctor/hospital;

h Employees and partners who have been in contact with people infected with Covid-19 and/or whose immediate family members are in isolation, and/or have traveled to an infected area/country within the previous 14 days are required to immediately notify the Hotel Manager and must obtain a doctor/hospital certificate stating that the employee/partner is free from Covid-19 infection before returning to work;

i Partners who do not have business in the hotel are not permitted to enter the hotel premises; and
j All vendors associated with the hotel need to ensure that their delivery vehicles, including those used by the event suppliers, are subject to thorough disinfection procedures. Drivers or delivery personnels must follow proper sanitary procedures. Contactless delivery is recommended to prevent the spread of disease or viruses.

2. Standard Operating Procedures for Managing Alleged Covid-19 Cases

If a guest shows symptoms of Covid-19, then each hotel must follow procedures as required by local authorities, i.e., setting up a quarantine area for suspected cases by providing 1 room for quarantine closest to the exit area and if possible without using an elevator, and have a designated isolation routes to quarantine areas and availability of transportation pick-up areas. In addition, the hotel must keep required data such as guest names, period of stay, room numbers, and a list

seperti nama tamu, periode tinggal, nomor kamar, dan daftar orang yang dihubungi untuk tujuan pelacakan dan penelusuran kasus dugaan Covid-19.

3. **Penerapan Informasi mengenai Covid-19**
   Seluruh karyawan harus diberi informasi yang memadai mengenai Covid-19, sehingga karyawan dapat menjalankan tugasnya dengan aman serta mencegah kemungkinan terjadinya penyebaran di dalam hotel. Staf *front desk* harus menginformasikan kepada tamu yang menanyakan tentang kebijakan hotel dalam hal tindakan pencegahan Covid-19, termasuk informasi tentang layanan tambahan seperti apotek terdekat, rumah sakit, dan klinik medis. Selain itu, seluruh staf juga harus menjelaskan mengenai penerapan *social distancing*, menjaga kebersihan tangan dan etika pernapasan sebagai tindakan utama untuk mencegah penularan Covid-19.

4. **Proses Disinfeksi Setiap Hari**
   Proses disinfeksi dilakukan setiap hari pada area internal dan eksternal hotel oleh perusahaan *outsourcing*. Produk disinfektan yang digunakan harus tercantum dalam daftar bahan kimia yang disetujui untuk desinfeksi hotel atau disinfektan yang telah bersertifikat yang diamanatkan oleh otoritas lokal. Catatan resmi desinfeksi hotel harus disimpan, termasuk tanggal, waktu, jenis disinfektan, termasuk siapa yang menggunakan dan di mana penggunaan disinfektan tersebut.

5. **Penyediaan *Hand Sanitizers***
   Hand sanitizers telah tersedia di beberapa area seperti di depan elevator tiap lantai dengan jarak 10 cm dari pintu *lift* dan saklar *lift*, pintu masuk utama di area lobi (meja resepsionis, meja sudut internet, toilet umum, dan toilet karyawan. *Hand sanitizers* yang digunakan mengandung minimal 70% alkohol dan harus produk yang bersertifikat.

6. **Sanitasi Reguler Hotel (Area Publik)**
   Fasilitas umum seperti lobi hotel, pegangan tangan eskalator dan tangga, toilet, ruang serba guna, pantri dibersihkan dan didesinfeksi minimal 3 kali sehari. Gagang pintu kamar tamu juga harus dibersihkan dan didesinfeksi 3 kali sehari. Hal Ini memberikan jaminan kepada tamu bahwa hotel kami selalu bersih, tersanitasi dan bebas dari kontaminasi.

7. **Sanitasi Reguler Kamar Tamu**
   Untuk mencapai tingkat sanitasi yang optimal, desinfeksi dilakukan menggunakan desinfektan yang mengandung 0,1% *natrium hipoklorit* yang dilakukan ke seluruh perlengkapan dan *gadget* yang ada di area hotel seperti *remote* TV, sakelar, *remote* AC, gagang pintu, brankas, dan gantungan baju. Selain itu, sistem pencahayaan *ultra-violet* (UV) germisidal disediakan setidaknya setiap 2 minggu sekali jika memungkinkan. Setelah proses desinfeksi oleh staf *housekeeping*, pintu kamar tamu akan di pasang segel yang terdapat kode QR yang memuat informasi tentang standar kebersihan hotel.

of people contacted for the purpose of tracking and tracing suspected cases of Covid-19.

3. **Application of Information regarding Covid-19**
   All employees must be provided with adequate information about Covid-19, so every employee can carry out their duties safely and prevent possible spread within the hotel. Front desk staffs must provide information to guests who inquire about hotel policies regarding Covid-19 precautions, including information on additional services such as the nearest pharmacy, hospital and medical clinic. In addition, all staff must also explain the application of social distancing, maintaining hand hygiene and respiratory ethics as the main measures to prevent Covid-19 transmission.

4. **Daily Disinfection Process**
   The disinfection process is carried out every day in the internal and external hotel areas by an outsource company. The disinfectant products used must be listed on a list of approved chemicals for hotel disinfection or certified disinfectants mandated by local authorities. Official hotel disinfection records must be kept appropriately, including the date, time, type of disinfectant, including who used it and where the disinfectant was used.

5. **Provision of Hand Sanitizers**
   Hand sanitizers are available in several areas such as in front of the elevator in every floor with a 10 cm distance from the lift door and switch, also the main entrance in the lobby area (reception desk, internet corner desk, public toilet, and employee toilet). Hand sanitizers must contain a minimum of 70% alcohol and must be a certified product.

6. **Hotel Regular Sanitation (Public Area)**
   Public facilities such as hotel lobbies, escalator and stair handrails, toilets, function rooms, pantries must be cleaned and disinfected at least 3 times a day. Guest room door handles should also be cleaned and disinfected 3 times a day. This shall give a guarantee to our guests that our hotel is always clean, sanitized and free from contamination.

7. **Guest Room Regular Sanitation**
   To achieve an optimal level of sanitation, disinfection is conducted using a disinfectant containing 0.1% sodium hypochlorite which is applied to all equipment and gadgets in the hotel area such as TV remotes, light switches, AC remotes, door handles, safety boxes, and clothes hangers. In addition, a germicidal ultra-violet (UV) lighting system is provided at least once every 2 weeks, if possible. After the disinfection process by housekeeping staffs, the guest room door will be sealed with a QR code containing information about the hotel hygiene standards.

8. **Pemasangan *Sneeze Guards***
Hotel memasang *sneeze guards* di area interaksi antara tamu dengan staf, seperti di *front desk* dan *partner desk*. Jarak antara *station* dengan *sneeze guards* minimal 100 cm, jika jarak terlalu pendek, maka hanya satu *station* yang dibuka.

9. ***Social Distancing*: Mengelola Antrian**
Untuk membatasi kontak fisik antara tamu di *front desk*, telah dipasang stiker di lantai untuk menunjukkan di mana tamu perlu berdiri saat dalam antrian. Selain itu, stiker juga dipasang di pintu masuk utama untuk mengatur antrian selama pemeriksaan suhu, dan di depan elevator untuk mengatur antrian masuk elevator.

10. ***Social Distancing*: Mengelola Elevator**
Kapasitas maksimum elevator juga dibatasi hingga maksimal 4 orang pada waktu tertentu. Seluruh elevator telah memiliki indikator stiker lantai untuk memberikan informasi kepada pengguna di mana mereka harus berdiri.

8. **Installation of Sneeze Guards**
The hotel installs sneeze guards in the interaction area between guests and staffs, such as the front desk and partner desk. The distance between the station and the sneeze guards is at least 100 cm, if the distance is too short, only one station will be opened.

9. **Social Distancing: Managing Queues**
To limit physical contact between guests at the front desk, stickers have been installed on the floor to indicate where guests need to stand while waiting in line. In addition, stickers are also installed at the main entrance to regulate the queue during temperature checks, and in front of the elevator to regulate the queue for entering the elevator.

10. **Distancing: Managing the Elevators**
The maximum capacity of an elevator is also limited to a maximum of 4 people at any given time. All elevators have been equipped with floor sticker indicators to inform users where they should stand.

Tingkat Perputaran Karyawan

Perseroan berupaya untuk menciptakan lingkungan kerja yang kondusif untuk menumbuhkan dan meningkatkan loyalitas karyawan dalam rangka memperkuat kinerja Perseroan untuk mencapai pertumbuhan berkelanjutan. Keberhasilan Perseroan dalam menciptakan lingkungan kerja yang kondusif, dapat dilihat dari tingkat perputaran karyawan sebagai berikut.

Employee Turnover Rate

The Company strives to create a conducive work environment to grow and increase employee loyalty to strengthen the Company's performance to achieve sustainable growth. The success of the Company in creating a conducive work environment can be attested from the employee turnover rate as follows.

Tingkat Perputaran Karyawan
Employee Turnover Rate

2021	2020	2019
8.05%	20.61%	16.96%

Survei Kepuasan Karyawan

Hingga akhir tahun 2021, Perseroan belum melakukan survei kepuasan karyawan. Namun, Perseroan terus berusaha menyediakan sarana dan prasarana yang dapat menunjang kebutuhan dan kepuasan karyawan saat bekerja.

Employee Satisfaction Survey

Until the end of 2021, the Company has not conducted any employee satisfaction survey. However, the Company continues to strive in provideing facilities and infrastructure that can support the employees needs and satisfaction at work.

Mekanisme Pengaduan Masalah Ketenagakerjaan

Pengaduan masalah ketenagakerjaan yang terjadi dapat disampaikan kepada atasan langsung. Apabila tidak dapat diselesaikan, maka pengaduan akan diteruskan kepada *Human Resources Department* untuk ditindaklanjuti. Pengaduan dapat mencakup segala tindakan yang melanggar peraturan ketenagakerjaan dan Kode Etik yang berlaku.

Hingga akhir tahun 2021, tidak terdapat laporan pengaduan terkait ketenagakerjaan yang dilaporkan kepada *Human Resources Department*. Hal ini menjunjukkan pengelolaan SDM di Perseroan telah berjalan efektif.

Complaint Mechanism on Employment Issues

Complaints on employment issues can be conveyed to direct supervisor. If it cannot be resolved at that level, the complaint will be forwarded to the Human Resources Department to be followed up. Complaints may include any actions that violate applicable labor regulations and Code of Ethics.

Until the end of 2021, there were no reports of any complaints related to employment reported to the Human Resources Department. This showed that HR management in the Company has been running effectively.

Komitmen terhadap Program Pengembangan Masyarakat

Perseroan melaksanakan kegiatan tanggung jawab sosial dalam bidang sosial kemasyarakatan secara berkelanjutan dengan tujuan untuk memberikan kontribusi bagi pengembangan dan pemberdayaan masyarakat sekitar wilayah operasional Perseroan. Implementasi program tersebut difokuskan pada kegiatan-kegiatan yang berdampak langsung terhadap masyarakat.

Penggunaan Tenaga Kerja Lokal

Perseroan memberikan kesempatan kerja tanpa adanya diskriminasi kepada masyarakat lokal yang memenuhi kualifikasi untuk menjadi bagian dari Perseroan. Dengan demikian, Perseroan turut berkontribusi dalam meningkatkan perekonomian dan kesejahteraan masyarakat lokal.

Commitment to Community Development Program

The Company carries out social responsibility activities in the community social sector in a sustainable manner with the aim of contributing to the development and empowerment of communities around the Company's operational areas. The implementation of the program is focused on activities that have a direct impact on the community.

Empowerment of Local Workforce

The Company provides job opportunities without discrimination to local people who meet the qualifications to be part of the Company. Thus, the Company also contributes in improving the economy and local community welfare.

Penggunaan Tenaga Kerja Lokal
Local Workforce Utiliation

2021	2020	2019
147 orang atau 93,63% dari total karyawan 147 people or 93.63% of total employees	155 orang atau 93,37% dari total karyawan 155 people or 93.37% of the total employees	182 orang atau 94,30% dari total karyawan 182 people or 94.30% of the total employees

Pemberdayaan Masyarakat Sekitar

Perseroan memberikan kontribusi positif kepada masyarakat melalui program pemberdayaan masyarakat secara berkesinambungan yaitu dengan menggunakan jasa penjahit lokal untuk mendaur ulang handuk mandi dan mengubahnya menjadi *bathmat*. Biaya yang dikeluarkan untuk pembuatan *bathmath* ini sebesar Rp15.000,-/pcs.

Perbaikan Sarana dan Prasarana Sosial serta Donasi

Perseroan telah merealisasikan bantuan dalam bentuk donasi yang ditunjukkan sebagai berikut.

Surrounding Community Empowerment

The Company makes a positive contribution to the community through a sustainable community empowerment program by using a local tailor service to recycle bath towels and turn them into bathmats. The cost for these bathmath is Rp15,000/piece.

Improvement of Social Facilities and Infrastructure and Donations

The Company has provided assistance in the form of donations as presented below.

Kegiatan Activities	Lokasi Location	Biaya Cost (Rp)
2021		
Hewan Kurban Idul Adha / Sacrifice Animal for Ied Adha Celebration	Semua Hotel / All Hotels	21,200,000
Total		**21,200,000**
2020		
Hewan Kurban Idul Adha / Sacrifice Animal for Ied Adha Celebration	Semua Hotel / All Hotels	24,500,000
Total		**24,500,000**
2019		
Hewan Kurban Idul Adha / Sacrifice Animal for Ied Adha Celebration	Semua Hotel / All Hotels	20,550,000
Perbaikan Sarana dan Prasarana Sosial / Improvement of Social Facilities and Infrastructure	Semua Hotel / All Hotels	5,200,000
Donasi untuk Yayasan Jantung Sehat / Donation for Jantung Sehat Foundation	Palembang	800,000
Mini Talk Show Green Action (Sekolah Relawan) / Mini Talk Show Green Action (Volunteers School)	Bekasi	1,150,000
World Clean Up Day	Bekasi	1,800,000
Donasi Korban Banjir / Donation for Flood Victims	Makassar	500,000
Total		**30,000,000**

Mekanisme Pengaduan Masyarakat

Perseroan telah menyediakan saluran untuk menyampaikan pengaduan terkait tindakan insan Perseroan kepada masyarakat yang menyimpang dari etika perilaku dan etika usaha. Pengaduan tersebut akan diterima dan ditanggapi oleh unit *Reservation Agent*. Laporan yang diterima akan segera ditindaklanjuti sesuai dengan jenis pengaduan secara responsif, cepat, dan baik. Hingga akhir tahun 2021, Perseroan tidak menerima pengaduan dari masyarakat terkait program pengembangan masyarakat.

Public Complaint Mechanism

The Company has provided a channel for the public to submit any complaints related to the Company's personnel action that unethical and violate business ethics. The complaint will be received and responded to by the Reservation Agent unit. Reports received will be followed up immediately according to the type of complaint in a responsive, fast and good manner. Until the end of 2021, the Company did not receive any complaints from the public regarding community development programs.

Kepedulian terhadap Pelanggan

Perseroan senantiasa mengutamakan kepuasan pelanggan dengan memberikan produk dan pelayanan terbaik. Hal ini dilakukan karena Perseroan menyadari bahwa pelanggan merupakan salah satu kunci utama dalam menjaga keberlangsungan dan keberlanjutan usaha Perseroan.

Concern for Customers

The Company always prioritizes customer satisfaction by providing the best products and services. This is done because the Company realizes that customers are one of the main keys in maintaining the continuity and sustainability of the Company's business.

Inovasi dan Pengembangan Produk dan Jasa

Munculnya para pesaing di industri perhotelan, menjadikan pangsa pasar semakin kompetitif. Hal tersebut menjadi faktor pendorong bagi Perseroan untuk melakukan inovasi serta pengembangan terhadap produk dan jasa untuk meningkatkan keunggulan kompetitif yang dimiliki. Dalam melakukan inovasi dan pengembangan, Perseroan senantiasa mengutamakan aspek kesehatan dan keselamatan pelanggan serta dampak terhadap lingkungan.

Product and Service Innovation and Development

The emergence of competitors in the hospitality industry has made the market share more competitive. This becomes a driving factor for the Company to keep innovating and developing products and services to increase its competitive advantage. In carrying out innovation and development, the Company always prioritizes aspects of customer health and safety as well as the impact on the environment.

Kesehatan dan Keselamatan Pelanggan

Perseroan berkomitmen penuh dalam menjamin kesehatan dan keselamatan pelanggan, yaitu dengan menyediakan fasilitas serta memberikan pelayanan terbaik dan sesuai dengan standar prosedur ataupun regulasi yang berlaku. Kepedulian yang dilakukan Perseroan terhadap kesehatan dan keselamatan pelanggan diuraikan sebagai berikut.

1. Memperhatikan kondisi tanah yang akan dijadikan lokasi pembangunan hotel dalam rangka meminimalisir kemungkinan terjadinya bencana, seperti banjir, longsor, atau pergeseran tanah;
2. Memilih bahan material yang bebas bahan beracun;
3. Menyediakan *hydrant* dan APAR di setiap lantai hotel;
4. Melakukan pelatihan K3 dan pembinaan kepada seluruh karyawan;
5. Membersihkan ventilasi, *ceiling*, pintu, dan jendela hotel secara teratur;
6. Membersihkan lantai dan dinding hotel dengan menggunakan air yang dicampur dengan bahan pembersih lantai/dinding dan dikeringkan;
7. Membersihkan seluruh toilet yang ada di lingkungan hotel; serta
8. Membersihkan ruang makan beserta peralatannya.

Customer Health and Safety

The Company is fully committed to ensuring the customers health and safety by providing facilities and the best service in accordance with standard procedures or applicable regulations. The Company's concern for the health and safety of its customers is described as follows.

1. Pay attention to the land condition that will be used as a hotel construction site to minimize the possibility of disasters, such as floods, landslides, or shifting of land;
2. Choose non-toxic materials;
3. Provide hydrants and light fire extinguishers on every hotel floor;
4. Conducting OHS training and coaching to all employees;
5. Clean the hotel's ventilation, ceiling, doors and windows regularly;
6. Clean hotel floors and walls using water mixed with floor/wall cleaning agents and dried;
7. Clean all toilets in the hotel environment; and
8. Clean the dining room and its utensils.

Produk dan Jasa yang Sudah Dievaluasi Keamanannya

Perseroan senantiasa memastikan bahwa seluruh produk dan layanan yang diberikan terhadap pelanggan 100% tidak membahayakan pihak manapun. Langkah tersebut Perseroan realisasikan dengan memenuhi sertifikasi hotel bintang dua.

Dampak Produk dan Jasa

Kegiatan usaha perhotelan memiliki dampak positif dan negatif terhadap lingkungan di sekitar wilayah operasional Perseroan. Dampak positif adalah ketersediaan lapangan pekerjaan yang dapat meningkatkan kesejahteraan hidup masyarakat sekitar. Sedangkan, dampak negatif timbul dengan adanya limbah yang berpotensi dapat mengganggu masyarakat sekitar apabila tidak dikelola dengan baik. Terkait hal ini Perseroan telah menerapkan sistem *sewage treatment plan* (STP) untuk mengelola limbah cair dan membangun kerja sama dengan pihak ketiga untuk mengelola limbah padat bahan berbahaya dan beracun.

Informasi Produk dan Layanan

Perseroan memberikan informasi layanan yang dibutuhkan pelanggan melalui:

Safety Evaluated Products and Services

The Company always ensures that all products and services provided to customers are 100% free of harm. The Company realized this step by obtaining the two-star hotel certification.

Impact of Products and Services

Hospitality business activities have positive and negative impacts on the environment around the Company's operational areas. The positive impact is the jobs availability that can improve the surrounding community welfare. Meanwhile, negative impacts arise from waste generated that has the potential to disrupt the surrounding community if it is not managed properly. In this regard, the Company has implemented a Sewage Treatment Plan (STP) system to manage liquid waste and has developed cooperation with third parties to manage hazardous and toxic solid waste.

Product and Service Information

The Company provides service information needed by the customers via:

(6221) 2949 8800

(6221) 2949 8889

www.redplanetindonesia.com

corporate.secretary.id@redplanethotels.com

@redplanet_hotels

@redplanet_hotels

@redplanet_hotels

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Privasi Pelanggan

Sebagai perusahaan yang mengumpulkan informasi pribadi pelanggan, Perseroan menyadari bahwa menjaga privasi pelanggan merupakan topik yang sangat penting. Perseroan menerapkan berbagai strategi dan pencegahan untuk memastikan keamanan data pelanggan. Dengan demikian, Perseroan dapat mempertahankan kepercayaan pelanggan.

Customer Privacy

As a company that collects customers' personal information, the Company realizes that to keep customer privacy is a very important topic. The Company implements various strategies and precautions to ensure the security of customer data. Thus, the Company can maintain customer trust.

Survei Kepuasan Pelanggan

Perseroan berupaya semaksimal mungkin untuk memperbaiki dan meningkatkan kualitas pelayanan kedepannya, agar pelanggan semakin terpenuhi kebutuhannya dan berimbas pada meningkatkan kepuasan pelanggan. Untuk mengetahui secara pasti tingkat kepuasan pelanggan, Perseroan senantiasa melakukan pengukuran dengan menggunakan *Albatros Customer Experience*.

Customer Satisfaction Survey

The Company strives as much as possible to service quality in the future, so it can fulfill every customer's needs and have an impact on increasing customer satisfaction. To know for sure the level of customer satisfaction, the Company always takes measurements using the Albatross Customer Experience.

Indikator	2021 (skor / score)	2020 (skor / score)	2019 (skor / score)	Indicators
Kebersihan	4.05	4.17	4.20	Cleanliness
Lokasi	4.18	4.25	4.26	Location
Kamar	4.07	4.28	4.14	Room
Layanan	4.08	4.13	4.15	Services
Harga	4.44	4.51	4.38	Price
Rata-rata	**4.31**	**4.27**	**4.23**	**Average**

Jumlah Produk yang Ditarik Kembali

Sampai dengan akhir tahun 2021, tidak terdapat produk Perseroan yang ditarik kembali. Perseroan juga tidak menerima sanksi penghentian operasional dari pihak-pihak berwenang.

Number of Recalled Products

Until the end of 2021, there were no any recalled products. The Company also did not receive any operational termination sanctions from the authorities.

Mekanisme Pengaduan Masalah Pelanggan

Perseroan memiliki komitmen untuk selalu tanggap terhadap kebutuhan dan keluhan para pelanggan serta melakukan tindakan penanganan dengan segera. Perseroan menyediakan sarana pengaduan pelanggan yang dijalankan oleh masing-masing Manajer Hotel dan kemudian akan dilaporkan kepada Direktur Operasional. Selain itu, pelanggan bisa menyampaikan pengaduan melalui saluran telepon yang tercantum di situs web Perseroan. Alur mekanisme pengaduan masalah pelanggan diuraikan sebagai berikut.

1. Keluhan disampaikan oleh pelanggan melalui situs web;
2. Keluhan ditanggapi oleh pihak *Call Center* melalui *email*;
3. *Call center* akan menghubungi manajer hotel terkait untuk segera dilakukan penanganan; dan
4. *Call center* akan menghubungi pelanggan melalui *email* untuk laporan penyelesaian.

Customer Issues Complaint Mechanism

The Company is committed to always being responsive to customer needs and complaints and taking immediate action. The Company provides a customer complaint facility that is managed by respective Hotel Manager and reported to the Operational Director. In addition, complaints maybe submitted via telephone lines that are listed on the Company's website. The flow of the complaint mechanism for customer problems is described as follows.

1. Complaints submitted by customers through the website;
2. Complaints are responded to by the Call Center via email;
3. The Call Center will contact the relevant Hotel Manager for immediate handling; and
4. The Call Center will contact the customer via email for conveying a settlement report.

Berikut pengaduan yang diterima oleh Perseroan dari pelanggan pada tahun 2021 sebagai berikut.

The complaints received by the Company from customers in 2021 are presented as follows.

Jenis Pengaduan Complaint Type	2021		
	Jumlah Keluhan Number of Complaint	Selesai Resolved	Sedang Ditindaklanjuti Ongoing
Barang Tertinggal / Items Left Behind	10	10	0
Tidak dapat Melakukan Reservasi via *Membership* Cannot Perform Reservation via Membership	1	1	0

Jenis Pengaduan Complaint Type	2021		
	Jumlah Keluhan Number of Complaint	Selesai Resolved	Sedang Ditindaklanjuti Ongoing
Potongan Harga / Price Discount	1	1	0
Kebersihan *Lift* dan Kamar / Cleanliness of Rooms and Lifts	4	4	0
Total	**16**	**16**	**0**

Komitmen terhadap Mitra Usaha

Kegiatan usaha Perseroan melibatkan kerja sama dengan pemasok dalam hal pengadaan barang dan jasa yang dibutuhkan untuk operasional perusahaan. Dalam menjalin kerja sama, Perseroan memperhatikan beberapa hal penting berikut.

1. Melaksanakan proses seleksi mitra usaha secara adil, bebas dari unsur korupsi, kolusi, dan nepotisme;
2. Melaksanakan ketentuan yang telah disepakati bersama;
3. Melakukan evaluasi kinerja bersama; serta
4. Menjaga kesehatan dan keselamatan kerja pemasok di wilayah operasional Perseroan.

Hubungan dengan Pemasok

Dalam upaya menjaga rantai pasokan, Perseroan membangun hubungan kerja sama yang baik dan saling menguntungkan dengan pemasok lokal, nasional, maupun internasional. Salah satu upaya yang dilakukan yaitu dengan memenuhi kewajiban pembayaran dengan tepat waktu.

Survei Kepuasan Pemasok

Hingga akhir tahun 2021, Perseroan belum memiliki survei kepuasan pemasok sebagai bahan evaluasi dan masukan bagi perkembangan usaha.

Mekanisme Pengaduan Pemasok

Perseroan menyediakan saluran informasi dan pengaduan pemasok terkait dengan pelanggaran oleh salah satu pihak terhadap perjanjian kontrak pengadaan barang dan jasa. Sistem ini diharapkan mampu meningkatkan kualitas pelayanan Perseroan dalam memenuhi kepuasan pemasok. Hingga akhir tahun 2021, Perseroan tidak menerima pengaduan dari pemasok.

Commitment to Business Partners

The Company's business activities involve a cooperation with suppliers in procurement of goods and services needed for the Company's operations. In establishing cooperation, the Company pays attention to the following important things.

1. Implement a fair selection process for business partners, free from elements of corruption, collusion, and nepotism;
2. Implement the provisions that have been mutually agreed upon;
3. Conduct joint performance evaluations; and
4. Maintain suppliers health and safety in the Company's operational areas.

Relationship with Supplier

In an effort to maintain the supply chain, the Company builds good and mutually beneficial relationships with local, national and international suppliers. One way to maintain this relationsip is by fulfilling payment obligations on time.

Supplier Satisfaction Survey

Until the end of 2021, the Company still does not have any supplier satisfaction survey as evaluation material and input for business development.

Supplier Complaint Mechanism

The Company provides information and supplier complaint channels related to violations of the contract agreement for the procurement of goods and services. This system is expected to be able to improve the quality of the Company's services in meeting supplier satisfaction. Until the end of 2021, the Company did not receive any complaints from suppliers.

Kinerja Keberlanjutan Aspek Lingkungan Hidup
Environmental Aspect Sustainability Performance

Perseroan senantiasa berupaya untuk menjaga kelestarian lingkungan hidup yang dapat terdampak dari kegiatan operasional hotel. Upaya Perseroan yaitu melakukan *green initiatives,* menggunakan material ramah lingkungan, mengefisienkan penggunaan energi dan air, pengendalian emisi, melakukan pemantauan atas limbah dan polusi yang dihasilkan, serta mengikuti program perubahan iklim.

The Company always strives to preserve the environment that can be affected by hotel operational activities. The Company's efforts implement green initiatives, using eco-friendly materials, efficient use of energy and water, controlling emissions, monitoring waste and the resulting pollution, and participating in climate change programs.

Green Initiatives

Perseroan melaksanakan program *Green Initiatives* sebagai bentuk komitmen Perseroan dalam melestarikan lingkungan hidup. Uraian terkait program *Green Initiatives* yang dijalankan Perseroan pada tahun 2021 sebagai berikut.

Green Initiatives Programs

The Company implements the Green Initiatives program as a form of the Company's commitment to preserving the environment. The description of the Green Initiatives program carried out by the Company in 2021 is as follows.

Hotel	Program *Green Initiatives* Green Initiatives Programs
Red Planet Hotel Jakarta, Pasar Baru	• Menerapkan berbagai poster ajakan menjaga lingkungan; dan • Memastikan toilet tidak bocor melalui pemantauan secara rutin. • Setting up a variety of posters that encourage the reader to preserve the environment; and • Ensuring there are no toilet leaks through routine monitoring.
Red Planet Hotel Bekasi	• Mematikan komputer ketika tidak dipakai atau setelah bekerja; • Mematikan lampu ketika meninggalkan ruangan; • Memanfaatkan kedua sisi kertas untuk mencetak dan memfotokopi dokumen yang diperlukan; • Mengurangi penggunaan jumlah kertas toilet agar tidak menjadi sampah; • Menggunakan sensor lampu *automatic* di toilet dan lobi guna menghemat energi; dan • Membuang barang bekas baterai dan *remote* TV pada kotak daur ulang. • Turning off computers when not in use or after work; • Turning off the lights when leaving the room; • Using both sides of the paper to print and make copies required documents; • Reducing the use of toilet paper, preventing to add more garbage; • Using automatic light sensors in the toilet and lobby to save energy; and • Disposing all used battery and TV remote controls into the recycling box.
Red Planet Hotels Solo	Melakukan penghematan energi dengan memasukkan 2 botol air mineral pada toilet *tank flushing* agar air yang dikeluarkan tidak terlalu banyak. Saving energy by inserting 2 bottles of mineral water in the toilet tank flushing to minimize the water released.
Red Planet Hotel Surabaya	• Meminimalkan penggunaan tangga bagi staf hotel jika hanya naik atau turun satu lantai; dan • Meminimalkan penggunaan kantong plastik pembuangan di dalam ruangan. • Minimizing the use of elevators by encouraging hotel staff to use the stairs for going up or down only one floor; and • Minimize the use of disposal plastic bag in every room.
Red Planet Hotel Palembang	• Mematikan komputer ketika tidak dipakai atau setelah bekerja; • Mematikan lampu ketika meninggalkan ruangan; • Memanfaatkan kedua sisi kertas untuk mencetak dan memfotokopi dokumen yang diperlukan; dan • Menggunakan lampu LED. • Turning off computers when not in use or after work; • Turning off the lights when leaving the room; • Using both sides of the paper to print and make copies of required documents; and • Using LED lights.
Red Planet Hotel Pekanbaru	• Mengurangi jumlah kertas dengan memanfaatkan kedua sisi kertas, serta menyimpan dokumen penting di Google Drive atau membuat salinan di komputer sebagai bentuk pengarsipan; • Menggunakan lampu LED; • Mematikan lampu/mesin atau peralatan elektronik lainnya apabila tidak digunakan; dan • Mendonasikan *linen* bagi yang membutuhkan. • Reducing the use of paper by utilizing both sides of the paper and storing important documents in Google Drive or making copies of documents in computers for filing purposes; • Using LED lights; • Turning off the lights/machines or other electronic equipments when not in use; and • Donating linen to those in need.

Hotel	Program *Green Initiatives* Green Initiatives Programs
Red Planet Hotel Makassar	• Mengganti lampu dengan lampu sensor LED khusus di koridor staf dan *back of house* (BOH); • Menerapkan *window rubber seal* pada jendela kamar dan pintu untuk memaksimalkan kinerja AC, namun tetap hemat energi; dan • Mengadakan program "*Green Touch from the Guests*", yang merupakan program khusus tamu hotel, diikuti dengan memberi tanda nama pada tanaman tersebut dengan nama tamu bersangkutan sehingga dapat diabadikan melalui media sosial. • Replacing lights with special LED sensor lights in the staff corridor and back of house (BOH); • Applying window rubber seal in every room and door windows to maximize AC performance and save energy; and • Organizing a "Green Touch from the Guests" program, which is a special program for the hotel guests, followed by giving plant a name tag with the guest name to be shared on social media.

Penggunaan Material Ramah Lingkungan

Upaya Perseroan dalam menjaga lingkungan hidup dimulai dengan menggunakan material ramah lingkungan. Penggunaan material ini digunakan seefisien mungkin dengan berprinsip pada 3R (*reduce, reuse, recycle*) untuk menekan limbah yang dihasilkan.

Use of Eco-Friendly Materials

The Company's efforts to protect the environment begin by using eco-friendly materials. This material is used as efficiently as possible with the 3R (reduce, reuse, recycle) principle to reduce the waste generated.

Inovasi Ramah Lingkungan

Perseroan berkomitmen untuk melakukan inovasi pengembangan terhadap produk yang berkelanjutan yang saat ini masih berada dalam tahap pengembangan.

Eco-Friendly Innovation

The Company is committed to perform innovaton in the development of sustainable products which are currently still in the development stage.

Efisiensi Penggunaan Energi

Perseroan memiliki kebutuhan penting terkait energi untuk menjalankan kegiatan operasional, baik di kantor pusat maupun di hotel. Energi yang dibutuhkan berupa listrik, gas, dan bahan bakar minyak. Energi listrik digunakan untuk peralatan elektronik, pendingin ruangan (AC), penerangan, dan kebutuhan *lift*. Penggunaan gas untuk kegiatan memasak di dapur hotel dan alat pemanas air. Sedangkan, penggunaan bahan bakar minyak digunakan untuk mesin diesel.

Beberapa tindakan efisiensi penggunaan energi yang dilakukan Perseroan diuraikan sebagai berikut.

1. Efisiensi penggunaan listrik
   a. Mengatur proporsi penggunaan listrik di setiap ruangan;
   b. Mengganti seluruh lampu dengan jenis LED;
   c. Menggunakan *window rubber seal* pada jendela kamar dan pintu untuk memaksimalkan kinerja AC, namun tetap hemat energi;
   d. Memasang alat peneduh pada jendela luar untuk meminimalkan radiasi matahari;
2. Efisiensi penggunaan bahan bakar minyak dengan menggunakan peralatan pengendalian otomatis untuk mengoperasikan *boiler* sehingga pemanas dapat dikontrol dengan baik.

Informasi penggunaan energi di wilayah operasional Perseroan ditunjukkan sebagai berikut.

Energy Consumption Efficiency

The Company has important needs related to energy to carry out operational activities, both at the head office and at the hotel. The energy needed is in the form of electricity, gas, and fossil fuel. Electrical energy is used for electronic equipment, air conditioning (AC), lighting, and elevator needs. Gas is ued for cooking activities in hotel kitchens and water heaters. Meanwhile, the use of fossil fuel is used for diesel engines.

Some of the energy efficiency measures taken by the Company are described as follows.

1. Efficiency in electricity usage
   a. Regulating electricity use proportion in each room;
   b. Replace all lamps with LED types;
   c. Using window rubber seal in every room and door windows to maximize AC performance and save energy;
   d. Put shading on external windows to minimize solar radiation;
2. Efficient use of fossil fuel by using automatic control equipment to operate the boiler so that the heater can be controlled properly.

Information on energy consumption in the Company's operational areas is presented as follows.

Kategori	Satuan Unit	2021	2020	2019	Category
Penggunaan Energi / Energy Consumption					
Listrik	GJ	13,553.99	12,802.69	15,558.51	Electricity
Bahan Bakar Minyak	GJ	132.93	145.03	237.45	Fossil Fuel
Total	**GJ**	**13,686.92**	**12,947.72**	**15,795.96**	**Total**
Intensitas Energi	**GJ/Ribu Rp** GJ/Thousand Rp	**0.00029**	**0.00031**	**0.00023**	**Energy Intensity**
Efisiensi Energi	**GJ/Ribu Rp** GJ/Thousand Rp	**0.00002**	**(0.00007)**	**(0.00001)**	**Energy Efficiency**

Efisiensi Penggunaan Air

Perseroan berkomitmen untuk menggunakan air secara bijak dan menjaga keberlangsungan sumbernya. Oleh karena itu, Perseroan menerapkan kebijakan pengurangan penggunaan air untuk kebutuhan selain kegiatan operasional hotel. Hal ini merupakan bentuk dukungan untuk efisiensi penggunaan sumber daya air. Penggunaan air dalam operasional hotel berasal dari pemakaian kamar mandi tamu, dapur, binatu, dan lain-lain.

Beberapa upaya yang dilakukan Perseroan untuk mengefisienkan penggunaan air adalah:
1. Melakukan penghematan energi dengan memasukkan 2 botol air mineral pada toilet *tank flushing* agar air yang dikeluarkan tidak terlalu banyak; dan
2. Melakukan pengecekan secara berkala terhadap kondisi keran, shower, toilet, dan meteran air, sehingga apabila ada kerusakan, dapat dihindari terjadinya kebocoran yang dapat membuang-buang air.

Informasi penggunaan air untuk seluruh aktivitas operasional Perseroan ditunjukkan sebagai berikut.

Water Usage Efficiency

The Company is committed to using water wisely and maintaining the sustainability of its sources. Therefore, the Company implements the water usage reducing policy for needs other than hotel operational activities. This is a form of support for the efficient use of water resources. The use of water in hotel operations comes from the use of guest bathrooms, kitchens, laundry, and others.

Some of the efforts made by the Company to use water efficiently are:
1. Save energy by inserting 2 bottles of mineral water in the flushing toilet tank to minimize water released; and
2. Conduct routine monitoring on the faucets, showers, toilets, and water meters condition, so that if there is damage, leaks can be avoided which can waste water.

Information on water usage for all of the Company's operational activities is presented as follows.

Kategori	Satuan Unit	2021	2020	2019	Category
Penggunaan Air / Water Usage					
Air PDAM	m^3	39,230	43,260	64,453	Tap Water
Air Tanah	m^3	29,800	20,941	22,407	Groundwater
Total	**m^3**	**69,030**	**64,201**	**86,860**	**Total**
Intensitas Air	**m^3/Ribu Rp** m^3/Thousand Rp	**0.00146**	**0.00151**	**0.00127**	**Water Intensity**
Efisiensi Air	**m^3/Ribu Rp** m^3/Thousand Rp	**0.00005**	**(0.00024)**	**0.00006**	**Water Efficiency**

Pengelolaan Limbah dan Efluen

Kegiatan operasional Perseroan menghasilkan limbah dan efluen, baik yang mengandung bahan berbahaya dan beracun (B3) maupun non-B3. Seluruh limbah dan efluen tersebut dikelola sesuai dengan standar yang berlaku agar tidak mencemari lingkungan. Beberapa jenis dan bentuk pengelolaan limbah Perseroan dijelaskan sebagai berikut.

Waste and Effluent Management

The Company's operational activities produce waste and effluent, both those containing hazardous and toxic waste material and non-hazardous and toxic materials. All of these wastes and effluents are managed according to applicable standards so as not to pollute the environment. Several types and forms of the Company's waste management are described as follows.

Jenis Limbah Type of Waste	Pengelolaan Management	Hotel
Limbah Padat B3 / Hazardous and Toxic Solid Waste		
Limbah Lampu Lamp Waste Limbah Kimia Kadaluwarsa Expired Chemical Waste Limbah Baterai Battery Waste	Menempatkan limbah pada tempat pembuangan khusus, sebagaimana disyaratkan oleh Badan Lingkungan Hidup Daerah (BLHD). Placing waste in special disposal site, as required by the Regional Environment Agency (BLHD).	• Red Planet Hotel Jakarta, Pasar Baru; • Red Planet Hotel Palembang; • Red Planet Hotel Makassar; dan / and • Red Planet Hotel Surabaya.
Limbah Padat Non-B3 / Non-Hazardous and Toxic Solid Waste		
Limbah Amenities (botol, plastik kemasan, sisa sabun, penggantian handuk-seprei di kamar hotel, dan lain-lain) Amenities Waste (bottles, plastic packaging, soap residue, replacement of towels and sheets in hotel rooms, etc.)	Bekerja sama dengan pihak pengelola limbah setempat untuk proses daur ulang. Cooperate with local waste management for the recycling process.	• Red Planet Hotel Jakarta, Pasar Baru; • Red Planet Hotel Bekasi • Red Planet Hotel Palembang; • Red Planet Hotels Solo; dan / and • Red Planet Hotel Surabaya.
Limbah Makanan (termasuk sisa *buffet*) Food Waste (including buffet leftovers)	Dikelola oleh pihak restoran di masing-masing hotel. Managed by the restaurant in each hotel.	• Red Planet Hotel Jakarta, Pasar Baru; • Red Planet Hotel Bekasi; • Red Planet Hotel Pekanbaru; • Red Planet Hotel Palembang; • Red Planet Hotels Solo; dan / and • Red Planet Hotel Surabaya.
Limbah Cair Liquid Waste	Pengelolaan limbah cair menggunakan metode uji *effluent* di instalasi pengelolaan air limbah (IPAL) yang telah disediakan, sebelum dibuang ke saluran pembuangan terakhir. Pengelolaan limbah cair tersebut dipantau secara rutin satu bulan sekali oleh Badan Lingkungan Hidup Daerah (BLHD). Liquid waste management uses the effluent test method at the wastewater treatment plant (WWTP) that has been provided, before being discharged into the final sewer. The management of this liquid waste is monitored regularly once a month by the Regional Environmental Agency (BLHD).	• Red Planet Hotel Palembang; • Red Planet Hotel Makassar; • Red Planet Hotel Surabaya; dan / and • Hotel lainnya masih dalam tahap prosedur pengurusan izin. / Other hotels are still in the process of obtaining permits.

Jumlah limbah yang dihasilkan akibat dari seluruh aktivitas hotel yang dimiliki Perseroan selama 3 tahun terakhir ditunjukkan sebagai berikut.

The amount of waste generated as a result of all Company's hotel activities for the last 3 years is presented as follows.

Kategori	Satuan Unit	2021	2020	2019	Category
Limbah Padat B3	kg	13,166	13,644	9,230	Hazardous and Toxic Solid Waste
Limbah Padat Non-B3	kg	1,675	706	1,878	Non-Hazardous and Toxic Solid Waste
Efluen	m^3	7,317	5,950	10,646	Effluents

Perseroan juga memastikan bahwa kandungan dari efluen berada di bawah batas yang telah ditetapkan pemerintah sebelum dapat disalurkan ke saluran drainase kota. Hasil pengukuran kandungan efluen diuraikan sebagai berikut.

The Company also ensures that the effluent content is below the limit set by the Government before being discharge into the city sewage system. The results of the measurement of the effluent content are described as follows.

Kategori	Satuan Unit	Standar Baku Mutu Lingkungan Environment Quality Standard	2021	2020	2019	Category
Red Planet Hotel Palembang						
Rata-rata Nilai pH	pH	6.0-9.0	6.22	6.45	6.47	pH Score Average
Kandungan Total Suspended Solid (TSS)	Mg/l	30	5	11	7	Total Suspended Solid (TSS) Content

Kategori	Satuan Unit	Standar Baku Mutu Lingkungan Environment Quality Standard	2021	2020	2019	Category
Kandungan Chemical Oxygen Demand (COD)	Mg/l	100	39.04	42.74	13.52	Chemical Oxygen Demand (COD) Content
Kandungan Biological Oxygen Demand (BOD)	Mg/l	30	23.30	19.55	19.30	Biological Oxygen Demand (BOD) Content
Kandungan Ammonia (NH3-N)	Mg/l	30	15.06	17.57	8.11	Ammonia (NH3-N) Content
Kandungan Miyak/Lemak	Mg/l	5	0.8	0.7	0.8	Oil/Fat Content
Kandungan Coliform	MPN/100ml	3,000	74	101	85	Coliform Content
Red Planet Hotel Pekanbaru						
Rata-rata Nilai pH	pH	6.0-9.0	6.65	6.23	6.52	pH Score Average
Kandungan Total Suspended Solid (TSS)	Mg/l	50	1	5	70	Total Suspended Solid (TSS) Content
Kandungan Chemical Oxygen Demand (COD)	Mg/l	50	55	89	22	Chemical Oxygen Demand (COD) Content
Kandungan Biological Oxygen Demand (BOD)	Mg/l	30	17	49	7	Biological Oxygen Demand (BOD) Content
Red Planet Hotel Makassar						
Rata-rata Nilai pH	pH	6.0-9.0	9.0	9.3	8.9	pH Score Average
Kandungan Chemical Oxygen Demand (COD)	Mg/l	100	30.4	32.3	29.3	Chemical Oxygen Demand (COD) Content
Kandungan Biological Oxygen Demand (BOD)	Mg/l	30	16.9	18.3	17.3	Biological Oxygen Demand (BOD) Content
Kandungan Ammonia (NH3-N)	Mg/l	10	0.041	0.030	0.060	Ammonia (NH3-N) Content

Catatan / Note:
Pengukuran kandungan efluen di Red Planet Hotel Jakarta, Pasar Baru, Red Planet Hotel Bekasi, Red Planet Hotels Solo, dan Red Planet Hotel Surabaya belum dilakukan secara berkala.
Measurement of effluent content at Red Planet Hotel Jakarta, Pasar Baru, Red Planet Hotel Bekasi, Red Planet Hotels Solo, and Red Planet Hotel Surabaya has not been carried out regularly.

Tumpahan Limbah

Hingga akhir tahun 2021, tidak terdapat tumpahan limbah yang terjadi di Perseroan.

Waste Spill

Until the end of 2021, there were no waste spills recorded in the Company.

Keanekaragaman Hayati

Perseroan mengalokasikan sekitar 17%-20% dari total lahan yang ada untuk mendukung ruang terbuka hijau di lingkungan operasional. Untuk mendukung keanekaragaman hayati, dilakukan penanaman dan pemeliharaan tanaman secara berkelanjutan. Selain itu, wilayah operasional Perseroan tidak berada pada lokasi yang berdekatan atau bersinggungan dengan area yang dilindungi maupun kawasan yang memiliki keanekaragaman hayati tinggi. Dengan demikian, operasional Perseroan tidak berdampak negatif terhadap keanekaragaman hayati.

Biodiversity

The Company allocates around 17%-20% of the total existing land to support green open spaces in the operational environment. To support biodiversity, planting and plants nurturing is carried out in a sustainable manner. In addition, the Company's operational areas are not located adjacent to or in contact with protected areas or areas with high biodiversity. Thus, the Company's operations do not have a negative impact on biodiversity.

Penggunaan Kertas dan Tisu

Pengurangan penggunaan kertas dan tisu merupakan upaya Perseroan dalam mengurangi ketergantungan terhadap sumber daya alam dan dampak ketersediaannya. Upaya pengurangan ini diterapkan melalui penggunaan sistem elektronik dalam surat menyurat dan arsip dokumen terhadap kegiatan administratif.

Paper and Tissue Usage

Reducing the use of paper and tissue is the Company's efforts to reduce dependence on natural resources and impact of their availability. This reduction effort is implemented through the use of an electronic system in correspondence and document archives for administrative activities.

Kategori	Satuan Unit	2021	2020	2019	Category
Kertas	Rim	453	444	591	Paper
	Rupiah	16,681,625	16,475,300	23,300,699	
Tisu	Rol	53,101	42,367	65,407	Tissue
	Rupiah	84,434,375	75,437,318	104,169,017	

Kepedulian pada Kualitas Lingkungan Hidup

Concern for Environmental Quality

Kepedulian pada kualitas lingkungan hidup merupakan isu penting yang menuntut komitmen dan tanggung jawab bersama, termasuk dari kalangan dunia usaha dan perusahaan. Dengan demikian, setiap tahun Perseroan mengadakan program terhadap kualitas lingkungan hidup.

Concern for the environment quality is an important issue that demands shared commitment and responsibility, including from the business world and companies. Therefore, every year the Company holds environmental quality program.

Kepedulian pada Kualitas Lingkungan Hidup Concern for Environmental Quality	
2021	
Program WWF *Signing Blue* WWF Signing Blue Program	Sebagai salah satu bentuk komitmen dalam aksi berkelanjutan dari kepedulian terhadap lingkungan, khususnya lingkungan bawah laut, Perseroan bekerja sama dengan WWF Indonesia melalui Program *Signing Blue* untuk mewujudkan kepariwisataan bahari yang bertanggung jawab (*responsible marine tourism*/RMT). As one form of many commitments in sustainable action of caring for the environment, especially the underwater environment, the Company enters into a cooperation with WWF Indonesia through the Signing Blue Program to realize Responsible Marine Tourism (RMT).
Program Gerakan *Earth Hour* Earth Hour Movement Program	Gerakan *Earth Hour* merupakan sebuah gerakan global yang diadakan oleh WWF dengan tujuan mengajak individu, komunitas, praktisi bisnis, dan pemerintah di seluruh dunia untuk menunjukkan kepedulian dan kontribusinya terhadap upaya penanggulangan perubahan iklim secara simbolis melalui aksi mematikan lampu dan peralatan elektronik yang tidak digunakan selama 60 menit, setiap hari Sabtu di pekan terakhir bulan Maret setiap tahunnya. The Earth Hour Movement is a global movement organized by the World Wide Fund for Nature (WWF) with the purpose of inviting individuals, communities, business practitioners and governments around the world to show concern and symbolically contributing to climate change countermeasures through the act of turning off lights and electronic equipment that are not in use for 60 minutes, every Saturday in the last week of March each year.
2020	
Program WWF *Signing Blue* WWF Signing Blue Program	Sebagai salah satu bentuk komitmen dalam aksi berkelanjutan dari kepedulian terhadap lingkungan, khususnya lingkungan bawah laut, Perseroan bekerja sama dengan WWF Indonesia melalui Program *Signing Blue* untuk mewujudkan kepariwisataan bahari yang bertanggung jawab (*responsible marine tourism*/RMT). As one form of many commitments in sustainable action of caring for the environment, especially the underwater environment, the Company enters into a cooperation with WWF Indonesia through the Signing Blue Program to realize Responsible Marine Tourism (RMT).
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2019	
Program "Satu Gelang untuk Bersihkan Lautan" "One Bracelet to Clean the Ocean" Program	Perseroan dan Grup Red Planet Hotel bekerja sama dengan 4Ocean untuk membersihkan sampah di lautan. Perseroan menggunakan produk gelang hasil produksi 4Ocean yang terbuat dari 100% bahan daur ulang sebagai hadiah serta menjembatani penjualan produk tersebut kepada pelanggan. Pembelian gelang ini dilakukan saat *check- in* atau saat melakukan pemesanan melalui aplikasi atau situs web Perseroan. Setiap orang yang mengenakan gelang ini dapat diidentifikasi sebagai warga negara yang peduli pada planet. Hasil penjualan produk ini akan diberikan 100% kepada 4Ocean untuk membiayai kegiatan penghapusan sampah dari lautan dan garis pantai. The Company and the Red Planet Hotel Group are collaborating with 4Ocean to clean up trash in the ocean. The Company uses bracelet products produced by 4Ocean made from 100% recycled materials as gifts and bridges the sale of these products to customers. The purchase of this bracelet is made at check-in or when placing an order through the Company's application or website. Everyone who wears this bracelet can be identified as a citizen who cares for the planet. 100% of the proceeds from the sale of this product will be given to 4Ocean to finance waste removal activities from the oceans and coastlines.

Kepedulian pada Kualitas Lingkungan Hidup Concern for Environmental Quality	
Program Perayaan 7 *Days of Environmental Events* 7 Days of Environmental Events Celebration Program	Perseroan telah melaksanakan Perayaan 7 *Days of Environmental Events* di Bangkok yang dihadiri 530 sukarelawan. Red Planet Hotel di Asia bergandengan tangan dengan masyarakat setempat untuk mengurangi limbah, memulihkan hutan bakau, dan meningkatkan kesadaran untuk melindungi lingkungan. Inisiatif ini memindahkan lebih dari 1.100 kilogram sampah dari pusat-pusat kota, menanam lebih dari 1.200 tanaman baru, sayuran, dan pohon. Hingga saat ini, Perseroan telah meluncurkan upaya keberlanjutan dengan lebih dari 5.000 peserta di Filipina, Thailand, Indonesia, dan Jepang. The Company held a 7 Days of Environmental Events Celebration in Bangkok which was attended by 530 volunteers. Red Planet Hotels in Asia join hands with local communities to reduce waste, restore mangroves, and raise awareness to protect the environment. The initiative removed more than 1,100 kilograms of waste from urban centers, planting more than 1,200 new crops, vegetables and trees. To date, the Company has launched sustainability efforts with more than 5,000 participants in the Philippines, Thailand, Indonesia and Japan.
Program #taketrashchallange #taketrashchallange Program	Perseroan menjalin kemitraan dengan 4Ocean, Earth Hour Makassar, dan bergabung dengan kampanye #rethink. Dalam program ini, Perseroan melakukan #taketrashchallange dengan membersihkan sampah di lingkungan Red Planet Hotel di Indonesia. Hampir 100 staf Perseroan mengumpulkan 450 kg sampah dan diserahkan kepada Suku Dinas Kebersihan di setiap kota. The Company entered into a partnership with 4Ocean, Earth Hour Makassar, and joined the #rethink campaign. In this program, the Company carries out a #taketrashchallenge by cleaning up trash in the Red Planet Hotel in Indonesia. Nearly 100 of the Company's staff collected 450 kg of waste and handed it over to the Sanitation Sub-Department in each city.
Evoware – Rethink Campaign Evoware – Rethink Campaign	*Rethink Campaign* adalah gerakan kolaboratif antara individu, komunitas, dan perusahaan, yang dibentuk oleh Evoware dan Campaign.com untuk mewujudkan perubahan gaya hidup masyarakat agar lebih berkelanjutan. Saat ini, *Rethink Campaign* sedang mengangkat isu polusi plastik sebagai fokus dari kampanyenya. *Rethink Plastic* menargetkan masyarakat untuk mengevaluasi kebiasaan mereka terkait konsumsi plastik sekali pakai, agar beralih ke alternatif yang lebih berkelanjutan. Untuk mencapai target ini, Evoware menyediakan *Rethink Kit* yang meliputi sedotan bambu, sikat, alat makan bambu, *pouch* alat makan, botol minum, dan tas belanja. The Rethink Campaign is a collaborative movement between individuals, communities and companies, formed by Evoware and Campaign.com to make people's lifestyle changes to be more sustainable. Currently, the Rethink Campaign is raising the issue of plastic pollution as the focus of its campaign. Rethink Plastic targets people to evaluate their habits regarding single-use plastic consumption, in order to switch to more sustainable alternatives. To achieve this target, Evoware provides a Rethink Kit which includes bamboo straws, brushes, bamboo cutlery, cutlery pouches, drinking bottles, and shopping bags.
Program *Re-Think* Kampanye Penggunaan Plastik Plastic Usage Campaign Re-Think Program	Perseroan merencanakan inisiatif untuk mengurangi penggunaan plastik dan pemborosan energi di semua hotel dengan bergabung pada kampanye "*re-think*" oleh Evoware. Melalui kampanye ini, Perseroan mencoba berkontribusi untuk menyelesaikan masalah limbah. Salah satu misinya adalah membuat 1.000.000 orang mengurangi konsumsi plastik sekali pakai dengan menggunakan alternatif ramah lingkungan. Selain itu, pada Hari Peduli Sampah Nasional, Red Planet Makassar bersama dengan Earth Hour dan lebih dari 23 komunitas yang peduli lingkungan melakukan pembersihan pantai di Pantai Tanjung Balai pada 23 Februari 2019. The Company plans initiatives to reduce plastic use and energy waste in all hotels by joining the "re-think" campaign by Evoware. Through this campaign, the Company tries to contribute to solving the waste problem. One of its missions is to get 1,000,000 people to reduce their consumption of single-use plastic by using eco-friendly alternatives. In addition, on National Garbage Care Day, Red Planet Makassar together with Earth Hour and more than 23 communities that care about the environment carried out a beach cleaning at Tanjung Balai Beach on 23 February 2019.

Sertifikasi Lingkungan Hidup

Komitmen Perseroan terhadap lingkungan hidup tercermin dari dilakukannya pemantauan melalui sertifikasi. Sertifikasi ini telah disesuaikan dengan industri di bidang yang sama guna memberikan penilaian serta saran terkait penanganan di bidang lingkungan. Sertifikasi tersebut antara lain meliputi Sertifikasi Bintang, Sertifikasi Laik Sehat Hotel, Sertifikasi Laik Operasi Mesin Diesel, dan Sertifikasi Laik Pemadam Kebakaran.

Environmental Certification

The Company's commitment to the environment is reflected in the monitoring through certification. This certification has been adapted to the industry in the same field to provide an assessment and advice related to handling in the environmental sector. These certifications include Star Certification, Healthy Hotel Business Certification, Diesel Engine Operation Certification, and Fire Safety Certification.

Mekanisme Pengaduan Masalah Lingkungan

Perseroan melibatkan seluruh pemangku kepentingan untuk berpartisipasi dalam mengawasi berjalannya kegiatan-kegiatan terkait lingkungan hidup. Jika terdapat masalah terkait lingkungan hidup yang disebabkan oleh kegiatan operasional Perseroan, pemangku kepentingan dapat menyampaikannya melalui Manajer Hotel. Perseroan akan menindaklanjuti setiap laporan yang masuk dan mengkoordinasikannya dengan pihak terkait untuk melakukan verifikasi dan mengatasi permasalahan dengan segera. Berikut mekanisme pengaduan terkait masalah lingkungan.

Environmental Issues Complaints Mechanism

The Company involves all stakeholders to participate in monitoring environment-related activities. If there are issues related to the environment caused by the Company's operational activities, any stakeholders may submit complaint via the Hotel Manager. The Company will follow up on every incoming report and coordinate it with related parties to verify and resolve problems immediately. The following is a complaint mechanism related to environmental issues.



Hingga akhir tahun 2021, tidak ada laporan pengaduan terkait masalah lingkungan yang diterima oleh Perseroan.

Until the end of 2021, the Company did not received any complaints regarding environmental issues.

Biaya Pengelolaan Lingkungan Hidup

Seluruh pembiayaan kegiatan pengelolaan lingkungan hidup yang dilakukan Perseroan diuraikan sebagai berikut.

Environmental Management Costs

The expenditures for environmental management activities carried out by the Company is presented as follows.

Kategori	2021 (Rp)	2020 (Rp)	2019 (Rp)	Category
Sertifikasi B3	12,000,000	10,000,000	10,000,000	Hazardous and Toxic Waste Certification
Biaya Pengangkutan Limbah B3	25,789,863	24,884,015	20,450,765	Hazardous and Toxic Waste Transportation Cost
Total	**37,789,863**	**34,884,015**	**30,450,765**	**Total**

Lembar Umpan Balik
Feedback Form

Setelah membaca Laporan Tahunan PT Red Planet Indonesia Tbk, kami mohon kesediaan para pemangku kepentingan untuk memberikan umpan balik dengan mengirim email atau mengirim formulir ini melalui fax/pos.

After reading this Annual Report of PT Red Planet Indonesia Tbk, we would like to ask all stakeholders to kindly provide feedback by sending email or sending this form by fax/mail.

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

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

Please score on aspects presented in this report (1 = most important, 2 = important, 3 = not important, 4 = very unimportant).

(....) Kinerja Ekonomi
Economic Performance

(....) Produk dan Jasa
Products and Services

(....) Kode Etik
Code of Conduct

(....) Ketenagakerjaan
Employment

(....) Kesehatan dan Keselamatan Kerja
Occupational Health and Safety

(....) Pengembangan dan Pemberdayaan Masyarakat
Community Development and Empowerement

(....) Kesehatan dan Keselamatan Pelanggan
Customer Health and Safety

(....) Penggunaan Energi
Energy Consumption

(....) Penggunaan Air
Water Usage

(....) Penggunaan Material Ramah Lingkungan
Eco-Firendly Material

(....) Pengelolaan Limbah
Waste Treatment

Mohon berikan komentar/saran/usulan bagi laporan ini.

Please provide your comments/suggestions/ideas for this report.

.....

.....

.....

Profil Anda / Your Profile

Nama / Name .....

Pekerjaan / Occupation .....

Institusi/Perusahaan / Institution/Company .....

Kontak (telepon, *e-mail*) /
Contact (phone, e-mail) .....

Kategori Pemangku Kepentingan / Stakeholder Category

- ◯ Pemerintah / Government
- ◯ Pelanggan / Customer
- ◯ Karyawan / Employee
- ◯ Mitra Usaha / Business Partners
- ◯ Media / Media
- ◯ Masyarakat / Public
- ◯ LSM / NGO
- ◯ Lain-Lain, …. / Others…

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

Please send your suggestion and response to information presented in this report to:

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Nancy Nataleo

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Tanggapan terhadap Umpan Balik Laporan Tahun Sebelumnya

Response to Feedback of Previous Year's Report

Laporan Tahunan 2020 PT Red Planet Indonesia Tbk belum memuat aspek keberlanjutan dan belum menyertakan lembar umpan balik. Dengan demikian, sepanjang tahun 2021, Perseroan tidak mendapatkan tanggapan untuk menyempurnakan laporan ini.

The 2020 Annual Report of PT Red Planet Indonesia Tbk does not include sustainability aspects and does not include a feedback form. Therefore, the Company did not receive any response throughout 2021 to improve this report.

Daftar Pengungkapan Sesuai Peraturan Otoritas Jasa Keuangan No. 51/POJK.03/2017

List of Disclosures According to Financial Service Authority Regulations No. 51/POJK.03/2017

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