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Nomor Surat	013/SKL/BLD-CORSEC-LEGAL/HN/IV/2025
Nama Perusahaan	Bakrieland Development Tbk
Kode Emiten	ELTY
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2024 dengan periode tahun buku dari 01 Januari 2024 sampai dengan 31 Desember 2024 dalam bahasa Indonesia dan Inggris

Apakah Perseroan akan/telah melakukan panggilan Rapat Umum Pemegang Saham Tahunan? (Ya)

Perseroan melakukan panggilan Rapat Umum Pemegang Saham Tahunan pada tanggal 28 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.bakrieland.com pada tanggal 28 Mei 2025

Apakah Perseroan tercatat di Bursa lain? (Tidak)

A. Kinerja Lingkungan (Environmental Performance)

Perseroan menyampaikan Keberlanjutan dan ESG Tahunan :

E-01 Laporan Emisi Gas Rumah Kaca (GRK)	
Laporan Emisi GRK Konsolidasi?	Ya
Batasan Organisasi	Operasional/Finansial
Adakah anak perusahaan yang tidak diikutsertakan dalam laporan ini?	Tidak

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	9.411
Emisi langsung dari pembakaran bergerak	3.235
Emisi langsung dari proses pengolahan	0
Emisi fugitive langsung	0
Emisi langsung dari Land Use, Land Use Change and Forestry (LULUCF)	0
Total Emisi Langsung (Scope 1)	12,646

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	24.023
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	24,023
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	0
Transportasi dari klien dan pengunjung	0
Transportasi dan distribusi hilir	0
Perjalanan Karyawan	0
Kategori 4: Emisi GRK tidak langsung dari produk yang digunakan oleh perusahaan	
Kegiatan yang berhubungan dengan energi yang tidak termasuk dalam emisi langsung dan emisi energi tidak langsung	0
Pembelian Barang dan Jasa	0
Capital equipment/goods	0
Limbah yang dihasilkan dalam kegiatan operasional	0
Aset Sewaan hulu	0
Kategori 5: Emisi GRK tidak langsung yang terkait dengan penggunaan produk dari perusahaan	
Investasi	0
Penggunaan produk yang dijual	0
Perawatan akhir masa pakai produk yang dijual	0
Waralaba hilir	0
Aset Sewaan Hilir	0
Pengolahan produk yang dijual	0

Kategori 6: Emisi GRK tidak langsung dari sumber lainnya	
Emisi atau pembuangan tidak langsung lainnya	0
Total Emisi Tidak Langsung (Scope 3)	0
Total Emisi GRK (Scope 1 and 2)	36,669
Total Emisi GRK (Scope 1, 2 and 3)	36,669
Offsets/Credits	0
Pembelian Renewable Energy Certificate (REC) (kWh)	0

E-02	**Intensitas Emisi GRK**	Total emisi dari Scope 1 dan 2 per unit pendapatan Perusahaan Tercatat	0
E-03	**Konsumsi Energi listrik**	Jumlah total energi yang dikonsumsi secara langsung (kWh or J)	53.928
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	53,928
E-04	**Konsumsi Air**	Total konsumsi air (m3)	0,399
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	0,656

E-06 Komitmen Perusahaan untuk mencapai target Net Zero Emission	
Apakah Perusahaan memiliki komitmen pencapaian target net zero?	Tidak
Tahun berapa Perusahaan menargetkan pencapaian Net Zero emission yang dipublikasi?	null
Mohon berikan deskripsi ringkas penjelasan dan tautan ke dokumentasi yang menjelaskan komitmen pencapaian target Net zero emission Perusahaan.	
Kebijakan integrated corporate sustainability dengan telah melaksanakan komitmen berupa melakukan penanaman pohon diberbagai kawasan pengembangan/proyek sejumlah 82.395 pohon pada tahun 2024 yang diestimasikan menyerap CO2 sebesar 108,3 kg CO2 Link publikasi kebijakan : https://bakrieland.com/en_integratedcsr/sustainabilityprogram	

E-07 Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca (Emission Reduction)	
Apakah Perusahaan memiliki komitmen mengurangi emisi?	Tidak
Target pengurangan emisi GRK	0 %
	0 (tCO2e)
Tahun target untuk penurunan emisi GRK?	null

Apakah perusahaan memiliki manajemen yang mengawasi pengendalian iklim?

Ya

Langkah-langkah yang sudah dilakukan dan penurunan emisi yang telah dicapai dibandingkan tahun sebelumnya.

Penjelasan:

Kebijakan integrated corporate sustainability dengan telah melaksanakan komitmen berupa melakukan penanaman pohon diberbagai kawasan pengembangan/proyek sejumlah 82.395 pohon pada tahun 2024 yang diestimasikan menyerap CO2 sebesar 108,3 kg CO2

Link publikasi kebijakan : https://bakrieland.com/en_integratedcsr/sustainabilityprogram

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2	4 %	3	6 %
Mid-level	11	4 %	4	8 %
Senior-level	2	4 %	22	44 %
Executive-level	5	10 %	1	2 %
Total Pegawai	20	40 %	30	60 %

S-02 Jumlah level pegawai yang dimiliki oleh laki-laki dan perempuan berdasarkan kelompok umur

Rentang Usia (tahun)	Level Jabatan								Jumlah Pegawai
	Entry-level		Mid-level		Senior-level		Executive-level		
	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	Laki-Laki	Perempuan	
18-25	0	2	0	0	0	0	0	0	2
25-35	0	1	3	1	0	0	0	0	5
35-45	0	0	7	2	0	1	0	0	10
45-55	1	0	1	0	2	1	2	1	8
>55	1	0	0	1	0	0	3	0	5

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	11 Pegawai	25,6 %
Jumlah Pegawai Baru/pengganti	8 Pegawai	18,6 %

S-04 Jumlah Pegawai Sementara

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai perusahaan yang dipegang oleh kontraktor dan/atau konsultan	2 Pegawai	5,9 %

S-05 Pelatihan dan Pengembangan Pegawai

Rata-rata jam pelatihan per pegawai dalam tahun Pelaporan	Jumlah pegawai yang ikut serta dalam program pelatihan	Persentase jumlah pegawai yang ikut serta dalam pelatihan (%)
12 jam/pegawai	23	92 %

S-06 Jumlah Kecelakaan Kerja

Frekuensi kecelakaan kerja dari total pegawai	Persentase kecelakaan kerja serius yang berakibat cedera serius dan fatal dari total pegawai (%)
0	0 %

S-07 Jumlah Kejadian Pelanggaran Hak Asasi Manusia

Jumlah pelanggaran hak asasi manusia dalam tahun Pelaporan	0

Kebijakan Perusahaan terkait Pekerja

S-08 Perusahaan memiliki kebijakan terkait pelecehan seksual dan/atau non-diskriminasi?	Ya

1 Diatur dalam Peraturan Perusahaan BLD pasal 6 tentang Penerimaan Karyawan, bahwa setiap proses penerimaan Karyawan harus memperhatikan prinsip persamaan hak (equal opportunity).

2 Diatur dalam Peraturan Perusahaan BLD pasal 50 tentang Pelanggaran Berat, bahwa Karyawan dilarang melakukan tindakan pelecehan seksual kepada sesama Karyawan.

3 Khusus di Unit Usaha yang bergerak di perhotelan, jaringan operator hotel yang ditunjuk Group Archipelago secara spesifik memiliki Kebijakan Tentang Larangan Pelecehan Seksual. Setiap Karyawan diwajibkan menandatangani Surat Pernyataan Pencegahan dan Menghindari Pelecehan Seksual di Lingkungan Kerja) yang menjadi bagian tidak terpisahkan dari Perjanjian Kerja.

https://bakrieland.com/id_gcg/codeofconduct

S-09 Perusahaan memiliki kebijakan mengenai hak asasi manusia?	Ya

S-09 Kebijakan Hak Asasi Manusia

Tidak secara spesifik. Namun prinsip-prinsip utama Hak Asasi Manusia, seperti kesetaraan, martabat, non diskriminatif, universalitas, sudah secara luas diterapkan dalam kebijakan dan Peraturan Perusahaan.

https://bakrieland.com/id_gcg/codeofconduct

S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Tidak
Tidak ada	
S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya
Dalam Peraturan Perusahaan BLD, Kesehatan dan Keselamatan Kerja diatur dalam 3 pasal sebagai berikut: 1 Pasal 40 tentang Keselamatan dan Kesehatan Kerja, 2 Pasal 41 tentang Kecelakaan Kerja, dan 3 Pasal 42 tentang Perlengkapan Kerja . https://bakrieland.com/id_gcg/codeofconduct	

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya
Corporate Social Responsibility (CSR) S-12 Perusahaan memiliki aktivitas CSR, Investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar? Pada tahun 2024 perseroan merealisasikan program CSR sebesar RP 1,74 Miliar yang diterima oleh sebesar 25.845 penerima manfaat. link aktivitas CSR Perusahaan: https://bakrieland.com/en_integratedcsr/csractivities	

C. Kinerja Tata Kelola (Governance Performance)

G-01 Keberagaman Manajemen dan Independensi (Board Diversity and Independence)

Tipe Manajemen Perusahaan	Jumlah	Laki-laki	Perempuan	Pihak Independen
Komisaris	0	2	0	1
Direksi	0	2	1	0

G-02 Total kehadiran direksi dan komisaris ke rapat dewan

	Jumlah rapat dewan (di tahun pelaporan)	Rata-rata persentase kehadiran direksi/komisaris dalam rapat dewan
Jumlah kehadiran direksi ke rapat dewan	12	96 %
Jumlah kehadiran komisaris ke rapat dewan	6	100 %

Kebijakan mengenai manajemen lainnya

G-03 Perusahaan memiliki kebijakan mengenai pemisahan Chairman of The Board dan CEO?	Ya

Perseroan memiliki Pedoman Dewan (Board Manual), yang mengatur persyaratan, keanggotaan, komposisi, tugas, wewenang, hak, tanggung jawab, pengaturan rapat, dan masa jabatan Dewan Komisaris dan Direksi, yang disahkan dalam SK Direksi dan Dewan Komisaris No. 001/KOM-DIR-PERSEROAN/SK/I/2016. Terkait pertanyaan ini, Perseroan tidak memisahkan Presiden Direktur (sebagai Chairman of Board of Director) dengan CEO.

https://bakrieland.com/id_gcg/boardmanual

G-04 Perusahaan memiliki kebijakan penilaian dewan direksi dan komisaris	Ya

Tata cara penilaian kinerja Dewan Komisaris, Direksi, dan Komite dilakukan berdasarkan pencapaian Key Performance Indicator (KPI). Aspek KPI tersebut termasuk namun tidak terbatas pada perspektif keuangan, pelanggan, proses internal, pengembangan sumber daya manusia, dan kepemimpinan. Hal ini Diatur dalam Surat Keputusan Dewan Komisaris No. 198/Kom-BLD/SK/XII/09 tertanggal 28 Desember 2009 tentang Tata Cara Evaluasi Kinerja Direksi, Dewan Komisaris, dan Komite Dibawah Dewan Komisaris BLD.

https://bakrieland.com/id_gcg/boardmanual

G-05 Perusahaan memiliki kebijakan pelatihan dewan direksi dan komisaris	Ya

Pelatihan tidak diatur secara spesifik dalam sebuah kebijakan namun dalam Surat Keputusan Komite Nominasi dan Remunerasi No.002/SK/KOMREM/BLD/KP/III/17 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi dan Anggota Dewan Komisaris BLD tertanggal 21 April 2017 pada pasal 16 ayat 6 diatur mengenai penilaian terhadap persyaratan kompetensi teknis / keahlian yang harus dipenuhi oleh Direksi & Dewan Komisaris. Sehingga untuk dapat masuk kualifikasi sebagai Direksi & Dewan Komisaris BLD, individu harus selalu update dengan pelatihan dan pengembangan diri agar dapat memenuhi standar kompetensi teknis / keahlian yang ditetapkan.

https://bakrieland.com/id_gcg/nominationremuneration

G-06 Kriteria khusus yang digunakan untuk pemilihan dewan direksi dan komisaris	Ya

G-06 Kriteria Khusus Direksi & Dewan Komisaris

Dalam Surat Keputusan Komite Nominasi dan Remunerasi No. 002/SK/KOMREM/BLD/KP/III/17 tentang Persyaratan dan Tata Cara Pengangkatan dan Pemberhentian Anggota Direksi dan Anggota Dewan Komisaris BLD, untuk dapat dicalonkan menjadi anggota Direksi Perusahaan dan/atau Anak Perusahaan harus memenuhi persyaratan:

1. Legal-Formal: tidak pernah dinayatan pailit, dihukum / dipidana, dsb

2. Syarat Materiil: pengalaman, keahlian, integritas, kepemimpinan, dsb

3. Persyaratan lain: sehat jasmani dan rohani, bukan pengurus partai politik, batasan usia, dsb

https://bakrieland.com/id_gcg/nominationremuneration

G-07 Perusahaan memiliki kebijakan mengenai kode etik dan/atau anti-korupsi?	Ya

Perseroan berupaya menutup semua celah yang memungkinkan terjadinya praktik KKN di tempat kerja melalui penerapa kebijakan yang telah ditetapkan secara sungguh-sungguh, salah satunya melalui Pedoman Dewan atau Board Manual yang disahkan melalui Surat Keputusan Direksi dan Komisaris PT Bakrieland Development Tbk No. 001/KOM-DIR-PERSEROAN/SK/I/2016 tentang Pengesahan Board Manual.
Pedoman tersebut secara jelas mengatur bahwa anggota Dewan Komisaris tidak diperkenankan meminta atau menerima hadiah dan sejenisnya dari setiap pihak yang berkepentingan di mana hal tersebut dapat mempengaruhi objektivitasnya mewakili kepentingan Perseroan. Dalam rangka meningkatkan penerapan inisiatif anti-gratifikasi, Perseroan menerbitkan Pakta Integritas kepada pihak eksternal seperti pemasok. Hal tersebut diatur dalam Kebijakan Pengadaan Barang dan/atau Jasa, yang disahkan melalui SK Direksi PT Bakrieland Development Tbk No. 021/DIR-Perseroan/SK/VIII/11, yang mensyaratkan kelengkapan Pakta Integritas Eksternal untuk melengkapi dokumen kontrak/perjanjian dengan penyedia barang dan/atau jasa.

https://bakrieland.com/id_gcg/codeofconduct
https://bakrieland.com/id_gcg/boardmanual

G-08 Perusahaan memiliki kebijakan mengenai perlakuan adil terhadap Pemegang Saham?	Ya

Komunikasi dengan pemegang saham atau investor diatur dalam SK Direksi No. 125/ /DIR-BLD/VII/08 tentang tentang Kebijakan Komunikasi dengan Para Pemegang Saham Perseroan yang berisikan komitmen Perseroan dalam memberikan akses yang lengkap dan luas serta informasi yang relevan kepada semua pemegang saham terkait aktivitas dan kewajiban Perseroan. Selain itu juga Perseroan tidak memihak Pemegang Saham tertentu terkait dengan pengungkapan informasi Perseroan kepada Para Pemegang Saham

https://bakrieland.com/id_gcg/policyoncommunication

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan?	Ya

G-09 Perusahaan memiliki kebijakan mengenai kewajiban direksi/komisaris untuk mencegah adanya konflik kepentingan

Perseroan memiliki Kebijakan Benturan Kepentingan yang disahkan melalui Surat Keputusan Direksi dan Dewan Komisaris Bakrieland No 001/DIR-KOM/SK/VI/2023.

Kebijakan benturan kepentingan berfungsi sebagai panduan bagi anggota Dewan Komisaris dan Direksi agar dalam menjalankan tugas dan kewajibannya senantiasa mendahulukan kepentingan ekonomis Perseroan dan tidak menyalahgunakan jabatan untuk kepentingan dan keuntungan pribadi, keluarga dan pihak-pihak lain. Selain itu, kebijakan ini juga mengatur pemberian dan penerimaan hadiah dan donasi, kegiatan sampingan, dan kerahasiaan informasi.

https://bakrieland.com/id_gcg/boardmanual

D. Lain-lain

Keselarasan Laporan Keberlanjutan/Tahunan dengan Metrik ESG

Kinerja	Kode	Nama Metrik	Halaman di Laporan Keberlanjutan/Tahunan
Lingkungan	E-01	Laporan Emisi Gas Rumah Kaca	228
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	E-03	Konsumsi Energi Listrik	228
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	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	9
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Sosial	S-01	Kesetaraan Gender	232
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	85-86
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	S-07	Kejadian Pelanggaran Hak Asasi Manusia	10
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	233
	S-09	Kebijakan Mengenai Hak Asasi Manusia	232
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	233
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	234
	S-12	Pencegahan Konflik Kepentingan	218

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	183
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	167
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	222
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	171
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	170
	G-06	Kriteria Khusus Pemilihan Dewan	171
	G-07	Kode Etik dan/atau Anti-Korupsi	212
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	193
	G-09	Pencegahan Konflik Kepentingan	211

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

Assurance dan validasi pihak ketiga

[X] Ya

Nama pihak ketiga	Lingkup pekerjaan

Demikian untuk diketahui.

Hormat Kami,

Bakrieland Development Tbk

Harsya Novwan

Corporate Secretary

Bakrieland Development Tbk

Wisma Bakrie I

Telepon : 5257835, Fax : 5225063, http://www.bakrieland.com

Nama Pengirim	Harsya Novwan
Jabatan	Corporate Secretary
Tanggal dan Waktu	29-04-2025 19:36
Lampiran	1. Laporan Tahunan 2024 PT. Bakrieland Dev Tbk.pdf
	2. Pengantar Laporan Tahunan 2024.pdf

Dokumen ini merupakan dokumen resmi Bakrieland Development Tbk yang tidak memerlukan tanda tangan karena dihasilkan secara elektronik oleh sistem pelaporan elektronik. Bakrieland Development Tbk bertanggung jawab penuh atas informasi yang tertera didalam dokumen ini.

Letter / Announcement No.	013/SKL/BLD-CORSEC-LEGAL/HN/IV/2025
Issuer Name	Bakrieland Development Tbk
Issuer Code	ELTY
Attachment	2
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2024 for the period of 01 Januari 2024 to 31 Desember 2024 in Indonesia dan Inggris

Will the Company be/has summons for the Annual General Meeting of Shareholders? (Yes)

The Company made invitations to the Annual General Meeting of Shareholders on 28 Mei 2025

The information referred above has been published on the Company's website www.bakrieland.com at 28 Mei 2025

Is the Company listed on another Stock Exchange? (No)

A. Environmental Performance

The Company submits its Annual Sustainability and ESG Report:

E-01 Greenhouse Gas (GHG) Emission Report	
Consolidated GHG Emission Report?	Yes
Organizational Boundaries	Operasional/Finansial
Any subsidiaries that are not included in the report?	No

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	9.411
Direct emissions from mobile combustion	3.235
Direct emissions from processes	0
Direct fugitive emissions	0
Direct emissions from Land Use, Land Use Change and Forestry (LULUCF)	0
Total Direct Emissions (Scope 1)	12,646
Category 2: Indirect GHG emissions from imported energy	

Indirect emissions from imported/purchased electricity consumption	24.023
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	24,023
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	0
Transportation of clients and visitors	0
Downstream transportation and distribution	0
Employee commuting	0
Category 4: Indirect GHG emissions from products used by Organization	
Energy related activities not included in direct emissions and energy indirect emissions	0
Purchased goods and services	0
Capital equipment/goods	0
Waste generated in operations	0
Upstream leased assets	0
Category 5: Indirect GHG Emissions associated with the use of products from the Organization	
Investments	0
Use of sold products	0
End of life treatment of sold products	0
Downstream franchises	0
Downstream leased assets	0
Processing of sold products	0
Category 6: Indirect GHG emissions from other sources	

Other indirect emissions or removals	0
Total GHG Emissions (Scope 1 and 2)	0
Total GHG Emissions (Scope 1 and 2)	36,669
Total GHG Emissions (Scope 1, 2 and 3)	36,669
Offsets/Credits	0
REC Purchases (kWh)	0

E-02	**GHG Emissions Intensity**	Total scope 1 and 2 emissions produced per revenue of listed compant (tCO2e/Rp)	0
E-03	**Electricity Consumption**	Total amount of energy directly consumed (kWh or J)	53.928
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	53,928
E-04	**Water Consumption**	Total water consumed (m3)	0,399
E-05	**Waste Generation**	Total waste generated (ton)	0,656

E-06 Company commitment to Net Zero Emission Target	
Does the Company have a net zero emission target commitment?	No
What year is the Company's net zero emission published target?	null
Please provide a brief description and a link to documentation explaining the Company's commitment in achieving net zero emission target.	
Bakrieland has implemented its Integrated Corporate Sustainability Policy, reflecting a strong commitment to environmental stewardship. In 2023, the company carried out tree planting activities across various development areas/projects, with a total of 82.395 trees planted. This initiative is estimated to absorb approximately 108.3 kg of CO2 Policy publication link: https://bakrieland.com/en_integratedcsr/sustainabilityprogram	

E-07 Company Commitment to GHG Emission Reduction Target	
Does the Company commit to reducing GHG emission?	Tidak
What is the Company's GHG emission reduction target?	0 %
	0 (tCO2e)
Targeted year in achieving GHG reduction target?	null

Does the Listed Company has measures on monitoring in enacting climate policy?

Yes

Steps that have been taken and emission reductions that have been achieved compared to the previous year

All Bakrieland products comply with environmental regulations, including Environmental Impact Assessments (AMDAL) and other operational permits.

Products are developed using environmentally friendly materials, such as lightweight bricks, eco-friendly mortar, eco friendly wall paint, sustainable sanitation solutions, and more.

Contractor partnerships require a commitment to compliance with environmental laws. Bakrieland also develops projects that integrate with natural surroundings, such as the Rivera project.

B. Kinerja Sosial (Social Performance)

S-01 Gender Diversity

Job positions	Men		Women	
	Number of employees	Percentage of employees	Number of employees	Percentage of employees
Entry-level	2	4 %	3	6 %
Mid-level	11	4 %	4	8 %
Senior-level	2	4 %	22	44 %
Executive-level	5	10 %	1	2 %
Total Pegawai	20	40 %	30	60 %

S-02 Employees Level by Gender and Age Group

Age group (years)	Job levels								Number of employees
	Entry-level		Mid-level		Senior-level		Executive-level		
	Men	Women	Men	Women	Men	Women	Men	Women	
18-25	0	2	0	0	0	0	0	0	2
25-35	0	1	3	1	0	0	0	0	5
35-45	0	0	7	0	0	1	0	0	10
45-55	1	0	1	0	2	1	2	1	8
>55	1	0	0	1	0	0	3	0	5

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	11 Employees	25,6 %
Number of newly appointed Employees	8 Employees	18,6 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	2 Employees	5,9 %

S-05 Employee Training and Development

Average training hour per employee (in reporting year)	Total employee attending company training program	Percentage of employee attending company training program (%)
12 hours/employee	23	92 %

S-06 Injury Rate

Frequency of work-related accidents of total Employees (in reporting year)	Percentage of serious work-related accidents resulting in serious and fatal injuries from total employees (%)
0	0 %

S-07 Incidents Regarding Human Rights Abuse

Number of incidents regarding human rights abuse (in reporting year)	0

Company Policy Regarding Employees

S-08 Does the company has a policy regarding sexual harassment and/or non-discrimination?	Yes

S-09 Does the company has a policy regarding human rights?	Yes

S-10 Does the company have a policy regarding child labor and/or forced labor?	No

S-11 Does the company have a company policy regarding occupational health and safety as well as a safe working environment for all employees?	Yes

Corporate Social Responsibility (CSR)

S-12 Does the company have CSR activities, investments or donations to the community or registered non-profit organizations?	Yes

C. Governance Performance

G-01 Board Diversity and Independence

Type of Company Board	Number of seats on Company	Seats Occupied by Men	Seats Occupied by Women	Seats Occupied by Independent Party
Commissioners	0	2	0	1
Directors	0	2	1	0

G-02 Board Meeting Attendance

	Number of board meetings (in reporting year)	Percentage of board meeting attendances (in reporting year)
Director Attendance to Board Meetings	12	96 %
Comissioner Attendance to Board Meetings	6	100 %

Other governmental-related policy

G-03 Does the company has a policy regarding separation of the Chairman of the Board and CEO?	Yes
The Company has established a Board Manual, which outlines the requirements, membership, composition, duties, authorities, rights, responsibilities, meeting procedures, and terms of office for both the Board of Commissioners and the Board of Directors. This Board Manual was ratified under Decree of the Board of Directors and Board of Commissioners No. 001/KOM-DIR-PERSEROAN/SK/I/2016. In regard to this matter, the Company does not separate the position of President Director (as Chairman of the Board of Directors) and Chief Executive Officer (CEO). https://bakrieland.com/id_gcg/boardmanual	
G-04 Does the company has a policy regarding board appraisal?	Yes
The performance evaluation of the Board of Commissioners, Board of Directors, and Committees is based on the achievement of Key Performance Indicators or KPIs. These KPIs include but are not limited to the financial results, customer satisfaction, internal processes, human resource development, and leadership. The evaluation process is regulated by the Board of Commissioners Decree No. 198/Kom-BLD/SK/XII/09 dated December 28, 2009, concerning the Performance Evaluation Procedures for the Board of Directors, Board of Commissioners, and Committees under the BLD Board of Commissioners. https://bakrieland.com/id_gcg/boardmanual	
G-05 Does the company has a policy regarding board training and development?	Yes
Training is not specifically regulated under a policy; however, it is addressed in the Decree of the Nomination and Remuneration Committee No. 002/SK/KOMREM/BLD/KP/III/17 dated April 21, 2017, concerning the Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Directors and Board of Commissioners of BLD. Article 16, paragraph 6 of the decree outlines the assessment of technical competencies and expertise required of Directors and Commissioners. Therefore, to qualify for these roles, individuals must stay update on many training and self-development activities to meet the necessary technical competency standards.	

https://bakrieland.com/id_gcg/nominationremuneration

G-06 Does the company has a criteria regarding board appointment and re-election?	Yes

According to the Nomination and Remuneration Committee Decree No. 002/SK/KOMREM/BLD concerning the Requirements and Procedures for the Appointment and Dismissal of Members of the Board of Directors and Board of Commissioners of BLD, candidates for the position of Director of the Company and/or its subsidiaries must meet the following criteria:

1 Legal-Formal Requirements: Must not have been declared bankrupt, convicted of a crime, or involved in any other legal violations.

2 Material Requirements: Must possess relevant experience, expertise, integrity, leadership skills, and other professional qualifications.

3 Other Requirements: Must be physically and mentally fit, not affiliated with any political party, meet the required age limit, and fulfill other applicable conditions.

https://bakrieland.com/id_gcg/nominationremuneration

G-07 Does the company has a policy regarding ethics and/or anti-corruption?	Yes

The Company is committed to eliminating any opportunities for corrupt practices in the workplace by implementing firmly established policies, one of which is outlined in the Board Manual, ratified under Decree of the Board of Directors and Board of Commissioners of PT Bakrieland Development Tbk No. 001/KOM-DIR-PERSEROAN/SK/I/2016.

The Board Manual clearly states that members of the Board of Commissioners are prohibited from requesting or accepting gifts or similar benefits from any interested parties, as such actions may compromise their objectivity in representing the interests of the Company. To strengthen its anti gratification initiatives, the Company has also introduced an Integrity Pact for external parties such as suppliers. This is regulated under the Procurement Policy, ratified by Decree of the Board of Directors of PT Bakrieland Development Tbk No. 021/DIR-PERSEROAN/SK/VIII/11, which requires the submission of an External Integrity Pact as part of the documentation in contracts or agreements with vendors and service providers.

https://bakrieland.com/id_gcg/codeofconduct
https://bakrieland.com/id_gcg/boardmanual

G-08 Does the company has a policy regarding equitable treatment of shareholders?	Yes

Communication with shareholders or investors is governed by the Board of Directors Decree No. 125/DIR-BLD/VII/08 concerning the Company Shareholder Communication Policy. This policy reflects the Company commitment to providing full, broad, and relevant access to information for all shareholders regarding the Company activities and obligations. Furthermore, the Company ensures equal treatment by not favoring any particular shareholder in the disclosure of corporate information.

https://bakrieland.com/id_gcg/policyoncommunication

G-09 Does the company have a policy regarding the obligations of directors/commissioners to prevent conflicts of interest?	Yes

The Company has implemented a Conflict of Interest Policy, ratified through Decree of the Board of Directors and Board of Commissioners of Bakrieland No. 001/DIR-KOM/SK/VI/2023.

This policy serves as a guideline for members of the Board of Commissioners and Board of Directors to ensure that, in carrying out their duties and responsibilities, they consistently prioritize the economic interests of the Company and shall not abuse their position for personal gain or for the benefit of family members or any other parties. Furthermore, this policy also governs the giving and receiving of gifts and donations, involvement in another activities, and the confidentiality of information.

https://bakrieland.com/id_gcg/boardmanual

D. Other

Alignment of Sustainability/Annual Reports with ESG Metrics

Kinerja	Kode	Metric Name	Pages in the Sustainability/Annual Report
Environment	E-01	Greenhouse Gas Emission Report	228
	E-02	Greenhouse Gas Emission Intensity	228
	E-03	Electricity Consumption	228
	E-04	Water Consumption	229
	E-05	Waste Generated	231
	E-06	Company Commitment to Achieving Net Zero Emission Target	9
	E-07	Company Commitment to Reduce Emission	227
Social	S-01	Gender Equality	232
	S-02	Employees by Gender and Age Group	85-86
	S-03	Employee Turnover Rate	86
	S-04	Number of Temporary Officers	86
	S-05	Employee Training and Development	87
	S-06	Number of Work Accidents	236
	S-07	Human Rights Violation Incidents	10
	S-08	Sexual Harassment and/or Non-Discrimination Policy	233
	S-09	Policy on Human Rights	232
	S-10	Child Labor and/or Forced Labor Policy	233
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	234
	S-12	Corporate Social Responsibility	218

Governance	G-01	Management Diversity and Independence	183
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	167
	G-03	Chairman of the Board and CEO Separation Policy	222
	G-04	Board of Directors and Commissioners Assessment Policy	171
	G-05	Board of Directors and Commissioners Training Policy	170
	G-06	Special Criteria for Election of the Board	171
	G-07	Code of Ethics and/or Anti-Corruption	212
	G-08	Fair Treatment Policy for Shareholders	193
	G-09	Conflict of Interest Prevention Policy	211

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [ ] TCFD
- [ ] CDP
- [ ] IFRS S1
- [ ] IFRS S2
- [ ] SASB
- [ ] Others, please specify

null

Third-party assurance and/or validation

[X] Yes

Name of third-party service provider	Scope of Work

Thus to be informed accordingly.

Respectfully,

Bakrieland Development Tbk

Harsya Novwan

Corporate Secretary

Bakrieland Development Tbk

Wisma Bakrie I

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Sender Name	Harsya Novwan
Function	Corporate Secretary
Date and Time	29-04-2025 19:36
Attachment	1. Laporan Tahunan 2024 PT. Bakrieland Dev Tbk.pdf
	2. Pengantar Laporan Tahunan 2024.pdf

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