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Nomor Surat	029a/TS/ms/V/2025-CD
Nama Perusahaan	Ciputra Development Tbk
Kode Emiten	CTRA
Lampiran	2
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG (KOREKSI)

Mengoreksi surat kami nomor : 025a/TS/ms/IV/2025-CD tanggal 01 Mei 2025 perihal Penyampaian Laporan Tahunan & Keberlanjutan dan ESG, dengan ini perseroan menyampaikan hal sebagai berikut:

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 26 Mei 2025

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link https://ciputradevelopment.com/ pada tanggal 09 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?	Ya
Mohon Jelaskan: Pengukuran emisi GRK Perseroan mencakup 45 proyek. The Company's GHG emissions measurement covers 45 projects.	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	3.128
Emisi langsung dari pembakaran bergerak	321
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)	3.449
Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	156.298
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	156.298
Kategori 3: Emisi GRK tidak langsung dari transportasi	
Transportasi dan distribusi hulu	0
Perjalanan dinas	117
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	5.910
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)	6.027
Total Emisi GRK (Scope 1 and 2)	159.747
Total Emisi GRK (Scope 1, 2 and 3)	165.774
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)	195.372.667
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	195.372.667
E-04	**Konsumsi Air**	Total konsumsi air (m3)	36.832.000
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	95.449

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.	
Pada tahun 2024, Ciputra belum menetapkan target khusus terkait pencapaian net zero emission. Meskipun demikian, Ciputra telah menunjukkan komitmen terhadap pembangunan berkelanjutan melalui berbagai inisiatif ramah lingkungan. Selain itu, Perseroan terus memantau perkembangan regulasi serta tren industri untuk menyusun pendekatan yang sejalan dengan tujuan lingkungan global, namun belum terdapat tenggat waktu atau roadmap spesifik yang diumumkan kepada publik.	

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:

Pada tahun 2024, Ciputra belum menetapkan target khusus terkait pencapaian net zero emission. Meskipun demikian, Ciputra telah menunjukkan komitmen terhadap pembangunan berkelanjutan melalui berbagai inisiatif ramah lingkungan. Selain itu, Perseroan terus memantau perkembangan regulasi serta tren industri untuk menyusun pendekatan yang sejalan dengan tujuan lingkungan global, namun belum terdapat tenggat waktu atau roadmap spesifik yang diumumkan kepada publik.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	2.234	45.27 %	1.799	36.45 %
Mid-level	518	10.5 %	291	5.9 %
Senior-level	52	1.05 %	24	0.49 %
Executive-level	11	0.22 %	6	0.12 %
Total Pegawai	2.815	57.04 %	2.120	42.96 %

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	231	404	0	6	0	0	0	0	641
25-35	1.074	976	148	73	3	0	0	0	2.274
35-45	570	330	218	132	18	4	3	1	1.276
45-55	350	86	140	70	24	16	4	3	693
>55	9	3	12	10	7	4	4	2	51

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	648 Pegawai	13,6 %
Jumlah Pegawai Baru/pengganti	1.003 Pegawai	20,3 %

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	0 Pegawai	0 %

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 (%)
16 jam/pegawai	4.935	100 %

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	0,1 %

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

Ciputra berkomitmen untuk menciptakan lingkungan kerja yang aman, inklusif, dan bebas dari pelecehan maupun diskriminasi dalam bentuk apa pun. Kebijakan anti-pelecehan dan diskriminasi diterapkan secara tegas untuk melindungi setiap individu dari tindakan yang melanggar martabat, baik berbasis gender, ras, agama, usia, maupun latar belakang lainnya. Sebagai bagian dari kebijakan ini, Ciputra menyediakan mekanisme pelaporan yang aman, rahasia, dan responsif bagi karyawan untuk melaporkan insiden pelecehan atau diskriminasi. Selain itu, pelatihan diberikan kepada karyawan untuk meningkatkan pemahaman tentang pentingnya penghormatan terhadap keberagaman dan pencegahan perilaku tidak etis.

Kebijakan terkait dapat dilihat pada dokumen Kode Tata Laku yang ada di website Ciputra dan Laporan Keberlanjutan 2024.
https://ciputradevelopment.com/wp-content/uploads/2020/02/Kode-Tata-Laku.pdf

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

Ciputra juga berkomitmen pada praktik ketenagakerjaan yang menghormati hak asasi manusia (HAM) dengan menjamin kesetaraan tanpa diskriminasi, melindungi hak-hak dasar pekerja, seperti upah layak dan lingkungan kerja yang aman, serta menolak pekerja anak dan kerja paksa. Kebijakan ini didukung dengan pelatihan untuk meningkatkan kesadaran karyawan dan memastikan penerapan prinsip HAM dalam setiap aspek operasional. Dengan pendekatan ini, Ciputra menciptakan budaya kerja yang adil, inklusif, dan mendukung martabat setiap individu. Atas komitmen tersebut, sepanjang tahun pelaporan tidak terdapat laporan yang diterima Ciputra terkait dengan indikasi pelanggaran HAM yang terjadi pada lingkungan bisnis Ciputra.

Kebijakan terkait dapat dilihat pada dokumen Kode Tata Laku yang ada di website Ciputra dan Laporan Keberlanjutan 2024.
https://ciputradevelopment.com/wp-content/uploads/2020/02/Kode-Tata-Laku.pdf

S-10 Perusahaan memiliki kebijakan mengenai pekerja anak dan/atau pekerja paksa?	Ya

Sebagai bagian dari komitmen Perseroan terhadap TPB poin 8 tentang Pekerjaan yang Layak dan Pertumbuhan Ekonomi, Ciputra menerbitkan kebijakan Pekerja Anak dan Pekerja Paksa, yang disusun berdasarkan pedoman International Labor Organization (ILO) pada tahun 2022. Untuk mencegah praktik pekerja anak, Ciputra juga menerapkan mekanisme dan strategi pengendalian yang ketat, termasuk memeriksa usia pelamar sebelum menerima mereka sebagai karyawan, guna memastikan bahwa tidak ada pekerja di bawah umur yang terlibat dalam proyek-proyek Ciputra.

Ciputra akan memastikan bahwa semua langkah yang diperlukan untuk mencegah pekerja anak diterapkan dengan meminta bukti pelaksanaan proses perekrutan yang telah dirancang secara cermat. Hal ini termasuk pemeriksaan dokumen secara cermat, dengan semua bukti usia karyawan disimpan sebagai bagian dari arsip Ciputra.

https://ciputradevelopment.com/wp-content/uploads/2022/11/Kebijakan-Pekerja-Anak-dan-Pekerja-Paksa.pdf

S-11 Perusahaan memiliki kebijakan perusahaan mengenai kesehatan dan keselamatan kerja serta lingkungan kerja yang aman dan layak diberikan kepada seluruh karyawan?	Ya

Ciputra berkomitmen untuk menciptakan lingkungan kerja yang aman bagi seluruh karyawan dengan mengelola aspek K3 secara serius dan terstruktur. Dalam mengelola K3, Ciputra mengacu pada standar internasional OHSAS 18001:2007 dan ISO 45001:2018 Occupational Health and Safety Management System, serta mematuhi peraturan nasional, seperti Peraturan Menteri Tenaga Kerja No. PER 05/MEN/1996 dan Peraturan Pemerintah No. 50 Tahun 2012 tentang Penerapan Sistem Manajemen Keselamatan dan Kesehatan Kerja (SMK3). Selain itu, Ciputra juga melaksanakan audit SMK3 secara berkala untuk memastikan bahwa seluruh prosedur dan kebijakan K3 dijalankan dengan efektif dan sesuai dengan standar yang ditetapkan. Langkah-langkah ini diambil untuk melindungi karyawan dari risiko kecelakaan kerja dan menciptakan lingkungan kerja yang mendukung kesehatan serta keselamatan secara berkelanjutan.

Detail dapat dilihat dalam Laporan Keberlanjutan 2024.

Corporate Social Responsibility (CSR)

S-12 Perusahaan memiliki aktivitas CSR, investasi atau sumbangan terhadap komunitas atau organisasi nirlaba terdaftar?	Ya

Ciputra secara aktif melaksanakan program TJSL yang mencakup berbagai kegiatan kemasyarakatan, termasuk kepada komunitas/organisasi nirlaba, seperti panti asuhan. Hal ini dilakukan sebagai bentuk komitmen Ciputra dalam memberikan dampak positif bagi masyarakat sekitar. Dengan mendukung komunitas/organisasi nirlaba, Ciputra berupaya membantu meningkatkan kualitas hidup masyarakat yang kurang beruntung.

Detail dapat dilihat dalam Laporan Keberlanjutan 2024.

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	3	3	3
Direksi	0	9	1	6

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	100 %
Jumlah kehadiran komisaris ke rapat dewan	7	100 %

Kebijakan mengenai manajemen lainnya

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

Struktur governansi korporat Perseroan dirancang untuk memastikan pengelolaan yang efektif dan transparan melalui 3 (tiga) organ utama, yaitu organ kepemilikan, organ pengawasan, dan organ pengelolaan. Organ kepemilikan, yang diwakili oleh Rapat Umum Pemegang Saham (RUPS), berfungsi sebagai forum tertinggi bagi para pemegang saham untuk mengambil keputusan strategis. Dalam RUPS, pemegang saham memiliki hak untuk menyetujui kebijakan penting, termasuk pengangkatan dan pemberhentian anggota Dewan Komisaris dan Direksi, serta evaluasi atas kinerja Perseroan secara keseluruhan.

Organ pengawasan, yang diemban oleh Dewan Komisaris, bertugas mengawasi kinerja Direksi dan memberikan nasihat guna memastikan kegiatan operasional berjalan sesuai dengan visi, misi, dan peraturan yang berlaku. Sementara itu, Organ pengelolaan, yang dijalankan oleh Direksi, bertanggung jawab atas operasional perusahaan sehari-hari, termasuk merumuskan dan mengimplementasikan strategi bisnis yang telah disetujui. Dengan sinergi antara ketiga organ ini, Perseroan mampu menjaga keseimbangan antara kepentingan pemilik modal, pelaksana operasional, dan pengawas independen untuk mewujudkan tujuan bisnis yang berkelanjutan.

Untuk detail, mohon untuk mengacu pada Laporan Tahunan 2024 PT Ciputra Development Tbk.

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

Penilaian kinerja tahunan Dewan Komisaris dan Direksi dilakukan untuk menilai efektivitas pelaksanaan tugas dan tanggung jawab. Proses ini dilaksanakan secara terbuka dan akuntabel, di mana seluruh informasi relevan harus diungkapkan secara transparan, seperti kriteria, proses, dan hasil penilaian. Penilaian ini dilakukan dengan menggunakan metode self-asessment, peer assessment, serta penilaian oleh pihak ketiga yang dilakukan Direktur Utama dan Dewan Komisaris. Hasil penilaian digunakan untuk menyusun rencana pengembangan, meningkatkan kompetensi, dan memperbaiki area yang memerlukan perhatian lebih, sehingga Dewan Komisaris dan Direksi dapat menjalankan perannya secara optimal dan mendukung pertumbuhan dan keberlanjutan Perseroan.

Kriteria penilaian kinerja untuk Dewan Komisaris dan Direksi Perseroan terdiri dari hal-hal sebagai berikut:
1. Evaluasi pribadi;
2. Evaluasi kompetensi;
3. Kinerja komite-komite Dewan Komisaris dan Direksi, serta rekomendasi perbaikan yang diperlukan (bila ada);
4. Efektivitas pelaksanaan tanggung jawab dan proses kerja Dewan Komisaris dan Direksi;
5. Efektivitas rapat Dewan Komisaris dan Direksi; dan
6. Evaluasi diri dan rekan sejawat.

Untuk detail, mohon untuk mengacu pada Laporan Tahunan 2024 PT Ciputra Development Tbk.

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

The annual performance assessment of the Board of Commissioners and Board of Directors is conducted to assess the effectiveness of duties and responsibilities implementation. This process is carried out openly and accountably, in which all relevant information must be disclosed transparently, such as criteria, processes, and assessment results. This assessment is carried out by using various methods such as self-assessment, peer assessment, and thirdparty assessment conducted by President Director and the Board of Commissioners. The assessment results are used to prepare development plans, improve competencies, and improve areas that require more attention, so that the Board of Commissioners and Board of Directors can carry out their roles optimally and support the growth and sustainability of the Company.

The performance assessment criteria for the Board of Commissioners and the Board of Directors of the

Company include the following aspects:
1. Personal evaluation;
2. Competency evaluation;
3. The performance of the committees of the Board of Commissioners and the Board of Directors, as well as recommendations for necessary improvements (if any);
4. Effectiveness of the implementation of the responsibilities and work processes of the Board of Commissioners and Directors;
5. Effectiveness of Board of Commissioners and Board of Directors meetings; and
6. Self and peer evaluation.

For detail, please refer to the 2024 Annual Report of PT Ciputra Development Tbk.

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

Dewan Komisaris menetapkan prosedur nominasi anggota Direksi dan Dewan Komisaris berdasarkan pilar-pilar governansi korporat. Dalam pelaksanaannya, prosedur nominasi mengacu pada pedoman kerja yang berlaku di Perseroan dan peraturan perundang-undangan yang relevan. Dewan Komisaris juga mempertimbangkan rekomendasi manajemen atau pemegang saham mayoritas. Kriteria yang ditentukan harus mencakup pengetahuan, kemampuan, serta keahlian yang sesuai dengan peran, dan juga memperhatikan keberagaman dari para anggota.

Untuk detail, mohon untuk mengacu pada Laporan Tahunan 2024 PT Ciputra Development Tbk.

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

Kode Etik atau Kode Tata Laku berfungsi sebagai panduan bagi seluruh insan Perseroan dalam menjalankan tugas dan tanggung jawab mereka secara optimal dan profesional. Kode Etik ini dirancang untuk memastikan bahwa setiap karyawan, mulai dari pimpinan hingga staf, memiliki pedoman yang jelas mengenai perilaku yang diharapkan dalam berbagai situasi. Dengan mematuhi Kode Etik, diharapkan setiap individu dapat berkontribusi positif terhadap terciptanya lingkungan kerja yang produktif dan harmonis, sekaligus menjaga reputasi Perseroan di mata pemangku kepentingan.

Sebagai wujud komitmen Perseroan dalam upaya pemberantasan korupsi, Perseroan telah merancang strategi pencegahan yang komprehensif untuk mengatasi berbagai bentuk praktik korupsi, termasuk suap, gratifikasi, dan balas jasa. Strategi ini melibatkan partisipasi aktif dari karyawan serta pihak eksternal. Karyawan dan pihak eksternal dapat melaporkan dugaan tindakan korupsi yang terjadi di lingkungan Perseroan melalui saluran yang tersedia, seperti email, QR code, atau WhatsApp. Selain itu, Perseroan juga secara rutin melakukan evaluasi terhadap kebijakan antikorupsi untuk memastikan efektivitas pelaksanaannya.

https://ciputradevelopment.com/wp-content/uploads/2020/02/Kode-Tata-Laku.pdf
https://ciputradevelopment.com/wp-content/uploads/2022/11/Kebijakan-Anti-Penyuapan-dan-Korupsi.pdf

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

Perseroan menerapkan kebijakan yang mengatur penggunaan dan pengungkapan informasi yang material yang belum dipublikasikan. Kebijakan ini mencakup larangan bagi karyawan, manajemen, dan individu untuk membeli atau menjual efek Perseroan berdasarkan informasi tersebut, serta kewajiban untuk melaporkan setiap transaksi yang mencurigakan.

Untuk detail, mohon untuk mengacu pada Laporan Tahunan 2024 PT Ciputra Development Tbk.

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

Benturan kepentingan terjadi ketika insan Perseroan memiliki kepentingan pribadi yang berpotensi memengaruhi objektivitas dalam menjalankan tugas dan tanggung jawabnya. Untuk mencegah hal ini, Perseroan menerapkan kebijakan yang mengharuskan seluruh karyawan dan jajaran manajemen untuk mengungkapkan secara terbuka segala bentuk kepentingan pribadi yang mungkin berdampak pada keputusan bisnis. Setiap karyawan harus menempatkan keputusan bisnis untuk keperluan dan kepentingan Perseroan, tidak untuk kepentingan pribadi atau perusahaan lain. Setiap karyawan tidak boleh ikut serta dalam segala aktivitas yang dapat berbenturan dengan, atau memunculkan benturan dengan kepentingan dan tanggung jawab Grup Ciputra.

https://ciputradevelopment.com/wp-content/uploads/2020/02/Kebijakan-Benturan-Kepentingan.pdf

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	125
	E-02	Intensitas Emisi Gas Rumah Kaca	125
	E-03	Konsumsi Energi Listrik	122
	E-04	Konsumsi Air	130
	E-05	Limbah yang Dihasilkan	130
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	-
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	124
Sosial	S-01	Kesetaraan Gender	42
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	43
	S-03	Tingkat Pergantian Pegawai	98
	S-04	Jumlah Pegawai Sementara	43
	S-05	Pelatihan dan Pengembangan Pegawai	99
	S-06	Jumlah Kecelakaan Kerja	107
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	96
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	102
	S-09	Kebijakan Mengenai Hak Asasi Manusia	97
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	96
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	104
	S-12	Pencegahan Konflik Kepentingan	109

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	46
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	139-140
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	114
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	135
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	125-132
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Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

- [X] GRI
- [X] 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,

Ciputra Development Tbk

Tulus Santoso

Corporate Secretary

Ciputra Development Tbk

Ciputra World 1

Telepon : (021) 2988-5858, 2988-6868, 2988-7878, Fax : (021) 2988-8585, www.

Nama Pengirim	Tulus Santoso
Jabatan	Corporate Secretary
Tanggal dan Waktu	02-05-2025 17:54
Lampiran	1. Laporan Tahunan 2024_CTRA_30042025.pdf
	2. Laporan Keberlanjutan_CTRA_02052025.pdf

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Go To Indonesian Page

Letter / Announcement No.	029a/TS/ms/V/2025-CD
Issuer Name	Ciputra Development Tbk
Issuer Code	CTRA
Attachment	2
Subject	Submission of Annual And Sustainability Report (CORRECTION)

Correction to our previous announcement number : 025a/TS/ms/IV/2025-CD dated 01 May 2025 with the subject of Submission of Annual And Sustainability Report, the company hereby submit the following information:

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 26 Mei 2025

The information referred above has been published on the Company’s website https://ciputradevelopment.com/ at 09 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?	Yes
Please Explain: Pengukuran emisi GRK Perseroan mencakup 45 proyek. The Company's GHG emissions measurement covers 45 projects.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	3.128
Direct emissions from mobile combustion	321
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)	3.449

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	156.298
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	156.298
Category 3: Indirect GHG emissions from transportation	
Upstream transport and distribution	0
Business travels	117
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	5.910
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)	6.027
Total GHG Emissions (Scope 1 and 2)	159.747
Total GHG Emissions (Scope 1, 2 and 3)	165.774
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)	195.372.667
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	195.372.667
E-04	**Water Consumption**	Total water consumed (m3)	36.832.000
E-05	**Waste Generation**	Total waste generated (ton)	95.449

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.	
In 2024, Ciputra has not yet established a specific target for achieving net zero emissions. Nevertheless, Ciputra has demonstrated its commitment to sustainable development through various environmentally friendly initiatives. In addition, the Company continues to monitor regulatory developments and industry trends to develop an approach which aligned with global environmental goals; however, no specific timeline or publicly announced roadmap has been set.	

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

1. Direct efforts through reducing electricity consumption as a primary energy source with several efforts, such as switching lights to LED, using timers on electrical devices, using solar panel, etc as disclosed Energy Consumption Management section; and
2. Indirect efforts including the use of environmentally friendly fuels, tree planting, provision of green open spaces, and the enforcement of a no-burning policy for waste within project areas.

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	2.234	45.27 %	1.799	36.45 %
Mid-level	518	10.5 %	291	5.9 %
Senior-level	52	1.05 %	24	0.49 %
Executive-level	11	0.22 %	6	0.12 %
Total Pegawai	2.815	57.04 %	2.120	42.96 %

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	231	404	0	6	0	0	0	0	641
25-35	1.074	976	148	73	3	0	0	0	2.274
35-45	570	330	218	70	18	4	3	1	1.276
45-55	350	86	140	70	24	16	4	3	693
>55	9	3	12	10	7	4	4	2	51

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	648 Employees	13,6 %
Number of newly appointed Employees	1.003 Employees	20,3 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)

Total company headcount held by contractors and/or consultants	0 Employees	0 %

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 (%)
16 hours/employee	4.935	100 %

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	0,1 %

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
Ciputra is committed to creating a safe, inclusive, and harassment- and discrimination-free work environment in all forms. The anti-harassment and discrimination policy is strictly enforced to protect every individual from actions that violate dignity, whether based on gender, race, religion, age, or other backgrounds. As part of this policy, Ciputra provides a safe, confidential, and responsive reporting mechanism for employees to report incidents of harassment or discrimination. Additionally, regular training is provided to all employees to enhance their understanding of the importance of respecting diversity and preventing unethical behavior. Related policy could be found on Ciputra Code of Ethics on our website and on 2024 Sustainability Report. https://ciputradevelopment.com/wp-content/uploads/2020/02/Code-of-Conduct.pdf	
S-09 Does the company has a policy regarding human rights?	Yes
Ciputra is also committed to labor practices that uphold human rights by ensuring equality without discrimination, protecting fundamental workers rights such as fair wages and a safe working environment, and rejecting child labor and forced labor. This policy is supported by regular training to raise employee awareness and ensure the implementation of human rights principles in all aspects of operations. Through this approach, Ciputra fosters a fair, inclusive work culture that upholds the dignity of every individual. In recognition of this commitment, throughout the reporting year, Ciputra did not receive any reports of alleged human rights violations within its business environment. Related policy could be found on Ciputra Code of Ethics on our website and on 2024 Sustainability Report. https://ciputradevelopment.com/wp-content/uploads/2020/02/Code-of-Conduct.pdf	
S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes
As part of its commitment to SDG Point 8 on Decent Work and Economic Growth, Ciputra has issued a Child and Forced Labor Policy, developed based on the 2022 guidelines of the International Labor Organization (ILO). To prevent child labor practices, Ciputra also implements strict control mechanisms and	

strategies, including verifying the age of applicants prior to hiring to ensure that no underage workers are involved in any Ciputra projects.

Ciputra will ensure that all necessary measures to prevent child labor are implemented by requiring documented evidence of a carefully designed recruitment process. This includes thorough document verification, with all proof of employee age securely stored as part of Ciputra records.

https://ciputradevelopment.com/wp-content/uploads/2022/11/Child-Labor-and-Forced-Labor-Policy.pdf

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

Ciputra is committed to creating a safe working environment for all employees by managing Occupational Health and Safety (OHS) aspects seriously and systematically. In managing OHS, Ciputra refers to international standards such as OHSAS 18001:2007 and ISO 45001:2018 Occupational Health and Safety Management System, as well as adhering to national regulations, such as Minister of Manpower Regulation No. PER 05/MEN/1996 and Government Regulation No. 50 of 2012 on the Implementation of the Occupational Health and Safety Management System (SMK3). Additionally, Ciputra conducts regular SMK3 audits to ensure that all OHS procedures and policies are effectively implemented and in compliance with the established standards. These steps are taken to protect employees from work-related accidents and to create a work environment that supports health and safety sustainably.

Detailed information could be found on 2024 Sustainability Report.

Corporate Social Responsibility (CSR)

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

Ciputra actively implements CSR programs that encompass various community activities, including support for nonprofit communities/organizations such as orphanages. This is part of Ciputra commitment to creating a positive impact on surrounding communities. By supporting nonprofit communities/organizations, Ciputra strives to help improve the quality of life for underprivileged groups.

Detailed information could be found on 2024 Sustainability Report.

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	3	3	3
Directors	0	9	1	6

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	100 %
Comissioner Attendance to Board Meetings	7	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 corporate governance structure is designed to ensure effective and transparent management through three main organs: the ownership organ, the supervisory organ, and the management organ. The ownership organ, represented by the General Meeting of Shareholders (GMS), serves as the highest forum for shareholders to make strategic decisions. At the GMS, shareholders have the right to approve key policies, including the appointment and dismissal of members of the Board of Commissioners and the Board of Directors, as well as the overall evaluation of the Company performance.

The supervisory organ, which is carried out by the Board of Commissioners, is responsible for overseeing the performance of the Board of Directors and providing advice to ensure that operations are conducted in accordance with the Company vision, mission, and applicable regulations. Meanwhile, the management organ, represented by the Board of Directors, is responsible for the Company day-to-day operations, including formulating and implementing the approved business strategies. Through the synergy of these three organs, the Company can maintain a balance between the interests of capital owners, operational management, and independent oversight to achieve sustainable business objectives.

For detail, please refer to the 2024 Annual Report of PT Ciputra Development Tbk.

G-04 Does the company has a policy regarding board appraisal?	Yes

The annual performance assessment of the Board of Commissioners and Board of Directors is conducted to assess the effectiveness of duties and responsibilities implementation. This process is carried out openly and accountably, in which all relevant information must be disclosed transparently, such as criteria, processes, and assessment results. This assessment is carried out by using various methods such as self-assessment, peer assessment, and thirdparty assessment conducted by President Director and the Board of Commissioners. The assessment results are used to prepare development plans, improve competencies, and improve areas that require more attention, so that the Board of Commissioners and Board of Directors can carry out their roles optimally and support the growth and sustainability of the Company.

The performance assessment criteria for the Board of Commissioners and the Board of Directors of the Company include the following aspects:
1. Personal evaluation;
2. Competency evaluation;
3. The performance of the committees of the Board of Commissioners and the Board of Directors, as well as recommendations for necessary improvements (if any);
4. Effectiveness of the implementation of the responsibilities and work processes of the Board of Commissioners and Directors;
5. Effectiveness of Board of Commissioners and Board of Directors meetings; and
6. Self and peer evaluation.

For detail, please refer to the 2024 Annual Report of PT Ciputra Development Tbk.

G-05 Does the company has a policy regarding board training and development?	Yes

The Company has a policy to periodically provide training and competency development for members of the Board of Commissioners and the Board of Directors. This policy aims to ensure that these strategic position holders consistently possess up-to-date knowledge and a deep understanding of corporate governance, applicable regulations, and industry dynamics, enabling them to carry out their duties and responsibilities effectively and professionally.

For detail, please refer to the 2024 Annual Report of PT Ciputra Development Tbk.

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

The Board of Commissioners establishes the nomination procedures for members of the Board of Directors and Board of Commissioners based on corporate governance pillars. In its implementation, the nomination procedure refers to the prevailing working guidelines within the Company and
relevant laws and regulations. The Board of Commissioners also considers recommendations from managementor majority shareholders. The criteria determined must include knowledge, abilities, and expertise that are in accordance with roles, and also paying attention to the diversity of members.

For detail, please refer to the 2024 Annual Report of PT Ciputra Development Tbk.

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

The Code of Ethics or Code of Conduct serves as a guide for all members of the Company in carrying out their duties and responsibilities optimally and professionally. This Code is designed to ensure that every employee, from management to staff, has a clear reference regarding the expected behavior in various situations. By adhering to the Code of Conduct, each individual is expected to contribute positively to the creation of a productive and harmonious work environment, while also maintaining the Company reputation in the eyes of stakeholders.

As part of its commitment to combat corruption, the Company has developed a comprehensive prevention strategy to address various forms of corrupt practices, including bribery, gratuities, and kickbacks. This strategy involves active participation from both employees and external parties. Employees and external parties can report suspected corruption activities occurring within the Company through available channels, such as email, QR codes, or WhatsApp. Additionally, the Company routinely evaluates its anti-corruption policies to ensure their effective implementation.

https://ciputradevelopment.com/wp-content/uploads/2020/02/Code-of-Conduct.pdf
https://ciputradevelopment.com/wp-content/uploads/2022/11/Anti-Bribery-and-Corruption-Policy.pdf

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

The Company has implemented policies governing the use and disclosure of material non-public information. These policies include prohibiting employees, management, and individuals from buying or selling the Company securities based on such information, as well as requiring the reporting of any suspicious transactions.

For detail, please refer to the 2024 Annual Report of PT Ciputra Development Tbk.

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

A conflict of interest arises when individuals within the Company have personal interests that could potentially influence their objectivity in carrying out their duties and responsibilities. To prevent this, the Company implements a policy requiring all employees and management members to openly disclose any personal interests that may impact business decisions. Every employee must prioritize business decisions for the purposes and interests of the Company, not for personal or other companies interests. No employee may engage in any activities that could conflict with, or create a conflict of interest with, the interests and responsibilities of the Ciputra Group.

https://ciputradevelopment.com/wp-content/uploads/2020/02/Conflict-of-Interest-Policy.pdf

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	125
	E-02	Greenhouse Gas Emission Intensity	125
	E-03	Electricity Consumption	122
	E-04	Water Consumption	130
	E-05	Waste Generated	130
	E-06	Company Commitment to Achieving Net Zero Emission Target	-
	E-07	Company Commitment to Reduce Emission	124
Social	S-01	Gender Equality	42
	S-02	Employees by Gender and Age Group	43
	S-03	Employee Turnover Rate	98
	S-04	Number of Temporary Officers	43
	S-05	Employee Training and Development	99
	S-06	Number of Work Accidents	107
	S-07	Human Rights Violation Incidents	96
	S-08	Sexual Harassment and/or Non-Discrimination Policy	102
	S-09	Policy on Human Rights	97
	S-10	Child Labor and/or Forced Labor Policy	96
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	104
	S-12	Corporate Social Responsibility	109

Governance	G-01	Management Diversity and Independence	46
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	139-140
	G-03	Chairman of the Board and CEO Separation Policy	114
	G-04	Board of Directors and Commissioners Assessment Policy	135
	G-05	Board of Directors and Commissioners Training Policy	125-132
	G-06	Special Criteria for Election of the Board	136-137
	G-07	Code of Ethics and/or Anti-Corruption	167-171
	G-08	Fair Treatment Policy for Shareholders	174
	G-09	Conflict of Interest Prevention Policy	173

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

- [X] GRI
- [X] 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,

Ciputra Development Tbk

Tulus Santoso

Corporate Secretary

Ciputra Development Tbk

Ciputra World 1

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Sender Name	Tulus Santoso
Function	Corporate Secretary
Date and Time	02-05-2025 17:54
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