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Nomor Surat	012/Corpsec/Metland/IV/2026
Nama Perusahaan	Metropolitan Land Tbk
Kode Emiten	MTLA
Lampiran	3
Perihal	Penyampaian Laporan Tahunan & Keberlanjutan dan ESG

Perseroan Menyampaikan Laporan Tahunan & Keberlanjutan dan ESG tahun 2025 dengan periode tahun buku dari 01 Januari 2025 sampai dengan 31 Desember 2025 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 04 Mei 2026

Informasi sebagaimana dimaksud di atas telah dimuat pada Situs Web Perseroan di alamat link www.metropolitanland.com pada tanggal 04 Mei 2026

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 18 proyek. The Company's GHG emissions measurement covers 18 projects.	

Name	Total Emisi (tCO2e)
Kategori 1: Emisi GRK langsung dan pembuangan	
Emisi langsung dari pembakaran stasioner	0
Emisi langsung dari pembakaran bergerak	1.415
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)	1.415

Kategori 2: Emisi GRK tidak langsung dari energi yang diimpor/dibeli	
Emisi tidak langsung dari konsumsi Listrik yang diimpor/dibeli	618.072
Emisi tidak langsung dari konsumsi jaringan energi yang diimpor/dibeli (diluar listrik)	0
Total Emisi Tidak Langsung (Scope 2)	618.072
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)	619.487
Total Emisi GRK (Scope 1, 2 and 3)	619.487
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)	735.800.000
		Jumlah total energi yang dikonsumsi secara tidak langsung (kWh or J))	0
		Total konsumsi energi (kWh or J)	735.800.000
E-04	**Konsumsi Air**	Total konsumsi air (m3)	971.700
E-05	**Limbah yang dihasilkan**	Total limbah yang dihasilkan (ton)	7.150

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.	
Perusahaan mulai merancang bangunan dengan mengadopsi konsep bangunan hijau (green building) yang tidak hanya mendukung efisiensi energi, tetapi juga menciptakan ruang hunian dan kerja yang sehat dan berkelanjutan.	

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?

Tidak

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

Penjelasan:

Perusahaan mulai merancang bangunan dengan mengadopsi konsep bangunan hijau (green building) yang tidak hanya mendukung efisiensi energi, tetapi juga menciptakan ruang hunian dan kerja yang sehat dan berkelanjutan.

B. Kinerja Sosial (Social Performance)

S-01 Kesetaraan Gender

Level Jabatan	Laki-Laki		Perempuan	
	Jumlah pegawai	Persentasi pegawai	Jumlah pegawai	Persentasi pegawai
Entry-level	592	57,64 %	301	29,31 %
Mid-level	63	6,13 %	29	2,82 %
Senior-level	26	2,53 %	10	0,97 %
Executive-level	5	0,49 %	1	0,1 %
Total Pegawai	686	66,8 %	341	33,2 %

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	21	30	0	0	0	0	0	0	51
25-35	255	167	4	2	2	0	0	0	430
35-45	195	69	37	14	5	3	0	0	323
45-55	111	33	18	11	12	2	3	1	191
>55	10	2	4	2	7	5	2	0	32

S-03 Tingkat Pergantian Pegawai

	Jumlah Pegawai (dalam tahun pelaporan)	Percentage Pegawai (dalam tahun pelaporan)
Jumlah Pegawai resign/Pemutusan Hubungan Kerja	61 Pegawai	5,94 %
Jumlah Pegawai Baru/pengganti	149 Pegawai	14,51 %

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	535 Pegawai	52,09 %

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 (%)
3 jam/pegawai	526	51,21 %

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

Perusahaan telah menerapkan kebijakan non-diskriminasi dan anti-pelecehan seksual yang berlaku bagi seluruh karyawan tanpa terkecuali. Kebijakan ini menjamin kesetaraan kesempatan kerja tanpa memandang jenis kelamin, usia, agama, suku, ras, status sosial, atau latar belakang lainnya.

Selain itu, Perusahaan memiliki Pedoman Perilaku (Code of Conduct) yang mencakup larangan pelecehan seksual, diskriminasi, serta perilaku tidak etis lainnya. Perusahaan juga menyediakan mekanisme pelaporan (whistleblowing system) yang aman, rahasia, dan melindungi pelapor dari segala bentuk intimidasi, serta memastikan setiap laporan ditindaklanjuti secara adil dan transparan.

Selengkapnya dapat dilihat pada link: https://metropolitanland.com/id/gcg

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

Perusahaan berkomitmen untuk menghormati dan menjunjung tinggi prinsip Hak Asasi Manusia (HAM) dalam seluruh kegiatan operasional. Komitmen ini diwujudkan melalui penciptaan lingkungan kerja yang aman, sehat, dan menghargai martabat setiap karyawan tanpa diskriminasi.

Perusahaan juga menjamin kebebasan berserikat dan menyampaikan pendapat sesuai dengan peraturan perundang-undangan yang berlaku. Selain itu, prinsip kesetaraan diterapkan dalam seluruh proses ketenagakerjaan, termasuk rekrutmen, pengembangan karier, penilaian kinerja, serta pemberian kompensasi dan manfaat karyawan.

Implementasi kebijakan HAM ini terintegrasi dalam Pedoman Perilaku (Code of Conduct), kebijakan ketenagakerjaan, serta praktik tata kelola perusahaan yang baik (Good Corporate Governance).

Selengkapnya dapat dilihat pada link: https://metropolitanland.com/id/gcg

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

Perusahaan secara tegas melarang praktik pekerja anak dan pekerja paksa dalam seluruh kegiatan operasional maupun dalam rantai pasok. Komitmen ini merupakan bagian dari penerapan prinsip Hak Asasi Manusia dan kepatuhan terhadap peraturan ketenagakerjaan yang berlaku.

Perusahaan memastikan bahwa seluruh karyawan direkrut sesuai dengan batas usia minimum yang

ditetapkan oleh hukum serta bekerja secara sukarela tanpa adanya paksaan, tekanan, maupun praktik perbudakan modern. Selain itu, Perusahaan juga mendorong mitra kerja dan pemasok untuk menerapkan standar ketenagakerjaan yang sejalan dengan prinsip ini.

Kebijakan ini terintegrasi dalam Pedoman Perilaku (Code of Conduct), kebijakan ketenagakerjaan, serta prinsip tata kelola perusahaan yang baik (Good Corporate Governance).

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

Perusahaan berkomitmen untuk menyediakan lingkungan kerja yang aman, sehat, dan layak bagi seluruh karyawan dengan mengacu pada peraturan perundang-undangan yang berlaku di bidang Kesehatan dan Keselamatan Kerja (K3).

Implementasi komitmen ini dilakukan melalui penerapan standar keselamatan kerja, penyediaan fasilitas kesehatan, serta kepesertaan karyawan dalam program jaminan sosial seperti BPJS Kesehatan dan BPJS Ketenagakerjaan. Perusahaan juga secara berkala melakukan sosialisasi, pelatihan, dan pengawasan terkait K3 guna meminimalkan risiko kecelakaan kerja serta menciptakan lingkungan kerja yang kondusif. Kebijakan dan praktik K3 ini merupakan bagian dari kebijakan ketenagakerjaan serta penerapan Good Corporate Governance (GCG) Perusahaan.

Selengkapnya dapat dilihat pada link: https://metropolitanland.com/id/gcg

Corporate Social Responsibility (CSR)

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

PT Metropolitan Land Tbk secara aktif melaksanakan program Tanggung Jawab Sosial Perusahaan (CSR) yang terintegrasi dengan kegiatan bisnis dan kebutuhan masyarakat melalui berbagai program sosial, lingkungan, dan ekonomi. Pelaksanaan CSR dilakukan antara lain melalui Yayasan Metropolitan Peduli yang berfokus pada kegiatan kesehatan, bantuan sosial, dan pemberdayaan masyarakat.

Selengkapnya dapat dilihat pada link: https://metropolitanland.com/id/csr/overview

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	4	1	2
Direksi	0	5	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	41	100 %
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 menerapkan struktur tata kelola dengan pemisahan fungsi antara Dewan Komisaris dan Direksi. Dewan Komisaris menjalankan fungsi pengawasan, sementara Direksi bertanggung jawab atas pengelolaan operasional perusahaan, sehingga tidak terjadi rangkap fungsi antara Chairman dan CEO.

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

Perusahaan melaksanakan penilaian kinerja Direksi dan Dewan Komisaris secara tahunan sebagai bagian dari penerapan Good Corporate Governance (GCG). Penilaian dilakukan melalui mekanisme Rapat Umum Pemegang Saham (RUPS) dengan mempertimbangkan rekomendasi dari Dewan Komisaris serta komite terkait.

Kriteria penilaian meliputi:
- Pencapaian Key Performance Indicators (KPI) perusahaan (keuangan dan operasional)
- Implementasi strategi bisnis dan pengelolaan risiko
- Kepatuhan terhadap peraturan perundang-undangan dan prinsip GCG
- Efektivitas fungsi pengawasan oleh Dewan Komisaris
- Aspek kepemimpinan, integritas, dan kontribusi terhadap keberlanjutan perusahaan

Proses penilaian dilakukan melalui:
1. Penetapan KPI dan target kinerja di awal tahun
2. Evaluasi realisasi kinerja Direksi dan pelaksanaan fungsi pengawasan Komisaris
3. Review oleh Dewan Komisaris dan/atau komite penunjang (misalnya Komite Nominasi dan Remunerasi)
4. Penyampaian hasil evaluasi sebagai rekomendasi kepada RUPS
5. Penetapan remunerasi dan keputusan terkait masa jabatan berdasarkan hasil penilaian.

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

Perseroan mendukung peningkatan kompetensi Direksi dan Dewan Komisaris melalui program pelatihan, seminar, dan pembaruan pengetahuan terkait regulasi serta praktik tata kelola perusahaan yang baik (GCG), sebagaimana diungkapkan dalam laporan tahunan.

Proses penilaian dilakukan melalui:
1 Evaluasi kinerja berdasarkan Key Performance Indicators (KPI) yang telah ditetapkan
2 Penelaahan laporan kinerja Direksi dan fungsi pengawasan Dewan Komisaris
3 Pembahasan dalam rapat Dewan Komisaris dan/atau komite penunjang
4 Penyampaian hasil evaluasi sebagai dasar rekomendasi kepada RUPS
5 Penetapan remunerasi dan/atau tindakan lanjutan berdasarkan hasil penilaian.

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

Perusahaan menetapkan kriteria khusus dalam pemilihan anggota Direksi dan Dewan Komisaris yang dilakukan melalui mekanisme Rapat Umum Pemegang Saham (RUPS) dengan mempertimbangkan rekomendasi dari Dewan Komisaris dan/atau Komite Nominasi dan Remunerasi.

Kriteria pemilihan anggota baru meliputi:
- Profesionalisme, integritas, dan reputasi yang baik
- Kompetensi dan keahlian sesuai kebutuhan bisnis perusahaan
- Pengalaman kerja yang relevan, khususnya di bidang industri properti atau bidang terkait
- Kemampuan manajerial dan kepemimpinan (untuk Direksi)
- Independensi serta tidak memiliki konflik kepentingan
- Kepatuhan terhadap peraturan perundang-undangan yang ber

Kriteria pemilihan ulang (re-appointment) mempertimbangkan:
- Hasil penilaian kinerja selama masa jabatan sebelumnya
- Kontribusi terhadap pencapaian kinerja dan strategi perusahaan
- Kehadiran dan partisipasi dalam rapat Direksi/Dewan Komisaris
- Kepatuhan terhadap prinsip Good Corporate Governance (GCG)
- Rekam jejak integritas dan kepatuhan hukum

Proses pemilihan dilakukan melalui:
1. Identifikasi kebutuhan kompetensi dan struktur organisasi
2. Seleksi dan evaluasi kandidat oleh Komite Nominasi dan Remunerasi (jika ada)

3. Rekomendasi kepada Dewan Komisaris
4. Pengajuan calon kepada RUPS
5. Persetujuan dan penetapan melalui RUPS sesuai ketentuan yang berlaku.

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

Uraian dalam Laporan Tahunan 2025 Perseroan halaman 277-278, dan Laporan Keberlanjutan 2025 Perseroan halaman 76.

Perusahaan memiliki kebijakan terkait kode etik dan anti-korupsi yang tertuang dalam Pedoman Perilaku (Code of Conduct) yang berlaku bagi seluruh karyawan, Direksi, dan Dewan Komisaris. Kebijakan ini melarang segala bentuk praktik korupsi, suap, gratifikasi, benturan kepentingan, serta tindakan tidak etis lainnya dalam kegiatan usaha.

Sebagaimana diungkapkan dalam Laporan Tahunan 2025 Perseroan halaman 277-278, dan Laporan Keberlanjutan 2025 Perseroan halaman 76, Perusahaan telah mengimplementasikan berbagai program dan prosedur untuk mencegah dan menangani praktik tersebut, antara lain:
- Sosialisasi dan internalisasi Code of Conduct kepada seluruh karyawan secara berkala
- Penerapan kebijakan anti-korupsi dan gratifikasi, termasuk kewajiban pelaporan apabila menerima atau memberikan sesuatu yang berpotensi menimbulkan konflik kepentingan
- Whistleblowing System (WBS) sebagai sarana pelaporan pelanggaran yang menjamin kerahasiaan dan perlindungan pelapor
- Prosedur penanganan pelanggaran, termasuk investigasi, pemberian sanksi, dan tindak lanjut sesuai ketentuan yang berlaku
- Pengawasan oleh manajemen dan fungsi audit internal untuk memastikan kepatuhan terhadap kebijakan.

Kebijakan ini menjadi bagian dari penerapan Good Corporate Governance (GCG) dan budaya integritas yang dijalankan secara konsisten di seluruh lini organisasi.

Selengkapnya dapat dilihat pada link: https://metropolitanland.com/id/gcg

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

Uraian dalam Laporan Keberlanjutan 2025 Perseroan halaman 76.

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

Uraian dalam Laporan Keberlanjutan 2025 Perseroan halaman 76.

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	94
	E-02	Intensitas Emisi Gas Rumah Kaca	94
	E-03	Konsumsi Energi Listrik	89
	E-04	Konsumsi Air	92
	E-05	Limbah yang Dihasilkan	96-97
	E-06	Komitmen Perusahaan untuk Mencapai Target Net Zero Emission	95
	E-07	Komitmen Perusahaan untuk mengurangi Emisi Gas Rumah Kaca	94
Sosial	S-01	Kesetaraan Gender	100
	S-02	Pegawai Berdasarkan Gender dan Kelompok Umur	100
	S-03	Tingkat Pergantian Pegawai	101
	S-04	Jumlah Pegawai Sementara	101
	S-05	Pelatihan dan Pengembangan Pegawai	108
	S-06	Jumlah Kecelakaan Kerja	106
	S-07	Kejadian Pelanggaran Hak Asasi Manusia	101
	S-08	Kebijakan Pelecehan Seksual dan/atau Non-diskriminasi	100
	S-09	Kebijakan Mengenai Hak Asasi Manusia	101-102
	S-10	Kebijakan Pekerja Anak dan/atau Pekerja Paksa	102
	S-11	Kebijakan Mengenai Kesehatan dan Keselamatan Kerja serta Lingkungan Kerja yang Aman dan Layak diberikan Kepada Seluruh Karyawan	105
	S-12	Pencegahan Konflik Kepentingan	109

Tata-kelola	G-01	Keberagaman Manajemen dan Independensi	68
	G-02	Total Kehadiran Direksi dan Komisaris ke Rapat Dewan	68
	G-03	Kebijakan Pemisahan Chairman of the Board dan CEO	-
	G-04	Kebijakan Penilaian Dewan Direksi dan Komisaris	75
	G-05	Kebijakan Pelatihan Dewan Direksi dan Komisaris	75
	G-06	Kriteria Khusus Pemilihan Dewan	76
	G-07	Kode Etik dan/atau Anti-Korupsi	76
	G-08	Kebijakan Perlakuan Adil terhadap Pemegang Saham	76
	G-09	Pencegahan Konflik Kepentingan	76

Standar Internasional yang Diacu dan Verifikasi Pihak Ketiga

Keselarasan dengan kerangka pelaporan keberlanjutan

[X] Ya [ ] Tidak

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

POJK 51/POJK.03/2017 dan SEOJK 16/SEOJK.04/2021

Assurance dan validasi pihak ketiga

[X] Tidak

Demikian untuk diketahui.

Hormat Kami,

Metropolitan Land Tbk

Olivia Surodjo

Director and Corporate Secretary

Metropolitan Land Tbk

M Gold Tower Office Wing suite ABCGH Lt. 12 & suite A-H Lt. 15, Jl. Letkol. M.

Telepon : 021-28087777, Fax : 021-28085555, www.metropolitanland.com

Nama Pengirim	Olivia Surodjo
Jabatan	Director and Corporate Secretary
Tanggal dan Waktu	30-04-2026 21:03
Lampiran	1. 012-Penyampaian AR SR MTLA Tahun Buku 2025.pdf
	2. AR_Metland_2025_OJKIDX.pdf
	3. SR_Metland_2025_OJKIDX.pdf

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Letter / Announcement No.	012/Corpsec/Metland/IV/2026
Issuer Name	Metropolitan Land Tbk
Issuer Code	MTLA
Attachment	3
Subject	Submission of Annual And Sustainability Report

The Company hereby submit Annual And Sustainability Report Report 2025 for the period of 01 Januari 2025 to 31 Desember 2025 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 04 Mei 2026

The information referred above has been published on the Company’s website www.metropolitanland.com at 04 Mei 2026

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 18 proyek. The Company's GHG emissions measurement covers 18 projects.	

Name	Total emission (tCO2e)
Category 1: Direct GHG emissions and removals	
Direct emissions from stationary combustion	0
Direct emissions from mobile combustion	1.415
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)	1.415

Category 2: Indirect GHG emissions from imported energy	
Indirect emissions from imported/purchased electricity consumption	618.072
Indirect emissions from imported/purchased network energy consumption (excluding electricity)	0
Total Indirect Emissions (Scope 2)	618.072
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)	619.487
Total GHG Emissions (Scope 1, 2 and 3)	619.487
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)	735.800.000
		Total amount of energy indirectly consumed (kWh or J)	0
		Total energy consumption (kWh or J)	735.800.000
E-04	**Water Consumption**	Total water consumed (m3)	971.700
E-05	**Waste Generation**	Total waste generated (ton)	7.150

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.	
Companies are starting to design buildings by adopting green building concepts that not only support energy efficiency, but also create healthy and sustainable living and working spaces.	

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?

No

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

Companies are starting to design buildings by adopting green building concepts that not only support energy efficiency, but also create healthy and sustainable living and working spaces.

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	592	57,64 %	301	29,31 %
Mid-level	63	6,13 %	29	2,82 %
Senior-level	26	2,53 %	10	0,97 %
Executive-level	5	0,49 %	1	0,1 %
Total Pegawai	686	66,8 %	341	33,2 %

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	21	30	0	0	0	0	0	0	51
25-35	255	167	4	2	2	0	0	0	430
35-45	195	69	37	11	5	3	0	0	323
45-55	111	33	18	11	12	2	3	1	191
>55	10	2	4	2	7	5	2	0	32

S-03 Employees Turnover

	Number of employees (in reporting year)	Percentage (in reporting year)
Number of employees resigned	61 Employees	5,94 %
Number of newly appointed Employees	149 Employees	14,51 %

S-04 Temporary Worker

	Number of employees (in reporting year)	Percentage (in reporting year)
Total company headcount held by contractors and/or consultants	535 Employees	52,09 %

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 (%)
3 hours/employee	526	51,21 %

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

The Company has implemented a non-discrimination and anti-sexual harassment policy that applies to all employees without exception. This policy ensures equal employment opportunities regardless of gender, age, religion, ethnicity, race, social status, or other background.

In addition, The Company has established a Code of Conduct that explicitly prohibits sexual harassment, discrimination, and other unethical behavior. The Company also provides a whistleblowing system that is secure and confidential, protects whistleblowers from any form of retaliation, and ensures that all reports are handled fairly and transparently.

For further details, please visit: https://metropolitanland.com/id/gcg

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

The Company is committed to respecting and upholding human rights principles across all of its operational activities. This commitment is demonstrated through the creation of a safe, healthy and inclusive work environment that respects the dignity of every employee without discrimination.

The Company also guarantees freedom of association and freedom of expression in accordance with applicable laws and regulations. Furthermore, the principle of equality is applied in all employment processes, including recruitment, career development, performance appraisals, and employee compensation and benefits.

The implementation of this human rights policy is integrated into the Code of Conduct, employment policies, and good corporate governance practices.

For further details, please visit: https://metropolitanland.com/id/gcg

S-10 Does the company have a policy regarding child labor and/or forced labor?	Yes

The Company strictly prohibits child labor and forced labor in all operational activities and throughout its supply chain. This commitment is part of its implementation of human rights principles and compliance with applicable labor regulations.

The Company ensures that all employees are recruited according to the minimum age stipulated by law and work voluntarily without coercion, pressure, or modern slavery practices. Furthermore, the Company encourages its partners and suppliers to implement labor standards that align with these principles.

This policy is integrated into the Company's Code of Conduct, employment policies, and Good Corporate Governance practices.

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

The Company is committed to providing a safe, healthy, and decent work environment for all employees in accordance with applicable Occupational Health and Safety (OHS) laws and regulations.

This commitment is implemented through the application of workplace safety standards, the provision of healthcare facilities, and employee participation in social security programs such as BPJS Kesehatan (Healthcare and Employment Social Security). The Company also regularly conducts outreach, training, and supervision related to OHS to minimize the risk of workplace accidents and create a conducive work environment. These OHS policies and practices are part of the Company's employment policies and implementation of Good Corporate Governance (GCG).

For further details, please visit: https://metropolitanland.com/id/gcg

Corporate Social Responsibility (CSR)

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

PT Metropolitan Land Tbk actively implements a Corporate Social Responsibility (CSR) programs that integrated with its business activities and community needs through various social, environmental, and economic programs. The Company CSR activities are carried out, among others, through Yayasan Metropolitan Peduli, which focuses on healthcare, social assistance, and community empowerment programs.

For further details, please visit: https://metropolitanland.com/id/csr/overview

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	4	1	2
Directors	0	5	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	41	100 %
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 implements a governance structure that clearly separates the roles of the Board of Commissioners and the Board of Directors. The Board of Commissioners performs a supervisory function, while the Board of Directors is responsible for managing the Company's operations, thereby ensuring there is no overlap of roles between the Chairman and the CEO.	
G-04 Does the company has a policy regarding board appraisal?	Yes
The Company conducts annual performance assessments of the Board of Directors and Board of Commissioners as part of its Good Corporate Governance (GCG) implementation. The assessments are conducted through the General Meeting of Shareholders (GMS), taking into account recommendations from the Board of Commissioners and relevant committees. The assessment criteria include: - Achievement of the company's Key Performance Indicators (KPIs) (financial and operational) - Implementation of business strategy and risk management - Compliance with applicable laws and regulations, as well as GCG principles - Effectiveness of the Board of Commissioners supervisory function - Leadership, integrity, and contribution to corporate sustainability The assessment process is conducted through: 1. Establishment KPIs and performance targets at the beginning of the year 2. Evaluation of the Board of Directors performance and the implementation of the Board of Commissioners oversight function 3. Review by the Board of Commissioners and/or supporting committees (e.g., the Nomination and Remuneration Committee) 4. Submission of evaluation results as recommendations to the GMS 5. Determination of remuneration and decisions regarding term of office based on the assessment results.	
G-05 Does the company has a policy regarding board training and development?	Yes
The Company supports the improvement of the competence of the Board of Directors and Board of Commissioners through training programs, seminars, and knowledge updates related to regulations and good corporate governance (GCG) practices, as disclosed in the annual report. The assessment process is carried out through: 1. Performance evaluation based on established Key Performance Indicators (KPIs). 2. Review of the Board of Directors' performance reports and the Board of Commissioners' oversight function. 3. Discussion in meetings of the Board of Commissioners and/or supporting committees. 4. Submission of evaluation results as the basis for recommendations to the GMS. 5. Determination of remuneration and/or follow-up actions based on the assessment results.	
G-06 Does the company has a criteria regarding board appointment and re-election?	Yes
The Company establishes specific criteria in the selection of members of the Board of Directors and Board of Commissioners which is conducted through the General Meeting of Shareholders (GMS) mechanism by taking into account recommendations from the Board of Commissioners and/or the Nomination and Remuneration Committee. The selection criteria for new members include: - Professionalism, integrity, and a good reputation - Competence and expertise according to the company's business needs - Relevant work experience, particularly in the property industry or related fields - Managerial and leadership capabilities (for the Board of Directors) - Independence and absence of conflicts of interest - Compliance with applicable laws and regulations The criteria for re-appointment consider: - Performance assessment results during the previous term - Contribution to the achievement of company performance and strategy - Attendance and participation in Board of Directors/Board of Commissioners meetings - Compliance with Good Corporate Governance (GCG) principles	

- Track record of integrity and legal compliance

The selection process is conducted through:
1. Identification of competency needs and organizational structure
2. Selection and evaluation of candidates by the Nomination and Remuneration Committee (if applicable)
3. Recommendations to the Board of Commissioners
4. Nomination of candidates to the GMS
5. Approval and formal appointment through the GMS in accordance with applicable regulations.

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

As disclosed in the Company's 2025 Annual Report (pages 277-278) and the Company's 2025 Sustainability Report page 76.

The the Company has established policies on ethics and anti-corruption as set forth in its Code of Conduct, which applies to all employees, members of the Board of Directors, and the Board of Commissioners. These policies strictly prohibit all forms of corruption, bribery, gratification, conflicts of interest, and other unethical practices in business activities.

As further outlined in the same reports below, the Company has implemented various programs and procedures to prevent and address such practices, including:
- Regular socialization and internalization of the Code of Conduct to all employees
- Implementation of anti-corruption and anti-gratification policies, including mandatory reporting obligations for any receipt or provision that may give rise to a conflict of interest
- A Whistleblowing System (WBS) as a reporting channel that ensures confidentiality and protection for whistleblowers
- Violation handling procedures, including investigation, sanctions, and follow-up actions in accordance with applicable regulations
- Oversight by management and the internal audit function to ensure compliance with the policy.

These policies form an integral part of the Company's implementation of Good Corporate Governance (GCG) and its commitment to fostering a culture of integrity consistently across all levels of the organization.

For further details, please visit: https://metropolitanland.com/id/gcg

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

As disclosed in the Company's 2025 Sustainability Report (page 76).

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

As disclosed in the Company's 2025 Sustainability Report (page 76).

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	94
	E-02	Greenhouse Gas Emission Intensity	94
	E-03	Electricity Consumption	89
	E-04	Water Consumption	92
	E-05	Waste Generated	96-97
	E-06	Company Commitment to Achieving Net Zero Emission Target	95
	E-07	Company Commitment to Reduce Emission	94
Social	S-01	Gender Equality	100
	S-02	Employees by Gender and Age Group	100
	S-03	Employee Turnover Rate	101
	S-04	Number of Temporary Officers	101
	S-05	Employee Training and Development	108
	S-06	Number of Work Accidents	106
	S-07	Human Rights Violation Incidents	101
	S-08	Sexual Harassment and/or Non-Discrimination Policy	100
	S-09	Policy on Human Rights	101-102
	S-10	Child Labor and/or Forced Labor Policy	102
	S-11	Occupational Health and Safety Policy and Safe and Secure Work Environment are provided to all employees.	105
	S-12	Corporate Social Responsibility	109

Governance	G-01	Management Diversity and Independence	68
	G-02	Total Attendance of Directors and Commissioners to Board Meetings	68
	G-03	Chairman of the Board and CEO Separation Policy	-
	G-04	Board of Directors and Commissioners Assessment Policy	75
	G-05	Board of Directors and Commissioners Training Policy	75
	G-06	Special Criteria for Election of the Board	76
	G-07	Code of Ethics and/or Anti-Corruption	76
	G-08	Fair Treatment Policy for Shareholders	76
	G-09	Conflict of Interest Prevention Policy	76

Referenced International Standards and Third Party Verification

Alignment with sustainability reporting framework

[X] Yes [ ] No

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

POJK 51/POJK.03/2017 dan SEOJK 16/SEOJK.04/2021

Third-party assurance and/or validation

- [X] No

Thus to be informed accordingly.

Respectfully,

Metropolitan Land Tbk

Olivia Surodjo

Director and Corporate Secretary

Metropolitan Land Tbk

M Gold Tower Office Wing suite ABCGH Lt. 12 & suite A-H Lt. 15, Jl. Letkol. M.

Phone : 021-28087777, Fax : 021-28085555, www.metropolitanland.com

Sender Name	Olivia Surodjo
Function	Director and Corporate Secretary
Date and Time	30-04-2026 21:03
Attachment	1. 012-Penyampaian AR SR MTLA Tahun Buku 2025.pdf
	2. AR_Metland_2025_OJKIDX.pdf
	3. SR_Metland_2025_OJKIDX.pdf

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