

SUSTAINABILITY REPORT

2024



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About this report

Purpose

At Decorient, our decision to publish a Sustainability Report is a voluntary initiative driven by our deep awareness of the environmental and social impacts of our construction activities. We believe that transparency and accountability are essential in promoting sustainable development. Through this report, we aim to openly communicate our commitments, challenges, and progress in managing our impact on the environment and society.

Reporting period and scope

This report presents data and relevant information on Decorient's environmental and social performance for the period from December 01st, 2023 to November 30th, 2024.

Stakeholders

Stakeholders with direct impact on the sustainability of Decorient's business processes and activities are:

- Shareholders
the primary stakeholders with control over the Company.
- Employees
the stakeholders with a role to maintain and ensure the Company's business continuity.

- The Government and Regulators
- the stakeholders with a role to oversee and evaluate the Company's compliance with the prevailing laws and regulations. Customers
the stakeholders who serve as the main source of income for the Company.
- Business Partners (vendors, suppliers, etc.)
the stakeholders with a role in maintaining the balance of the supply chain.
- Community
the stakeholders who become Decorient's partners in distributing and realizing the social values.

Contact

Decorient is committed to continuously improving the quality of its Sustainability Report. To support this effort, we welcome feedback, suggestions, constructive criticism, and questions from readers and all stakeholders regarding the 2024 Decorient Sustainability Report. Please direct your input to the following address:



PT Decorient Partaya Indonesia

Address

Menara Jamsostek,
North Tower, 20th Floor
Jl. Jend Gatot Subroto No. 38,
Jakarta 12710. Indonesia.

Phone

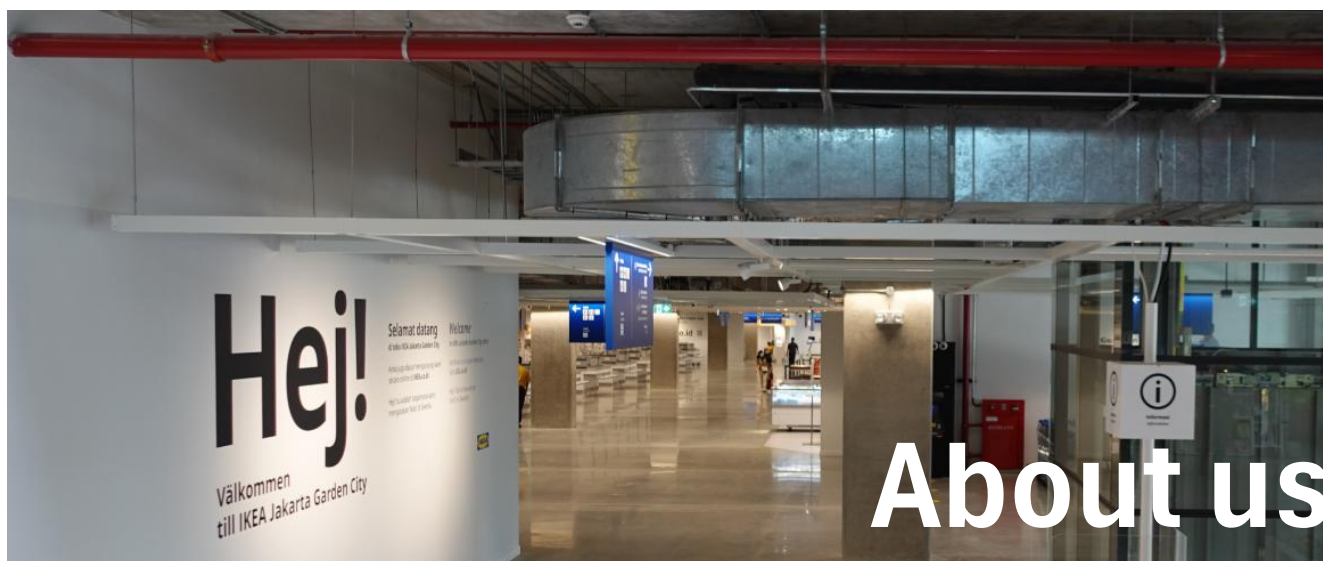
+62 21 25 26 777

Email

info@decorient.com

Website

<https://decorient.com>



Our business

Decorient is a leading Building and Civil Engineering Contractor. Client satisfaction, safety, quality, sustainable solutions, creativity, and budget control are embedded in our DNA.

With a legacy of over 50 years delivering construction services to international standards, we have operated as an Indonesian company since 1970. Our strong affiliation with one of Europe's foremost construction groups—with a presence in over 30 countries—reinforces our global expertise and local commitment.

Our chronicle

Decorient was first established in 1970 by large Dutch contractors (*a.o. Hollandsche Beton Groep*) who were entering Indonesian market to compete with other international contractors. The name Decorient stood for Dutch Engineers and Contractors in the Orient.

Interbeton, a subsidiary of Hollandsche Beton Groep (HBG) expanded into the global market and in 1977 acquired the majority shares of Decorient. With this acquisition, Interbeton brought into the company its vast expertise on marine and nearshore marine structures to buildings, airports, bridges and tunnels. The company name remained as PT Decorient Indonesia.

In 2002 the parent company of Interbeton, HBG was merged with BAM and eventually Interbeton (including Decorient) was rebranded as BAM International. The company name changed to PT BAM Decorient Indonesia.

In 2020, due to the change of strategy from BAM to refocus on its European home markets, BAM International decided to divest its operation worldwide. This decision led to a management buy-out of the company which was completed in May 2021. The company name was changed to PT Decorient Partaya Indonesia. The name “Partaya” originated from Kawi (Old Javanese language) which means “trustworthy”.

For more than 50 years, our excellent track record of delivering consistent high-quality product is well-documented. We aim to continue to be the first-choice trusted partner for our stakeholders in construction industry.

Our purpose

Our purpose is to create values for our stakeholders:

- Becoming a Trusted Partner to our clients (by delivering projects on time and meeting their expectations), our employees (by being the place where they can have enriching careers), and vendors (by establishing mutually beneficial relationships).
- Given the history and knowledge of best safety practices, we strive to always improve our high standards as a leading construction company on safety, sustainability, and innovation by embracing digital construction in our processes.

Our values

TRUSTWORTHY: Transparency, Reliable, Understanding, Satisfaction, Truthful

We believe that building high-performance teams and maintaining good relationships with stakeholders need Trust as the foundation.

We value transparency because it is what we expect from our vendors and suppliers – we do not appreciate being kept in the dark. Our commitment to transparency affects how we communicate internally and how we communicate to our clients. We believe it’s incredibly important when companies are putting their faith in us.

It can often be tempting to bend the truth, or sugarcoat it, often when things go wrong in embarrassing or harmful ways. But it’s precisely those situations where open and honest communication needs to be absolute. Our commitment to truth is deeper than stating the

facts – it extends to situations such as searching the root causes of issues and highlighting them early, proactively. We value truth over comfort.

To establish a long and fruitful relationship, we must start with understanding each other better. Then by understanding the needs, we know how to achieve our stakeholders' satisfaction. We aim to deliver what we promised, so we could become your reliable partner.

How we work

Being thoughtful in what we do

Work preparation is most important in our project execution. All activities need to follow the procedures in our management system, where we define every minimum step required before executing the job.

Communication

We are guided by our values of trustworthiness and open communication. We encourage our employees to be proactive in communication. Our lean and flat organization emphasizes open communication and consensus building rather than communication within a bureaucratic structure.

Innovation

We have invested in digital construction (BIM) and continue to explore creative solutions to our stakeholders' needs. We continually seek new ways to improve productivity, sustainability, and safety.

Unity in diversity

Our employees are from diverse backgrounds. In the history of our company, we have proven to be able to work efficiently with people from diverse ethnicities and gender balance. We understand and value cultural diversity. We are a company that believes in equal opportunities for all our staff as we believe this leads to improvements in performance and a harmonious working environment.



Board of Directors

Our board of directors and shareholders have played a vital role in the company's success since the 1980s, when we first integrated international standards with deep local market knowledge and cultural understanding. Over the years, this foundation of expertise has been instrumental in shaping our growth. In recent years, we have nurtured a new generation of dynamic Indonesian leaders, reflecting our belief that the blend of experience and a renewed focus on the Indonesian market will drive our continued growth as a leading Indonesian contractor.



Arjoto Wisanto
President Director

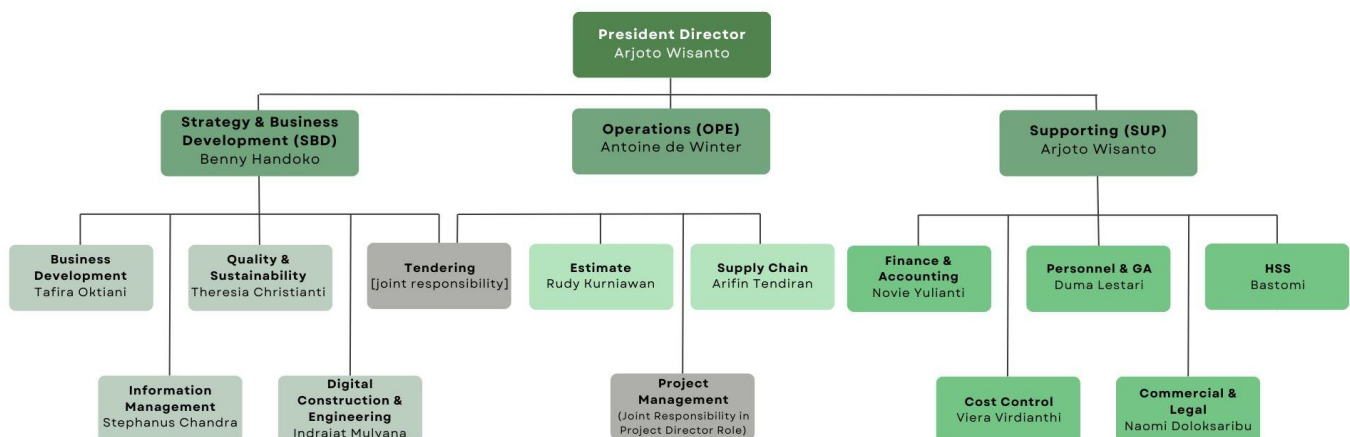


Antoine de Winter
Director of Operations



Benny Handoko
Director of Strategy and Business Development

Our organization chart



Our projects in 2024

Decorient is a contractor specializing in building and civil engineering. We take pride in our reputation as a leader in the industry. Client satisfaction, safety, quality, and sustainable solutions—combined with creativity and budget control—are embedded in our core values.

In 2024, Decorient secured 3 new projects while continuing work on 3 ongoing projects. The details of these projects are presented on the table below.

Table 1. Decorient Projects in 2024

Project Name	Employer	Project Category	Location
Alba Tridi New Plastic Recycling Factory Project	PT Alba Tridi Recycling Plastic Indonesia	Industrial	Kendal, Central Java
Cargill Bromo & Quantum Leap	PT Cargill Indonesia	Industrial	Gresik, East Java
RRP Building Phase 4 Package 1	PT HM Sampoerna	Building	Karawang, West Java
RRP Building Phase 4 Package 2	PT HM Sampoerna	Building	Karawang, West Java
Summarecon Mall Bekasi 2 Project	PT Makmur Orient Jaya	Building	Bekasi, West Java
JKT09 150kV Substation Project	PT Jaya Obayashi	Building	Karawang, West Java
Sekolah Santa Ursula Penajam	Yayasan Karya Bhakti	Building	Penajam, East Kalimantan

Certifications

Table 2. Certifications

No	Certifications	Registration #	Valid From	Expiration	Certified by
1	ISO 14001:2015	EMS 755395	2024-10-23	2027-10-22	British Standards Institution
2	ISO 9001:2015	FS 755392	2024-10-23	2027-10-22	British Standards Institution
3	ISO 45001:2018	OHS 755398	2024-10-23	2027-10-22	British Standards Institution
4	ISO 19650-2:2018	CNF 799933	2024-11-22	2025-11-21	British Standards Institution
5	ISO 37001:2016	IABMS 774596	2022-10-31	2025-10-30	British Standards Institution
6	Izin Usaha Jasa Konstruksi Nasional	8120201991971	2018-09-17	-	Lembaga OSS
7	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Perkantoran Indonesia (KBLI)	F.1.01.BG.B.07.20 23.0034003	2023-10-03	2026-10-02	Lembaga Pengembangan Jasa Kontruksi
8	Sertifikat Badan Usaha Kontruksi –	F.1.01.BG.B.07.20 23.0034003	2023-03-17	2026-03-16	Lembaga Pengembangan Jasa Kontruksi

No	Certifications	Registration #	Valid From	Expiration	Certified by
	Konstruksi Gedung Industri Indonesia (KBLI)				
9	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Perbelanjaan Indonesia (KBLI)	F.2.03.GT.B.06.20 23.0034003	2023-06-09	2026-06-08	Lembaga Pengembangan Jasa Kontruksi
10	Sertifikat Badan Usaha Kontruksi – Konstruksi Gedung Hunian Indonesia (KBLI)	F.1.01.BG.B.07.20 23.0034003	2023-03-31	2026-03-30	Lembaga Pengembangan Jasa Kontruksi
11	Sertifikat GAPENRI	22.24	2025-01-01	2025-12-31	GAPENRI
12	Green Building Council Indonesia	CM 0306-01052019	2024-09-30	2025-09-30	Green Building Council Indonesia
13	Asosiasi Kontraktor Indonesia	004/AP/X/73	2023-12-18	2025-12-31	AKI (Asosiasi Kontraktor Indonesia)
14	Asosiasi Pengusaha Indonesia (APINDO)	XXXIV.02.09.096.1 3.1.0101	2025-01-01	2025-12-31	APINDO
15	Ecovadis Committed Badge		2024-12-11	2025-12-11	Ecovadis

Organization scale

An organization serves as a platform to achieve shared goals, fulfill aspirations, and nurture ambitions and hopes. It fosters social interaction, encourages diverse perspectives, and supports the realization of a common vision and mission. Decorient’s active participation in various associations is a strategic initiative aimed at engaging with public policies shaping both the national and global construction industries. Through this involvement, we seek to drive business development while reinforcing our commitment to social and environmental responsibility.

Decorient actively participates as a member of the following construction organizations:

- Indonesian Contractors Association (AKI)
- Green Building Council Indonesia (GBCI)
- The Association of Indonesian National Engineering - Construct Companies (GAPENRI)
- British Chamber of Commerce in Indonesia (BritCham)



Decorient is committed to upholding its responsibilities by embedding sustainable values and principles into its daily operations, with a strong focus on Economic, Environmental, Social, and Governance (ESG) factors. This commitment is embodied in our sustainability strategy, which guides the implementation of sustainability initiatives, strengthens risk management practices, and supports the achievement of the United Nations Sustainable Development Goals (SDGs).

Decorient's Commitment to Sustainability

Decorient is dedicated to upholding sustainability through the following initiatives:

Anti-Bribery and Ethical Business Conduct:

Decorient maintains a zero-tolerance policy toward bribery and corruption in all forms. We are committed to conducting our business with integrity, transparency, and accountability. Our anti-bribery principles are embedded in our commitment and enforced through comprehensive policies and procedures that apply to all employees, partners, and third parties. We provide regular training and communication to raise awareness, encourage ethical decision-making, and ensure compliance with relevant anti-corruption laws and regulations. By fostering a culture of honesty and responsibility, Decorient aims to build trust with stakeholders and uphold the highest standards of corporate governance.

Environmental, Health, and Safety Standards:

We conduct our business in strict adherence to environmental, occupational health, and safety principles, aiming for zero workplace accidents and minimizing environmental impact. This approach reinforces customer satisfaction and enhances our corporate reputation.

Safe and Healthy Work Environment:

Decorient ensures safe working conditions by proactively managing risks through established procedures. We provide appropriate personal protective equipment (PPE), implement safety measures, and strengthen oversight in environmental protection and occupational health and safety practices.

Fair and Inclusive Recruitment:

We uphold transparency, fairness, and equality in our hiring practices, aligning recruitment with company needs and required competencies. Employees are evaluated based on performance and merit. We firmly reject all forms of discrimination, including those based on race, religion, belief, political affiliation, age, gender, disability, or sexual orientation.

Human Resource Development:

We continuously invest in our workforce by offering educational and training programs to enhance skills and professional growth.

Sustainable Operations and Quality Assurance:

Decorient is committed to sustainable operations by ensuring timely delivery and maintaining high-quality standards. We collaborate closely with subcontractors and suppliers to meet and exceed project expectations.

Information Security and Data Protection:

Decorient is committed to safeguarding the confidentiality, integrity, and availability of information assets across all operations. We have implemented robust information security measures, including access control, data classification, and secure communication protocols, to protect both internal and client data from unauthorized access, loss, or misuse.

Regular training and awareness programs are conducted to ensure employees understand their responsibilities in maintaining information security. In addition, compliance is monitored through periodic audits and risk assessments, aligned with best practices and applicable regulations. By prioritizing data protection, Decorient reinforces stakeholder trust and supports the secure delivery of services across all projects.

Business with Integrity: Our Stand Against Bribery



Anti-bribery

Our policy

Decorient is committed to fostering a healthy and transparent business environment by avoiding actions, attitudes, or activities that could lead to conflicts of interest, corruption, collusion, and nepotism (Korupsi, Kolusi, Nepotisme – KKN). We prioritize the interests of the company above personal, familial, or group interests.

Our commitment to integrity is reinforced through certification to the ISO 37001:2016 Anti-Bribery Management System, awarded by the British Standards Institution.

Additionally, Decorient has established a whistleblowing system that empowers employees and external parties to report any suspected or potential acts of corruption. We ensure the confidentiality and protection of whistleblower identities as an essential part of an effective and trustworthy reporting mechanism.

Anti-bribery communication and training

Decorient is firmly committed to upholding clean, ethical, and transparent business practices by proactively preventing all forms of fraud and corruption. A key component of this commitment is the implementation of comprehensive communication and training efforts to support our Anti-Bribery Management System (ABMS).

ABMS Induction and Ongoing Communication

- All new employees receive induction training on the Anti-Bribery Management System (ABMS) to ensure early awareness of ethical standards and compliance expectations.
- ABMS-related information is routinely communicated throughout the organization to reinforce a culture of integrity and transparency.

Mandatory Training and Continuous Engagement

- Participation in ABMS training is mandatory for all employees, regardless of position or tenure.
- This ensures consistent understanding, implementation, and alignment with anti-bribery principles across all levels of the company.



Anti-bribery management training at project

Whistleblowing system and reporting

Decorient highly appreciates the acts of transparency. We are committed to implementing anti-bribery business conduct.

Decorient encourages everyone submitting reports of any form of actions that may indicate bribery or corruption by these means:

1. Anti-bribery hotline number 021-2526-777 ext 144; and/or
2. Anti-bribery email anti-bribery.hotline@decorient.com

All forms of reports in regard to bribery and corruption will be handled and followed up by Decorient. We guarantee the confidentiality of the Reporting Person to ensure their safety.

In 2024, the Compliance Officer declared **11 gifts received** and confirmed **zero cases of corruption**.



Safeguarding Information, Building Trust



Information Security

Introduction

Decorient is committed to safeguarding personal data and maintaining the highest standards of information security. Our Privacy Policy outlines the responsibilities and measures in place to protect personal data across all operations. This policy applies to all employees, contractors, and third parties handling personal data on behalf of Decorient.

We adhere to internationally recognized data protection principles, including:

- Lawfulness, Fairness, and Transparency
- Purpose Limitation
- Data Minimization
- Accuracy
- Storage Limitation
- Integrity and Confidentiality

Our Privacy Policy is regularly reviewed and updated to ensure continued compliance with applicable laws and regulations.

Data Protection Principles

To ensure the responsible handling of personal data, Decorient applies the following principles:

- **Lawful and Transparent Processing:** Data must be processed lawfully, fairly, and in a transparent manner.
- **Purpose Limitation:** Data is collected for specific, legitimate purposes and is not further processed in ways incompatible with those purposes.
- **Data Minimization:** Only data that is adequate, relevant, and necessary for its intended purpose is collected and processed.
- **Accuracy:** Personal data must be accurate and kept up to date when necessary.
- **Storage Limitation:** Data is retained only for as long as necessary to fulfill its purpose.
- **Security:** Appropriate technical and organizational measures are implemented to protect data against unauthorized access, loss, or damage.

All employees and third-party service providers are required to process personal data exclusively for legal, regulatory, or legitimate organizational purposes. Everyone handling data within Decorient is expected to fully understand and comply with our Privacy Policy.

Data Breach Response

A **data breach** refers to any incident resulting in the accidental or unlawful destruction, loss, alteration, unauthorized disclosure of, or access to personal data.

In the event of a data breach, Decorient will:

1. **Identify and classify** the type and severity of the breach.
2. **Take immediate action** to contain the breach and recover any compromised data.
3. **Assess the impact** on individuals and organizational operations.
4. **Notify affected individuals** and relevant authorities, as required by law.
5. **Conduct a thorough review** to determine root causes and implement preventive measures to avoid recurrence.

Training and Compliance

Decorient is committed to maintaining high standards of information security and data protection. To strengthen employee awareness and understanding of secure data practices, regular training is provided to all staff. Compliance with data protection policies and standards is continuously monitored through periodic audits and risk assessments.

In 2024, our Corporate IT Engineer actively enhanced professional knowledge by participating in 17 webinars related to IT, data protection and cybersecurity, as outlined below:

Table 3. Training data attended by Corporate IT Engineer in 2024

No.	Date	Provider	Training Title
1	31 January 2024	Logos Teknologi Utama	Mengenal SharePoint Online: Solusi File Server Berbasis Cloud
2	20 February 2024	Logos Teknologi Utama	Securing Every Endpoint: Device Management Strategies with Microsoft 365 Business Premium”
3	13 March 2024	Logos Teknologi Utama	Azure SyncMaster: Elevating On-Premises Workload Resilience with Seamless Replication to the Cloud
4	17 April 2024	Logos Teknologi Utama	Unlocking Digital Transformation: Leveraging Power Platform and Microsoft Copilot
5	30 April 2024	Logos Teknologi Utama	Optimalisasi Infrastruktur Jaringan Anda dengan Active Directory
6	08 May 2024	Logos Teknologi Utama	Azure Horizons: Mastering Windows Server and Linux for Cloud Excellence
7	22 May 2024	Logos Teknologi Utama	Strategi Efektif Mengoptimalkan Admin Center Microsoft 365 untuk Kebutuhan Bisnis Anda
8	12 June 2024	Logos Teknologi Utama	Microsoft 365 Business Premium sebagai Tools Keamanan Pemenuhan Persyaratan Undang-Undang Perlindungan Data Pribadi

No.	Date	Provider	Training Title
9	18 July 2024	Logos Teknologi Utama	Lindungi Data Anda Sesuai dengan Undang-Undang Perlindungan Data Pribadi : Analisis Hukum Undang-Undang Perlindungan Data Pribadi dan Microsoft 365 Business Premium Sebagai Solusi Tools Keamanan Data
10	07 August 2024	Logos Teknologi Utama	Innovative Solutions for Modern Data Security and Management
11	20 August 2024	Logos Teknologi Utama	Smart Guides for Comprehensive Security With Microsoft Defender: Power Up Data Backup and Storage Solutions with Wasabi Cloud Storage & Dropsuite Saas Backup
12	25 September 2024	Logos Teknologi Utama	Maximize Microsoft 365: Develop Low-Code/No-Code Applications Using Microsoft Power Platform
13	10 October 2024	Logos Teknologi Utama	Webinar Combat Cyber-Email Threats: Mastering Advanced Email Security with Microsoft Defender for Office 365
14	23 October 2024	BSI Asean	Navigating the AI journey in your organization
15	06 November 2024	Logos Teknologi Utama	Driving Business Efficiency with Microsoft 365
16	14 November 2024	Tech Data	Microsoft-HP Stay Ahead, Stay Secure
17	20 November 2024	Logos Teknologi Utama	Menjelajahi Microsoft Copilot Bahasa Indonesia

Commitment to Data Security

As a result of our strong security practices, **Decorient recorded zero information security incidents in 2024**, demonstrating our commitment to maintaining high standards in data protection and cybersecurity.



Ethical Supply Chain Management

Supply Chain

Integrity and Compliance

1.1 Integrity Pact

All suppliers and service providers working with Decorient must commit to our Integrity Pact, which includes the following:

- Refrain from engaging in corruption, collusion, or nepotism in any procurement process involving Decorient.
- Comply with all procurement requirements, internal policies, and applicable laws and regulations.
- Provide accurate, honest, and accountable information during procurement activities.
- Refrain from giving, requesting, or accepting any form of gratification involving Decorient employees or representatives.
- Implement anti-bribery measures in all dealings with Decorient.

1.2 Compliance with Management Systems

Supply chain partners must be willing to comply with the implementation of the following systems:

- Occupational Health and Safety Management System (OHSMS)
- Environmental Management System (EMS)
- Anti-Bribery Management System (ABMS)

1.3 Legal Responsibility

Decorient is exempt from any legal claims arising from the misuse of data or discrepancies in information submitted by vendors that fall outside Decorient's interests or intent.

We treat our supply chain partners with honesty and responsibility. We collaborate with subcontractors and suppliers to ensure they operate in a safe and environmentally conscious manner. Alongside our preferred partners, we promote and develop sustainable solutions and best practices for the sector.

Procurement Practices

2.1 General Purchase Terms and Conditions

All suppliers and subcontractors must agree to Decorient's General Purchase Terms and Conditions, which govern areas such as:

- Confidentiality
- Anti-bribery compliance
- Quality and safety standards
- Human rights
- Data protection and privacy

These terms are discussed and agreed upon before any engagement begins.

2.2 Sustainable Procurement

Decorient integrates sustainability into every stage of the procurement process—from planning to execution—by:

- Minimizing negative environmental impact
- Delivering economic and social benefits
- Managing supply risk and avoiding delays or quality issues
- Ensuring timely delivery and competitive pricing

To streamline operations and reduce administrative costs, Decorient aims to work with a limited number of preferred suppliers and evaluates new vendors through a rigorous selection process.

Vendor Selection and Assessment

3.1 Sourcing New Vendors

New vendors are identified through trusted channels to ensure quality and market competitiveness. Before approval, vendors must:

- Submit required documentation, including ISO certifications
- Sign the Vendor Integrity Pact
- Undergo a comprehensive vendor assessment

3.2 Vendor Assessment Process

The goal of vendor assessment is to gather detailed information on prospective suppliers. Key focus areas include:

- Financial stability
- Equipment and facilities
- Human resources

- HSE (Health, Safety, and Environment) practices
- Quality assurance and workmanship
- Subcontractor (tier 1 and 2) details

Assessment Components:

- Vendor Assessment Questionnaire (DMS-SUP-F-011)
- Credit check
- Reference check

An assessment consists of a questionnaire based on Vendor Assessment (DMS-SUP-F-011) in which relevant questions are answered by the vendor, a credit check and a reference check.

The final decision is made and approved by the Project Manager, Tender Manager, or Procurement Manager, and the outcome is recorded in the vendor database.

3.3 Site Visits

Depending on the vendor's role or scope of work, the assessment may include a **site visit** by a Procurement Officer, project team member, or Quality Inspector. These visits:

- Require approval from the Project Manager or Corporate Supply Chain Manager
- Verify submitted information
- Evaluate quality, safety, environmental standards, attitude, and workmanship
- Are conducted in accordance with the **System Auditing and Review Process (DMS-SAR-A-001)**

The evaluation result is divided into the following categories:

Table 4. Vendor Evaluation Criteria

Category	Description	Requirements	Expectations
PREFERRED	Assessed, preferred	Meets requirements	Exceeds expectations
ACCEPTED	Assessed, accepted	Meets requirements	In line with expectations
ACCEPTED WITH COMMENTS	Assessed, accepted with comments	Inconsistently meets requirements	Below expectations
EMBARGO	Vendor under embargo	Does not meet requirements	Expectations are not fulfilled

Here are the results of vendor evaluation done in 2023:

Table 5. Vendor Evaluation performed in 2024

Supplier/Subcontractor Name	Service	Evaluation Result
PT Sinar Powerindo Utama	Supply & Install Formwork System	Accepted with Comments
PT Gelora Gemilang	Aluminium Composite Panel (ACP) Applicator	Accepted with Comments
PT Farracon Precast Industri	Supply & Install GRC	Accepted with Comments
PT Webforge Indonesia	Grating	Accepted
PT Teknik Karya	Minor Steel	Accepted with Comments
PT Talentamaju Usahabersama	PU & Epoxy Flooring	Accepted
Sinar Indogreen Kencana	AAC Block	Accepted
CV Sarana Cipta Graha	Ceramic Distributor	Accepted
PT Nova Buildings Indonesia	PEB Steel	Accepted
Karya Multi Prima	Steel Structure & Roofing-Cladding Installation	Accepted
PT Interdesign Cipta Optima	Ceiling & Partition Work	Accepted
Indokeramikatama Perkasa	Supply Sanitary	Accepted
Focon Indonesia	Paving	Accepted
Fajar Lestari	Hardware	Accepted with Comments
Dwi Prakasatama Jaya	Painting Works	Accepted
Duta Sarana Perkasa	Precast Infrastruktur	Accepted with Comments
Cipta Mortar Utama	Mortar	Accepted
Cipta Dimensi Baja Nusantara	Steel Structure Subcon	Accepted with Comments
Bersama Bangun Persada	Chemical Anchor	Accepted
Baja Perkasa Sentosa	Rebar Supplier	Accepted
Artomoro Multi Teknik	Roofing-Cladding & Safety Line	Accepted
Adiguna Metalindo Abadi	Steel Door	Accepted
Alcona Utama Nusa	Aluminium & Glass	Accepted

The results of the performance evaluation of suppliers and subcontractors are used as data for considering whether to use their services again in the future.

Vendor Performance and Continuous Improvement

After project completion, vendors undergo a **performance evaluation** based on the following criteria:

- Quality of deliverables
- Timely delivery
- Flexibility and responsiveness

- Pricing and competitiveness
- Logistical performance
- Communication and documentation
- Safety, environmental practices, and CSR initiatives

CSR Expectations for Vendors

Vendors are encouraged to demonstrate social responsibility by:

- Complying with local labor laws and fair employment practices
- Prohibiting child labor, forced labor, and all forms of discrimination
- Implementing a code of conduct addressing:
 - Financial and managerial integrity
 - Legal compliance
 - Social responsibility
 - Data and intellectual property protection



**Protecting the Planet
for Future Generations**

Environment

Environmental management system

Decorient upholds a responsible and proactive approach to environmental management in accordance with its Environmental Policy (DMS-GEN-Y-001) and remains committed to continuously enhancing its environmental performance.

This is achieved through the implementation of the following framework:

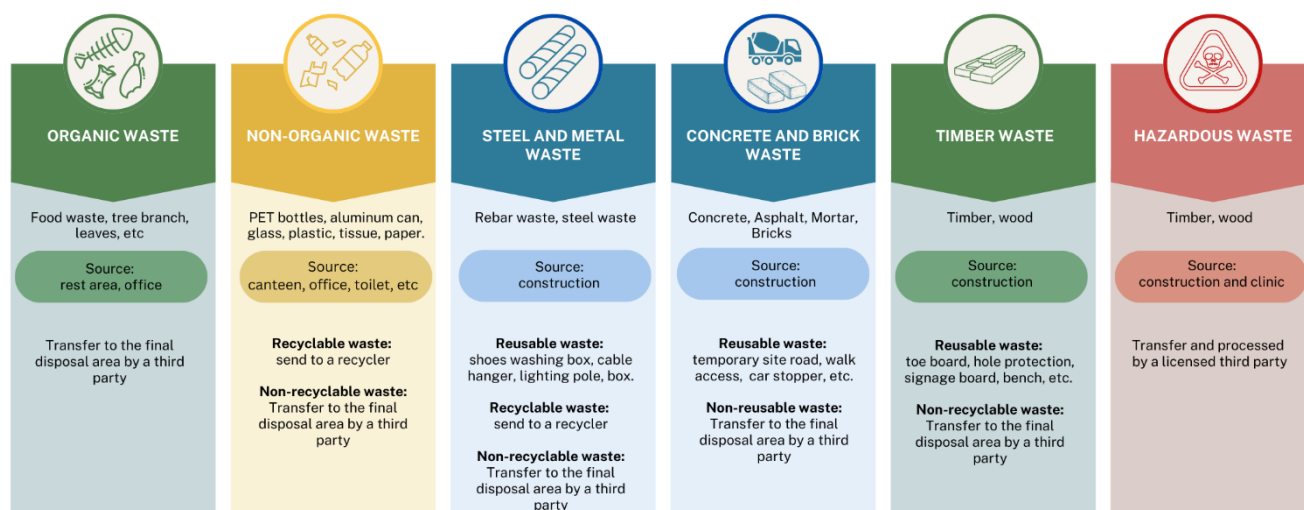
- Identifying the environmental requirements for both design and construction,
- Assessing the environmental aspects of proposed works and evaluating the significance of potential impacts.
- Establishing project-specific objectives and targets based on performance obligations and environmental considerations.
- Consulting with relevant authorities before undertaking activities that may impact the environment.
- Implementing control measures to minimize adverse environmental impacts during construction.
- Raising awareness among all site personnel regarding the environmental aspects of the work.
- Providing specific training as needed to implement control measures effectively.
- Monitoring the effectiveness of environmental management against project KPIs.
- Conducting on-site audits to ensure compliance with environmental requirements.
- Reviewing performance at the project management level to ensure compliance and drive continual improvement.

Decorient holds ISO 14001:2015 Environmental Management System certification, granted by the British Standards Institution (BSI).

Application of green building concept with 3R

To effectively implement the Green Building concept, a comprehensive approach is required, encompassing all stages from planning to construction. In line with this, Decorient strives to integrate green construction principles and the 3R concept (Reduce, Reuse, and Recycle) into every project.

The waste streams in our projects are managed as follows:



The following is the data on the amount of waste by type and its management:

Table 6. Total Waste Generated in 2024

		Project				Total	Unit
		CBQ	RRP4	Alba	SMB2		
Organic waste	Disposed	34.770	0	20.880	42.040	97.690	kg
	Recycled	0	0	0	0	0	kg
	Reused	0	0	0	0	0	kg
Non-Organic waste	Disposed	39.650	483.120	0	1.016.260	1.539.030	kg
	Recycled	0		540	0	540	kg
	Reused	0		0	0	0	kg
Concrete waste	Disposed	41	865	0	136	1.042	m3
	Recycled	0	0	449	0	449	m3
	Reused	0	0	0	0	0	m3
Timber waste	Disposed	12	0	0	96	108	m3
	Recycled	0	0	468	0	468	m3
	Reused	0	0	0	0	0	m3
Metal waste	Disposed	0	0	0	0	0	kg
	Recycled	0	39.317	30.660	0	69.977	kg
	Reused	0	0	0	0	0	kg

Hazardous waste generated in 2024 is presented below:

Table 7. Total hazardous waste generated in 2024

Contaminated container	1,933.30 kg
Contaminated material	309.05 kg
Used oil	244.00 kg
Total weight	2,486.35 kg
	2.5 ton

Documentation of waste management on project sites:



Temporary
Hazardous Waste Storage



Waste Bins



Waste transfer by a third party



Cement containers
sent to be recycled



Plastic waste
transfer to be recycled



Used paper donation
to be recycled by third party

Energy consumption and Emissions

Intensity - Scope 1

direct greenhouse gas emissions from sources under Decorient's operational: heavy equipment, tools and equipment, vehicles (**diesel only**). As of 2024, gasoline consumption data collection has commenced, with a total recorded usage of 71,708 liters to date.

Table 8. Fuel consumption data collection

Period	Diesel - Static Equipment (L)			
	Cargill	RRP4	ALBA	SMB2
Dec-23	0,00	1730,00	3962,00	0,00
Jan-24	0,00	1000,00	4341,00	0,00
Feb-24	195,00	1135,00	4415,00	0,00
Mar-24	0,00	1600,00	4775,00	460,00
Apr-24	0,00	2030,00	6510,00	245,00
May-24	0,00	1275,00	190,00	404,00
Jun-24	0,00	935,00	120,00	890,00
Jul-24	0,00	1110,00	292,00	3220,00
Aug-24	0,00	625,00	90,00	2950,00
Sep-24	0,00	455,00	0,00	3065,00
Oct-24	0,00	325,00	0,00	1805,00
Nov-24	0,00	209,00	0,00	3185,00
Sub-total	195,00	12429,00	24695,00	16224,00
Total		53543,00		

Period	Diesel - Mobile Equipment (L)				
	Cargill	RRP4	ALBA	SMB2	Subcontractor
Dec-23	115,00	12050,00	7556,00	0,00	0,00
Jan-24	30,00	8750,00	3878,00	0,00	1650,00
Feb-24	0,00	8605,00	4180,00	0,00	1210,00
Mar-24	40,00	8882,00	3681,00	0,00	1200,00
Apr-24	0,00	4820,00	3370,00	4976,00	1677,00
May-24	0,00	5035,00	7644,00	12205,00	1430,00
Jun-24	0,00	3480,00	4999,00	11060,00	200,00
Jul-24	0,00	3000,00	4597,00	3980,00	0,00
Aug-24	0,00	2840,00	2547,00	4100,00	160,00
Sep-24	0,00	2160,00	0,00	3420,00	0,00
Oct-24	0,00	2800,00	0,00	3330,00	0,00
Nov-24	0,00	2433,00	0,00	1230,00	0,00
Sub-total	185,00	64855,00	42452,00	44301,00	7527,00
Total		159320,00			

Period	Gasoline - Operational Car (L)			
	Cargill	RRP4	ALBA	SMB2
Dec-23	0,00	2049,44	2529,80	0,00
Jan-24	0,00	2215,00	3533,00	0,00
Feb-24	0,00	1935,20	3506,00	0,00
Mar-24	0,00	1981,30	3019,20	269,00
Apr-24	0,00	1682,60	3732,20	357,00
May-24	0,00	1870,80	8005,60	487,60
Jun-24	0,00	1820,80	6257,50	311,00
Jul-24	0,00	2018,50	7358,30	427,00
Aug-24	0,00	1807,40	6681,10	576,00
Sep-24	0,00	1669,70	0,00	655,00
Oct-24	0,00	1810,00	0,00	611,00
Nov-24	0,00	1689,50	0,00	842,00
Sub-total	0,00	22550,24	44622,70	4535,60
Total		71708,54		

Period	Diesel - Operational Light Trucks (L)			
	Cargill	RRP4	ALBA	SMB2
Dec-23	106,31	497,79	0,00	0,00
Jan-24	106,31	439,20	0,00	0,00
Feb-24	165,32	663,20	0,00	0,00
Mar-24	163,47	722,20	0,00	79,00
Apr-24	0,00	286,80	0,00	156,00
May-24	0,00	602,10	0,00	170,00
Jun-24	0,00	656,50	0,00	586,00
Jul-24	0,00	514,20	0,00	666,00
Aug-24	0,00	698,50	0,00	501,00
Sep-24	0,00	527,90	0,00	504,00
Oct-24	0,00	755,90	0,00	402,00
Nov-24	0,00	608,80	0,00	412,00
Sub-total	541,41	6973,09	0,00	3476,00
Total		10990,50		

The following is the total diesel consumption data at the project sites from 2022 to 2024:

Table 9. Total diesel consumption 2022-2024

	2022				
	Nestle	Cargill	RRP2	Linde	Total
liter	227.330	3.481	439	17.018	248.268
kg GHG	440.887	6.751	851	33.005	481.494
ton CO2	441	7	1	33	481

	2023				
	Cargill	RRP2	RRP4	Alba	Total
liter	4.617	6.979	59.864	32.308	103.768
kg GHG	8.955	13.536	116.100	62.658	201.249
ton CO2	9	14	116	63	201

	2024				
	Cargill	RRP4	Alba	SMB2	Total
liter	921	84.257	74.674	64.633	224.485
kg GHG	1.787	163.409	144.824	125.350	435.370
ton CO2	2	163	145	125	435

Intensity - Scope 2

indirect greenhouse gas emissions from the generation of purchased energy consumed by Decorient for operational (electricity sourced from the grid).

The following is the total electricity consumption data at project sites from 2022 to 2024:

Table 10. Electricity consumption 2022-2024

	2022				
	Nestle	Cargill	RRP2	Linde	Total
kwh	116.454	-	11.598	20.796	148.848
MWH	116	-	12	21	149
kg GHG	90.310	-	8.994	16.127	115.432

	2023				
	Cargill	RRP2	RRP4	Alba	Total
kwh	9.573	40.408	39.796	22.405	112.182
MWH	10	40	40	22	112
kg GHG	7.424	31.336	30.862	17.375	86.997

	2024				
	Cargill	RRP4	Alba	SMB2	Total
kwh	5.224	260.220	17.887	375.349	658.680
MWH	5	260	18	375	659
kg GHG	4.051	201.801	13.871	291.083	510.806

Note:

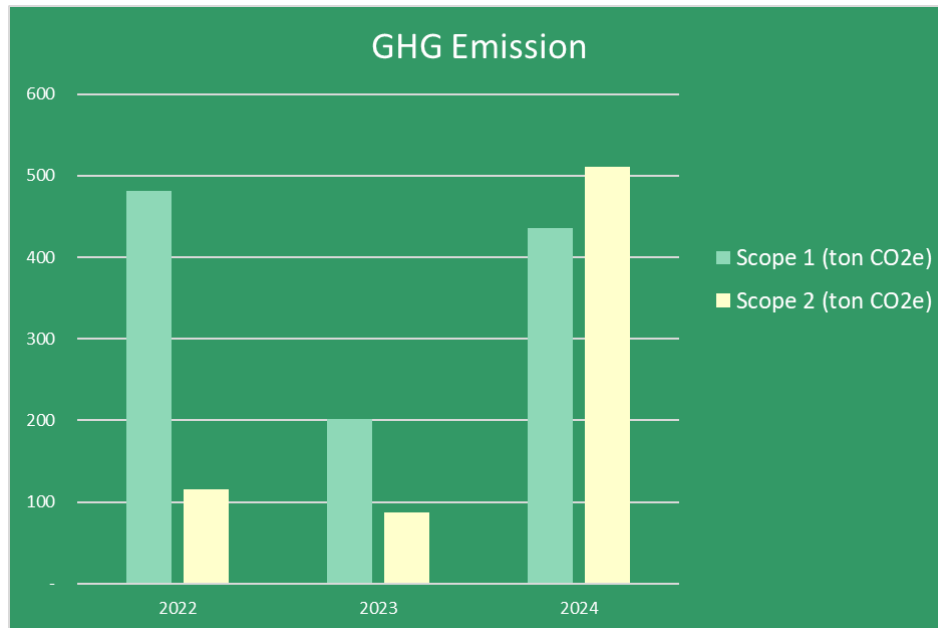
CO2 conversion factor of Diesel (DEFRA)

B30 Diesel (kg CO2e/liter)

CO2 conversion factor for electricity (kg GHG/kWh)

1,939

0,776



Based on the data presented in the graph, diesel consumption in 2023 was lower than in 2022, but increased again in 2024. This is primarily because the RRP4 and Alba projects were still in their early stages during 2023, resulting in relatively low diesel usage.

In 2024, diesel consumption at both projects increased in line with their construction progress and higher site activity. Additionally, the rise in diesel consumption in 2024 was also driven by the commencement of a major new project, SMB2 project, a large-scale mall construction.

Air flight

In 2023, Decorient generated 2 tons of CO₂ emissions from air travel. In 2024, this figure doubled to 4 tons, primarily due to increased travel related to the tender processes for projects located in Kalimantan and Bali, which required multiple site visits.

In terms of travel distance, short-haul trips (<460 km) accumulated a total of **2797** km, while medium-haul trips (460-3700 km) reached **36.864** km.

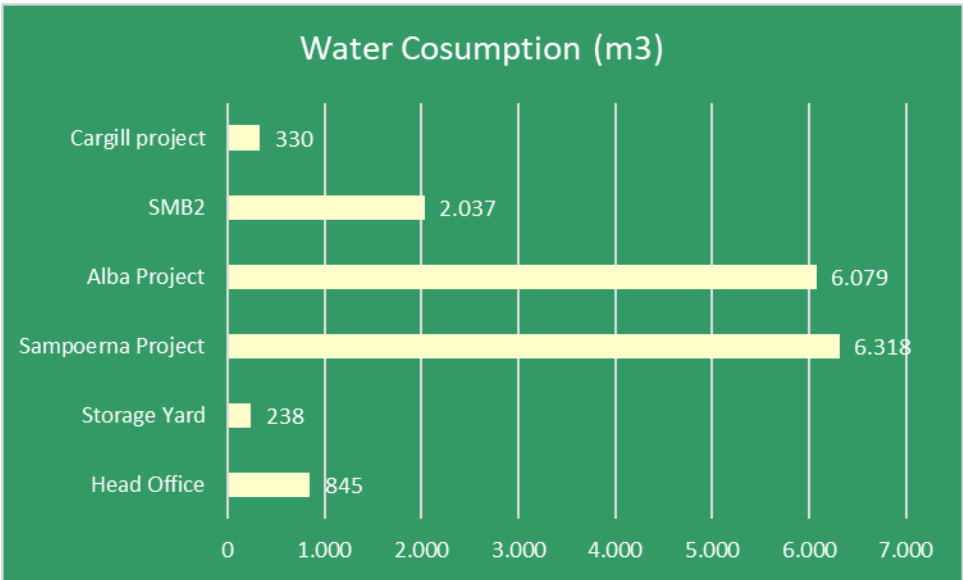
Water consumption

Water usage in 2024 increased compared to previous years: 11,015 m³ in 2022 and 6,115 m³ in 2023.

The lower consumption in 2023 was primarily due to the acquisition of three new projects that were still in their early development stages, resulting in limited on-site activity and thus lower water demand.

In 2024, as these projects progressed and site activities intensified, water consumption rose accordingly. Among the projects, RRP4 recorded the highest water usage, driven by increased construction activities. In contrast, the storage yard, with minimal workforce and operations, had the lowest water consumption.

A detailed breakdown of water usage per site is presented in the chart below:



ENERGY CONSERVATION EFFORTS

Based on the energy consumption data presented above, it can be concluded that energy use across Decorient's project sites is relatively high. To address this, Decorient has implemented several energy conservation initiatives aimed at reducing overall consumption and improving efficiency. These efforts include:

- Prioritizing the use of cleaner fuels, such as biofuels, when available
- Monitoring fuel consumption regularly to track usage patterns
- Conducting routine maintenance on vehicles and equipment to ensure optimal performance
- Implementing car-sharing systems and shuttle programs for workers
- Installing individual energy meters for sub-processes (e.g., separate meters for site offices and project operations)
- Regularly recording energy use from each sub-meter

- Monitoring the use of working tools (hand drills, grinders, welding machines and others)
- Turning off lights during non-working hours or breaks
- Displaying energy-saving posters around project sites to raise awareness

In supporting green construction practices, site offices also play a key role by promoting sustainable habits such as:

- Using double-sided printing and recycling paper
- Turning off lights during breaks and installing LED lighting
- Implementing water-saving measures (e.g., stickers and awareness campaigns)
- Maximizing the use of email and digital communication to reduce paper waste

WATER CONSERVATION EFFORTS

Decorient is also committed to sustainable water management through continuous improvement efforts, including:

- Installing water meters to monitor usage
- Recording water consumption data for analysis and control
- Installing water-saving posters in key areas to promote responsible usage

Environmental mitigation measures

AIR QUALITY

To reduce gas and dust pollution in ambient air, Decorient manages emission sources by adhering to air quality standards. Several efforts have been implemented to minimize air pollution and emissions, including:

- Emission testing of operational vehicles, heavy equipment, and generators
- Installing exhaust fans to improve air circulation
- Covering waste transport trucks
- Conducting water spraying to suppress dust
- Installing dust nets
- Planting trees as natural air filters

- Providing masks to workers as part of personnel management
- Designating smoking shelters
- Conducting ambient air and emission testing in certified laboratories



Dust control program by water spraying

Washing bay for washing vehicle wheels before leaving the project

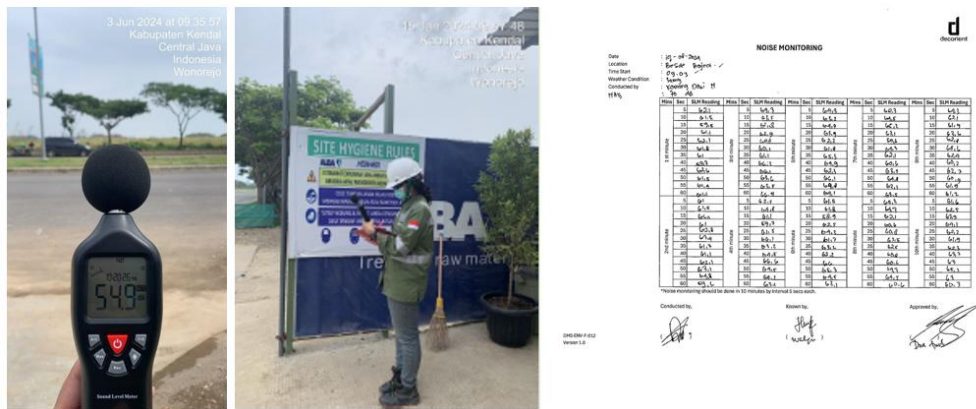


Ambient Air Monitoring by 3rd party

NOISE LEVEL

Environmental management efforts to minimize the negative impact of noise include tree planting, installing fences as sound barriers, providing a designated area for generators, distributing earplugs to workers, and conducting laboratory noise level tests.

Noise Monitoring



WASTEWATER QUALITY

To mitigate the impact of pollutants on the environment, Decorient has implemented the following actions:

- Provision of a washing bay area equipped with a sediment pond
- Regular cleaning of sediment ponds and drainage systems
- Wastewater quality monitoring at the outlet point by a certified third party
- On-site sanitation through the use of bio-septic tanks

Excavation activities will be carried out as part of the construction project to prepare the foundation or basement of the building. As a result, there is a possibility of water accumulation, either from rainwater or surface runoff. To prevent contamination of the public drainage system, Decorient ensures proper management of this wastewater before it is discharged.

To reduce the environmental impact caused by water discharge activities, Decorient has implemented corrective measures, including the construction of sediment ponds to control the amount of silt carried into public drainage systems.

Decorient applies best management practices to minimize pollution of public drainage channels, including the use of sediment ponds, washing bays, and perimeter gutters. Regular inspections are conducted jointly by Decorient's team and the client to ensure that runoff pollution control measures are functioning effectively.

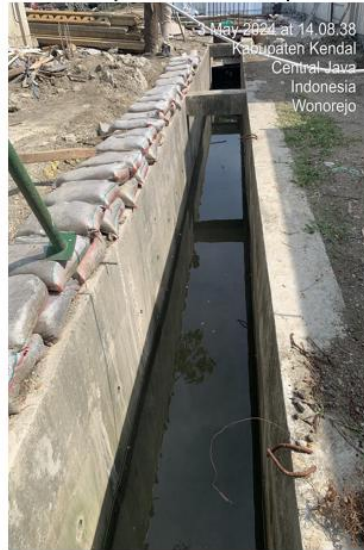
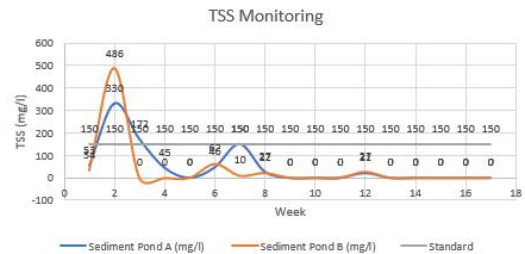
In addition, dewatering activities are carried out to control groundwater or surface water so it does not interfere with construction activities—particularly those involving below-ground or substructure work. The dewatering process is conducted carefully to avoid harming the groundwater structure.

To mitigate any potential negative environmental impacts, a water management system is implemented. Measures include the construction of effective recharge wells (either within or outside the project area, reachable via pipelines), and the control of dewatering discharge through volume monitoring, in accordance with the discharge permit issued by the estate management.

Sediment Pond A & B



Sack of sand as a sediment trap

TSS Monitoring by 3rd party*

*for rainy days only

Rainfall Monitoring



Washing Bay



to capture mud from vehicle wheels and direct it to a sediment pond

SOLID WASTE

Waste management is implemented to prevent deterioration in environmental sanitation, public health, and visual aesthetics. This is achieved through regular monitoring activities

carried out by the cleaning crew at project sites, where waste is managed following the 3R principles (Reduce, Reuse, Recycle).

For hazardous waste, Decorient engages a licensed third-party service provider—PT Eben Heizer—for transportation and processing. All related documentation and waste manifests are properly recorded and maintained within our internal system.

MOU AGREEMENT FOR ENVIRONMENTAL MANAGEMENT

Decorient's commitment to environmental management is demonstrated through formal work agreements with third-party service providers. In 2024, Decorient entered into Memorandums of Understanding (MoUs) with the following parties:

- **PT Eben Heizer** – Vendor for hazardous waste transportation and management
- **PT Envilab Indonesia, PT Unilab Indonesia, and CDU Lab** – Vendors for environmental laboratory services and monitoring
- **British Standards Institution (BSI)** – Certification body for ISO 14001:2015 Environmental Management System

CLEANING SCHEDULE

REST SHELTER & TOILET
ALBA TRIDI PROJECT

HARI	PERUSAHAAN	JAM CLEANING
SENIN	Md. Nurcahyono	Daily cleaning, with a focus on the following specific time:
SELASA	RDJO	
RABU	DUPLIN	
KAMIS	Md. Nurrohman	1. 08.30 WIB,
JUMAT	RDJO	2. 10.00 WIB,
SABTU	KMP	3. 13.00 WIB,
MINGGU	DPI	4. 15.30 WIB,

Hazardous Waste Storage



Responsible hazardous waste disposal, in collaboration with a licensed third party and establishing an MOU.

Kp.10.000, masing-masing akan dianggap sebagai ahli dan memiliki kekuatan hukum yang sama sebagai bukti sah atas hasil yang ditetapkan oleh Pihak Pihak dalam perjanjian. Masing-masing pihak menandatangani perjanjian ini dengan kesadaran, dalam keadaan sehat, dan tanpa ada unsur paksaan dari Pihak manapun.

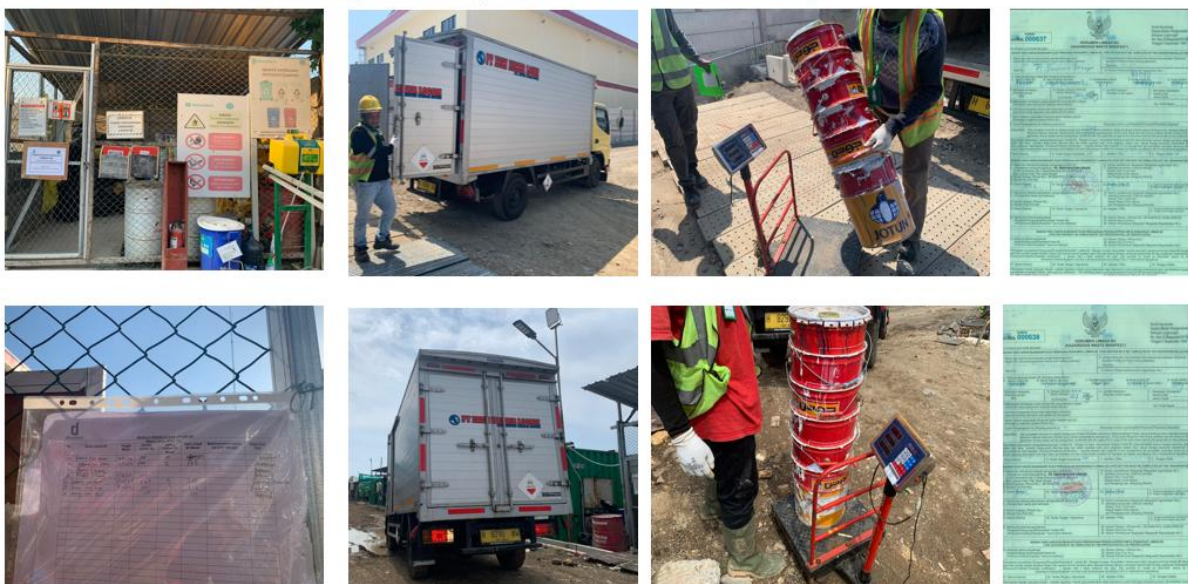
DIKANDAKAN TANGGUNG JAWAB:	
PIHAK I PT. DECORIENT PARTAYA INDONESIA	PIHAK II PT. ENVI LAB INDONESIA
	
PRIDIOLIN PROJECT MANAGER	BUKHARI NUGROHO DIREKTUR OPERASIONAL

Lampiran

Waste Segregation Implementation



Hazardous Waste Management by a Licensed Third Party



Environmental monitoring

Decorient demonstrates its accountability in conducting business processes that align with environmental sustainability by regularly monitoring environmental impacts. These impacts are assessed based on the guidelines outlined in the Environmental Impact Analysis (AMDAL) for each construction project.

The evaluation indicators include ambient air quality, environmental noise, vibration, domestic wastewater, and air emissions. All environmental measurements are conducted by licensed third-party service providers to ensure accuracy and compliance with regulatory standards.

AIR QUALITY

In 2024, air quality monitoring was conducted at three Decorient project sites and at the Decorient storage yard. The monitoring included two types of measurements: ambient air quality and work environment air quality. This air quality monitoring was carried out by a licensed third party.

In the RRP4 Project, air quality monitoring was conducted on 18 April 2024 by PT Envilab Indonesia. Ambient air monitoring took place beside the rest area of the secondary plant, while work environment air quality monitoring was conducted at the center of the secondary plant area. At the Alba Project, ambient air monitoring was conducted by CDU Lab from April 19 to 20, 2024. The testing locations were at three points near the project

area that directly borders external parties: in front of the project, beside the project, and at the back yard of the project.

At the SMB2 Project and Storage Yard, air quality monitoring was conducted by PT Unilab Indonesia. For the SMB2 Project, monitoring was conducted from 21 to 22 November 2024 in front of the project site, near the security gate, while work environment air quality monitoring was conducted on the Ground Floor Zone 1. At the Storage Yard, monitoring was conducted on 15 July 2024. Ambient air monitoring took place in the front yard of the office, and work environment air quality monitoring was conducted in the workshop area.

Based on the analysis results, it can be concluded that all ambient air quality parameters complied with the quality standards set forth in Government Regulation of the Republic of Indonesia No. 22 of 2021 concerning the Implementation of Environmental Protection and Management. For work environment air quality, all parameters also meet the quality standards in the Minister of Manpower Regulation No. 5 of 2018 concerning Occupational Safety and Health (OSH) in the workplace.



Work environment air quality monitoring



Ambient air quality monitoring



NOISE INTENSITY

Noise intensity measurement was conducted directly by a licensed third party using a Sound Level Meter at designated monitoring points. In the RRP4 Project, the measurement was carried out by PT Envilab Indonesia on 18 April 2024 at the Secondary Plant Area (AHU). At the Alba Project, noise intensity monitoring was conducted by CDU Lab on April 19–20, 2024, at three sampling points: in front of the project, beside the project, and at the backyard of the project. At the SMB2 Project and the storage yard, noise intensity measurements were carried out by PT Unilab Indonesia. For the SMB2 Project, the measurement was conducted from November 21 to 22, 2024, at the front of the project site, near the security gate. At the storage yard, the measurement was conducted on July 15, 2024, in the front yard of the office.

From the result of the analysis, it can be concluded that the noise intensity measurement in the all project has met the quality standards stipulated in the Decree of Minister of Environment No. 48 of 1996 concerning Noise Quality Standards.



Noise intensity measurement

CLEAN WATER QUALITY

Regular clean water quality monitoring is conducted to assess the quality of water intended for employee sanitation purposes. Clean water monitoring was carried out by taking samples from each project site, which are then analyzed by a third-party laboratory.

In the RRP4 Project, the measurement was conducted by PT Envilab Indonesia on 17 April 2024, with clean water samples taken from the office toilet. At the Alba Project, the measurement was carried out by CDU Lab on April 20, 2024, using samples taken from the water tank. At the SMB2 Project and the storage yard, clean water quality measurement was carried out by PT Unilab Indonesia. For the SMB2 Project, the measurement was conducted on November 21, 2024, using a clean water sample taken from washbasin toilet office. At the storage yard, the measurement was conducted on July 15, 2024, clean water samples were taken from the pantry.

From the result of the analysis, it can be concluded that the clean water quality in the all project has met the quality standards stipulated in the Regulation of Minister of Health No. 32 of 2017 concerning Hygiene and Sanitary.



Clean water monitoring

VEHICLE EMISSION

Vehicle emissions monitoring is performed by measuring the emissions produced by heavy equipment used on the project. Monitoring conducted by PT Envilab Indonesia for the RRP4 Project was carried out on April 18, 2024. The heavy equipment tested for emissions included the rough terrain crane, excavator, and pickup. At Alba Project, emission testing was conducted by CDU Lab on April 23, 2024, and the emission test was performed on a dumper. Similar to the Alba Project, the SMB2 Project also tested a dumper for emissions, with PT Unilab Indonesia conducting the emission testing on November 21, 2024. Meanwhile, at the Storage Yard, emission testing was conducted on July 15, 2024, by PT Unilab Indonesia, using a crawler crane as the equipment to be emission tested.

From the result of the analysis, it can be concluded that emissions from all tested heavy equipment have met the quality standards stipulated in the Regulation of Minister of Environment No. 5 of 2006 concerning the Old Motor Vehicle Exhaust Emission Threshold.



Vehicle emission monitoring



Pass sticker as proof of compliance with emission quality standards

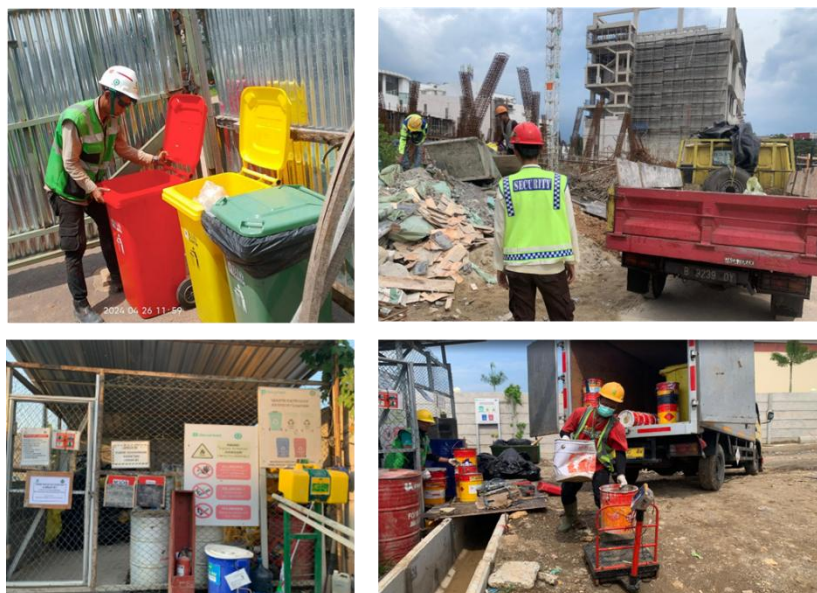
GENERATOR SET EMISSION

Generator set emissions monitoring for the Alba Project was carried out by PT CDU Lab on 23 April 2024, while emission testing for the storage yard was conducted by PT Unilab Indonesia on 15 July 2024. Based on the analysis results, the emissions complied with the quality standards stipulated in Minister of Environment Regulation No. 11 of 2021 concerning Emission Quality Standards for Internal Combustion Engine Machines.



SOLID WASTE

Solid waste monitoring is conducted to ensure that the waste disposal system functions effectively and prevents waste accumulation. The monitoring method includes direct observation at solid waste distribution points and temporary storage areas (TPS), as well as verification of partnerships with licensed third-party waste management providers. Monitoring is performed daily during the construction phase for organic, inorganic, and hazardous waste TPS. Hazardous waste is managed properly by segregating storage areas for hazardous and non-hazardous waste. The collected hazardous waste is transported by licensed external parties to designated final treatment facilities.



Waste management implementation on site

Environmental Complaints Mechanism

During the reporting period, Decorient consistently demonstrated its commitment to environmental responsibility by improving efficiency and rigorously monitoring environmental impacts. Consequently, no complaints were lodged against Decorient regarding environmental pollution-related losses. Additionally, no sanctions were imposed on Decorient for any violations of environmental regulations throughout this period.

A high-angle, top-down photograph of a diverse group of people, including men and women of various ethnicities, gathered in a circle. They are all smiling and looking towards the camera. Their hands are stacked on top of each other in the center of the circle, symbolizing unity and teamwork. The background is a light-colored surface with a subtle pattern of small, light-colored circles. The entire image is overlaid with a semi-transparent teal or green tint.

Our People, Our Strength

Prioritizes Excellent Human Resources

Human Resource Management

Human Resources is an important asset for the Decorient's business continuity from time to time. Possessing reliable, loyal, and competent Human Resources structure is the Decorient's main capital (human capital) in achieving mission and business success in the present time and in the future. Therefore, Decorient prioritizes the development of the existing Human Resources, both individually and as a team, as a strategy to present and maintain the best performance in the construction service business. As such, Decorient consistently focuses on developing the competency of the existing Human Resources through various integrated and comprehensive training program and certification.

Table 11. Training Program in 2024

Training Title	Total Participants	Training Hours	Training Provider
Ahli Keselamatan dan Kesehatan Kerja - AK3 Umum	1	96	Ministry of Manpower
Basic Cost Control Training - Bagian 2B : Top Sheet & Flowchart Procurement	4	6	Internal
Basic Cost Control bagian 3 Cost End forecasting	4	16	Internal
Principles Of Construction Contracts	2	4	Institution of Civil Engineers
Cost Control training	10	120	Internal
Ahli Teknik Bangunan Gedung Level 9	2	4	Ikatan Ahli Konstruksi Indonesia
Pengelolaan Limbah B3	1	16	BNSP
Operasional Pengelolaan Limbah B3	1	16	BNSP
SMAP Training	98	147	Internal
Financial Wellbeing	54	73,5	HSBC
Operator K3 Crawler Crane Kelas 1	1	40	Ministry of Manpower
Quality Management Systems (QMS) Internal Auditor Training Course (ISO 9001:2015)	3	48	British Standards Institution
Integrated Management System (IMS) Internal Auditor Course (ISO 9001:2015, 14001:2015 & 45001:2018)	1	16	British Standards Institution
Negotiation skill	1	24	Prasetiya Mulya
Effective Leadership Training	1	16	PPM
Project Management Professional	1	32	PPM
Strategi Efektif Menghadapi Pemeriksaan Pajak & Sengketa Pajak	2	16	Falcon Strategic Consulting
Finance for Non Finance	1	16	Prasetiya Mulya
Performance Management System	1	12	PPM

Training Title	Total Participants	Training Hours	Training Provider
Manajemen Pelaporan Pajak Perusahaan Era Coretax_ PPN, PPh Potput, dan PPh Badan	1	8	PT Integral Data Prima
Training Sistem Kalibrasi	1	16	British Standards Institution
Ahli K3 Muda Konstruksi	1	40	Upaya Riksa
First Aider	1	24	Ministry of Manpower
Damkar Kelas D	2	48	Ministry of Manpower
TKBT 1	55	880	Ministry of Manpower
TKBT 2	91	2184	Ministry of Manpower
Petugas Penyelamat K3 Ruang Terbuka	1	32	Ministry of Manpower
Teknisi K3 Deteksi Gas	1	16	Ministry of Manpower
Teknisi K3 Ruang Terbatas	2	80	Ministry of Manpower
Rigger	3	96	Ministry of Manpower
Supervisor Perancah	1	40	Ministry of Manpower
Operator Excavator	1	32	Ministry of Manpower
Operator Dumper	2	64	Ministry of Manpower
Total Training Hours = 4286,5			

Table 12. Certification of Expertise

Number	Title of certificate of expertise	Organizer
2	Ahli Teknik Bangunan Gedung Level 9	Ikatan Ahli Konstruksi Indonesia
3	Quality Management Systems (QMS) Internal Auditor Training Course (ISO 9001:2015)	British Standards Institution
1	Integrated Management System (IMS) Internal Auditor Course (ISO 9001:2015, 14001:2015 & 45001:2018)	British Standards Institution
1	Ahli K3 Umum	Ministry of Manpower
1	Ahli K3 Muda Konstruksi	Ministry of Manpower
1	Pengelolaan Limbah B3	BNSP
1	Operasional Pengelolaan Limbah B3	BNSP
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Supervisi Perancah	Ministry of Manpower
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Operator Crawler Crane Kelas 1	Ministry of Manpower
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Operator Excavator	Ministry of Manpower
2	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Operator Dumper	Ministry of Manpower
3	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Juru Ikat / Rigger	Ministry of Manpower
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Petugas Penyelamat K3 Ruang Terbuka	Ministry of Manpower
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Teknisi K3 Deteksi Gas	Ministry of Manpower
2	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Teknisi K3 Ruang Terbatas	Ministry of Manpower

Number	Title of certificate of expertise	Organizer
1	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) di Bidang Pertolongan Pertama Pada Kecelakaan di TempatKerja	Ministry of Manpower
2	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) Petugas Peran Kebakaran	Ministry of Manpower
55	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) TKBT 1	Ministry of Manpower
91	Pembinaan Teknik Keselamatan dan Kesehatan Kerja (K3) TKBT 2	Ministry of Manpower

Staffing and Turnover Management

Decorient's Commitment to Children's Rights and Ethical Recruitment

Decorient is strongly committed to upholding children's rights and ensuring ethical labor practices across all its operations. We actively subscribe to the business principles on children's rights and translate these into concrete action. Regardless of time or location, Decorient strictly adheres to statutory minimum age requirements and does not employ individuals under the age of 17. To further safeguard against underage employment, all prospective employees are required to submit a Kartu Tanda Penduduk (KTP) – an official Indonesian identity card – during the hiring process. This requirement ensures that all Decorient employees are at least 18 years old.

In our pursuit of high-quality, reliable, and capable human resources aligned with our values and business objectives, Decorient is proactive in its recruitment efforts. The recruitment process is guided by the principles of transparency, fairness, and equality, with a strong focus on matching the company's competency needs. Through these practices, Decorient continues to foster an ethical, inclusive, and performance-driven workforce. Decorient evaluates each other based on performance and demonstrated qualities. Decorient explicitly rejects any form of discrimination based on race, religion or personal beliefs, political preference, age, gender, disability, sexual orientation, or any other grounds.

During the reporting period, Decorient successfully recruited 6 new permanent employees and 107 contract employees. The selection process is based on the needs and competencies required for the roles. Candidates are sourced through company websites, advertisements, individuals who have completed fieldwork with the company, and referrals, particularly for specific positions.

In 2024, our organization experienced shifts in its human capital, throughout the year, we successfully integrated 6 new permanent staff members, reinforcing our operational capabilities and introducing diverse perspectives.

Conversely, the year also saw the departure of 7 permanent staff members through voluntary resignations. These exits are acknowledged as part of standard workforce evolution and inform our continuous efforts to enhance employee satisfaction and retention.

Our permanent staff commenced 2024 with a total of **99 employees** and concluded the year with a slightly increased headcount of **101 employees**.

Based on these workforce movements, the **permanent employee turnover rate for the year 2024 was calculated at 7%**. This metric, representing the proportion of our average workforce that departed voluntarily, serves as a key indicator in our human capital management analysis. We are committed to understanding the underlying factors contributing to these figures and will leverage these insights to inform our strategies for talent attraction, development, and retention, thereby ensuring the long-term sustainability and resilience of our workforce.

Table 13. Employee rights and benefits

	Permanent	Non-permanent
Service	✓	✓
Information	✓	✓
Safety and health facility	✓	✓
Social Security (BPJS)	✓	✓
Benefit	✓	✓
Bonus/incentive	✓	✓
Reward	✓	✓
Training	✓	✓
Religious Holiday Allowance)	✓	✓
Salary	✓	✓
Uniform	✓	✓
Maternity leave	✓	✓
Menstruation leave	✓	✓
Pilgrimage leave	✓	✓
Severance pay	✓	✓

Implementation of Equality Principle for Employees

As part of its commitment to good corporate governance, Decorient upholds the principles of equality and fairness for all employees. The company ensures that every individual is treated equally, regardless of age, gender, ethnicity, religion, education, or physical appearance. This commitment is reflected not only in daily operations but also in the recruitment process, where employment opportunities are offered based solely on the competence and qualifications of candidates, aligned with the company's needs.

In line with this principle, Decorient applies a fair and transparent approach to remuneration, rewards, and disciplinary actions. All employees are treated equally under established standards, ensuring consistency and integrity across the organization.

Key implementations of this principle include:

- Providing appropriate rewards based on career progression, responsibilities, and competencies.
- Ensuring equal opportunities for all employees to grow and advance in their careers.
- Offering access to training and development programs to enhance skills and competencies.

Furthermore, Decorient's remuneration scheme is based on performance evaluations and organizational roles, without discrimination based on gender, religion, ethnicity, or race. This approach reinforces the company's dedication to building an inclusive and equitable workplace for all.

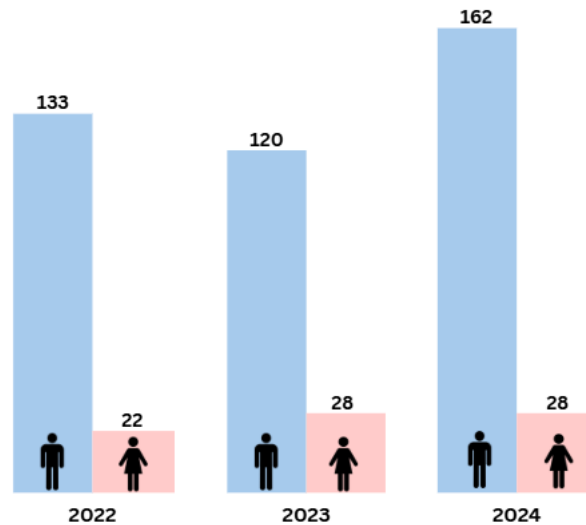
Gender Diversity in the Workforce

At Decorient, we are committed to fostering an inclusive and equitable workplace where diversity is valued and respected. One of the key aspects of this commitment is ensuring gender representation and equal opportunities for all employees, regardless of gender identity.

Over the past three years, our workforce has experienced growth and positive shifts in gender distribution. Below is the gender composition of our employees (permanent contract staff) from 2022 to 2024 (permanent staff and corporate contract-based staff):

Table 14. Workforce Gender Distribution (2022–2024)

Year	Male	Female	Total Employees
2022	133	22	155
2023	120	28	148
2024	162	28	190



In 2024, the total number of employees reached **190**, marking a significant increase from previous years. Of this total:

- **162 employees (85%)** identify as **male**
- **28 employees (15%)** identify as **female**

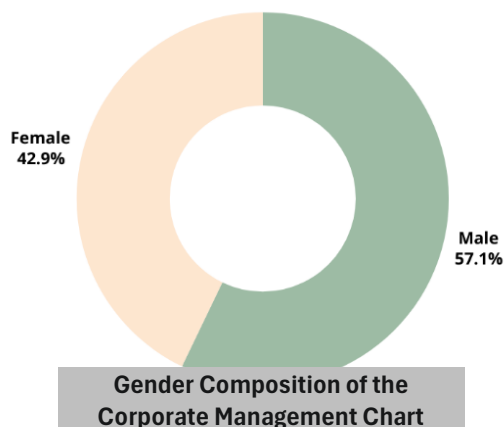
While male employees continue to represent the majority of our workforce, we recognize the importance of gender balance and are actively working to **encourage greater female participation** in all roles and levels of the organization.

Our Commitment

We believe that gender diversity contributes to more dynamic, innovative, and resilient teams. To support this, we have taken proactive steps, including:

- **Equal opportunity hiring practices**
- **Career development programs** for women in the workplace
- **Flexible work arrangements** to support work-life balance
- **Diversity and inclusion training** for management and staff

Looking ahead, we aim to further enhance gender representation and ensure that all employees, regardless of gender, are empowered to succeed and lead in their roles.



The corporate management team at Decorient reflects the company's strong commitment to gender equality, with 3 out of 7 department heads being women. This demonstrates that leadership roles are assigned based on individual competence and merit, not gender.

In addition, Decorient promotes inclusivity by employing individuals with disabilities. One staff member with a disability has been part of the team

since 2022 and continues to perform competently in their role. The company ensures that this employee works in a safe, respectful, and supportive environment, free from discrimination.

Women Empowerment in the Construction Industry

As a company operating in a traditionally male-dominated industry, Decorient is committed to promoting gender equality and empowering women across all levels of the organization. We believe that diverse perspectives bring innovation, strengthen collaboration, and drive better business outcomes.

To support and celebrate the role of women in the workplace—especially in construction and technical fields—Decorient organizes a series of empowerment-focused initiatives and events designed to inspire, educate, and uplift.

1. Kartini Day Celebration

In honor of Raden Ajeng Kartini, a pioneer of women's rights in Indonesia, Decorient holds an annual Kartini Day celebration. This event recognizes the valuable contributions of women in the company and provides a platform to share stories of resilience, leadership, and achievement. Through this celebration, we aim to reinforce our commitment to creating an inclusive work environment that values the role of women in construction and beyond.

In 2024, the event was held on April 19th, with all female staff proudly wearing Kebaya or Batik to honor and preserve the rich cultural heritage of traditional Indonesian attire.



2. Women in Finance Workshop: Empowering Financial Independence for Women

This interactive workshop is initiated by Britcham to equip women employees with essential financial knowledge and tools to manage their finances confidently and independently, done on November 5th, 2024. Covering topics such as budgeting, saving, investing, and financial planning, the workshop empowers participants to take control of their financial futures. It also reflects Decorient's broader commitment to supporting the personal and professional growth of women in the workplace.



Religious Diversity and Inclusion

At Decorient, we recognize that diversity is not only reflected in our skills and experiences but also in our beliefs and identities. One important dimension of this diversity is religion. Our organization embraces an inclusive workplace culture where employees of all faiths are respected, supported, and empowered.

As of the end of 2024, our workforce comprises 190 employees. The religious composition is as follows:

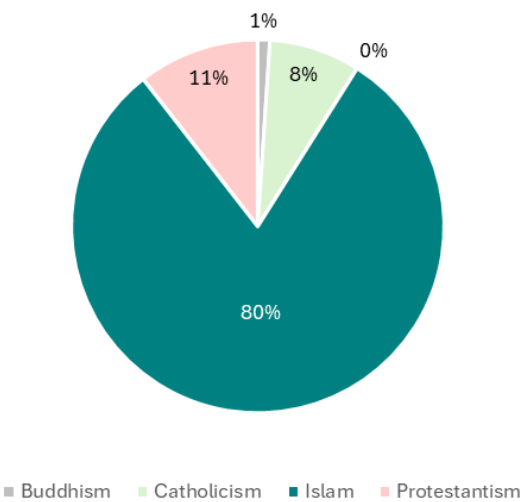


Table 15. Religious Composition of Employees

Religion	Total	%
Islam	153	81%
Protestantism	20	11%
Catholicism	15	8%
Buddhism	2	1%
Hinduism	0	0%
Total	190	100%

This data reflects a **predominantly Muslim** workforce, with **Islam accounting for 81%** of our employees. Other religious affiliations include **Protestantism (11%)**, **Catholicism (8%)**, and a small representation of **Buddhism (1%)**. At present, no employees identify as Hindu.

We consider this diversity a strength that enriches our organizational culture. As part of our social sustainability strategy, we are committed to:

- Accommodating religious practices and observances in the workplace
- Ensuring equal opportunity and non-discrimination regardless of belief
- Promoting interfaith understanding through respectful dialogue and awareness
- Supporting inclusive policies that uphold freedom of religion and belief

Moving forward, we will continue to foster a workplace that values and respects every individual, ensuring that our company remains a place where all employees feel seen, heard, and valued—regardless of faith.

Ethnic Diversity and Inclusion

At Decorient, we believe that a diverse workforce is key to innovation, resilience, and sustainable growth. Our commitment to equity and inclusion is reflected in the rich ethnic diversity of our employees, who bring unique cultural perspectives and experiences to the organization.

As of the reporting period, our team comprises **190 employees** from a wide range of ethnic backgrounds. The breakdown is as follows:

Table 16. Employee Distribution by Ethnicity

Ethnicity	Total Employees
Javanese	106
Sundanese	29
Indonesian Chinese	22
Batak	11
Betawi	8
Minangkabau	3
Melayu	2
Maduranese	2
Manado	1
Dutch	1
Palembang	1
Lampung	1
Toraja	1
Filipinos	1
Bugis	1
Total	190

The majority of our workforce identifies as **Javanese (56%)**, followed by **Sundanese (15%)**, and **Indonesian Chinese (12%)**. Other ethnic groups represented include **Batak, Betawi, Minangkabau, Melayu**, and several others—each contributing to the mosaic of cultural identity within our company.

This diverse composition underscores our principle that inclusion is not just about representation, but also about cultivating a workplace where everyone, regardless of ethnic origin, feels empowered and respected.

As part of our sustainability efforts, we continue to:

- Promote **equal opportunity hiring** practices
- Encourage **cross-cultural learning** and collaboration
- Celebrate **cultural heritage** and ethnic festivals in the workplace
- Provide training on **unconscious bias** and inclusive leadership

We recognize that the diversity of our team is a core asset in building a forward-looking organization—one that is adaptive, empathetic, and reflective of the communities we serve. We are proud of this foundation and remain committed to deepening our efforts in **diversity, equity, and inclusion** as a key pillar of our sustainability strategy.

Education Profile of Employees

At Decorient, we recognize that our people are our greatest asset. The educational background of our workforce reflects our commitment to attracting and developing talent across a wide range of skill levels and expertise.

As of the reporting period, our company employs **190 individuals** with diverse educational qualifications, ranging from foundational education to advanced degrees. The distribution is as follows:

Table 17. Employee Distribution by Education Level

Education Level	Total Employees
Elementary School (SD)	3
Junior High School (SMP)	8
Senior High School (SMA)	28
Vocational High School (SMK)	42
Diploma I (D1)	1
Diploma III (D3)	10
Applied Bachelor (D4)	3
Bachelor's Degree (S1)	89
Master's Degree (S2)	6
Total	190

This data highlights that a significant portion of our team holds **higher education degrees**, with **89 employees (47%)** having earned a **Bachelor's Degree (S1)** and an additional **6 employees (3%)** holding **Master's Degrees (S2)**. This reflects a strong emphasis on knowledge-driven roles and continuous professional development within our organization.

At the same time, we value the contributions of employees with vocational and secondary school backgrounds—such as the **42 team members (22%)** from **SMK** and **28 (15%)** from **SMA**—whose technical and operational expertise is crucial to our day-to-day success.

We are committed to **lifelong learning** and ensuring that all employees have the opportunity to grow within their roles. Our sustainability strategy includes:

- Ongoing **training and certification programs**
- Access to **scholarships and upskilling initiatives**
- Partnerships with educational institutions
- Internal **mentorship and knowledge-sharing platforms**

By fostering a learning-oriented culture, we aim to enhance both personal and organizational resilience—empowering our people to adapt, innovate, and lead in a fast-evolving business environment.

These practices underscore Decorient's dedication to fostering a diverse and inclusive workplace, where every employee is valued and given equal opportunity to contribute and grow.

Anti-Discrimination Policy

As part of our commitment to upholding the principles of good corporate governance, Decorient is dedicated to promoting equality and fairness for all employees. This commitment is guided by **Law No. 21 of 1999** on the ratification of the ILO Convention

concerning Discrimination in Respect of Employment and Occupation, as well as **Law No. 13 of 2003** on Manpower.

Decorient maintains a work environment where every individual is treated with respect and dignity, regardless of background, belief, or personal identity. We strictly prohibit any form of discrimination or unfair treatment in employment, including hiring, promotion, and work assignments.

Furthermore, the company firmly ensures that all employment practices are free from forced or compulsory labor, in full compliance with applicable labor laws and regulations. This reflects our ongoing commitment to building a safe, ethical, and inclusive workplace for all.

Employee Satisfaction Survey

Employee satisfaction surveys were conducted in 2024 for all Decorient staff involved in the RRP Building Phase 4 Project and the ALBA Project. The objective of this survey was to gain meaningful insights into employees' perspectives on various aspects of the company and their working environment. The feedback collected serves as a valuable resource for management to recognize strengths and identify areas for improvement, with the aim of further enhancing employee satisfaction and overall productivity. Based on the 2024 results, Decorient received an overall rating classified as "Very Satisfactory".

Employee Satisfaction Survey - Sampoerna Project

An employee satisfaction survey was conducted among staff assigned to the Sampoerna Project, with the aim of evaluating their level of satisfaction with both the working conditions on the project site and their perception of Decorient Partaya Indonesia as a company.

Survey Results by Variable:

- **Team Collaboration** received the highest score of 4.2 (Very Satisfactory), indicating strong teamwork and a high level of support among colleagues in daily project execution.
- **Leadership and Management** was also rated highly at 4.1, reflecting employees' confidence in the project leadership and management's ability to provide clear direction and effective support.
- **Communication and Feedback** scored 4.0, showing that employees feel adequately informed and have opportunities to provide input and receive constructive feedback.

- **Job Satisfaction** (3.9), **Company Engagement** (3.9), and **Work Environment** (3.7) were all rated as Very Satisfactory, highlighting positive motivation and a conducive work atmosphere on site.
- The only variable with a lower score was **Employee Well-Being**, which received a 3.4 (Satisfactory). While still within acceptable levels, this indicates room for improvement in areas such as work-life balance and health support.

The average rating across all variables was 3.9, while the overall rating given to Decorient Partaya Indonesia by the Sampoerna Project staff was 3.95, both falling into the **Very Satisfactory** category.

Employee Satisfaction Survey - ALBA Project

An employee satisfaction survey was carried out among staff assigned to the ALBA Project, with the aim of evaluating their satisfaction with the on-site working environment as well as their overall perception of Decorient Partaya Indonesia as an employer.

Survey Results by Variable:

- **Team Collaboration** received the highest score of 4.4 (Very Satisfactory), reflecting excellent teamwork and strong cooperation among project team members.
- **Communication and Feedback** and **Leadership and Management** were also rated highly at 4.3, indicating clear, effective communication and strong leadership presence at the project level.
- **Job Satisfaction**, **Work Environment**, and **Company Engagement** each received a score of 4.2, all within the Very Satisfactory range, suggesting that employees are motivated, engaged, and generally pleased with their working conditions.
- **Employee Well-Being** scored 4.0, which is also Very Satisfactory, showing that staff feel supported in terms of their physical and mental well-being, although there may still be opportunities for further enhancements.

The average score across all variables was 4.2, indicating a consistently high level of satisfaction across key aspects of the employee experience. In addition, the overall rating given to Decorient by ALBA Project staff was 4.4, further confirming a **Very Satisfactory** level of employee approval.

Both Project staff express a strong sense of satisfaction with their work experience, citing excellent teamwork, effective communication, and supportive leadership as standout factors. With all measured areas falling within the “Very Satisfactory” category, the survey reflects a highly positive workplace culture. These results reinforce Decorient’s reputation

as a company that fosters strong collaboration, engagement, and employee well-being across its projects.

Fostering Open Dialogue

Open and constructive communication is a key pillar in maintaining a healthy and collaborative work environment. Encouraging the exchange of ideas and feedback strengthens engagement, supports decision-making, and ensures that all voices are heard.

In the development of Company Regulations, employee representatives are consulted to provide input before the final version is submitted to the Jakarta Department of Manpower and Transmigration. This collaborative process helps align policies with employee expectations and operational goals.

Regular **town hall meetings** are also held, bringing together Top Management and the broader workforce. These sessions are designed to:

- **Communicate Important Updates and Encourage Engagement**
Present recent developments, policy changes, and strategic priorities, while inviting participation from all levels of the organization.
- **Listen and Respond to Employee Concerns**
Offer a platform where team members can openly share suggestions, feedback, or questions.
- **Promote Transparency and Trust**
Strengthen relationships across the company by discussing decisions and future plans in an open, honest setting.

By fostering ongoing dialogue, the organization continues to build a workplace culture based on mutual respect, transparency, and shared purpose.

Grievance Mechanism

The company is committed to maintaining a fair, respectful, and inclusive work environment. As part of this commitment, a formal grievance mechanism is in place to ensure that any concerns or complaints raised by employees are addressed promptly, transparently, and equitably.

Employees who believe they have been treated unfairly or in a manner inconsistent with the Company Regulations are encouraged to utilize this procedure. The process allows

individuals or groups to submit grievances through established channels, ensuring that every concern is reviewed and responded to in a timely and impartial manner.

Throughout 2024, no formal grievances were submitted by employees. This outcome reflects the company's ongoing efforts to foster open communication, promote workplace harmony, and uphold strong internal practices aligned with our core values and governance standards.



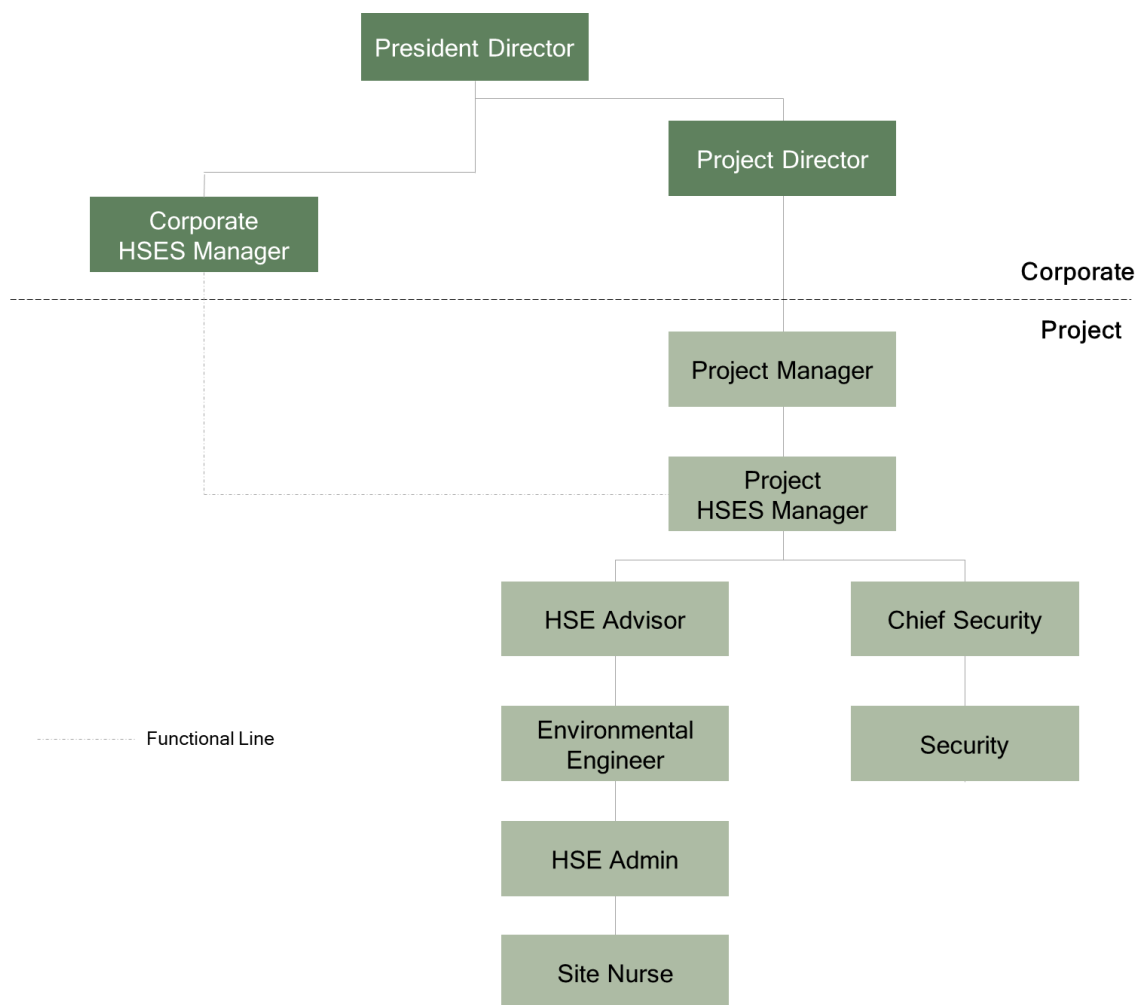
Protecting People Through Strong OHS Practices



Occupational Health and Safety

Occupational Health and Safety in Decorient's Organization Structure

All program management related to Occupational Safety and Health aspects (OHS) is under HSES Department. The following is the structure of the Decorient HSES Department for 2024:



**not all projects implemented this organization structure*

Key Performance Indicators

Table 18. HSE KPI Evaluation 2024

No	Objective	Indicator	Target	Achieved/ Not Achieved	Year-end evaluation
1	Financial Perspective				
2	Customer Perspective				
2.1	Project safety objectives	a. Lagging Indicator Objectives Score	> 80%	Achieved	Achieved Alba = 100% RRP4 = 99% SMB2 = 100%
		b. Leading Indicator Objectives Score	> 80%	Achieved	Achieved Alba = 96% RRP4 = 89% SMB2 = 82%
2.2	Client's safety NCR	NCR closing out average	Max 2 weeks from issuance	Achieved	Achieved < 2 weeks
3	Internal Process Perspective				
3.1	HSE management system	ISO external audit renewal	Passed the ISO certificates renewal	Achieved	achieved passed certification
3.2	HSE performance	IF Rate	< 0.8	Achieved	Achieved IF = 0.24 (per 07/12/2024)
		No spillage occurred	≤ 200 L	Achieved	achieved no spillage occurred
		Incident notification	1x24 hours	Not Achieved*	There was one incident that was not reported within the expected timeframe.
3.3	HSE program execution	Management Inspection	≥ 90%	Achieved	Achieved Alba = 94% RRP4 = 95% SMB2 = 89% corporate average: 93%
4	Learning & Growth Perspective				
4.1	Human capital	Min training for workforce	min 10% of active workforce / week	Not Achieved*	Not achieved Alba = 69% RRP4 = 97% SMB2 = 85% corporate average: of the target 10% of the workforce to be trained, only 84% has been achieved.

*Unachieved targets have been evaluated, with a corrective action plan established and currently being implemented. Follow-up evaluations will be carried out monthly as part of the KPI review process.

Implementation of Occupational Health and Safety

Employees' safety is the priority within Decorient's work environment. Hence, Decorient always strives to provide the best for all Decorient people by creating a favorable and positive work environment in order to protect all of its personnel. Decorient system is certified to ISO 45001:2018 standard.

HSE activities and emergency response readiness are prepared in the HSE plan and Emergency Response Plan (ERP) documents before the start of project construction activities. The HSE plan and ERP are disseminated to all project personnel through the HSE Induction.

To create a safe environment at work, Decorient continues to stress the importance of the following activities:

- Comply with all regulations and standards of occupational safety.
- Provide all safety equipment and ensure that the equipment is used according to Decorient's OHS standards in the construction field.
- Develop an emergency response plan to help identify and conduct preventive measures for potential emergency scenarios.
- Overcome incidents according to the prevailing standards and procedures.
- Investigate any incidents occurred, including the near miss incident, to identify the cause and anticipate it in the future.
- Conduct investigation and prepare report on any incidents and socialize it to prevent recurrence.
- Hold periodical training on emergency management.
- Review and evaluate the implementation of OHS management system by periodically conducting inspection and audit to monitor our performance and improve skills needed by the employees and partners.

Table 19 Cost Spent on HSES Activity and CSR Program

HSES & CSR Program and Activity	Cost Spent (IDR)	HSES & CSR Program and Activity	Cost Spent (IDR)
Vitamin distribution	Rp 114.210.700	Spill kit	Rp 6.164.330
Mask distribution	Rp 1.437.000	Hazardous waste disposal	Rp 16.567.382
PPE	Rp 1.220.875.736	Health device (thermometer, blood pressure, etc)	Rp 2.728.200
CSR	Rp 51.380.000	Safety Reward	Rp 45.818.900

HSES & CSR Program and Activity	Cost Spent (IDR)	HSES & CSR Program and Activity	Cost Spent (IDR)
Training		Emergency Equipment	Rp 26.835.000
TKBT 1 Training	Rp 110.300.000	Healthy drink as supplement	Rp 2.700.200
TKBT 2 Training	Rp 178.000.000	Hospital Reimbursement	Rp 77.974.524
other trainings	Rp 142.728.440	APAR refill/purchase	Rp 43.414.000
Equipment Certification	Rp 29.500.000	P3K/refill	Rp 5.979.850
Medical Check up	Rp 98.635.000	Waste disposal	Rp 39.096.503
Fogging	Rp 2.861.946	Sports	Rp 26.513.000
Disinfectant	Rp 731.700	Environmental measure device	Rp 120.000
Waste bin Purchase	Rp 44.546.153	Communication & signage	Rp 24.672.990
Environmental Monitoring	Rp 44.537.265		
TOTAL	Rp 2.358.328.819		

OCCUPATIONAL HEALTH

Occupational health has become a critical concern that must be addressed effectively within Decorient's work environment. As an employer, Decorient holds the responsibility of safeguarding the health and well-being of all employees, particularly from risks and adverse conditions associated with occupational activities in construction projects. To uphold this commitment, Decorient strives to create a healthy work environment by assessing the potential impact of each activity or project on both individuals and the surrounding community.

Decorient reinforces its prioritization of occupational health through a range of preventative measures. These include annual medical check-ups for all staff, ensuring early detection and management of potential health issues. On project sites, workers are required to present valid health certifications before commencing work. For example, in the Sampoerna Project, workers must show proof of National Health Care Security (BPJS Kesehatan).

Additionally, first aid stations are established at every project site to provide immediate care when needed. Decorient also implements environmental health initiatives, such as mosquito fogging, to reduce health risks and maintain a clean and safe workspace.

Beyond preventive healthcare, Decorient is committed to promoting long-term employee wellness. Initiatives such as regular badminton training sessions are organized to support

physical fitness, relieve stress, and encourage positive recreational activities. These efforts reflect Decorient's dedication to fostering a healthier, more resilient workforce.

Occupational Health and Safety Training

To strengthen employee competence and understanding of Occupational Safety and Health (OHS), Decorient engages its workforce in various training and certification programs. These efforts aim to raise awareness, cultivate a strong safety culture, and enhance employees' expertise in maintaining health and safety across all operations. In 2024, a total of 3,656 hours were dedicated to OHS training, with the details outlined below:

Table 20. Employee Certification

Type	Title	Total Participants	Training Hours	Training Provider
Certification	Ahli K3 Umum	1	48	Ministry of Manpower
Certification	Ahli K3 Muda Konstruksi	1	40	Ministry of Manpower
Certification	First Aider	1	24	Ministry of Manpower
Certification	Damkar Kelas D	2	48	Ministry of Manpower
Certification	TKBT 1	55	880	Ministry of Manpower
Certification	TKBT 2	91	2184	Ministry of Manpower
Certification	Petugas Penyelamat K3 Ruang Terbatas	1	32	Ministry of Manpower
Certification	Teknisi K3 Deteksi Gas	1	16	Ministry of Manpower
Certification	Confined Space	2	80	Ministry of Manpower
Certification	Rigger	9	96	Ministry of Manpower
Certification	K3 Supervisi Perancah	1	40	Ministry of Manpower
Certification	Operator Excavator	1	32	Ministry of Manpower
Certification	Operator Dumper	2	64	Ministry of Manpower
Certification	Operator Crawler Crane Kelas 1	1	40	Ministry of Manpower
Certification	Pengelolaan Limbah B3	1	16	BNSP
Certification	Operasional Pengelolaan Limbah B3	1	16	BNSP

Dissemination and Supervision of OHS

Decorient consistently implements the dissemination and supervision of Occupational Safety and Health (OHS) through multiple channels to ensure compliance and reduce potential risks across all projects. Key initiatives include:

- **General Safety Talk & Toolbox Meetings**
Daily briefings conducted in groups based on work area or discipline to reinforce safety awareness and best practices.
- **HSE Advisor Deployment**
Dedicated HSE Advisors are assigned to oversee OHS implementation, conduct supervision, and submit regular reports on the consistency of safety standard enforcement.
- **Induction Programs**
Mandatory safety inductions for all workers, new employees, and visitors before they enter any construction site to ensure familiarity with safety procedures and protocols.
- **OHS and Environmental Inspections**
Regular inspections are carried out on each project site to assess the implementation and effectiveness of OHS measures.
- **Technical Training and Certification**
Ongoing training programs are provided for technical skills and certifications in areas such as equipment handling, electrical safety, scaffolding, and more.
- **Work Permit Awareness Dissemination**
Awareness campaigns to emphasize the importance of work permits in maintaining safety compliance.
- **OHS Campaigns**
Continuous promotion of safety culture through informative posters, bulletins, and other communication materials displayed throughout project sites.
- **Incident Reporting and Lessons Learned**
All incidents, near misses, and unsafe conditions are systematically reported, investigated, and analyzed to identify root causes. Findings are shared across project teams to prevent recurrence and improve overall safety performance.
- **OHS Performance Monitoring and Review**
Key safety performance indicators (KPIs) are tracked and reviewed regularly. Results are used to evaluate the effectiveness of current measures and to guide further improvement initiatives.

Safe Work Hours

In 2024, total man-hours reached 4,590,793 — a substantial increase from 1,556,331 man-hours recorded in 2023. During this period, one Lost Time Injury (LTI) case was reported. Medical Treatment Cases (MTC) decreased to one case in 2024, down from two in 2023. Total Recordable Injury (TRI) cases remained steady at two for both years. Notably, the Total

Recordable Incident Rate (TRIR) dropped to 0.44 in 2024, showing improvement from 1.29 in the previous year.

Table 21. Safety Performance 2024

Year	Exposure (Total man hours worked)	Number of Incidents					LTIR	TRIR
		FAT *1	LTI *2	RWC *3	MTC *4	TRI*5 (*1+2+3+4))		
2024	4.590.793	0	1	0	1	2	0,22	0,44
2023	1.556.331	0	0	0	2	2	0,00	1,29
2022	2.509.406	0	0	0	2	2	0,00	0,80
Total	8.656.530	0	1	0	5	6	0,12	0,69

FAT – Fatality

LTI – Lost Time Injury

RWC – Restricted Work Case

MTC – Medical Treatment Case

TRI – Total Recordable Incident

LTIR – Lost Time Injury Rate

TRIR – Total Recordable Incident Rate

Follow-Up on Work Accident

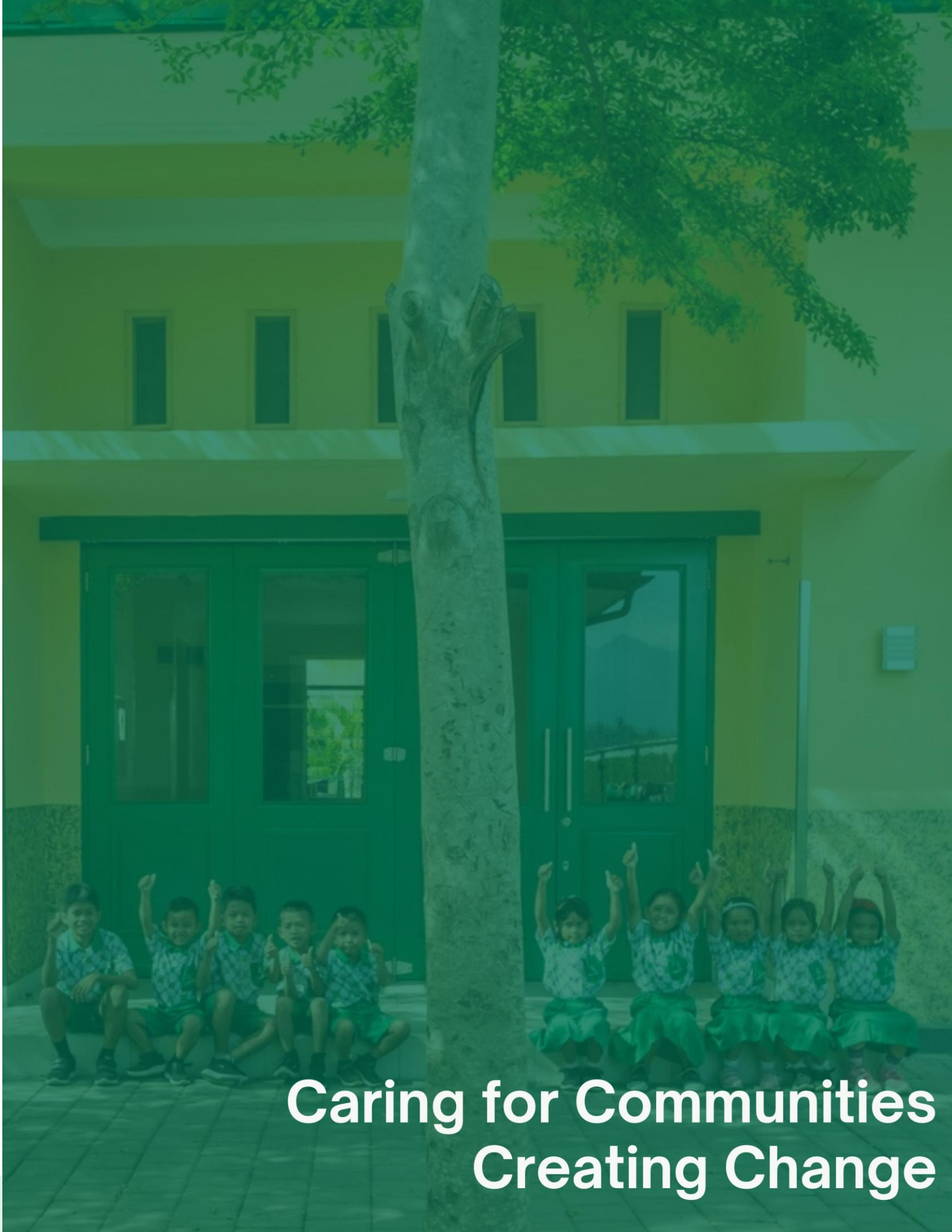
To proactively prevent workplace incidents, Decorient has implemented a range of follow-up initiatives aimed at ensuring the highest standards in occupational health and safety. One key effort involves fostering a supportive and conducive work environment that upholds and reinforces safety protocols for all personnel. Decorient is committed to ensuring that all employees perform their duties in strict compliance with established safety standards, procedures, and internal regulations.

In the event of a workplace accident, a Safety Alert is issued to all Decorient project sites. This alert includes a detailed chronology of the incident, its root causes, and key takeaways. These alerts serve as valuable learning tools to help prevent similar incidents from occurring across other projects.

Occupational Safety and Health Committee

In compliance with Law Number 1 of 1970 on Occupational Safety, Decorient has established an Occupational Safety and Health Committee (Panitia Pembina Keselamatan dan Kesehatan Kerja – P2K3) to foster active participation and collaboration between employers and employees in maintaining workplace safety and health. The establishment of Decorient's P2K3 was officially approved on April 18, 2023, by the Head of the Jakarta Department of Manpower, Transmigration, and Energy.

The committee conducts monthly meetings, and its activities are documented in quarterly reports submitted to the Jakarta Department of Manpower, Transmigration, and Energy.



**Caring for Communities
Creating Change**

Corporate Social Responsibility

Decorient Cares

Decorient carries out its social responsibility and community development programs with a strong emphasis on sustainability, aiming to make a lasting impact on communities—especially those located near its project sites. These Corporate Social Responsibility (CSR) initiatives are not only a demonstration of care but also serve as strategic community investments. Through these efforts, Decorient reaffirms its commitment to enhancing the quality of life and overall well-being of local residents, while fostering long-term, positive relationships with the surrounding communities.

In 2024, Decorient continued to strengthen its commitment to sustainable social performance by implementing a range of community-oriented and employee-focused initiatives. These programs not only supported the well-being of employees but also extended meaningful benefits to the wider community, reinforcing Decorient's role as a socially responsible company.

Key activities carried out throughout the year included:

- **Health and Safety Support:** Distribution of vitamins, supplements, and masks to all employees, along with fogging and disinfectant spraying to maintain a clean and safe working environment.
- **Community Contributions:** Financial donations were made for the renovation of a mosque, support of the *Isra Miraj* event, Independence Day celebrations, and the *Peduli Anak Foundation*. Decorient also donated sacrificial animals during religious celebrations.
- **Environmental Responsibility:** A total of 78 boxes of used paper were donated to a certified third-party recycling company, PT Indoarsip, as part of the company's waste reduction efforts. In addition, plastic waste was donated to support environmental sustainability.
- **Education and Youth Empowerment:** Decorient facilitated an internship program aimed at providing young talents with practical experience and professional development opportunities.
- **Blood Donation Drive:** The company actively participated in a blood donation campaign organized by the Indonesian Red Cross (*Palang Merah Indonesia/PMI*), contributing to public health services.

These initiatives reflect Decorient's dedication to creating a positive impact both within the organization and in the surrounding communities.

For further details on expenditures related to these programs, please refer to the HSE Program Cost Spent Table.



Qurban Eid Al Adha



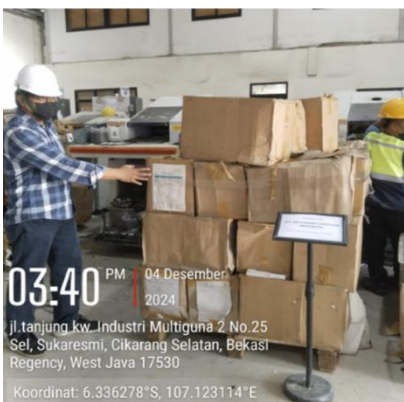
Donation to Peduli Anak Foundation



Blood donation in collaboration with PMI Karawang on January 27, 2024



Vitamin & supplement distribution to workers



Used paper donation to be recycled



Fogging in the nearby village

Customer's Needs

Quality Control of Decorient's Product Construction

Decorient's commitment to quality is manifested in the completion and hand-over of project and provides a comprehensive after sales service, even after the lapse of guarantee period. Decorient believes that customer's needs are the priority. Therefore, Decorient always prioritizes the interest of clients in any situation.

The quality of Decorient's performance is seen in all stages of project implementation, which is monitored by Quality Department. This department continuously maintains the performance quality to maintain success in every project being executed. For example, at the first stage of the project, the Company and the project team conducts risks identification of quality failure that might happen and prepare for the prevention measure. During the execution process, the examination is conducted by using assessment system (inspection, audit, and test) in all projects. Furthermore, at the hand-over stage, another examination is performed to ensure that the building is ready and proper enough to be used.

Our system is certified to ISO 9001:2015.

Customer Feedback Survey

As a parameter to succeed, Decorient tried to accommodate the needs of its customers by conducting customer satisfaction monitoring as well as to maintain any complaints. Monitoring the satisfaction level of the customer conducted through Customer Feedback Survey. Every complaint and input become a significant point for the Company to improve the quality of service and to maintain the Company's market share among the market competition.

Customer feedback surveys are conducted in 2 phases: the tender phase and the project phase. In the tender phase, regardless of whether we win or lose, Decorient will send out a customer feedback survey and use it as input for future improvements. In the project phase, the customer feedback survey is sent out at mid-project and at the end of the project.

Tender Customer Survey Feedback

Table 22. Tender Customer Survey Feedback

Project/Tender	Company	Date Response
Urban Forest 2 (T)	Arthareka Graha Sarana (QS)	11 Dec 23
Hon Chuan New Factory (T)	Hon Chuan Indonesia	27 Dec 23
Indonesia L Civil Works (T)	SKEcoengineering	11 Jun 24
Main Construction (CSA + MEP) C.02	PT Beiersdorf Indonesia	14 Oct 2024
Iris Project Phase 3 - Steel Structure	Cushman and Wakefield	14 Oct 2024
Main Contractor (MC) Work for BAT Artemis Project	PT Meinhardt Indonesia	15 Oct 2024
TA3248.C02 - BDF Magma 2 project	PT. Haskoning Indonesia	15 Oct 2024

Strongest aspect of Decorient Partaya Indonesia:

- Demonstrated strong alignment with customer needs
- Excellent capabilities throughout the tender process, submitting the tender on time, presenting Decorient's capabilities well, along with the methods and work standards during the tender clarification meeting
- Technical aspects
- Skills, presentation, communication
- Understanding technically of CSA & MEP

The most important area for improvement:

- To improve competitiveness in pricing
- More flexible in terms of the commercial aspects
- More competitive price
- Focus on pursuing projects that are still rarely undertaken, such as hotels.
- Acceptance clause FIDIC Contract as well as rate competitiveness

Project Customer Survey Feedback

1. ALBA Project

Quantitative Summary:

- All 13 items appear to be positively marked (though exact marks are not machine-readable).
- Estimated Score:
Total Score: 52
Average Score: Achieved 4.0 on a 4-point scale

Qualitative Feedback:

- **Strengths:** Strong commitment and passion from the project manager and director, excellent site management.
- **Improvement Area:** Cost control: suggests better communication on potential cost escalations.
- **Additional Remark:** “Wonderful team!”

2. HMS (HM Sampoerna)**Quantitative Summary:**

- 13 items with a mix of “Strongly Agree” and “Agree” (4s and 3s).
- Estimated Score:
Total Score: ~46
Average Score: Achieved ~3.54 on a 4-point scale

Qualitative Feedback:

- **Strengths:** Strong documentation and safety practices.
- **Improvement Area:** Further improvement in safety and quality, better subcontractor selection criteria.
- **Additional Remark:** Emphasis on quality over price in subcontractor selection.

3. Cargill Project**Quantitative Summary:**

- 13 items with a mix of “Excellent” and “Good” (4s and 3s).
- Estimated Score:
Total Score: 45
Average Score: 3.46

Qualitative Feedback:

- **Strengths:** Excellent safety compliance, especially during critical activities (e.g., lifting, confined space).
- **Improvement Area:** Time planning and management for better efficiency.
- **Additional Remark:** None noted.



PT Decorient Partaya Indonesia

Menara Jamsostek
Menara Utara 20th Floor
Jakarta Selatan, DKI Jakarta
12710

